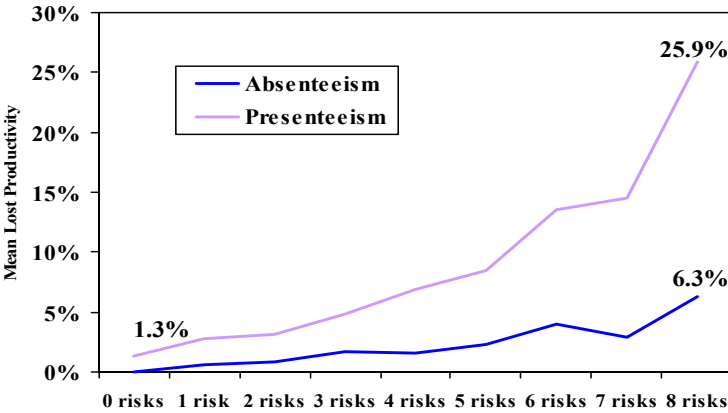


The Relationship Between Health Risks and Work Productivity

Mean Percentage of Absenteeism or Presenteeism for Each Level of Risk

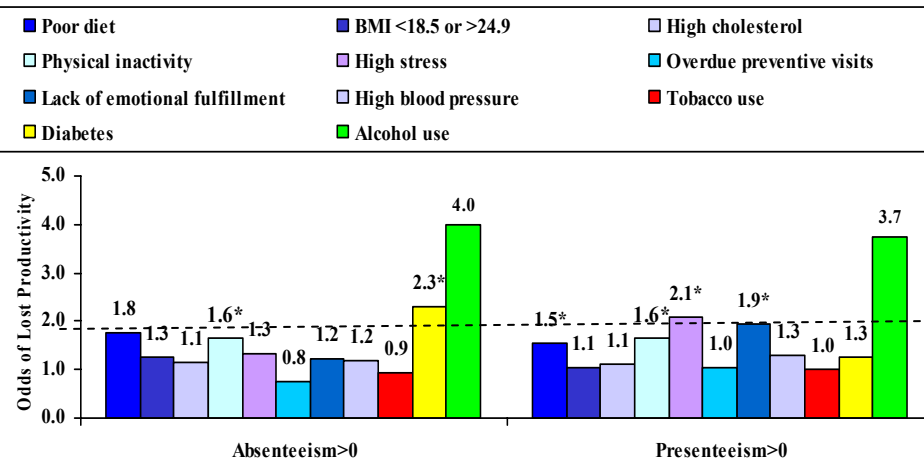


Key Findings

- Participants with more risk factors reported greater productivity loss
- The odds of any productivity loss were most significant for individuals with diabetes (absenteeism) and stress (presenteeism)

Having more health risks is strongly associated with greater productivity loss

Odds of Having Self-Reported Absenteeism or Presenteeism Given Selected Health Risks



Different risks are associated with absenteeism than with presenteeism

*p<.05. Odds ratio estimates for absenteeism and presenteeism controlled for age, gender and health risk status.

The study population consisted of 2,264 employees of a large national employer who participated in a company-sponsored wellness program (response rate: 45%). Participants (72% female; 73% <45 years of age) completed a health risk assessment and a general health and productivity questionnaire between February 2001 and September 2001.

Eleven health risks (see figure) were identified from the HRA. Absenteeism (time missed from work) and presenteeism (time impaired while working) were calculated according to the rules specified by the developers of the productivity tool. The mean percentage of absenteeism and presenteeism were assessed for each level of risk (summed risk count ranging from 0 to 8 risks). Multivariate logistic regression models were used to evaluate the relationship between health risks and the odds of any work impairment.

On average, employees reported 1.8% absenteeism and 6.6% presenteeism because of health problems. The odds of any productivity loss were most significant for diabetes (absenteeism; OR=2.285, p=.016) and stress (presenteeism; OR=2.085, p<.001).

Note: Aetna Inc. managed the development, delivery and data analyses for this project and all services rendered.

Reference:
Boles M, Pelletier B, Lynch W. The Relationship Between Health Risks and Work Productivity. Journal of Occupational and Environmental Medicine. 2004; 46(7):737-745.