

## Module 1: Why Care About Health in the Workplace?

---

### Handout C-3: Improve Employee Morale and Productivity <sup>2 3 4</sup>

---

Tenneco started a comprehensive health promotion program with fitness as the most important component. Strong white-collar employee participation in the on-site exercise program correlated with above-average job performance. During a four-year period, turnover was significantly higher among non-exercisers than among exercisers after taking into account age, gender, general job category, and duration of employment.

AT&T's health promotion program is called Total Life Concept (TLC). Core components are: exercise, back care, weight management, smoking cessation, blood pressure control, cholesterol/nutrition monitoring, cancer screening/awareness, stress management, and interpersonal communications. AT&T employees participating in TLC reported feeling more productive and energetic, and that the quality of their work life improved as a result of the program. They also reported feeling more positive toward AT&T, co-workers, and their supervisors.

Baptist Medical Center of Columbia, South Carolina, asked supervisors to rate employee performance and attitudes before and after participating in the center's Target Life health promotion program. Work performance, satisfaction with work, absenteeism, and behavior problems all had improved.

Southern California Edison (SCE) introduced its disease prevention program at the same time it proposed the first changes in its health benefits plan in 37 years. The company attributes the success of labor negotiations over these changes in benefits to the perception that the disease prevention components are beneficial to employees. The Good Health Rebate and the Preventive Health Account programs emphasize to employees the connection between disease prevention and cost savings, and enhance SCE's image as a company that promotes health.

Conoco employees reported in a survey that implementation of a health and fitness center was a positive sign from management. More than three-quarters said that the health and fitness center affected the work atmosphere positively.

# Module 1: Why Care About Health in the Workplace?

---

## Handout C-3: Improve Employee Morale & Productivity (continued)

---

Holyoke/Chicopee Head Start began offering health and dental insurance coverage, tuition reimbursement, and other perks to attract and nurture quality personnel. The organization was named 1995 Nonprofit Employer of the Year by the Employers' Association of Western Massachusetts. Staff greatly appreciate the support offered to them in their own health care and advancement of personal and professional goals.

---

<sup>2</sup> National Resource Center on Worksite Health Promotion, *Promoting Health at Work*, (Washington, D.C.: 1992).

<sup>3</sup> Stephen M. Weiss, Jonathan E. Fielding, and Andrew Baum, eds., *Health at Work*, (Hillsdale, New Jersey: Lawrence Erlbaum Associates, 1991).

<sup>4</sup> NEA Today, "Wellness at Work." (February 1992).