

PASSIVE EMPLOYEE WELLNESS PROGRAMS

PASSIVE EMPLOYEE WELLNESS PROGRAMS: A QUIET REVOLUTION IN WORKPLACE WELLBEING

ARE YOU TIRED OF THE SAME OLD, OVERLY-STRUCTURED EMPLOYEE WELLNESS PROGRAMS THAT FEEL MORE LIKE MANDATORY CHORES THAN GENUINE OPPORTUNITIES FOR SELF-IMPROVEMENT? DO YOU DREAM OF FOSTERING A HEALTHIER, HAPPIER WORKFORCE WITHOUT THE CONSTANT PUSH AND SHOVE OF INITIATIVES THAT OFTEN FALL FLAT? THEN YOU NEED TO EXPLORE THE POWER OF PASSIVE EMPLOYEE WELLNESS PROGRAMS. THIS POST DELVES INTO WHAT PASSIVE WELLNESS PROGRAMS ARE, WHY THEY'RE EFFECTIVE, AND HOW TO IMPLEMENT THEM SUCCESSFULLY IN YOUR WORKPLACE. WE'LL UNCOVER THE SECRETS TO BUILDING A CULTURE OF WELLBEING THAT FLOURISHES ORGANICALLY, WITHOUT DEMANDING EXCESSIVE EMPLOYEE TIME OR RESOURCES.

WHAT ARE PASSIVE EMPLOYEE WELLNESS PROGRAMS?

UNLIKE ACTIVE WELLNESS PROGRAMS – THINK MANDATORY FITNESS CHALLENGES OR EXPENSIVE GYM MEMBERSHIPS – PASSIVE PROGRAMS SUBTLY ENCOURAGE HEALTHY HABITS WITHOUT EXPLICIT PARTICIPATION REQUIREMENTS. THEY'RE ABOUT CREATING AN ENVIRONMENT THAT SUPPORTS WELLBEING, RATHER THAN DEMANDING IT. THINK OF THEM AS THE GENTLE NUDGE, RATHER THAN THE FORCEFUL SHOVE. THIS APPROACH FOSTERS A CULTURE OF WELLBEING INTRINSICALLY, IMPROVING EMPLOYEE MORALE AND PRODUCTIVITY WITHOUT FEELING INTRUSIVE OR OVERWHELMING.

THE BEAUTY OF PASSIVE WELLNESS PROGRAMS LIES IN THEIR SIMPLICITY AND THEIR ABILITY TO INTEGRATE SEAMLESSLY INTO THE EXISTING WORKPLACE INFRASTRUCTURE. THEY ARE DESIGNED TO BE ACCESSIBLE AND CONVENIENT, ENCOURAGING HEALTHY CHOICES IN THE EVERYDAY WORKFLOW.

WHY CHOOSE PASSIVE EMPLOYEE WELLNESS PROGRAMS?

SEVERAL COMPELLING REASONS EXIST FOR CHOOSING PASSIVE WELLNESS PROGRAMS OVER THEIR ACTIVE COUNTERPARTS:

INCREASED ENGAGEMENT: COMPULSORY PROGRAMS OFTEN FACE LOW PARTICIPATION RATES DUE TO LACK OF INTEREST OR PERCEIVED OBLIGATION. PASSIVE PROGRAMS, ON THE OTHER HAND, ORGANICALLY ENCOURAGE HEALTHY CHOICES, LEADING TO HIGHER ENGAGEMENT AND BETTER RESULTS. EMPLOYEES ARE MORE LIKELY TO ADOPT HEALTHY BEHAVIORS WHEN THEY FEEL EMPOWERED, NOT PRESSURED.

IMPROVED COST-EFFECTIVENESS: PASSIVE PROGRAMS TYPICALLY REQUIRE SIGNIFICANTLY LESS INVESTMENT THAN ACTIVE PROGRAMS. THEY LEVERAGE EXISTING RESOURCES AND INFRASTRUCTURE, MINIMIZING THE NEED FOR COSTLY INITIATIVES LIKE GYM MEMBERSHIPS OR EXPENSIVE WELLNESS WORKSHOPS. THIS MAKES THEM A BUDGET-FRIENDLY OPTION FOR BUSINESSES OF ALL SIZES.

REDUCED EMPLOYEE STRESS: THE SUBTLE APPROACH AVOIDS ADDING ANOTHER TASK OR OBLIGATION TO ALREADY-BURDENED EMPLOYEES. INSTEAD OF FEELING PRESSURED TO PARTICIPATE, EMPLOYEES CAN CHOOSE TO ENGAGE WITH THE INITIATIVES AT THEIR OWN PACE AND CONVENIENCE, REDUCING STRESS AND PROMOTING A MORE RELAXED WORK ENVIRONMENT.

LONG-TERM SUSTAINABILITY: UNLIKE ACTIVE PROGRAMS THAT MIGHT FIZZLE OUT AFTER AN INITIAL BURST OF ENTHUSIASM, PASSIVE PROGRAMS OFFER LONG-TERM SUSTAINABILITY. THEY BECOME INGRAINED IN THE WORKPLACE CULTURE, CONTINUOUSLY PROMOTING WELLBEING WITHOUT THE NEED FOR CONSTANT RE-ENGAGEMENT EFFORTS.

BOOSTING COMPANY CULTURE: CREATING A WORKPLACE THAT GENUINELY CARES FOR EMPLOYEE WELLBEING FOSTERS A POSITIVE AND SUPPORTIVE COMPANY CULTURE. THIS, IN TURN, BOOSTS EMPLOYEE MORALE, LOYALTY, AND PRODUCTIVITY.

EXAMPLES OF SUCCESSFUL PASSIVE EMPLOYEE WELLNESS PROGRAMS:

HERE ARE A FEW PRACTICAL EXAMPLES OF PASSIVE WELLNESS PROGRAMS YOU CAN IMPLEMENT IN YOUR WORKPLACE:

ERGONOMIC WORKSTATIONS: PROVIDING ADJUSTABLE CHAIRS, STANDING DESKS, AND ERGONOMIC KEYBOARDS PROACTIVELY ADDRESSES POTENTIAL MUSCULOSKELETAL ISSUES, PREVENTING INJURIES AND PROMOTING BETTER POSTURE.

HEALTHY SNACK OPTIONS: STOCKING THE BREAKROOM WITH FRUITS, VEGETABLES, AND HEALTHY SNACKS ENCOURAGES HEALTHIER EATING HABITS, REPLACING LESS NUTRITIOUS OPTIONS.

WALKING MEETINGS: ENCOURAGE SHORT WALKING MEETINGS FOR BRAINSTORMING OR INFORMAL DISCUSSIONS. THIS PROMOTES PHYSICAL ACTIVITY WHILE FACILITATING COLLABORATION.

MINDFULNESS RESOURCES: PROVIDE ACCESS TO GUIDED MEDITATION APPS OR ONLINE MINDFULNESS RESOURCES, ALLOWING EMPLOYEES TO INCORPORATE STRESS-REDUCTION TECHNIQUES INTO THEIR DAY AS NEEDED.

WELLNESS CHALLENGES (OPTIONAL): INSTEAD OF MANDATORY PARTICIPATION, OFFER OPTIONAL TEAM CHALLENGES WITH SMALL INCENTIVES – A TEAM LUNCH, EXTRA BREAK TIME – PROMOTING FRIENDLY COMPETITION AND ENCOURAGING ENGAGEMENT WITHOUT PRESSURE.

FLEXIBLE WORK ARRANGEMENTS: OFFERING FLEXIBLE WORK HOURS OR REMOTE WORK OPTIONS CAN SIGNIFICANTLY REDUCE EMPLOYEE STRESS AND IMPROVE WORK-LIFE BALANCE.

ON-SITE FITNESS FACILITIES (SUBSIDIZED): INSTEAD OF MANDATING GYM MEMBERSHIPS, CONSIDER SUBSIDIZING ACCESS TO ON-SITE GYM FACILITIES OR NEGOTIATING CORPORATE DISCOUNTS.

IMPLEMENTING PASSIVE EMPLOYEE WELLNESS PROGRAMS EFFECTIVELY:

SUCCESSFULLY IMPLEMENTING PASSIVE WELLNESS PROGRAMS INVOLVES CAREFUL PLANNING AND EXECUTION:

1. **NEEDS ASSESSMENT:** UNDERSTAND YOUR EMPLOYEES' NEEDS AND PREFERENCES THROUGH SURVEYS OR FOCUS GROUPS. TAILOR YOUR PROGRAM TO ADDRESS SPECIFIC CONCERNS AND PREFERENCES.
1. **GRADUAL IMPLEMENTATION:** INTRODUCE PROGRAMS GRADUALLY, STARTING WITH A FEW KEY INITIATIVES. THIS ALLOWS YOU TO ASSESS THEIR EFFECTIVENESS AND MAKE ADJUSTMENTS BEFORE EXPANDING.
1. **COMMUNICATION IS KEY:** COMMUNICATE CLEARLY ABOUT THE AVAILABLE RESOURCES AND BENEFITS OF THE PROGRAM. EMPHASIZE THE SUPPORTIVE NATURE OF THE INITIATIVE, AVOIDING ANY PERCEPTION OF OBLIGATION.
1. **REGULAR EVALUATION:** MONITOR THE PROGRAM'S EFFECTIVENESS BY TRACKING EMPLOYEE FEEDBACK, ENGAGEMENT LEVELS, AND RELEVANT HEALTH METRICS. ADJUST YOUR STRATEGIES AS NEEDED BASED ON DATA AND FEEDBACK.

CONCLUSION:

PASSIVE EMPLOYEE WELLNESS PROGRAMS OFFER A POWERFUL AND SUSTAINABLE APPROACH TO FOSTERING A HEALTHIER,

HAPPIER WORKFORCE. BY SUBTLY ENCOURAGING HEALTHY HABITS AND CREATING A SUPPORTIVE ENVIRONMENT, BUSINESSES CAN SIGNIFICANTLY IMPROVE EMPLOYEE WELLBEING WITHOUT THE BURDEN OF OVERLY STRUCTURED, OFTEN INEFFECTIVE, ACTIVE PROGRAMS. THE KEY IS TO CREATE A CULTURE WHERE WELLBEING IS INTEGRATED SEAMLESSLY INTO THE EVERYDAY WORK EXPERIENCE, LEADING TO A MORE ENGAGED, PRODUCTIVE, AND SATISFIED WORKFORCE. REMEMBER, IT'S ABOUT CREATING A SUPPORTIVE ECOSYSTEM, NOT FORCING PARTICIPATION.

FAQs:

1. ARE PASSIVE WELLNESS PROGRAMS SUITABLE FOR ALL COMPANY SIZES? YES, PASSIVE WELLNESS PROGRAMS CAN BE ADAPTED TO FIT COMPANIES OF ALL SIZES, FROM SMALL STARTUPS TO LARGE CORPORATIONS. THE KEY IS TO TAILOR THE PROGRAM TO YOUR SPECIFIC RESOURCES AND EMPLOYEE NEEDS.
1. HOW DO I MEASURE THE SUCCESS OF A PASSIVE WELLNESS PROGRAM? SUCCESS CAN BE MEASURED THROUGH EMPLOYEE SURVEYS, FEEDBACK FORMS, TRACKING PARTICIPATION IN OPTIONAL ACTIVITIES (LIKE WELLNESS CHALLENGES), AND OBSERVING CHANGES IN OVERALL EMPLOYEE MORALE AND PRODUCTIVITY. CONSIDER INCORPORATING ANONYMOUS SURVEYS TO ENCOURAGE HONEST FEEDBACK.
1. WHAT IF MY EMPLOYEES DON'T SEEM INTERESTED IN THE PASSIVE WELLNESS INITIATIVES? REVIEW YOUR PROGRAM. ARE THE INITIATIVES RELEVANT TO THEIR NEEDS? IS THE COMMUNICATION CLEAR AND INVITING? CONSIDER CONDUCTING FOCUS GROUPS TO GAIN A DEEPER UNDERSTANDING OF EMPLOYEE PREFERENCES. SOMETIMES, EVEN SMALL CHANGES CAN MAKE A BIG DIFFERENCE.
1. CAN PASSIVE WELLNESS PROGRAMS REPLACE ACTIVE WELLNESS PROGRAMS ENTIRELY? NOT NECESSARILY. PASSIVE PROGRAMS ARE MOST EFFECTIVE WHEN COMBINED WITH OPTIONAL, ENGAGING ACTIVE PROGRAMS. OFFERING A MIX OF BOTH APPROACHES PROVIDES A HOLISTIC APPROACH TO WELLBEING.
1. HOW MUCH SHOULD I BUDGET FOR PASSIVE WELLNESS PROGRAMS? THE COST OF PASSIVE WELLNESS PROGRAMS IS SIGNIFICANTLY LOWER THAN ACTIVE PROGRAMS. THE BUDGET DEPENDS ON THE INITIATIVES CHOSEN; SOME, LIKE ENCOURAGING WALKING MEETINGS, ARE VIRTUALLY COST-FREE, WHILE OTHERS MIGHT INVOLVE A SMALL INVESTMENT IN ERGONOMIC EQUIPMENT OR HEALTHY SNACKS. START SMALL AND SCALE UP AS YOUR BUDGET ALLOWS.

📖 **passive employee wellness programs: Human Resource Management** Raymond A. Noe, 1997 The authors of this text present the view that effective management of human resources is necessary to gain a competitive advantage. The four challenges that they face are the global challenge, the quality challenge, the social challenge and the high performance work challenge. This text provides students with the technical background needed to be a successful HR professional. The text also emphasizes how managers can more effectively acquire, develop, compensate and manage the internal and external environment that relates to the management of human resources.

passive employee wellness programs: Employee Wellbeing Pooja Vishwanathan, 2024-09-30 Drawing on work and positive psychology, this insightful book addresses contemporary workplace challenges and analyses evidence-based interventions in the employee wellbeing domain. Recent

years have seen significant developments in the area of employee wellbeing, with many organisations becoming more interested in wellbeing at work. This book begins by contextualising employee wellbeing before and after the onset of the pandemic and demonstrates how employers are seeking advice and proactively implementing wellbeing policies and practices. It goes on to consider such issues as employee voice, employee growth mindset, burnout, quiet quitting, sleep hygiene, workplace isolation and psychological safety. Each chapter is supported by thought-provoking questions and activities that encourage readers to reflect on their learning and apply their understanding of the material in practice, as well as suggestions for further reading that offer resources for continued study. The book closes by analysing a range of specific interventions that organisations can employ, including potential pitfalls to avoid. In so doing, it offers clear, practical guidance for employers looking to improve employee wellbeing in their organisation. Employee Wellbeing is an important read for stakeholders within and outside of organisations, and will also be of interest to students and academics studying work psychology, organisational behaviour, wellbeing at work and related fields.

passive employee wellness programs: Mental Wellness Programs for Employees R.H. Egdahl, D.C. Walsh, W.B. Goldbeck, 2012-12-06 Address to the Conference on Employee Mental Wellness by Walter B. Wriston, Chairman, Citicorp The mental well-being of employees is a subject of fundamental importance to each of us, our companies, our professions, and the nation. Both the Washington Business Group on Health and Boston University's Center for Industry and Health Care should be commended for the timely initiative this conference represents. I hope it will become an ongoing effort to improve the mental health services to the nation's private sector workers and their dependents. I have had a deep interest in the delivery of health care for a long time, both from the perspective of a major employer and from my participation in the governance of New York Hospital-Cornell Medical Center. It has also been my privilege to chair the Business Round table's Task Force on Health and to serve on the President's Labor Management Committee which, among other things, has been working on health care problems. This experience obviously does not give me any claim to special expertise on the issue of mental health. It may prove helpful, however, as we work together formulating our thoughts about the nation's health system, the role of industry, and where the mental health issue fits into the picture.

passive employee wellness programs: Corporate Wellness Programs Ronald J. Burke, Astrid M. Richardsen, 2014-11-28 Corporate Wellness Programs offers contributions from international experts, examining the planning, implementation and evaluation of wellness initiatives in organizations, and offering guidance on how to introduce these programs in to the workplace.

passive employee wellness programs: Focus on Federal Employee Health and Assistance Programs , 1995

passive employee wellness programs: The Healthy Workplace Nudge Rex Miller, Phillip Williams, Michael O'Neill, 2018-04-11 Discover how healthy buildings, culture, and people lead to high profits Organizations and employees now spend an average of \$18,000 per year per employee for health costs, a 61% increase in 10 years. Every indicator projects these costs will double before 2030. This is an unsustainable path. These costs are the tip to an even bigger iceberg, the hidden costs of time out of the office, distraction, disengagement, and turnover. The Healthy Workplace Nudge explains the findings of research on 100 large organizations that have tackled the problems of employee health costs and disengagement in five fresh ways: Well-being leads to health and high performance Wake up to the fact that 95% of traditional wellness programs fail to improve health or lower costs Behavioral economics has become a new powerful tool to nudge healthy behavior Healthy buildings are now cost effective and produce your strongest ROI to improving health Leaders who develop healthy cultures achieve sustainable high performance and employee wellbeing In addition to proving highly effective, these approaches represent a fraction of the cost sunk into traditional wellness and engagement programs. The book explains how to create a workplace that is good for people, releases them to what they do best and enjoy most, and produces great and profitable work. • Find actionable strategies and tactics you can put into use today •

Retain happy, productive talent • Cut unnecessary spending and boost your bottom line • Benefit from real-world research and proven practice If you're a leader who cares about the health and happiness of your employees, a human resource professional, or a professional who develops, designs, builds, or outfits workplace environments to improve employee health and wellbeing, this is one book you'll want to have on hand.

passive employee wellness programs: Human Resource Management Jean M. Phillips, 2023-11-04 Formerly published by Chicago Business Press, now published by Sage Human Resource Management: An Applied Approach prepares future HRM professionals to effectively utilize strategies and tools to advance their careers and support the growth and development of those they manage. Author Jean Phillips adopts an engage by example method, encouraging students to take action and create a lasting impact in the field of HRM that goes beyond theoretical learning. The Third Edition features new end-of-chapter exercises, company examples throughout the book, and a new section called Using This Knowledge at the end of each chapter, providing additional support for knowledge application. Through case studies, videos, and exercises, students will develop their personal skills and gain practical experience in applying various HR concepts, enabling them to become better managers and more effective leaders.

passive employee wellness programs: Human Resource Management Jean Phillips, 2018-01-15 Formerly published by Chicago Business Press, now published by Sage Using a combination of knowledge acquisition and personal development, Human Resource Management: An Applied Approach is designed to prepare future HRM managers to effectively utilize HRM strategies to not only advance their own careers, but also support the growth and development of those they manage. Author Jean Phillips adopts an engaging approach, encouraging students to take action and create a lasting impact in the field of HRM that goes beyond theoretical learning.

passive employee wellness programs: Marketing for Health and Wellness Programs James Busbin, Donald Self, 2013-01-11 Learn useful strategies for marketing health and wellness programs. This important new book presents a cross-section of current research and commentary on wellness and prevention issues. The 17 authors--representing 11 different institutions--are some of the most active health care consultants in the academic community. They discuss studies for hospital based programs, workplace programs, and governmental and educational institutions. Important marketing concepts are used to segment the work into several sections. Included are chapters which help to define the actual product lines which should be grouped into wellness and prevention programs, studies that define several important market segments, and chapters on channels of distribution. This timely volume concludes with an analysis of current research efforts and directions for future research. Marketing for Health and Wellness Programs is essential reading for hospital administrators, faculty physicians at teaching hospitals, public health professors, government health service administration employees, corporate managers and personnel administrators, insurance industry managers, independent health and wellness consultants, and staff members of health trade publications.

passive employee wellness programs: **The Routledge Handbook of Health Communication** Teresa L. Thompson, Alicia Dorsey, Distinguished Professor of Communication Arts and Sciences Roxanne Parrott, Roxanne Parrott, Katherine Miller, 2003-06-20 This handbook summarizes the research on communicative processes as they relate to health and health care, and provides directions for future research. For scholars & professionals in health communication, public health, psychology, & related areas.

passive employee wellness programs: *EMPLOYEE ASSISTANCE PROGRAMS: Wellness/Enhancement Programming (4th Ed.)* Michael A. Richard, 2009-02 This landmark text discusses current issues and trends to help employee assistance and human resource professionals do their jobs better and help people live happier, more productive lives by providing them with the resources to deal with personal problems. The current spiraling and escalating rate of change within the business and working world, fueled by other events and phenomena since September 11, 2001, were the impetus and driving force behind the initiative and development of this new fourth edition.

This book contains 43 chapters; a total of 21 are from the first two editions, eleven were written specifically for the third edition, and eleven new chapters were exclusively written for this new fourth edition. While savoring the still pertinent, meaningful and relevant-to-today materials from the previous editions, there are nine new updates, written by an all-star team of experts in their respective areas. The topics include history and philosophy, structure and organization, client services and characteristics, program planning and evaluation, professional and paraprofessional training and development, special issues, selected examples and future directions. An excellent textbook for college and university courses and preparation source, this book is a must for professionals wanting to be up-to-date on employee assistance programming, for students in graduate courses and seminars, for college and university courses, and in-service training and continuing education programs.

passive employee wellness programs: Handbook of Health Promotion and Disease Prevention James M. Raczynski, Ralph J. DiClemente, 2013-11-11 This volume provides an overview of the important health promotion and disease prevention theories, methods, and policy issues. Applications of these theories and methods are reviewed to promote health through a variety of channels, for a variety of disease outcomes, and among a variety of populations. It can be used as a text for introductory courses to the field of health promotion and disease prevention, as well as a reference for researchers and practitioner's actively working in this area.

passive employee wellness programs: Organizations, Communication, and Health Tyler R. Harrison, Elizabeth A. Williams, 2015-10-23 Organizations, Communication, and Health focuses on theories and constructs of organizational communication and their relationship to health. The goal of the volume is to offer a current picture of organizational and organizing processes and practices related to health. Research in the area of health communication has expanded in recent years, and this research has advanced understandings of campaigns, patient/provider interactions, and social support. However, a gap in the area of health, organizations, and organizing processes emerged, a niche this volume fills. It does so by having chapters identify an organizational theory or organizing process and how aspects of that theory relate to health. Chapters discuss how to marry theory to practice and the other factors (e.g., organizational structure, role, occupation, industry, or environment) that need to be considered in the process of utilizing the theory in organizations. This volume, aimed at advanced undergraduate and graduate students studying health communication, as well as health professionals, provides useful theory and practice related to the organizations and health, and issues a call for further theorizing on the practice of health communication in organizations.

passive employee wellness programs: Health and Safety Needs of Older Workers Institute of Medicine, National Research Council, Division of Behavioral and Social Sciences and Education, Board on Behavioral, Cognitive, and Sensory Sciences, Committee on the Health and Safety Needs of Older Workers, 2004-03-26 Mirroring a worldwide phenomenon in industrialized nations, the U.S. is experiencing a change in its demographic structure known as population aging. Concern about the aging population tends to focus on the adequacy of Medicare and Social Security, retirement of older Americans, and the need to identify policies, programs, and strategies that address the health and safety needs of older workers. Older workers differ from their younger counterparts in a variety of physical, psychological, and social factors. Evaluating the extent, causes, and effects of these factors and improving the research and data systems necessary to address the health and safety needs of older workers may significantly impact both their ability to remain in the workforce and their well being in retirement. Health and Safety Needs of Older Workers provides an image of what is currently known about the health and safety needs of older workers and the research needed to encourage social policies that guarantee older workers a meaningful share of the nation's work opportunities.

passive employee wellness programs: Finding the Good in the Workplace Bully Dr. Debra Stewart, 2017-09-29 The book Finding the Good in the Workplace Bully examines organizational culture and wellness in the presence of bully triads. The book includes ideas for assessment and

performance improvement concerning organizational culture. The book addresses possible approaches to improve workplace culture and organizational wellness and to create bully-free environments.

passive employee wellness programs: Evaluation of Health Promotion and Disease Prevention Programs Richard A. Windsor, 2015 Evaluation of Health Promotion and Disease Prevention Programs offers conceptual and methodological frameworks for the six phases of health program evaluation: - introduction to evaluation - models of evaluation planning - efficacy and effectiveness evaluation - measurement and analysis evaluation - process and qualitative evaluation - cost analysis and basic economic evaluation By presenting these concepts through case studies, this text offers an innovative and didactic model for measuring health impact and health outcomes, then extending these measurements to establish an evidence base for future practice. This central competency in health promotion will be of use to graduate and post-graduate students in public and population health programs, plus health program practitioners working at the intervention forefront.

passive employee wellness programs: *The Quantified Worker* Ifeoma Ajunwa, 2023-04-30 The information revolution has ushered in a data-driven reorganization of the workplace. Big data and AI are used to surveil workers and shift risk. Workplace wellness programs appraise our health. Personality job tests calibrate our mental state. The monitoring of social media and surveillance of the workplace measure our social behavior. With rich historical sources and contemporary examples, *The Quantified Worker* explores how the workforce science of today goes far beyond increasing efficiency and threatens to erase individual personhood. With exhaustive detail, Ifeoma Ajunwa shows how different forms of worker quantification are enabled, facilitated, and driven by technological advances. Timely and eye-opening, *The Quantified Worker* advocates for changes in the law that will mitigate the ill effects of the modern workplace.

passive employee wellness programs: *Ri Im/Tm Hum Resource Mgmt* Noe, 1999-08

passive employee wellness programs: *Sourcebook of Occupational Rehabilitation* Phyllis M. King, 2013-11-11 Experts from academia, clinical settings, and the business world pool their knowledge about work injury prevention and management in the new *Sourcebook of Occupational Rehabilitation*. The 22 contributions in this wide-ranging reference address aspects of the three primary areas of service delivery: prevention, assessment, and rehabilitation. The text takes a multidisciplinary viewpoint toward its subject in order to shed light on the mechanisms and management of work-related disorders. It boasts a wealth of current and in-depth information, and takes a practical 'applications approach' to rehabilitation

passive employee wellness programs: *Next-Generation Wellness at Work* Stephenie Overman, 2009-09-15 Fact: Wellness programs benefit the bottom line. Motorola, for example, found that each dollar invested in wellness benefits returned \$3.93 in health and disability cost savings. *Next-Generation Wellness at Work* tells how to get in on the action. A nuts-and-bolts, how-to guide for managers, it delivers the latest thinking on how to take full advantage of the benefits that wellness programs can offer both employees and companies. And the effort couldn't be more important. With the soaring cost of medical care and the increase in obesity and lifestyle-related illnesses, there is growing recognition that companies must build a culture of health and enable employees to become better guardians of their own well being. This book illustrates, in detail, exactly how to accomplish those goals. Good health saves in ways that go beyond smaller insurance premiums. It also has a direct relationship with employee productivity, making wellness a matter of high-level strategy. However, many workplace wellness programs are not as effective as they could be. They are not comprehensive, not long-term, and not marketed to the people who could benefit most. Wellness expert Stephenie Overman helps managers take practical steps to overcome these deficiencies and build successful workplace wellness programs that result in tangible, bottom-line benefits for organizations. And the book starts from the ground up, first by explaining how to take a company's temperature, get management buy-in, and design a program that fits a company's unique needs and situation. Building a program is one thing, but will they come? That's where Overman's expertise is essential: She shows how to motivate workers to take advantage of the program and

reap its many benefits. And she explains how to partner with local health providers and integrate methods to promote psychological well being, two key ingredients for success. Not many corporate programs benefit both employees and the company equally, but a well-planned wellness initiative will boost the health and productivity of employees, leading to a happier—and more competitive—workplace.

passive employee wellness programs: The New American Workplace James O'Toole, Edward E. Lawler, 2015-05-12 Thirty years ago, the bestselling letter to the government Work in America published to national acclaim, including front-page coverage in The New York Times, Wall Street Journal, and Washington Post. It sounded an alarm about worker dissatisfaction and the effects on the nation as a whole. Now, based on thirty years of research, this new book sheds light on what has changed - and what hasn't. This groundbreaking work will illuminate the new critical issues - from worker demands to the new ethical rules to the revolution in culture at work.

passive employee wellness programs: The Entrepreneurial Nutritionist Kathy King, 2002-01-01 The Third Edition of this classic book is totally updated and expanded. Readers will learn how to start and grow a private practice or consulting business. New topics include service marketing, consulting on the Web, new ethical and legal problems, ownership issues, and how to create your retirement. The book presents strategies from top nutrition entrepreneurs. New to this edition: 44 pages of sample business forms and sample contracts, letters of agreement, promotion letters and legal forms.

passive employee wellness programs: Creating Mindful Leaders Joe Burton, 2018-04-24 Unleash your inner mindful leader Mindfulness, emotional intelligence and resilience are the “must have skills” for modern leaders—yet many professionals are too stressed to know where to start. Creating Mindful Leaders provides deep insights and easy practices based in neuroscience, brain training and positive psychology to help professionals thrive in the “age of disruption.” Written by a global COO turned successful tech entrepreneur, the book provides a roadmap to greater health, happiness and performance. It speaks to every professional wanting to reduce stress, achieve greater success and enjoy life more. Offers immediately actionable techniques for professionals at all skill levels Provides relatable, real-world advice Helps build resilience while changing your relationship to stress Shares a roadmap for sustainable performance in the face of ongoing change Creating Mindful Leaders provides an informed, humorous and expert peak into the sources of stress caused by the modern pace of living and offers practical, actionable tools and techniques as the antidote to manage stress, increase resilience, and improve your wellbeing, performance, relationships, sleep and physical health.

passive employee wellness programs: Kiplinger's Personal Finance , 2009-11 The most trustworthy source of information available today on savings and investments, taxes, money management, home ownership and many other personal finance topics.

passive employee wellness programs: Leadership and Management: Theory and Practice Kris Cole, 2018-09-01 Leadership & Management: Theory & Practice by Kris Cole focuses on comprehensive coverage of the core management units within the Diploma of Leadership and Management BSB51915 and Certificate IV in Leadership and Management BSB42015. This market-leading textbook provides students with rigorous information while balancing the key topics with a practical approach, through real-life case studies, examples and problem-solving techniques. It uses everyday business terms and language, putting management in a context that makes it easy to understand for all types of learners. Leadership & Management: Theory & Practice enables students to strengthen skills in areas such as managing poor performance, being more directive, and solving problems permanently. It is noted for its application across industry sectors and different types of business.

passive employee wellness programs: Planning and Managing the Safety System Mark A. Friend, Theodore S. Ferry, 2017-02-09 Safety and Health Management Planning addresses new regulations and practices to help you achieve safety and health management success. Emphasizing the reduction of costs through cost/benefit analysis, this book covers practical material and

real-world examples of common exercises, including safety measurement and benchmarking, economic design analysis, total quality management and planning, budgeting, and using audits and safety committees effectively.

passive employee wellness programs: *J.K. Lasser's Small Business Taxes 2013* Barbara Weltman, 2012-10-18 The tax facts and strategies that every small business owner needs to know. Owning a small business is a big responsibility. While all small business owners seek to improve their bottom line, few realize all the ways that both current and new tax laws can help them do so. With *J.K. Lasser's Small Business Taxes 2013*, you'll quickly discover how. Written in a straightforward and accessible style, this reliable resource offers a complete overview of small business tax planning and provides you with the information needed to make tax-smart decisions throughout the year. Focusing on strategies that help you use deductions and tax credits effectively, shield business income, and maximize other aspects of small business taxes, this practical guide will show you how your actions in business today can affect your bottom line from a tax perspective tomorrow. Includes detailed coverage of the newest tax laws and IRS rules. Shares ideas that can help you run a tax-smart business all year long and plan your exit strategy. Contains comprehensive information on each deductible expense, including dollar limits and record-keeping requirements. Offers clear instructions on where to report income and claim deductions on your tax forms. Includes a free online supplement at JKLasser.com, which contains up-to-the-minute tax law changes. Other titles by Barbara Weltman: *J.K. Lasser's 1001 Deductions & Tax Breaks 2013*. Making the right tax moves can make your business better. Let *J.K. Lasser's Small Business Taxes 2013* show you how, with strategies and advice that will help you understand and plan for both today's and tomorrow's tax laws.

passive employee wellness programs: *The California School of Organizational Studies Handbook of Organizational Consulting Psychology* Rodney L. Lowman, California School of Organizational Studies at Alliant International University, 2003-02-17 Discover a wealth of issues in the field of consulting psychology with this landmark book. Explore key topics in assessment and evaluation, building teams, executive coaching, career counseling, interpersonal conflicts and relationships, benefit design, personality testing, and much more. Learn to delineate and better understand the wide array of information you are faced with, and become more adept and knowledgeable in the field of consulting psychology. This comprehensive volume has expert contributors recruited by the volume's editor--himself an eminent educator and practitioner in the field. You will get: * Special issues in consulting to specific types of organizations including industry, schools, government, non-profit, and international * Informative guidelines for professional practice procedures * Organized sections on individual, group and organizational issues * And much more!

passive employee wellness programs: Workplace Wellness Rick Csiernik, 2014-06-20 In this book, contributing scholars, practitioners, and researchers offer their practice experience and findings related to creating workplace wellness with emphases on the intellectual, vocational, physical, social, psychological, and spiritual needs of workers and the structures and policies within their workplaces. The first section of the book, *The Hazardous Workplace*, addresses the stressful workplace, workplace violence, bullying, and counselling in an environment where stress is high and work entails more than the usual amount of risk. *Workplace Responses*, the second section, examines the history of occupational assistance, several models of employee assistance practice, the workplace management of dis/abilities, complications around drug testing on the job, the relevance of spirituality to the workplace, an Aboriginal perspective on work, and an evaluative mechanism for occupational programming. Intake and assessment, crisis intervention, critical incident stress management, brief treatment, counselling employees suffering from depression or experiencing grief, and the role of mediation inside and outside of the workplace are explored in the third section, entitled *Practice to Create Well Workplace*. And finally, four Case Studies comprise the final section, spanning the country while representing five very different work sites, including a child welfare organization in Ontario, the workforce of the University of Saskatchewan, a Canadian public sector

employee assistance program, and a religious site where occupational assistance has been applied to a church community.

passive employee wellness programs: Pharmacist Services Jon Schommer, Anthony Olson, 2019-11-04 The overall goal of this book is to give the reader a state-of-the-art synopsis of the pharmacist services domain. To accomplish this goal, the authors have addressed the social, psychosocial, political, legal, historic, clinical, and economic factors that are associated with pharmacist services. In this book, you will gain cutting-edge insights from learning about the research of experts throughout the world. The findings have relevance for enhancing pharmacist professionalism, pharmacist practice, and the progression of pharmacist services in the future.

passive employee wellness programs: The Grassroots Health Care Revolution John Torinus, 2014-04-08 When exploding health care costs threatened Serigraph's solvency, the CEO went outside the box to find a solution. John Torinus Jr. applied innovative, cutting-edge strategies to cut his health care expenses well below the national average while improving his employees' care. Now, across America, leading companies are following Serigraph's example. There is a revolution brewing. A revolution that will dramatically lower health costs nationwide. John Torinus Jr., author of *The Company That Solved Health Care*, the eye-opening book detailing one company's game-changing health care program, now presents *The Grassroots Health Care Revolution*. Featuring examples and interviews with the business leaders who are at the forefront of these innovations, *The Grassroots Health Care Revolution* is a game plan for improving workforce health and radically lowering health costs. Torinus avoids the politics of health care to focus on what businesses can actually control. He shows how pioneering corporations have engaged their employees to tame the hyper-inflation that has plagued the health care industry for decades. Executives in leading companies are deploying management disciplines and marketplace principles to invent a better business model for health care. These companies are bending the curve, growing profits and improving the health of their employees. Learn how you and your business can join the revolution.

passive employee wellness programs: Opt Out on Obamacare, Opt Into the Private Health Care Revolution John Torinus, 2013-06-25 Heading into 2014, American businesses face an important decision about health care: Opt in or opt out? With the Patient Protection and Affordable Care Act, or Obamacare, in effect, companies with more than 50 employees will either offer health care benefits or face penalties. And the choice isn't as straightforward as it may sound—in many instances, some companies could save money by paying the fines rather than funding a health care plan. Others would lose money if they dropped coverage. Most employers would like to offer the benefit, but it needs to be truly affordable. Fortunately, the stampede of innovations introduced in the private sector over the last decade has simplified the decision; health costs can be managed if corporate managers make it a strategic priority. John Torinus Jr., author of *The Company That Solved Health Care*, the eye-opening book detailing one company's game-changing health care program, now gives *Opt Out on Obamacare, Opt Into the Private Health Care Revolution*, a game plan for improving workforce health and dramatically lowering health costs. Unlike the new national law, it concentrates on management science, not politics. Innovative corporations have engaged their employees in taming the hyper-inflation that has plagued the health care industry for decades. CEOs, CFOs, and COOs in front-running companies are deploying management disciplines and marketplace principles to invent a better business model for health care. They are bending the curve, and this book shows you how to follow suit.

passive employee wellness programs: Cumulated Index Medicus , 1989

passive employee wellness programs: *Under Observation: The Interplay Between eHealth and Surveillance* Samantha Adams, Nadezhda Purtova, Ronald Leenes, 2016-12-31 The essays in this book clarify the technical, legal, ethical, and social aspects of the interaction between eHealth technologies and surveillance practices. The book starts out by presenting a theoretical framework on eHealth and surveillance, followed by an introduction to the various ideas on eHealth and surveillance explored in the subsequent chapters. Issues addressed in the chapters include privacy

and data protection, social acceptance of eHealth, cost-effective and innovative healthcare, as well as the privacy aspects of employee wellness programs using eHealth, the use of mobile health app data by insurance companies, advertising industry and law enforcement, and the ethics of Big Data use in healthcare. A closing chapter draws on the previous content to explore the notion that people are 'under observation', bringing together two hitherto unrelated streams of scholarship interested in observation: eHealth and surveillance studies. In short, the book represents a first essential step towards cross-fertilization and offers new insights into the legal, ethical and social significance of being 'under observation'.

passive employee wellness programs: Prevention Practice in Primary Care Sherri Sheinfeld Gorin, 2014 Prevention Practice in Primary Care systematically explores state-of-the-art practical approaches to effective prevention in primary care. Guided by theory and evidence, the book reviews approaches to risk factor identification and modification for the major causes of mortality in adulthood, including cancer, stroke, and cardiovascular disease.

passive employee wellness programs: Investing in Employee Health Richard P. Sloan, Jessie C. Gruman, John P. Allegrante, 1987-10-07 Abstract: This book discusses the need for employee health maintenance programs in the workplace and how such a program might be managed. Topics include: health promotion as preventive maintenance; redesigning the health promotion program; and putting health promotion into practice. The costs of health care under current conditions and the costs of health care when a health promotion program exists in the workplace are compared.

passive employee wellness programs: The Ergonomic Casebook James P. Kohn, 2020-08-26 One of the greatest challenges in the occupational health and safety profession is the application of theory to actual workplace practice. The difference between how the workplace should be ideally designed and the limitations that occur in pre-existing facilities are often difficult to overcome. With examples from the service industry, heavy industry, agriculture, and the office, this text bridges these gaps between theory and practice by using case studies to illustrate sound ergonomic practices. The Ergonomic Casebook is a resource that professionals and students can use as a guide for solutions to real-world ergonomic problems. Working examples from ergonomic programs in a variety of industries are included. Case studies describe methods for identifying ergonomic problems, and specific causes are reported. Recommended strategies for the elimination of identified stressors are indicated. Implemented strategies and evaluated results are discussed and explained. Applications of this book are endless. Whether you are a health and safety professional with limited expertise in ergonomics or a student taking a health and safety course, you will gain extensive insight into ergonomic problem solving as a result of the case studies presented in The Ergonomic Casebook.

passive employee wellness programs: Library and Information Center Management Barbara B. Moran, Claudia J. Morner, 2017-11-16 This essential, single-volume textbook supplies a comprehensive introduction to library management that addresses all the functions of management, specifically within the ever-evolving modern library environment. Strategic planning. Facilities management. Leadership, ethics, communication, and motivation. Human resources and staffing. Change, library development, and innovation. Marketing. Measurement and evaluation. Fiscal responsibility and control. These are just some of the wide range of responsibilities and necessary skills of contemporary library managers—not all of which are typically covered in detail in LIS educational programs. Now updated and expanded for its ninth edition, Libraries Unlimited's Library and Information Center Management is the core management text for library information science programs. This latest text adds new information on grant writing as well as more about budgets, marketing, financial management, assessment, and evidence-based management. The authors include various real-world examples from international settings to help readers understand and conceptualize the place of the library and information center in our global world. Each chapter ends with two helpful sections that present numerous examples and opportunities to apply newly gained information: Practice Your Skills and Discussion Questions.

passive employee wellness programs: The SAGE Encyclopedia of Industrial and Organizational Psychology Steven G. Rogelberg, 2016-09-27 The well-received first edition of the Encyclopedia of Industrial and Organizational Psychology (2007, 2 vols) established itself in the academic library market as a landmark reference that presents a thorough overview of this cross-disciplinary field for students, researchers, and professionals in the areas of psychology, business, management, and human resources. Nearly ten years later, SAGE presents a thorough revision that both updates current entries and expands the overall coverage, adding approximately 200 new articles, expanding from two volumes to four. Examining key themes and topics from within this dynamic and expanding field of psychology, this work offers a truly cross-cultural and global perspective.

passive employee wellness programs: Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 1993: Department of Labor United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies, 1992

ADDITIONAL RESOURCES

PASSIVE EMPLOYEE WELLNESS PROGRAMS

[Passive Employee Wellness Programs](#)

Passive Employee Wellness Programs

Related Articles

- [ny accounting jobs](#)
- [observing weather gizmo answer key](#)
- [night analysis](#)

[Back to Home](#)