

Establish a Clear Connection Between Employee Wellbeing and Engagement

Health and Wellbeing is an important driver for people, tied directly to their performance. However, most organizations spend too much time on ad-hoc and time-intensive policies without being able to effectively measure the impact employee Health & Wellbeing has on their business.

Covid-19 and the shift to remote working have made this connection clear, and despite the fact 80 percent of organizations have highlighted wellbeing as the number one priority over the next 12–18 months, [only 12 percent say they are ready to address the issue](#).

That’s mainly due to the difficulty of integrating Health and Wellbeing into the design of work itself, which makes it possible to address the root causes of disengagement, burnout and long-term sickness—instead of just the symptoms.

Tracking and Supporting Employee Wellbeing in Real-Time

Taking a more preventative approach to Health and Wellbeing requires understanding the needs of your people in real time so that you can address potential problems early.

Segments	Health and wellbeing	Mental wellbeing	Social wellbeing	Physical wellbeing
London	8.6	7.2	7.5	8.0
New York 🇺🇸	7.2	7.4	8.2	6.1
Beijing	7.0	7.2	6.1	7.1
San Francisco	6.3	7.7	7.9	7.9

Workday Peakon Employee Voice Heatmap

80%





Of Organizations Have Highlighted Wellbeing as the Number One Priority Over the Next 12–18 Months

The same feedback can be used to improve your initiatives on an ongoing basis, empower your people leaders to act on the concerns of their team, and establish a clear connection between Health and Wellbeing, Engagement, and other key business metrics.

Explore Linkages Between Health & Wellbeing, Engagement, and Productivity

Workday Peakon Employee Voice’s dedicated Health and Wellbeing question set is built on top of our core engagement questions, which allows you to see all of your employee experience insights in one place. Uncover trends within different areas of the employee experience and measure how specific events and initiatives impact the wellbeing of your people—without burdening your employees with multiple time-consuming surveys.

Leveraging the world’s largest [employee feedback dataset](#), our advanced machine learning is able to generate personalized benchmarks based on the unique demographic composition of your organization, and recommend your people leaders the best actions to take.

			
Timely and frequent feedback	Personalized benchmarks	Contextual micro-learning	Connected data and clear ROI

Benefits:

- Minimize the impact of current market conditions on business performance by addressing the root causes of burnout, disengagement and regrettable churn
- Eliminate unnecessary admin and time-consuming work while supporting the ongoing Health and Wellbeing of your people
- Empower your people leaders with contextual guidance, collaborative tools, and micro-learning sessions to address the health and wellbeing priorities of their teams

According to [research from Deloitte](#), every \$1 invested in workplace mental health returns \$5 in reduced costs and improved productivity—which equates to a 500 percent ROI.



An In-Depth Methodology Backed By Organizational Psychology

Our approach to Health and Wellbeing is structured around four key drivers that support employee wellbeing at work, including mental, physical and social wellbeing, as well as different aspects of organizational support, such as current initiatives and leadership.



Mental wellbeing

Do employees feel they have sufficient resources to manage their mental health and work-related stress?



Social wellbeing

How connected do employees feel to other people in the organization? Are they able to safely discuss challenging work and personal circumstances?



Physical wellbeing

Do employees feel that the organization provides them with a safe and supportive work environment?



Organizational support

Do employees feel the organization makes formal and informal efforts to support their wellbeing?

Learn more about how Workday Peakon Employee Voice can support the Health and Wellbeing of your employees, and address the underlying causes of disengagement, burnout and long-term sickness. Contact us today: workday.com/employee-voice.



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