



## **Self-Rated Job Performance and Absenteeism According to Employee Engagement, Health Behaviors, and Physical Health**

**Objective:** To better understand the combined influence of employee engagement, health behavior, and physical health on job performance and absenteeism.

**Methods:** Analyses were based on 20,114 employees who completed the Healthways Well-Being Assessment from 2008 to 2010. Employees represented three geographically dispersed companies in the United States.

**Results:** Employee engagement, health behavior, and physical health indices were simultaneously significantly associated with job performance and also with absenteeism. Employee engagement had a greater association with job performance than did the health behavior or physical health indices, whereas the physical health index was more strongly associated with absenteeism. Specific elements of the indices were evaluated for association with self-rated job performance and absenteeism.

**Conclusion:** Efforts to improve worker productivity should take a holistic approach encompassing employee health improvement and engagement strategies.

This research project is complete, peer-reviewed and published in the January 2013 issue of the JOURNAL of OCCUPATIONAL and ENVIRONMENTAL MEDICINE

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