



NEWS RELEASE

(For immediate release)

HERO LAUNCHES RESEARCH STUDY TO EXAMINE POTENTIAL IMPACT OF WORKPLACE CULTURE AND WELL-BEING ON EMPLOYEE ENGAGEMENT AND RETENTION

HERO Scorecard Engagement and Retention Study to examine influencers of employee turnover and employee perceptions of organizational support

WACONIA, MN (February 15, 2018) — The Health Enhancement Research Organization ([HERO](#)) is going where no organization has gone before by investigating the association between employer health and well-being practices, workforce turnover, and employee perceptions of organizational support.

This will be accomplished by examining six domain scores on the [HERO Health and Well-Being Best Practices Scorecard in Collaboration with Mercer®](#) (HERO Scorecard) as predictors of outcomes related to retention rates and perceived organizational support for companies who have completed the HERO Scorecard.

According to Jessica Grossmeier, Ph.D., vice president of research for HERO, past studies have demonstrated a correlation between companies that perform well on the HERO Scorecard and those that demonstrate strong financial performance, as well as a connection between best practices and health care costs. More [recent analyses](#) conducted by HERO Scorecard collaborator, [Mercer](#), identified a relationship between HERO Scorecard scores and employer-reported turnover rates.

This newly launched study, which has been named the HERO Scorecard Engagement and Retention Study is based on data collected from HERO Scorecard completers between 2014 and 2017. The HERO Scorecard is a free, online tool for employers of all sizes that allows them to assess their wellness program initiatives based on a defined set of industry best practices for improving employee well-being. Companies that complete the HERO Scorecard receive a score for each best practice area, as well as a cumulative score. They also can access national benchmarking data to see how their program compares to other organizations completing the Scorecard.

“For several years now, employers have been chasing what we call ‘Big E’ engagement because of the positive influence it can have on an organization. This study will get us closer to understanding this relationship and how employers can influence the situation by looking specifically at the impact workplace well-being programs and best practices have on

engagement,” said Paul Terry, Ph.D., president and CEO of HERO. “This is tangible information employers can use to increase the value of their well-being initiatives.”

Some of the best practice areas that are defined in the HERO Scorecard and the impact of which may be measured in the HERO Scorecard Retention and Engagement Study include:

- A company mission/vision statement that supports a healthy workplace culture,
- Senior leaders who consistently articulate the value and importance of health,
- The presence of policies that support employee health and well-being,
- A built environment that supports well-being,
- Senior leaders who support well-being,
- Employee involvement in decisions about well-being program content,
- Use of wellness champion networks to support well-being programs, and
- Support for mid-managers and supervisors in attempts to improve well-being.

According to Grossmeier, the study will be completed in June 2018 with findings being released shortly thereafter. HERO will conduct the study in collaboration with [Pro-Change Behavior Systems](#), which will serve as lead data analyst; [MRA, Inc.](#), which will act as consulting statistician; and the [Institute for Positive Organizational Health](#), which will conduct a literature review to inform the study. Research consultants were selected after a competitive RFP process and peer review. The HERO Research Committee will provide oversight of the study.

For more information about HERO research visit www.hero-health.org.

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For more information:

Barbara Tabor, HERO / (+1 651-450-1342) / barbara@taborpr.com

About HERO – Based in Waconia, MN, HERO (the Health Enhancement Research Organization) is a not-for-profit, 501(c)3 corporation that was established in 1997. HERO is dedicated to identifying and sharing best practices that improve the health and well-being of employees, their families and communities. To learn more, visit www.hero-health.org. Follow us on [Twitter](#) @heroehm, [Facebook](#), or [LinkedIn](#).

About Pro-Change Behavior Systems – Pro-Change Behavior Systems is celebrating its 20th year as an internationally recognized research and development company comprised of behavior change scientists and software developers dedicated to the systematic implementation of best practices of behavior change in the development and evaluation of well-being solutions. To learn more, visit www.prochange.com.

About Mangan Research Associates, Inc. – Mangan Research Associates Inc. (MRA) is a statistical consulting firm that specializes in developing data-based solutions to address a variety of management information needs. Founded in 1984, MRA primarily serves clients in the e-commerce, financial services, medical technology and health care information fields. To learn more, visit www.mrainc.com.

About the Institute for Positive Organizational Health – The Institute for Positive Organizational Health is a collaborative of researchers and consulting partners with a shared purpose of creating more flourishing individuals, organizations, communities, and natural environments. We provide resources, conduct research, and consult with employer organizations to help create more compassionate cultures. To learn more, visit www.culturecolab.org.