



## **Well-Being Factors That Predict Employee Participation, Health and Medical Cost Impact, and Employee Perceived Support**

A January 2020 study published in JOEM provided further validation of the HERO Health and Well-Being Best Practices Scorecard in Collaboration with Mercer® (HERO Scorecard) and identified four areas of practice that predicted the perceived effectiveness of workplace health and well-being (HWB) initiatives. A follow-up study tested which of the four factors were most highly predictive of additional outcomes.

The study relied on formal statistical analyses on data collected from 845 organizations that completed the full version 4 of the US HERO Scorecard. The four factors were grouped into the following categories of practices:

- Organizational and Leadership Support
- Incentives
- Program Integration
- Program Comprehensiveness

Organizational and Leadership Support was the strongest predictor of participation, health and medical cost impact, and employee perceptions of organizational support. Incentives for completing health assessment and biometric screening predicted participation but was not associated with the other study outcomes. Comprehensive Programs and Program Integration were not significant predictors after controlling for the influence of the other practices.

This study was first published online in the American Journal of Health Promotion.

Citation: Grossmeier J, Castle PH, Pitts JS, Saringer C, Jenkins KR, Imboden MT, Mangen DJ, Johnson SS, Noeldner SP, Mason ST. American Journal of Health Promotion. 2020. Doi: 10.1177/0890117119898613

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