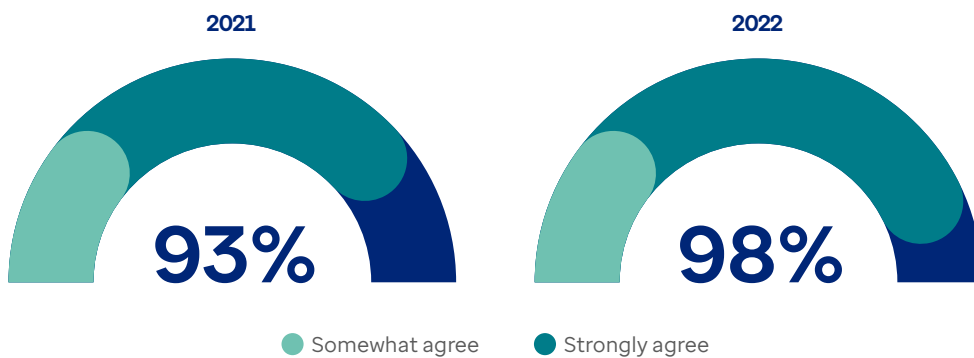


As the Great Resignation rages, can H&W offerings help manage staff churn?

Optum surveyed 347 large employers around the world to better understand current health and wellbeing strategies and practices. Here’s what they said about how H&W programmes impact recruitment and retention.

Regarding your H&W strategy, to what extent do you agree your company’s H&W management programmes help you retain and attract employees?

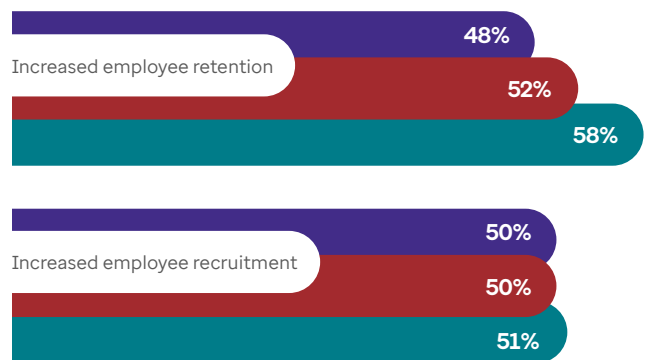
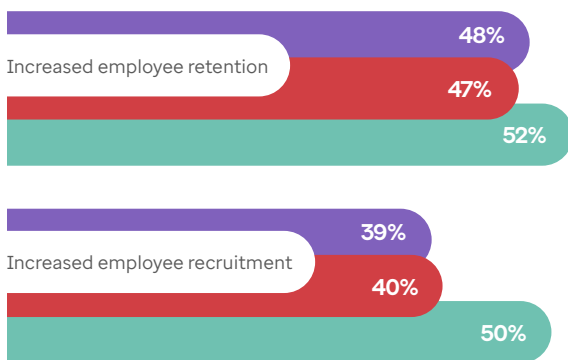


“The most successful part of our overall health and wellness strategy is that our company has a low turnover rate.”
– Employer (Norway)



How important is increased employee retention and recruitment in determining the success of your H&W programmes?

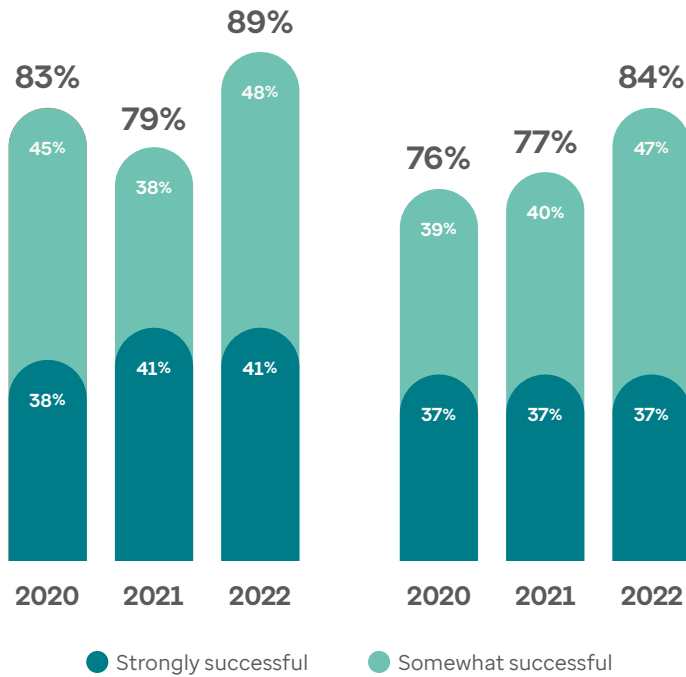
% Very important



How successful have your company's H&W programmes been in terms of increasing employee retention and recruitment?

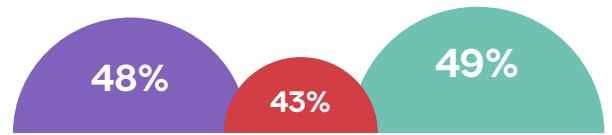
Increasing employee retention

Increasing employee recruitment

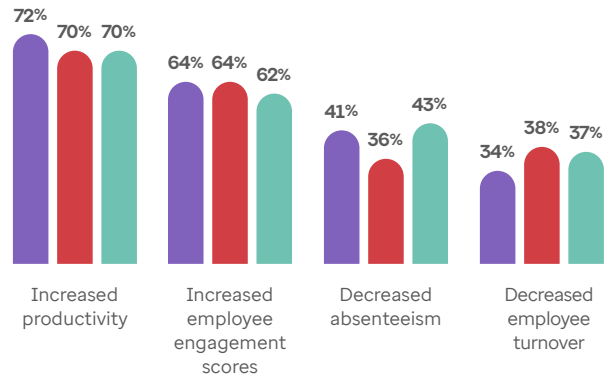


How do you measure ROI of your wellness programmes?

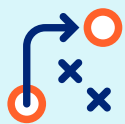
● 2020 ● 2021 ● 2022



'Strongly agree' company is able to effectively track metrics used to evaluate programme



Almost all companies believe their H&W programmes help attract and retain staff, and half consider these very important measures of programme success. More also view their H&W programmes successful in these areas than in previous years. Despite this, employee turnover is the least-used metric when it comes to measuring programme ROI.



Strategy starter

How can you better leverage H&W programmes to attract talent and reduce turnover?

Optum can help

We're on a mission to create a healthier world. At Optum, we understand that corporate success starts with a healthy workforce. Our integrated health solutions, including our global Employee Assistance Programme, help advance your health and wellbeing strategy to build a culture of health within your organisation.

Learn more at optum.com/globalemployers.

Survey methodology

- 347 international employers located in APAC, EMEA or LATAM regions
- Global companies with 3,000+ employees
- Decision-makers in human resources, executive, management or administrative roles
- Surveys administered online from 7 April to 5 May 2022



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