



## How can absenteeism be avoided through intelligent health promotion?

Empirical evidence speaks for itself: promoting the health of your employees through targeted analysis and motivational feedback pays off. Our and other studies show, for example, that targeted measures to promote physical fitness - especially through endurance sports - significantly reduce the risk of exhaustion at work (1.2). Nutrition and mindfulness also contribute to increased satisfaction, stress management and physical health overall (3. 4).



## What effect does this have?

Using health psychology studies, we can predict a reduction in absenteeism of up to 17% among employees if their physical fitness and nutrition, as well as mindfulness and relaxation, are specifically promoted. Similar forecasts can be derived for performance processes (processing time and returns): improved health can lead to an increase in performance of up to 3 %. We can determine these estimated values using regression analyses based on longitudinal data - a proven scientific method that makes correlations visible in a meaningful way.

The predicted values relate to annual changes in average absenteeism in a company: with an average annual absenteeism rate of 15 days<sup>5</sup> per employee, a reduction of 17% means that average absenteeism will fall to 12.5 days in the following year.



## What does this mean for your company?

Healthier employees are less ill, more productive and happier. With our online check-ups, we offer you an easy way to record the health status of your workforce and develop targeted preventive measures. As a result, employees are more motivated to promote their own health through proper nutrition, increased fitness, more mindfulness and relaxation.

Discover how preventive and focused health promotion can not only improve the health of your teams, but also your company results in the long term.

<sup>1</sup> Schmidt et al. (2016). Self-Control Demands at Work and Psychological Strain: The Moderating Role of Physical Fitness. *International Journal of Stress Management*, 23, 255-275.

<sup>2</sup> Gerber et al. (2020). More Than a Simple Pastime? The Potential of Physical Activity to Moderate the Relationship Between Occupational Stress and Burnout Symptoms. *International Journal of Stress Management*, 27, 53-64.

<sup>3</sup> Agarwal et al. (2015). The GEICO-Study. *American Journal of Health Promotion*, 29, 245-254.

<sup>4</sup> Hülshager et al. (2013). Benefits of Mindfulness at Work. *Journal of Applied Psychology*, 98, 310-325.

<sup>5</sup> Statista (2024). <https://de.statista.com/statistik/daten/studie/13441/umfrage/entwicklung-der-jaehrlichen-anzahl-krankheitsbedingter-fehltage-je-arbeitnehmer/>