



Personal Lifestyle, Corporate Culture and Productivity at Work

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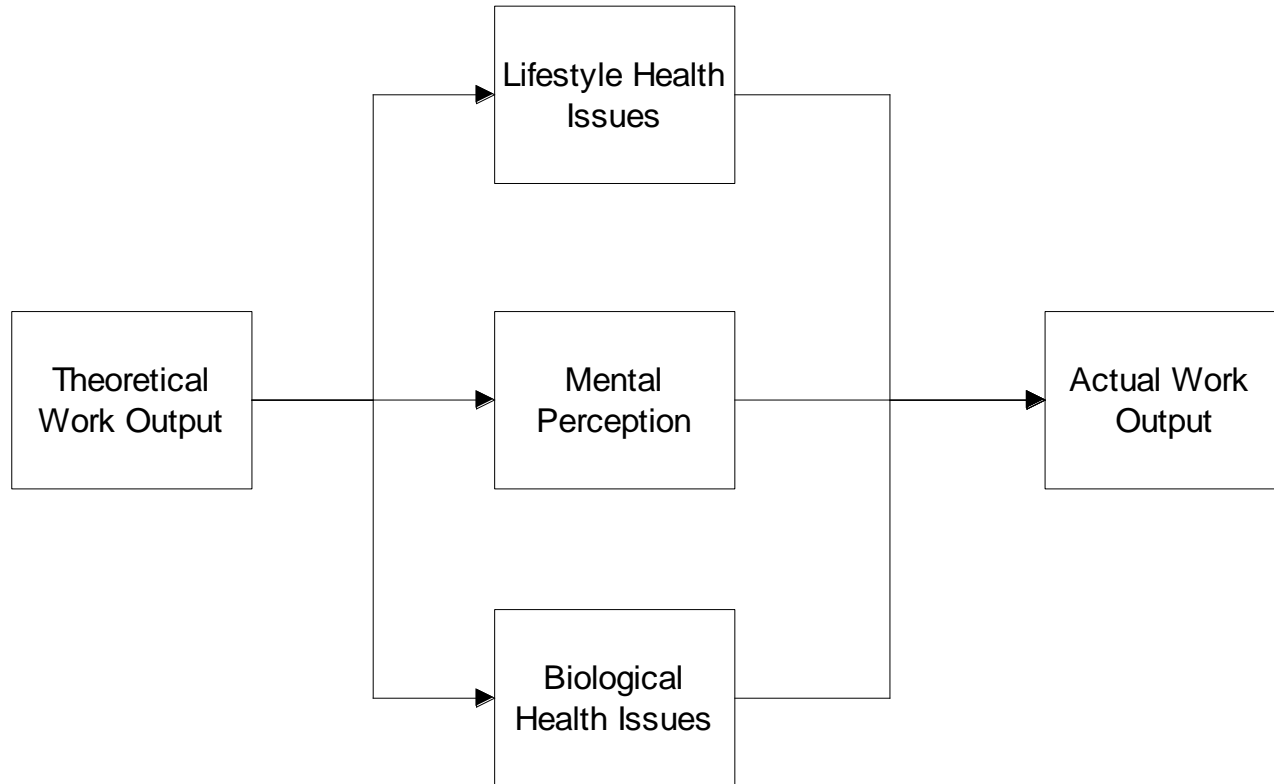
APEAR Singapore
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Process Map for Individual Productivity



Morbidity: Five Leading Categories by DuPont Region

Reported by DuPont Epidemiology Dept - 2009

Rank	North America	Rank	EMEA
1	Neuropsychiatric	1	Neuropsychiatric
2	Cardiovascular diseases	2	Malignant neoplasms
3	Malignant neoplasms	3	Cardiovascular diseases
4	Unintentional injuries	4	Unintentional injuries
5	Respiratory diseases	5	Respiratory diseases
Rank	Latin America	Rank	Asia Pacific
1	Neuropsychiatric	1	Neuropsychiatric
2	Cardiovascular diseases	2	Cardiovascular diseases
3	Unintentional injuries	3	Infectious and parasitic diseases
4	Infectious and parasitic diseases	4	Unintentional injuries
5	Malignant neoplasms	5	Malignant neoplasms



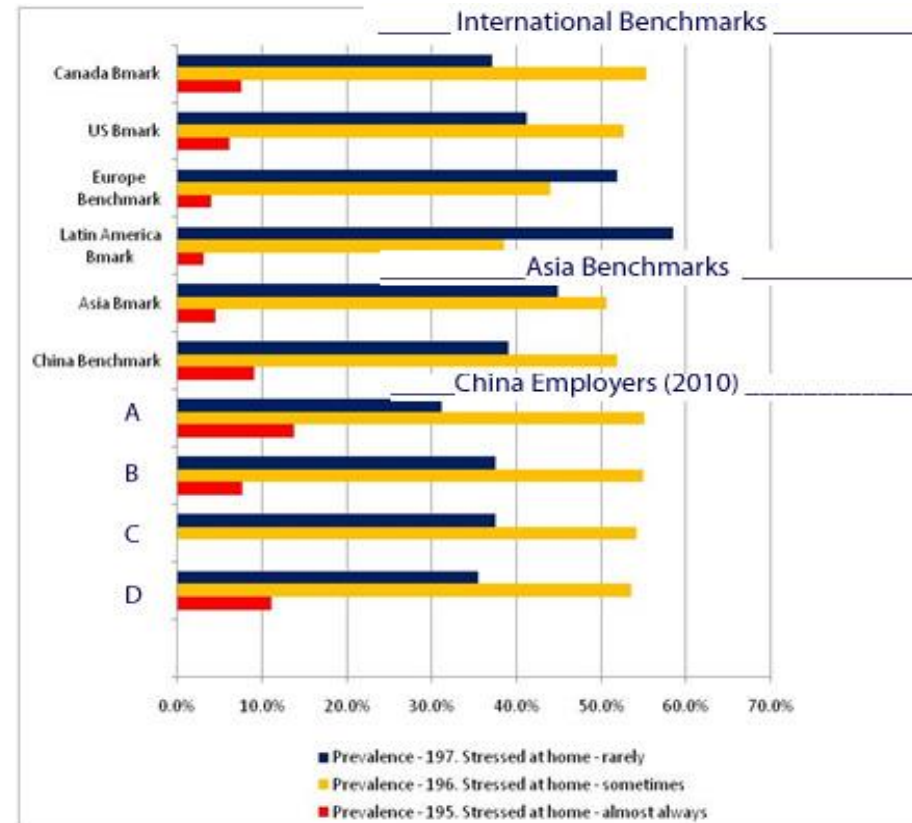
Employees in Asia and China have a much higher prevalence of care giving responsibility, particularly for their elders

and

they report global patterns of stress at home

Stress at home

“rarely” or “sometimes” and “almost always”



Source of data: Wellness Checkpoint



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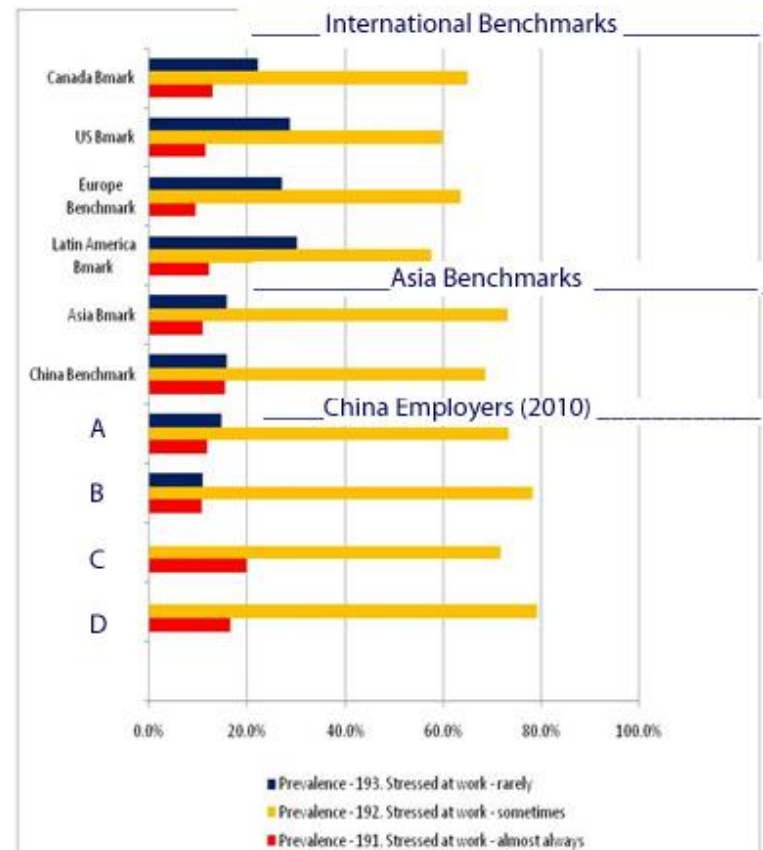
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..... and at work

Stress at work

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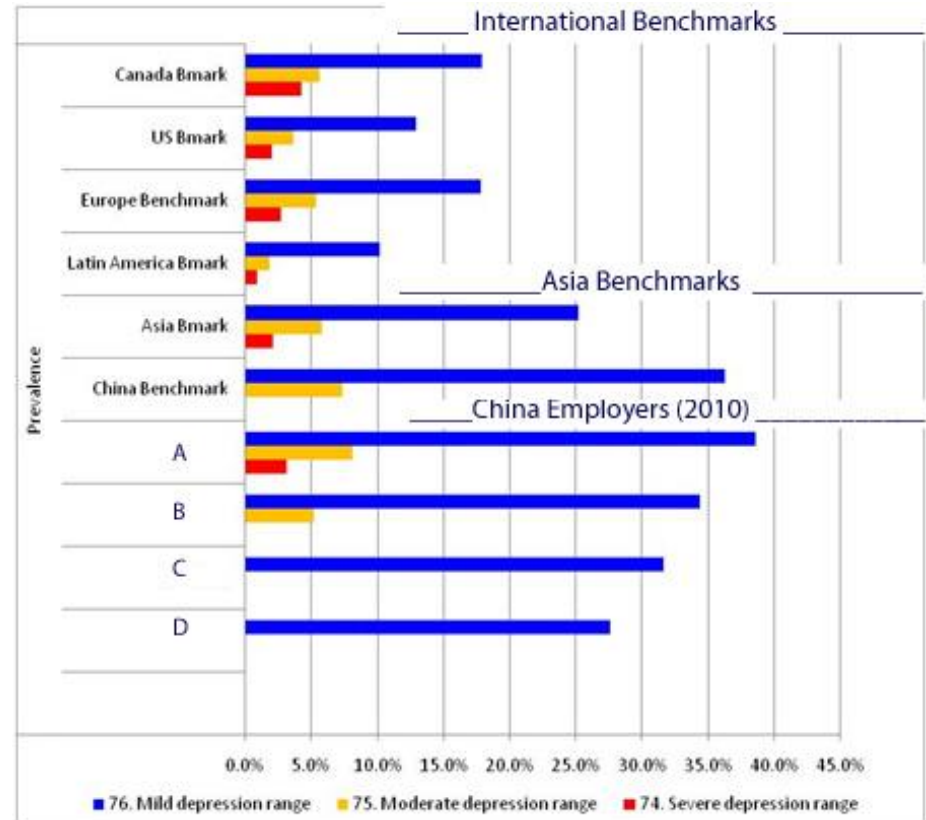
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Investigating this, we find much higher % of employees in Asia: consider their health to be “fair” or “poor” have more chronic conditions report symptoms of depression significantly higher than in other regions, particularly in the “mild” depression range

NOTE
These individuals should be referred to Work Life / EAP counsellors

Depression screening in “mild” “moderate” or “severe” ranges

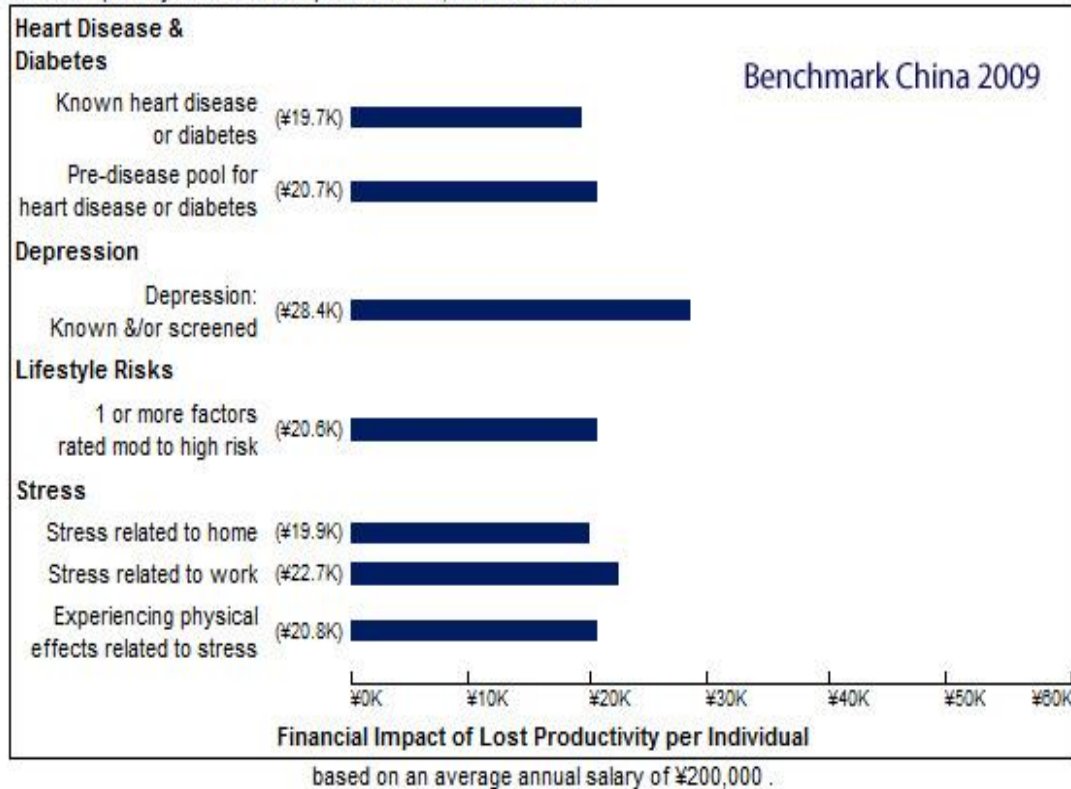


Source of data: Wellness Checkpoint



Financial Impact of Productivity Loss per individual

Financial impact by individual is expressed in ¥1,000's as ¥1.0 K.



Based on an average annual salary of ¥\$200,000, the financial impact / year of productivity loss through absenteeism and presenteeism is:

- ¥19,700** for an employee with known heart disease or diabetes (\$2,884)

- ¥28,400** for an employee with known depression or screened in the depression range (\$4,158)

- ¥22,700** for an employee experiencing stress at work (\$3,323)

Source of data: Wellness Checkpoint



Active Collaboration

- **Consultation**
- **Education**
- **Partner/Resource for Human Resources**
- **Mutuality of work**
- **Research**
- **Organizational Culture**
- **Active Engagement**
- **Outcomes Research**
- **Standardized Utilization Metrics**
- **Continuous Improvement Processes**





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