

EFFECTIVE WORKPLACE SERIES

WORK-FAMILY INFORMATION ON: HEALTH AND WORKPLACE FLEXIBILITY

SUPPORTED BY:
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HOW DOES WORKPLACE FLEXIBILITY IMPACT EMPLOYEE HEALTH?

"In today's hurried, success-driven culture, it can be challenging to be effective at work, at home, and in our personal lives. The use of flexible work arrangements can give employees some control over how they manage these competing responsibilities, thereby reducing their stress levels. Reduced stress results in healthier workers and families plus the business benefits from increased productivity and lower health care costs"

Anne Palmer, WorkLife & Wellness, Raytheon Missile Systems

 WHAT IS THE RELATIONSHIP BETWEEN WORKPLACE FLEXIBILITY AND EMPLOYEE HEALTH?

Investigating the relationships between work and health can be complicated as there are many factors to consider. However, research does suggest that workplace flexibility can contribute to improved worker, family, and community health outcomes, as well as to reduced employer costs.

Want more related DEFINITIONS?

http://wfnetwork.bc.edu/topic_extended.php?id=25&type=6

HOW CAN WORKPLACE FLEXIBILITY PROMOTE THE HEALTH OF YOUR ORGANIZATION?

- Reduces health care costs
- Improves job performance
- Increases commitment and loyalty
- Raises productivity
- Lowers absenteeism
- Decreases employee turnover
- Reduces hiring and re-training costs
- Positions organization as an employer of choice

HOW CAN WORKPLACE FLEXIBILITY IMPROVE EMPLOYEE HEALTH?

- Lowers stress levels
- Fosters resilience
- Lessens burnout rates
- Provides more control over one's work schedule
- Reduces conflict around competing work and family demands
- Makes it easier to care for ill children
- Facilitates meeting elder care responsibilities
- Allows for time off in small increments (1 hour, 1/2 day) instead of missing a full day

 DID YOU KNOW?

- A study conducted by Wake Forest University shows that increased work flexibility reduces absences for illness and improves job commitment. Workers also were less likely to indicate that health issues affected their job performance (Grzywacz & Casey, 2008).
- "The greater number of time flexible policies that employers offer predicts both higher employee commitment and lower work-related stress." (Halpern, 2005).
- "Two out of three employees who fail to show up for work aren't physically ill...The survey found that Personal Illness accounts for only 35 percent of unscheduled absences, while 65 percent of absences are due to other reasons, including Family Issues (21 percent), Personal Needs (18 percent), Entitlement Mentality (14 percent) and Stress (12 percent)." (CCH Unscheduled Absence Survey, 2005).
- "Employees who have immediate supervisors/managers who are more open to and supportive of the needs they have in their personal and family lives report better mental health." (Families and Work Institute, 2002).

Want more STATISTICS or the full references for above statistics?

http://wfnetwork.bc.edu/topic_extended.php?id=13&type=1

 REPORTS WITH MORE INFORMATION

- *Do more to promote health at work, employers told.* (2005). Retrieved December 1, 2006 from Management Issues News at: http://www.managementissues.com/display_page.asp?section=research&id=2207
- Snow, D., & Zimmerman, S. (2005). *Coping with work and family stress.* Retrieved December 1, 2006 from BNET at: <http://www.theconsultationcenter.org/WFS%20Program%20Overview.pdf>
- White, F. (2008, May 13). Working for employers who work with you. *Industrial Market Trends*, 8(15).

Want more OVERVIEWS AND BRIEFS or the full references for the above reports?

http://wfnetwork.bc.edu/topic_extended.php?id=25&type=7

 SUGGESTED READINGS

- Bianchi, S. M., Casper, L. M., & King, R. B. (2005). *Work, family, health, and well-being.* Mahwah, N.J.: Lawrence Erlbaum Associates.
- Dembe, A.E., Erickson, J.B., Delbos, R.G., & Banks, S.M. (2005). The impact of overtime and long work hours on occupational injuries and illnesses: New evidence from the US. *Occupational Environmental Medicine*, 62, 588-597.
- Grzywacz, J. G., Casey, P. R., & Jones, F. A. (2007). The effects of workplace flexibility on health behaviors: A cross-sectional and longitudinal analysis. *Journal of Occupational and Environmental Medicine*, 49(12), 1302-1309.
- Halpern, D.F. (2005). How time-flexible work policies can reduce stress, improve health, and save money. *Stress and Health*, 21, 157-168.
- Mills, P.R. (2005). The development of a new corporate specific health risk measurement instrument, and its use in investigating the relationship between health and well-being and employee productivity. *Environmental Health: A Global Access Science Source*, 4(1), 1-9.

Want more READINGS?

http://wfnetwork.bc.edu/topic_extended.php?id=25&type=2&linktype=suggested

The Effective Workplace Series provides a summary of the Health and Workplace Flexibility Topic Page.

To visit the Health and Workplace Flexibility Topic Page, go to: <http://wfnetwork.bc.edu/topic.php?id=25>