

HOW A CHANGING WORLD IS AFFECTING COMPANIES AND THEIR PEOPLE

Companies are under increasing pressure in today's tough economic circumstances. Dropping commodity prices are adding to global pressures affecting local businesses. And employees are generally the biggest company cost.

At the same time, legislation by governments seeks to enforce ever greater moral and legal obligations on employers in respect of workplace safety and the management of employee risks.

The other aspect of our changing world is the increasing stressors that life places on people in a way that affects their capacity to work well. The days are long gone when leaving the office meant time to rest. The smartphone is always on hand, the laptop always available to send and receive emails.

Added to this is the knowledge that jobs could be under threat, creating even more stress for everyone in the workplace. This, among other things, is leading to rising trends of presenteeism and absenteeism.

How people cope with rising personal and professional forces is placing further pressure on a company's ability to perform at its optimum level.

If the people you value in your company are to remain with you, they need to feel healthy. They need to feel looked after. It is a documented fact that workers who are happy at work and at home perform considerably better than those who are not. It also means that by having their health, home, finances and family taken care of, they can focus on being engaged and productive employees. It means they can focus on their job. This can have a very direct impact on your company's bottom line.

At Life EHS, we take a two-way view: How the employer sees the working environment and how the employee reacts to changing stressors. It's a mutually beneficial relationship. Happy employees mean happy productive employees.

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