

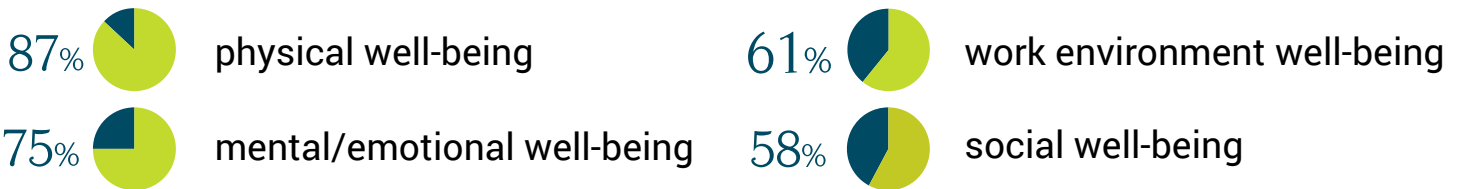
HR.com's Future of Employee Well-being 2024

Cultivate employee well-being for a flourishing workforce



While organizations are striving to improve well-being, there's still much room for growth

A majority of organizations are striving to increase the following types of well-being through specific initiatives:



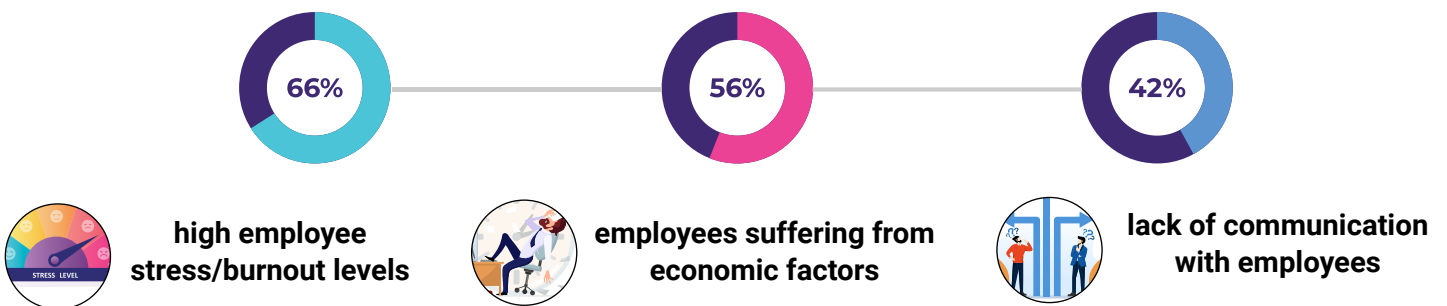
However, among the responding HR professionals

Just 30% say the programs that aim to promote employee well-being are effective to a high or very high degree

Just 27% say their initiatives are well-integrated



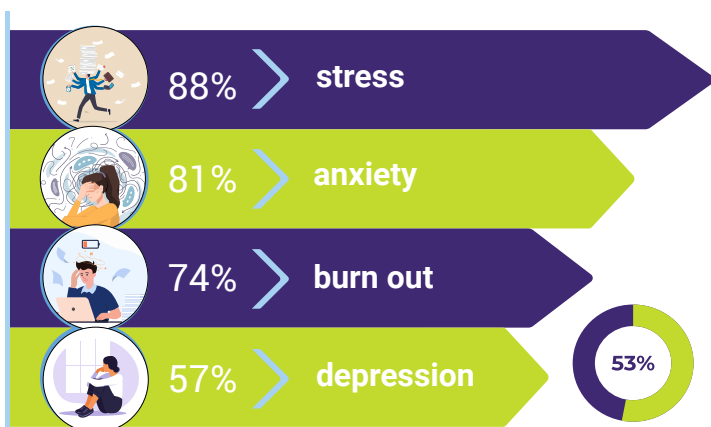
The most common work-related well-being challenges organizations currently face are:



A majority of organizations grapple with a variety of mental-health-related issues

The most widely cited mental-health-related issues employees have coped with over the last year are:

And 56% agree or strongly agree that negative stress is prevalent in their organization



What are the organizational sources of these issues?



Employee well-being initiatives are key to better talent management

Respondents say employee well-being initiatives can lead to improved:



So, how can organizations help employees improve their well-being?

The most common initiatives to support mental health are:

- ✓ providing Employee Assistance Program (EAP) services (79%)
- ✓ offering flexible work arrangements (57%)



The most common initiatives to support physical well-being are:

- ✓ healthcare benefits (84%)
- ✓ telemedicine/virtual healthcare (56%)

The good news is most organizations plan on enhancing well-being in the near future

Over the next 2 years, more than half of organizations have plans to:

- provide more health-related information resources
- monitor the connection between wellness and employee satisfaction
- automate repetitive tasks to reduce stressful workloads
- make virtual collaboration tools better to improve work experience

While about a third (34%) are still unsure about AI, a similar proportion say AI will:

Compared to less successful organizations**, organizations that are more successful* in implementing well-being programs are:

- Almost **9X** more likely to say their organization has a holistic approach to well-being
- Over **3X** more likely to agree/strongly agree that they are excellent at helping employees address stress issues
- About **2X** more likely to provide depression/anxiety resources and support
- Nearly **2X** more likely to say they will use AI to automate repetitive tasks to reduce stressful workloads in the next 2 years



Consider these strategies



- ✓ **Encourage** employees to set boundaries between work and personal life, prioritize self-care, and take time off when needed.
- ✓ **Encourage** employees to communicate their wellness concerns and tailor support accordingly.
- ✓ **Gain** leader support for well-being programs through metrics such as ROI
- ✓ **Partner** with technology providers or develop AI solutions to optimize wellness programs.

About the Survey:

HR.com's "Future of Employee Well-being 2024" survey ran from February 2024 to May 2024. We gathered responses from 304 HR professionals in virtually every industry vertical. Respondents are located all over the world, but most of them reside in North America, especially the United States.

*Well-being leaders: These represent respondents who answered the question, "Overall, to what degree are the programs that promote employee well-being effective in your organization?" as "high degree" or "very high degree."

**Well-being laggards: Those who answered the same question as "low degree" or "very low degree."



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