

corporate wellness programs in south africa

Corporate Wellness Programs in South Africa: Boosting Employee Wellbeing and Productivity

Are you a South African business owner or HR manager looking to improve employee health, happiness, and productivity? Then you've come to the right place. This comprehensive guide dives deep into the world of corporate wellness programs in South Africa, exploring their benefits, various program types, implementation strategies, and how to choose the perfect fit for your organization. We'll unpack everything you need to know to create a thriving and healthy workplace.

The Growing Importance of Wellness in the South African Workplace

South Africa, like many other nations, is facing challenges related to employee burnout, stress, and absenteeism. These issues directly impact productivity, profitability, and overall company morale. Implementing effective corporate wellness programs in South Africa is no longer a luxury; it's a strategic necessity. These programs proactively address employee well-being, fostering a healthier, happier, and more productive workforce. Studies show a strong correlation between employee well-being and improved performance metrics, including reduced employee turnover, increased engagement, and enhanced creativity.

Types of Corporate Wellness Programs in South Africa

The landscape of corporate wellness programs in South Africa is diverse, catering to the specific needs and preferences of different organizations. Here are some popular options:

1. **Physical Wellness Programs:** These are often the cornerstone of many initiatives and might include:

On-site gym facilities or gym memberships: Providing employees with access to fitness resources.

Health screenings and assessments: Identifying potential health risks early on.

Fitness challenges and competitions: Encouraging teamwork and healthy

competition.

Yoga, Pilates, and other fitness classes: Offering diverse options for employee fitness preferences.

Ergonomic assessments and workstation adjustments: Preventing musculoskeletal injuries.

1. Mental Wellness Programs: Addressing mental health is crucial, and programs can include:

Stress management workshops and seminars: Equipping employees with coping mechanisms.

Employee assistance programs (EAPs): Providing confidential counseling and support services.

Mindfulness and meditation sessions: Promoting relaxation and mental clarity.

Work-life balance initiatives: Helping employees manage their time and responsibilities effectively.

Mental health awareness campaigns: Reducing stigma and promoting open conversations.

1. Financial Wellness Programs: Financial stress significantly impacts well-being, so programs can offer:

Financial literacy workshops: Educating employees on budgeting, saving, and investing.

Debt counseling services: Providing assistance with managing debt.

Retirement planning workshops: Helping employees plan for their financial future.

1. Social Wellness Programs: Fostering a strong sense of community can boost morale and well-being:

Team-building activities: Strengthening relationships and collaboration among employees.

Social events and gatherings: Creating opportunities for employees to socialize outside of work.

Volunteer opportunities: Encouraging giving back to the community.

1. Nutritional Wellness Programs: Promoting healthy eating habits is vital:

Healthy eating workshops and cooking demonstrations: Educating employees on

healthy food choices.

On-site healthy food options: Providing access to nutritious meals and snacks.

Weight management programs: Offering support for employees looking to improve their weight.

Implementing a Successful Corporate Wellness Program in South Africa

Successfully launching a program requires careful planning and execution. Here are key steps:

Needs Assessment: Conduct a thorough assessment to understand your employees' specific health and wellness needs and preferences. Surveys, focus groups, and health data analysis can be invaluable.

Budget Allocation: Determine a realistic budget that aligns with your company's resources.

Program Selection: Choose programs that align with your assessment findings and budget.

Communication and Engagement: Communicate clearly about the program to all employees, highlighting the benefits and encouraging participation.

Measurement and Evaluation: Track key metrics to assess the program's effectiveness and make adjustments as needed. Monitor participation rates, employee feedback, and health outcomes.

Partnering with Experts: Collaborating with wellness professionals, health insurers, and other specialists can significantly enhance program success.

Choosing the Right Corporate Wellness Provider in South Africa

Many companies offer corporate wellness programs in South Africa. When choosing a provider, consider factors like:

Experience and expertise: Look for a provider with a proven track record of success.

Program customization: Ensure the provider can tailor a program to your specific needs.

Cost-effectiveness: Compare pricing and value across different providers.

Employee feedback and reviews: Research the provider's reputation and employee satisfaction.

Conclusion

Investing in corporate wellness programs in South Africa is a smart strategic move that yields significant returns in terms of employee well-being, productivity, and overall business success. By carefully selecting and implementing a well-designed program, businesses can cultivate a positive

work environment, reduce healthcare costs, and attract and retain top talent. Remember, a healthy workforce is a productive workforce.

FAQs

1. How much do corporate wellness programs in South Africa cost? The cost varies significantly depending on the program's size, scope, and features. It's best to obtain quotes from several providers to compare pricing.
1. What are the legal implications of implementing a corporate wellness program? Ensure compliance with South African labor laws regarding employee privacy and data protection. Legal counsel can help navigate these complexities.
1. How do I measure the ROI of a corporate wellness program? Track metrics such as reduced absenteeism, improved employee engagement, and decreased healthcare costs. These metrics can be used to demonstrate the program's return on investment.
1. Can smaller businesses in South Africa afford corporate wellness programs? Yes, even smaller businesses can implement cost-effective wellness initiatives, focusing on readily accessible and affordable options like mindfulness workshops or team-building activities.
1. What if my employees are not interested in participating? Promoting the program through clear communication, highlighting its benefits, and offering diverse options can increase participation. Addressing any concerns or barriers to participation is essential.

corporate wellness programs in south africa: *Corporate Wellness Programs* Ronald J. Burke, Astrid M. Richardsen, 2014-11-28 øCorporate Wellness Programs offers contributions from international experts, examining the planning, implementation and evaluation of wellness initiatives in organizations, and offering guidance on how to introduce these programs in to the workplace.

corporate wellness programs in south africa: Global Perspectives in Workplace Health

Promotion Wolf Kirsten, Robert Karch, 2012 Health Behavior, Education, & Promotion

corporate wellness programs in south africa: Organizational Behavior Stephen P. Robbins, Tim Judge, 2009 Robbins/Judge provide the research you want in the language your students understand; accompanied with the best selling self-assessment software, SAL. Some topics include management functions; the social sciences; helping employees balance work and other responsibilities; improving people skills; improving customer service; motivational concepts; communication; power and politics; conflict and negotiation; culture; and stress management. Globally accepted and written by one of the most foremost authors in the field, this is a necessary read for all managers, human resource workers, and anyone needing to understand and improve their people skills.

corporate wellness programs in south africa: The Integration of Employee Assistance, Work/Life, and Wellness Services Mark Attridge, Patricia A. Herlihy, R. Paul Maiden, 2006-02 This book presents a comprehensive cross-section of experienced professionals who discuss their efforts to fully integrate employee assistance, work/life, and wellness services.

corporate wellness programs in south africa: Workplace Wellness that Works Laura Putnam, 2015-06-08 A smarter framework for designing more effective workplace wellness programs Workplace Wellness That Works provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of behavioral change, and learn how to design and implement an approach that can most benefit your organization. Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a great idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? Workplace Wellness That Works shows you how to assess your organization's needs and craft a plan that actually benefits employees. Build an effective platform for well-being Empower employees to make better choices Design and deliver the strategy that your organization needs Drive quantifiable change through more creative implementation Today's worksite wellness industry represents a miasma of competing trends, making it nearly impossible to come away with tangible solutions for real-world implementation. Harnessing a broader learning and development framework, Workplace Wellness That Works skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

corporate wellness programs in south africa: Business and Governance in South Africa T. Börzel, C. Thauer, 2013-06-03 The authors identify conditions under which firms seek higher rather than lower regulation in a context of weak regulatory capacities by engaging in self-regulation or partnering up with the government and/or NGOs. They analyse how firms in the automotive, food, textile, and mining sectors fight environmental pollution and HIV/AIDS.

corporate wellness programs in south africa: Sport and Exercise Science Matjaz Merc, 2018-02-07 Professional and semiprofessional sports as well as excessive amateur exercise inevitably lead to some degree of musculoskeletal injury once in a sportsman's career. Some injuries are represented as chronic injuries, which can result in irreversible long-term tissue changes and deformities. The subject of this book is to represent the up-to-date knowledge about etiology, pathogenesis, diagnosis, management, and prevention of chronic injuries or sport-related long-term changes in locomotor system.

corporate wellness programs in south africa: Workplace Disaster Preparedness, Response, and Management R. Paul Maiden, Rich Paul, Christina Thompson, 2013-05-13 Respond quickly and effectively to workplace trauma For years, employee assistance programs have been

providing critical incidence stress management services to employees who have been involved in, or witness to, workplace fatalities and accidents that are likely to traumatize workers and affect quality of work and increase sick leave and health claims. Workplace Disaster Preparedness, Response, and Management presents successful strategies for rapid response to episodes of workplace violence, natural disasters, and acts of terrorism that have become all-too-common occurrences in the workplace. Workplace Disaster Preparedness, Response, and Management is a must read for professionals in the business of providing crisis response services and for employers responsible for planning and coordinating organizational responses to disasters. This unique book presents first-hand accounts from EAP program managers, Critical Incident Stress Management (CISM) professionals, and crisis managers on their trauma response techniques and from health professionals involved in the aftermath of Hurricane Katrina and the Sept. 11 attacks on the World Trade Centers and the Pentagon. Workplace Disaster Preparedness, Response, and Management examines: similar and dissimilar experiences of EAP professionals in responding to large scale traumatic events using military models in trauma response managing trauma in the South African mining industry trauma response techniques in high risk work settings compassion fatigue among professional helpers how various types of industries handle critical incidents EAP responses to natural disasters repetitious violence in the workplace organizational crisis intervention and much more Workplace Disaster Preparedness, Response, and Management also includes Bern Beidel's first-person account as EAP Director for the United States House of Representatives of the response to anthrax contamination in mailrooms and office buildings in the nation's capital.

corporate wellness programs in south africa: *Workplace Wellness* Rick Csiernik, 2014-06-20 In this book, contributing scholars, practitioners, and researchers offer their practice experience and findings related to creating workplace wellness with emphases on the intellectual, vocational, physical, social, psychological, and spiritual needs of workers and the structures and policies within their workplaces. The first section of the book, The Hazardous Workplace, addresses the stressful workplace, workplace violence, bullying, and counselling in an environment where stress is high and work entails more than the usual amount of risk. Workplace Responses, the second section, examines the history of occupational assistance, several models of employee assistance practice, the workplace management of dis/abilities, complications around drug testing on the job, the relevance of spirituality to the workplace, an Aboriginal perspective on work, and an evaluative mechanism for occupational programming. Intake and assessment, crisis intervention, critical incident stress management, brief treatment, counselling employees suffering from depression or experiencing grief, and the role of mediation inside and outside of the workplace are explored in the third section, entitled Practice to Create Well Workplace. And finally, four Case Studies comprise the final section, spanning the country while representing five very different work sites, including a child welfare organization in Ontario, the workforce of the University of Saskatchewan, a Canadian public sector employee assistance program, and a religious site where occupational assistance has been applied to a church community.

corporate wellness programs in south africa: *Leadership Wellness and Mental Health Concerns in Higher Education* Alexander, Cynthia J., Tureen, Amy, 2022-04-29 Wellbeing is foundational to citizens' individual and collective ability to acknowledge, address, and alleviate ongoing struggles, shared risks, and the unprecedented challenges of our time. A holistic focus on wellness across campus communities is timely and important, given that national and global justice movements are calling upon post-secondary institutions to address the ways in which education systems have been reproducing dominant narratives, reinforcing systemic discrimination, and retaliating against education leaders who work to disrupt structural inequalities. Leadership Wellness and Mental Health Concerns in Higher Education offers diverse perspectives about whether and how campus leaders around the world are sustaining and advancing health and wellness in unprecedented times and amplifies diverse voices in the exploration of how to advance individual and collective wellbeing in higher education. Covering a wide range of topics such as stress management and burnout, this reference work is ideal for academicians, scholars,

researchers, administrators, practitioners, instructors, and students.

corporate wellness programs in south africa: Changing the Course of AIDS David Dickinson, 2011-01-15 Changing the Course of AIDS is an in-depth evaluation of a new and exciting way to create the kind of much-needed behavioral change that could affect the course of the global health crisis of HIV/AIDS. This case study from the South African HIV/AIDS epidemic demonstrates that regular workers serving as peer educators can be as—or even more—effective agents of behavioral change than experts who lecture about the facts and so-called appropriate health care behavior. After spending six years researching the response of large South African companies to the epidemic that is decimating their workforce as well as South African communities, David Dickinson describes the promise of this grassroots intervention—workers educating one another in the workplace and community—and the limitations of traditional top-down strategies. Dickinson's book takes us right into the South African workplace to show how effective and yet enormously complex peer education really is. We see what it means when workers directly tackle the kinds of sexual, gender, religious, ethnic, and broader social and political taboos that make behavior change so difficult, particularly when that behavior involves sex and sexuality. Dickinson's findings show that people who are not officially health care experts or even health care workers can be skilled and effective educators. In this book we see why peer education has so much to offer societies grappling with the HIV/AIDS epidemic and why those interested in changing behaviors to ameliorate other health problems like obesity, alcoholism, and substance abuse have so much to learn from the South African example.

corporate wellness programs in south africa: Exploring Shared Value in Global Health and Safety National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Global Health, Forum on Public-Private Partnerships for Global Health and Safety, 2016-10-26 Companies today are operating in a more complex and competitive environment where traditional models for doing business are no longer sufficient and expectations of business are growing both internally and externally. Many companies have long and robust histories of contributing to their communities as well as to more global societal needs, but this has been done primarily and historically through philanthropy and more traditional corporate social responsibility. However, companies are increasingly seeking greater alignment of these activities with their business interests in order to increase their value proposition. These same companies are also under increased pressure to build their business in a sustainable manner through innovative approaches. The National Academies of Sciences, Engineering, and Medicine convened a workshop to explore the concept of shared value for global health and safety stakeholders in both the public and private sectors; roles, responsibilities, incentives, and opportunities for different stakeholders engaging in global health and safety initiatives in low- and middle-income countries; and the potential of partnerships and collaboration for improved outcomes for all stakeholders, including the communities they serve. Participants considered potential opportunities for creating shared value for all organizations, specifically the creation and impact of shared value through an organization's core products and services, through employee health and wellness programs, and through community or population health investments. This report summarizes the presentations and discussions from the workshop.

corporate wellness programs in south africa: *Future of Work, Work-Family Satisfaction, and Employee Well-Being in the Fourth Industrial Revolution* Abe, Ethel Ndidiamaka, 2020-11-13 Disruptions are being caused in the workplace due to the development of advanced software technology and the speed at which these technological advancements are being produced. These disruptions could take diverse forms and affect various aspects of work and the lives of entities in the workplaces and families of the individual employees. Work and family are caught in the crossfire between technological disruptions and human adaptation. Hence, there is a need to assess the overall effect that the Fourth Industrial Revolution would have on work, employee work-family satisfaction, and employee well-being. *Future of Work, Work-Family Satisfaction, and Employee Well-Being in the Fourth Industrial Revolution* is a critical reference source that discusses practical

solutions and strategies to manage challenges and address fears regarding the effect of the Fourth Industrial Revolution on the future of employment and the workforce. Featuring research on topics such as corporate governance, job satisfaction, and mental health, this book is ideally designed for human resource professionals, business managers, industry professionals, government officials, policymakers, corporate strategists, consultants, work-life balance experts, human resources software developers, business policy experts, academicians, researchers, and students.

corporate wellness programs in south africa: Moving Mountains Anne-Christine D'Adesky, 2006-07-17 In this work, Anne-Christine D'Adesky, an award-winning reporter, offers a global analysis of AIDS treatment and prevention, in countries from South Africa to China.

corporate wellness programs in south africa: Employee Assistance Services in the New South Africa R. Paul Maiden, 1999 Employee Assistance Services in the New South Africa discusses the immense changes in employee assistance programs (EAP) in South Africa since the end of Apartheid in the early 1990s. EAP professionals and social workers will gain insight into the challenges of developing new programs in South Africa as this informative book explores solutions and answers for overcoming new challenges of implementing EAP programs in various industries. Employee Assistance Services in the New South Africa provides you with strategies and methods to introduce diversity and new management techniques through EAPs for a now globally active South Africa. Giving you insight into the challenges of finding a niche in the global business arena, this informative book contains interviews and real-life examples of how EAPs are working to solve problems in the workplace. Employee Assistance Services in the New South Africa examines several benefits that EAPs can offer in order to improve company environments and work ethics, including: discussing mental health issues with occupational social workers, such as depression and posttraumatic stress, in order to improve worker performance creating and managing diversity in EAP programs to gain a competitive advantage in the global marketplace helping workers and organizations cope with downsizing dealing with increased social problems, such as drug use, that can eventually infiltrate the workplace achieving the goals of maintaining employee physical and mental health, productivity, and life management and knowledge skills Discussing results of successful EAPs, this important book will give you several reasons for justifying the existence of these programs in tough economic times and provides you with methods to help you promote EAP services to smaller businesses and to several different types of industries. Employee Assistance Services in the New South Africa will help you locate a market where EAPs are needed and help workers with various social problems, resulting in a satisfied workplace with increased productivity and performance.

corporate wellness programs in south africa: Handbook of Occupational Health and Wellness Robert J. Gatchel, Izabela Z. Schultz, 2012-12-21 This book integrates the growing clinical research evidence related to the emerging transdisciplinary field of occupational health and wellness. It includes a wide range of important topics, ranging from current conceptual approaches to health and wellness in the workplace, to common problems in the workplace such as presenteeism/abstenteeism, common illnesses, job-related burnout, to prevention and intervention methods. It consists of five major parts. Part I, "Introduction and Overviews," provides an overview and critical evaluation of the emerging conceptual models that are currently driving the clinical research and practices in the field. This serves as the initial platform to help better understand the subsequent topics to be discussed. Part II, "Major Occupational Symptoms and Disorders," exposes the reader to the types of critical occupational health risks that have been well documented, as well as the financial and productivity losses associated with them. In Part III, "Evaluation of Occupational Causes and Risks to Workers' Health," a comprehensive evaluation of these risks and causes of such occupational health threats is provided. This leads to Part IV, "Prevention and Intervention Methods," which delineates methods to prevent or intervene with these potential occupational health issues. Part V, "Research, Evaluation, Diversity and Practice," concludes the book with the review of epidemiological, measurement, diversity, policy, and practice issues—with guidelines on changes that are needed to decrease the economic and health care impact of illnesses in the

workplace, and recommendations for future. All chapters provide a balance among theoretical models, current best-practice guidelines, and evidence-based documentation of such models and guidelines. The contributors were carefully selected for their unique knowledge, as well as their ability to meaningfully present this information in a comprehensive manner. As such, this Handbook is of great interest and use to health care and rehabilitation professionals, management and human resource personnel, researchers and academicians alike.

corporate wellness programs in south africa: The New Wellness Revolution Paul Zane Pilzer, 2012-06-12 Read the Preface, Introduction, and Chapter 1 at thewellnessrevolution.paulzanepilzer.com. Five years ago, Paul Zane Pilzer outlined the future of an industry he called “wellness” and showed readers how they could get in on the profitable bottom floor. The New Wellness Revolution, Second Edition includes more guidance and business advice for entrepreneurs, product distributors, physicians, and other wellness professionals. It’s an industry that will only grow, so get in while you can.

corporate wellness programs in south africa: *Presenteeism at Work* Cary L. Cooper, Luo Lu, 2018-08-23 Coming to work sick may do more harm than staying home - for the employee, the team, and the firm. Whilst the cost of absenteeism in organizations has been widely acknowledged and extensively examined, the counter-issue of 'presenteeism' has only recently attracted scholarly attention as a phenomenon that harms employee wellbeing, disrupts team dynamism, and damages productivity. This volume brings together leading international scholars from diverse scientific backgrounds, including occupational psychology, health, and medicine, to provide a pioneering review of the subject. International in scope, the collection incorporates both Western and East Asian perspectives, making it an informative resource for multinational companies seeking to formulate human resource strategies and better manage their culturally diverse workforce. It will also appeal to scholars and graduate students researching human resource management, organization studies, organizational health, and organizational psychology.

corporate wellness programs in south africa: OECD Health Policy Studies Promoting Health and Well-being at Work Policy and Practices OECD, 2022-11-22 Policies to promote employee health and well-being not only protect from occupational risks, but also provide benefits for individuals and employers. Unhealthy lifestyles, characterised by high levels of stress, sedentary behaviour and poor eating habits, affect the health of employees and negatively impact workplace productivity.

corporate wellness programs in south africa: Collaborative capacity development to complement stroke rehabilitation in Africa Quinette Louw, 2020-12-31 This scholarly book focuses on stroke in Africa. Stroke is a leading cause of disability among adults of all ages, contributing significantly to health care costs related to long term implications, particularly if rehabilitation is sub-optimal. Given the burden of stroke in Africa, there is a need for a book that focuses on functioning African stroke survivors and the implications for rehabilitation within the African context. In addition, there is a need to progress with contextualised, person-centred, evidence-based guidance for the rehabilitation of people with stroke in Africa, thereby enabling them to lead socially and economically meaningful lives. The research incorporated in the book used a range of primary and secondary methodological approaches (scoping reviews, systematic reviews, meta-analyses, descriptive studies, surveys, health economics, and clinical practice guideline methodology) to shed new insights into African-centred issues and strategies to optimise function post-stroke.

corporate wellness programs in south africa: *Beyond Tea and Tissues* Karen Milner, Judith Ancer, 2021-02 The business case for dealing with mental health and wellbeing in the workplace is absolutely clear. Not only are the workplace costs associated with poor mental health significant, but positive mental health (manifested as employee engagement and other positive mental health states) has been found to play a key role in organisational success. *Beyond Tea and Tissues* will empower and educate mental health and employee wellbeing professionals, managers, HR practitioners, and employers across the spectrum with the insights, evidence and practical tools

needed to protect employees, prevent harm and promote thriving. This actionable handbook covers a wide range of burning issues, such as: - Understanding the role of the manager or HR practitioner in working with mental health problems - Cultural issues to consider when managing mental health at work - Identifying and managing personality, mood and anxiety disorders in the workplace - Best practices for tackling workplace bullying or violence-prone people at work - Recognising and assisting employees with addiction problems - Helping employees work through difficult life experiences - Practical strategies for managing a mental health crisis at work - Early warning signs of mental health difficulties - What to do if you suspect something is wrong - What NOT to do after a mental health crisis - And more! Beyond Tea and Tissues offers ACTIONABLE STEPS that can be taken today, to optimise employee wellbeing and manage distress, trauma and mental illness in the workplace.

corporate wellness programs in south africa: New Anatomy for Strength & Fitness

Training Mark Vella, 2018-08-14 • Must-have exercise reference for fitness enthusiasts. • Helps readers understand how each exercise works to shape the body. • 100+ Detailed, full-color anatomical illustrations of muscles and tendons. • 75+ selected workouts that increase flexibility and strength. • Targeted exercises for strength training and gym fitness, stretching and flexibility training, yoga, Pilates, and bodybuilding.

corporate wellness programs in south africa: Sport and Development Policy in Africa

Marion Keim, Christo de Coning, 2014-03-26 This publication is the first of its kind, and the focus on sport and development policy is a new and exciting initiative towards developing a Global Policy Index in the future.

corporate wellness programs in south africa: Fresh Perspectives: Human Resource Management, 2006

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Workplace, 2005 A joint publication of the Joint United Nations Programme on HIV/AIDS (UNAIDS), the International Labour Organization (ILO), the World Health Organization and the Global Business Coalition on HIV/AIDS

corporate wellness programs in south africa: Collaborative Dynamic Capabilities for Service Innovation Mitsuru Kodama, 2018-07-02 Exploring the theoretical concept of collaborative dynamic capabilities, this book illustrates how service innovation can be achieved in an era of technological convergence. Focusing on e-healthcare systems within hospitals and private businesses, the author provides detailed case studies and answers topical questions about generating service innovation across different industries. Making a new and thought-provoking contribution to research on innovation and technology management, this useful book engages with theory and provides applicable solutions for practitioners to implement in the future.

corporate wellness programs in south africa: Employee Assistance Programs in Higher

Education R Paul Maiden, Sally B Philips, 2022-05-29 Understand the challenges faced by university based EAPs and the strategies to effectively meet needs and discover what works and what does not. Academia is a diverse workplace unlike any other, and subsequently, employee assistance program (EAP) issues are unique. Employee Assistance Programs in Higher Education focuses on the unique challenges of employee assistance service delivery in a university setting. This handy resource discusses the evolution, development, and strategies in managing an EAP in academia while comparing the substantial differences in program application between academic settings and corporate settings. Discussions include outsourcing, support groups, implementation of services, and effective model frameworks. Employee Assistance Programs in Higher Education explores in depth how the difference of being an academic institution influences the administration of an EAP. Reducing costs, assessing the value of an EAP, faculty resistance to accessing EAPs, organizational and interpersonal problems, manager support groups to reduce stress, developing 'soft skills', and addressing the deaths of faculty, staff, and students are examined in detail. This unique resource is extensively referenced and includes tables to clearly present data. Topics in Employee Assistance Programs in Higher Education include: the evolution of the IAEAPE university EAP response to

traumas on campus enhancing faculty access university EAPs and outsourcing creating a specialized EAP program comparison between academic and corporate cultures case study of the University of Saskatchewan EAP and more! Employee Assistance Programs in Higher Education is a comprehensive resource for academic administrators; benefit plan managers; university based EAP managers and directors; EAP, work/life, and wellness professionals; members of International Association of Employee Assistance Professionals in Education; Employee Assistance Professionals Association; Employee Assistance Society of North America; Association of Work Life Professionals; Society for Human Resource Management Schools of Social Work; educators in schools of social work, psychology, counseling education, and business.

corporate wellness programs in south africa: Consumer Health Information Services and Programs M. Sandra Wood, 2016-03-14 Consumer Health Information Programs and Services: Best Practices presents examples of successful and long-standing library programs and services that provide health information to consumers—the general public, patients, and families or patients – who seek information about health and diseases. This best practices volume brings together library programs and services currently offered in hospital libraries, public libraries, academic health sciences libraries, and standalone consumer health libraries, covering a range of topics and special programs. Advice and best practices provided by these experienced CHI librarians will help readers who are planning a new consumer health information service, or who are looking to upgrade and expand their current program or service. This best practices book will highlight successful library consumer health information programs and services, offering advice and tips about all aspects of providing health information to the general public and patients, from planning and establishing a CHI program, to offering specialized services to special populations. Readers will find both solid, tried-and-true methods for providing these services, as well as guidance on using newer, updated techniques to reach persons needing health information.

corporate wellness programs in south africa: Promoting Wellness and Resiliency in Correctional Officers Hayden P. Smith, 2022-12-26 Correctional officers face considerable stress, risk, and danger that lead to poor physical and mental health outcomes. In fact, their life expectancy is 15 years shorter than the national average. Public perception and media portrayals of correctional officers tend to reinforce stereotypes of brutish, improper, and uncontrolled behavior. Yet the reality is that correctional officers are operating a default public and mental health system for a sizeable portion of our society, a responsibility that exposes them to considerable risk. These negative effects have been compounded by an international staffing crisis that has made our jails and prisons far less safe for working officers. To address this situation, this book features an examination of a combined 11,313 correctional officers and 42 of their family members in the United States, Canada, and Europe. It explores proactive strategies that can reduce rates of posttraumatic stress disorder (PTSD) in correctional officers, which currently surpasses those found in returning military veterans who experienced combat. It then delves into the dynamics of correctional officer suicide, featuring the perspectives of their families. This book highlights innovative approaches that can build on existing strengths including the role of international exchange programs. It presents universal themes that impact the safety, wellbeing, and resiliency of correctional officers, along with positive outcomes related to evidence-based programs that maximize health in the correctional workplace. This book will be of interest to researchers and advanced students of criminology, mental health, public policy, social work, and sociology. The chapters in this book were originally published as a special issue of the journal Criminal Justice Studies.

corporate wellness programs in south africa: Corporate Citizenship in Action Volume 2 , 2005 Today, the demands of citizens and governments on the modern company are for it to play a very broad role in the development of society, and be a partner in building a fairer, more stable and sustainable world. Through philanthropic and corporate citizenship activities, businesses are already making significant contributions in a range of areas, including those on education, health, the environment and water provision. Good corporate citizenship can also contribute significantly to the wider goals of sustainable development, including the Millennium Development Goals. As the

Commonwealth Business Council has demonstrated in its publication, *Corporate Citizenship in Action: Learning from Commonwealth Experience* (2003), there is a growing body of experience to draw on and learn from.

corporate wellness programs in south africa: Women's Empowerment for a Sustainable Future Claude-Hélène Mayer, Elisabeth Vanderheiden, Orna Braun-Lewensohn, Gila Chen, Kiyoko Sueda, Brightness Mangoloth, Saba Safdar, Soyeon Kim, 2023-07-08 This edited volume focuses on women's empowerment for a sustainable future. It takes cultural and transcultural and positive psychology perspectives into consideration and explores the topic of women's empowerment from diverse stances, across social strata, cultural divides as well as economic and political divisions. It addresses the critique of the overly Western focus of positive psychology on this topic by adopting a transnational and transcultural lens, and by taking non-WEIRD (Western, Educated, Industrialized, Rich, Democratic) samples into in-depth consideration. The chapters therefore focus on women from diverse socio-cultural, political, socio-economic backgrounds and discuss their ways of empowering others and being empowered. They also discuss related positive psychology constructs, such as: coping, resilience, transformation, growth, leadership, creativity, identity development, sustainable action, as well as positive socio-economic, political and eco-sustainable thought and action. The volume as a whole looks at women's leadership as a factor of empowerment. A further fundamental assumption is that women's empowerment is needed to create a sustainable future at micro-, meso- and macro levels, which presumes safety, peace, ecological considerations, and compassionate leadership.

corporate wellness programs in south africa: *The Myth of Work-Life Balance* Richenda Gambles, Suzan Lewis, Rhona Rapoport, 2006-02-22 Many regard the ways in which paid work can be combined or 'balanced' with other parts of life as an individual concern and a small, rather self-indulgent problem in today's world. Some feel that worrying about a lack of time or energy for family relationships or friendships is a luxury or secondary issue when compared with economic growth or development. In the business world and among many Governments around the world, the importance of paid work and the primacy of economic competitiveness, whatever the personal costs, is almost accepted wisdom. Profits and short term efficiency gains are often placed before social issues of care or human dignity. But what about the impact this has on men and women's well being, or the long-term sustainability of people, families, society or even the economy? Drawing from interviews and group meetings in seven diverse countries - India, Japan, the Netherlands, Norway, South Africa, the UK and USA - this book explores the multiple difficulties in combining paid work with other parts of life and the frustrations people experience in diverse settings. There is a myth that 'work-life balance' can be achieved through quick fixes rather than challenging the place of paid work in people's lives and the way work actually gets done. As well as exploring contemporary problems, this book attempts to seed hope and new ways of thinking about one of the key challenges of our time.

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the struggles of the rich and poor to survive are united by a common cause and shared goals.

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