A CASE STUDY IN HELPING COMPANIES ACHIEVE OPTIMUM RESULTS

HEALTH AND PRODUCTIVITY DATA ANALYTICS & CONSULTING (HPAC)

Other providers merely supply you with data. Exclusively offered by The Prudential Insurance Company of America (Prudential), our Health and Productivity Data Analytics & Consulting (HPAC) team helps you understand your customized analysis and translates it into actionable steps to help reduce absence and boost productivity.

Our team will even go on-site to help implement their recommendations. Here are some ways they have already helped our customers.

A health system with 12,000 employees

Evaluation
When employees miss work, it impacts their employers. An estimated 8-9% of payroll goes toward addressing the cost of unplanned employee absences. Costs include the need for overtime, loss of productivity, salary and benefits, and the impact on employee morale.

And research indicates that disability costs are expected to rise in the U.S. by 37% over the next ten years.2

As hospital systems evolve, it often results in disjointed HRIS systems and a lack of available staff data. Our team of experts partnered with this growing hospital system to help it identify absence and disability challenges and opportunities.

Recommendation & results
Our HPAC team helped the hospital team discover that its smaller community hospitals were experiencing significantly higher absence and disability incidents and durations than its larger trauma hospitals.

After identifying these trends in the smaller community hospitals, our experts recommended implementing measures to stabilize and normalize absence and disability incidents at these locations. Thus, this hospital system is pursuing solutions through Prudential’s Transitional Return to Work and Productive Aging Programs.

HELP BOOST EMPLOYEE PRODUCTIVITY

Our best practices can help reduce absences by 1, 2, and 3 days per full-time employee!

We Can Help You
Our results-driven HPAC team can provide analytics that lead to practical solutions for helping your organization maximize productivity and minimize absence.

For additional information, please contact your Prudential representative.
A health system with 55,000 employees

Evaluation

Millennials will make up 75% of the workforce by 2025, and 78% are currently part of a two-career couple. The growing expectation is that millennial workers will both work and parent. But research indicates that 86% of U.S. employees have no access to paid parental leave.

Companies that have expanded their paid leave offerings have seen an attrition of new mothers drop by as much as 50%. And women who report taking paid leave are more likely to be working 9 to 12 months after a child’s birth than those who report taking no leave at all.

Our experts conducted custom benchmarking on the feasibility of this health care system offering paid parental leave as a way of attracting and retaining talented clinical staff, especially RNs.

Recommendation & results

We prepared cost and productivity impacts of implementing a paid parental leave program. Based on the analysis and cost projections, the organization is moving forward with a new paid parental leave program. Our team also developed an ongoing scorecard to evaluate the benefits of the program.

1 Mercer 2013 Survey on Absence and Disability Management.

Group Insurance coverages are issued by The Prudential Insurance Company of America, a Prudential Financial company, Newark, NJ.