A CASE STUDY IN HELPING COMPANIES ACHIEVE OPTIMUM RESULTS

TELECOMMUNICATIONS

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

A telecommunications company with 33,000 employees

Evaluation

This telecommunications company sought help because Short Term Disability (STD) and Family Medical Leave (FMLA) incidence rates were 300% and 400% higher than the industry benchmark. Related costs included the need for overtime, loss of productivity, salary and benefits, and the impact on employee morale, coupled with the administration of managing such high-volume disability and leave programs.

With projections that disability costs are expected to increase in the United States by 37% over the next ten years, it was crucial that this company address this trend immediately.

We performed a complete lost time impact analysis, leading to the discovery of the organization’s large number of collective bargaining agreements and plan designs, virtually paving the way for unlimited paid time off programs. Additionally, the team discovered that due to current plan designs, labor agreements, and workplace practices, the organization was losing nearly $65,000,000 per year in lost time and productivity.

Recommendation & results

Our team partnered with the organization’s HR, Labor Relations, Benefits, and Risk leaders to quantify strategic changes to their collectively bargained STD plans.

Our experts’ recommendation and insight led to a successful negotiation of changes to STD plans for two of the organization’s union populations, garnering a cost savings of approximately $2,000,000 per year.

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.

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