

Workplace Wellness Programs: A Healthier, Happier, and More Productive Workforce?

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Abstract: Workplace wellness programs along with health insurance are considered as strategies which intend to help manage problems associated to health risks. Wellness programs and biometric testing in the workplace have gone from a fad to an institution that can affect recruitment, motivation, productivity, and retention of the workforce. Employers may be motivated into implementing them due to potential financial gains related to health improvement, while at the same time such involvement may create substantial risks. What incentives should be employed to encourage healthy behavior? How their impact and effectiveness are to be evaluated? What are the ethical issues of wellness programs and biometric testing? What is the contribution to quality of work life? This presentation will address these issues along with a discussion on current evidence of the practical value of its implementation.

Keywords: healthy workforce, wellness programs, worker health behavior