

Investment in Health

Effect of Investment in Health

Management issues we wish to resolve through promoting Health Management

Improving health literacy

Health information

Indicators of measure-status (outputs)

Indicators of employee awareness and behavior change (performance)

Final health-related target indicators (outcomes)

Medical checkup and examination (early detection and treatment)

Seminars and events

Page view and respondents number of health information

Enhancement of self-management skills on health

Stress checks

Promoting medical checkups and examinations. Extraction of high risk group.

Participation rate and satisfaction level of seminars, etc.

Increase the rate of employees practicing better lifestyle habits (exercise, diet, sleep, smoking, alcohol intake)

Promoting health management

Promoting stress checks /Analyzing result/Taking measures

Rate of recommending checkups and examinations

Decrease employees not receiving medical care

Self-actualization through career autonomy

Monitoring and guidance on total labor hours

Rate of providing specific health guidance

Reduction in overall health risk

Improvement of physical health risks

Reduction of presenteeism

As a wellness company, we will achieve the physical and mental well-being of our employees, in order to make food that contributes to keep people's mind and body healthy toward the creation of a sustainable society where everyone can lead happy lives.

Participation rate of stress checks

Maintenance of appropriate working hours and annual paid leave earning rate

Reduction of absenteeism

Participation rate in training of self-care and training for managers

Increase employees feeling their current position is suitable

Improvement of mental health risks

Enhancement of work engagement

Implementation rate of return-to-work support

Frequency of implementing monitoring and guidance

Annual total labor hours

Implementation rate of rank-based interviews

Implementation rate of career interviews

<How to measure>
 Presenteeism: SPQ (Single-Item Presenteeism Question devised by Uni. Of Tokyo)
 Absenteeism: (No. of sick leaves (more than 30 days of absence)) ÷ (No. of employees)
 Work engagement: New brief job stress questionnaire (shortened ver. with 80 questions)