



Top 5 Employee Wellness Trends in 2022

loop



2021, much like 2020, was rocked by constant uncertainty and **rapid workplace shifts**.

That momentum, fueled by the ongoing pandemic and **“Great Resignation,”** shows no signs of stopping.

In 2022, the onus is on employers to keep up with rising employee expectations — and demands.

Here, we reveal the top employee wellness trends that can help companies ensure their offerings align with what employees say they want.

By understanding the trends within employee wellness, HR professionals can **be better prepared and forward-looking**.

Let’s dive right in!

1: Disease management

Of late, there's been a rising prevalence of chronic conditions, including asthma, heart disease, and diabetes. In India, **29% of urban areas suffer from a chronic disease** and 68% of chronic diseases are either hypertension or diabetes.

The numbers are alarming! What's the solution? Disease-management programs. It teaches patients how to manage a chronic illness process. With the delivery of high-quality care, you learn how to take responsibility to take care of yourself. **Disease management** also enhances the patients' health, avoids health deterioration and potential problems, reduces hospitalization rates, and lowers treatment costs.

Typically, a disease management program must:

- **Educate you** about the disease so you have a better understanding of your condition.
- **Encourage you** to complete those all-important lab tests and preventive services.
- **Remind you** about the importance of follow-up visits with your doctor.
- **Discuss** healthy nutrition options and physical activity that is achievable.
- **Send alerts and progress** reports to your doctor.

Currently, Loop offers disease management for diabetes. With our program, you can expect all the above. Plus, we **help you manage your diabetes** in an easy and achievable way.



2: Holistic wellness

The pandemic brought about several changes and new ways of thinking. This made organizations realize that **there's more to workplace wellness** and goes beyond mental and physical health.

Holistic wellness comprises seven dimensions of wellness: physical, intellectual, occupational, environmental, spiritual, emotional, and social.

A company's wellness program must be robust and address all the above dimensions.

Now, programs that help employees **cope and manage conditions** like depression, stress, etc. will become more commonplace along with those that help with reskilling efforts and financial wellness.

When a company provides holistic benefits and programs, it shows your workforce that **you care** not only about their work performance but also about their overall satisfaction with life.

As life and work become increasingly intertwined with one another, these types of programs **will help companies attract and retain talent.**



3: Preventive care

Although the pandemic was a situation no organization could prepare for, it has helped everyone realize **the value of being prepared**. This brings us to a proactive approach over a reactive one with employee health.

Employees are more open to embracing preventive healthcare (vaccinations, health risk assessment, health checks, etc.) and self-care solutions (wearable technology, home test kits, etc) to mitigate future health risks.

Preventive healthcare helps in the early diagnosis of several diseases like depression, diabetes and cancers, and more. Detecting such illnesses early on helps with early treatment. This ensures you get healthy sooner and saves a lot of trouble and future expenses.

Loop and our team of in-house doctors are highly focused on preventive care. Besides a dedicated medical advisor who helps in your healthcare journey, we also have specialists who you can have virtual consults with to help with anything you need. With teleconsultations available on the app 24X7, you know you always have a helping hand!



4: Occupational satisfaction

The Great Resignation has been making waves over the past few months. While everyone has different reasons to search for new opportunities, there's plenty of evidence to suggest that **there's been a shift in how we think** about occupational satisfaction.

As per research on employee attitudes by Gartner, 65% of the workforce are rethinking the place that work has in their life.

Occupational satisfaction is how fulfilled you are with your work. It quantifies how strongly you associate with the goals, beliefs, and values relating to the work you do.

This year, the why of workplaces will become more important. And as an employer, **it's a must for you to create a value set and mission** that resonates with your workforce. If not, you will have more disengaged employees.



5: Employee centric approach

The pandemic brought about new ways of thinking and several changes, and organizations are beginning to recognize that a wellness program must address **more than physical health conditions**.

In recent years, the veer toward mental health issues, for instance, has grown. With the boundaries between home and work blurring, employees face increasing levels of burnout, digital fatigue, and social isolation. This has led to enterprises designing **wellness programs that offer modern solutions** to such issues.

The wellness programs of today go beyond ensuring that employees are healthy. They also ensure the staff continues to work with the organization, promote engagement and build the employer brand. The potential **benefits of a robust wellness program** make it even more important for HR professionals to get it right.

In the past two-three years, wellness programs focused on the remote working environment. While this will continue, programs will also push boundaries to ensure that **people are the focal point**. What employees demand is at the center of wellness program design.





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