

# H&H Health Associates, Inc.

## EAP Research Outcome Results



### **WORKPLACE OUTCOME SUITE (WOS) REPORT:**

H&H Health Associates, Inc. through the Commercial Science Division of Chestnut Global Partners (CGP), participated in a year-long research project. **Workplace Outcome Suite (WOS)** is a short, psychometrically tested and validated instrument specifically designed for quick and reliable assessment of EAP effectiveness. The WOS contains five items that lie at the heart of understanding the positive effects of EAP and Health/Wellness Coaching in the workplace.

The study examined if and to what degree EAP usage improved their employees' workplace functioning. The survey was administered to employee populations with 9 EAP providers across the country before seeking EAP counsel, and 90 days after. The project concluded with 1,788 complete records. With this large a sample it is no surprise that we saw statistically significant improvement in all 5 items.

**The following report is an analysis of outcomes in our year-long research assessment of EAP effectiveness.**

The below results illustrate the tangible value our EAP Services can have on an organization’s bottom line.

**Definitions**

**Absenteeism** - hours away from work in past 30 days due to a personal concern

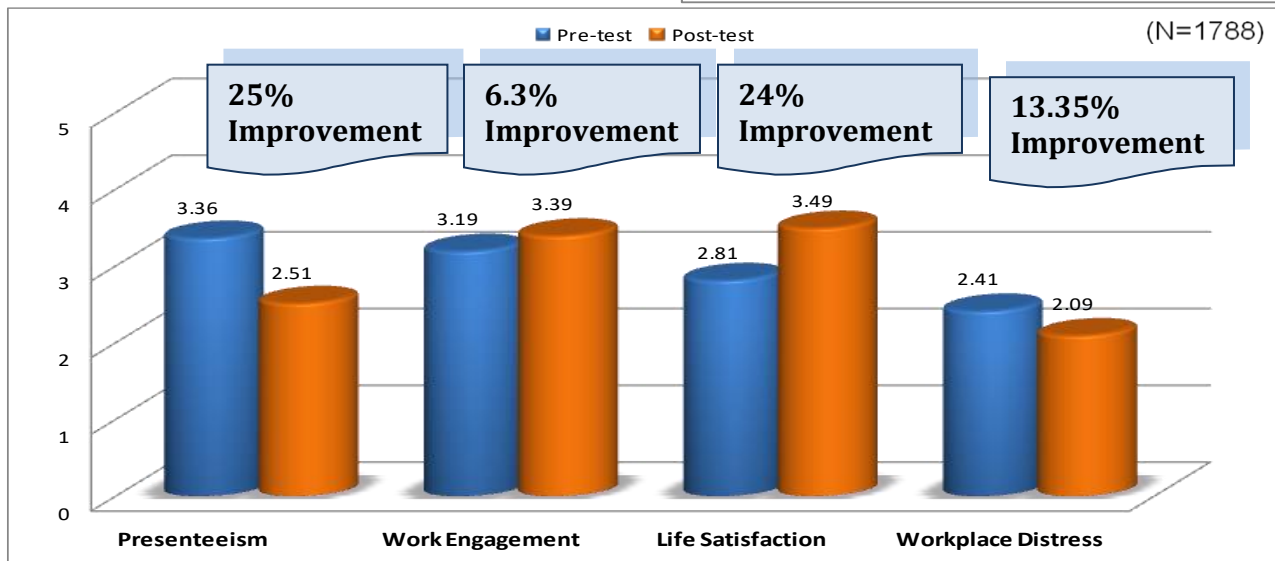
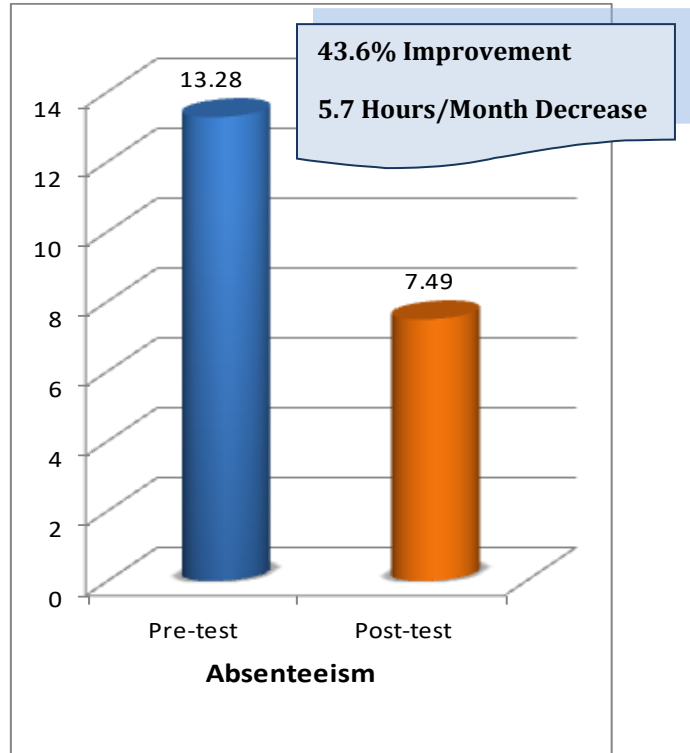
**Presenteeism** - extent to which problems inhibit or distract from work

**Work Engagement** - measure of passion or involvement with the job

**Life Satisfaction** - affective sense of well-being

**Workplace Distress** - sense of "dread about going to work"

N= 1788 \*Number of employees



**H&H Health Associates, Inc.**

*Providing meaningful, impactful EAP & Wellness benefits since 1989.*

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