

RESEARCH REVIEW

Keeping you up to date with the latest peer-reviewed research on workforce health and productivity

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[Results of a Virtual Migraine Education Program in the Workplace](#)

Teachers who participated in a virtual migraine education program showed a reduction in reports of migraine, migraine severity, and use of prescriptions to treat migraines. Productivity was reported to be better among all respondents except those with severe migraines. Researchers suggest that workplace migraine education programs can improve employees' migraine experiences, treatment strategies, and reduce lost productivity.

+Impact of migraine: Migraines not only degrade the quality of employees' lives—they have business and economic costs for employers and the economy at-large, learn more in [IBI's report](#) on migraine's impacts on the workforce.

[The Relationship Between Organizational Factors and Healthy Outcomes](#)

A study of large companies listed on the stock exchange in Japan revealed that having full-time occupational health staff increased healthy outcomes. Educating managers at time of promotions was also associated with large proportion of nonsmoking employees. Providing ongoing health guidance and education can promote healthy outcomes of employees.

[Do Work-Family Initiatives Improve Employee Mental Health?](#)

Results of surveys over 10 years show that British employees reported greater job satisfaction and mental health when given the opportunity for flexible work schedule, and when employers adopted a telework option. Using these opportunities improved mental health for females more than males. Employers'

initiatives for flexibility in the workplace for better work-life balance can improve employee mental health.

+Improving mental health: To help employers better understand and support the mental health needs of their employees, IBI [conducted an analysis](#) of the impact of work disruptions of COVID-19.

The Concept of Health-Promoting Collaboration - A Starting Point to Reduce Presenteeism?

Health promotion collaboration and healthy leadership were associated with less presenteeism and improved wellbeing and work ability among employees at a German University. When leaders promoted and mimicked healthier behaviors, such as staying home when sick, there was a reduction in presenteeism. Results also revealed that co-worker collaboration, such as more teamwork during stressful work periods, was associated with better work ability. Employees will likely practice better health behaviors with encouragement and collaboration from leadership, as a culture of health starts at the top.

The Impact of Musculoskeletal Pain on Employee Well-Being During the Pandemic

Among Indonesian employees, researchers found that psychological factors such as poor work-life balance increased upper and lower back pain; however, job insecurity and job strain did not impact musculoskeletal disorder (MSD) symptoms. The researchers suggest that pandemic level stressors of work from home reduces work-life balance and can increase poor health outcomes for employees. Greater flexibility and support for employees to maintain work-life balance can improve some MSD symptoms.

Association Between Back and Neck Pain and Workplace Absenteeism in the US

A nationally representative study of US employees revealed that those who reported being older, obese, and depressed, as well as having sleep disorders and difficulty in moving, also had more back and neck pain. Regardless of gender or age, employees with more reported back and neck pain had more absenteeism, which was most explained by reported difficulty in moving (walking, standing, sitting).

Researchers suggest that workplace intervention for movement, such as promoting exercise, physical therapy, and more ergonomic options, may reduce absenteeism due to back and neck pain.

+Addressing musculoskeletal disorders: [IBI's report](#) provides a scalable benchmark of what back pain costs employers and shows what they stand to gain from helping employees prevent, treat, and manage this condition.



Upcoming Events

POSTPONED: [IBI/Conference Board Health and Productivity Forum \(Chicago\); new dates set for September 28-29, 2022](#)

Integrated Benefits Institute, 1901 Harrison Street, Suite 1100, Oakland, California 94612

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