

# RESEARCH REVIEW

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

[NEWSLETTER ARCHIVE >](#)



## [Identifying Effective Retention Strategies for Front-line Nurses](#)

Interviews with healthcare leaders who manage nurses at a US hospital revealed that financial compensation and benefits, effective communication, respect, and recognition (through promotions, salary reviews, and sharing of accomplishments) were among the strategies that result in increased job satisfaction leading to better retention of nurses. Nurses are also interested in shared governance and being part of decision-making processes, as well as tuition reimbursement and sign-on bonuses.

---

## [Mental Health of Employed Family Caregivers in Canada](#)

Canadian women had worse mental health outcomes when trying to manage working and caregiving responsibilities compared to men. Women reported more caregiver-related stress, made more adjustments to their employment, and had greater work-life conflicts. Researchers suggest the promotion of men in caregiving as a positive experience to encourage more gender equality in caregiving.

**+Supporting 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.

---

## [Structural Racism and Black Women's Employment in the US Health Care Sector](#)

Black women are overrepresented in low-wage health care jobs and more likely to work in long-term care settings. Implications for better workplace policies include raising wages for low-wage workers, increasing pathways for career advancement,

and addressing systemic racial biases of Black women in caregiving jobs as less valuable.

---

### **Adult Spinal Deformity Surgery Associated with Increased Productivity and Decreased Absenteeism**

Patients with adult spinal deformity (ASD) who had operative treatments increased their work or school productivity by 18% and decreased their absenteeism by 1.1 days per quarter, after two years. Researchers suggest that ASD surgery can have overall benefits not just for patients but for employers and the economy as well.

---

### **Productivity Loss Among People with Early Multiple Sclerosis**

Canadian employees with multiple sclerosis (MS) reported fatigue as being a consistent factor driving their reduced work productivity through increased presenteeism, absenteeism, and unpaid work loss. Researchers recommend workplace accommodations and programs that can combat fatigue and other factors (e.g., gender, disability level and relapses) associated with MS that might be related to productivity reduction.

**+Importance of medication adherence:** IBI [reviewed studies](#) on medication nonadherence, and the review suggests that employers could reduce costly productivity losses by increasing rates of adherence among employees with certain chronic conditions, including multiple sclerosis.

---

### **Healthy and Happy Working from Home? Effects of Working from Home on Employee Health and Job Satisfaction**

German employees with more working from home (WFH) hours reported more physical (e.g., fatigue, muscular pain) and psychological (e.g., stress) symptoms compared to those with less WFH hours. Higher technological functionality at home increased work ability and job satisfaction and increased autonomy was related with increased job satisfaction. Employers should invest in proper equipment for employees, strategize to ensure high degrees of autonomy, and consider a hybrid work model.

---





## Upcoming Events

[IBI/Conference Board Health and Productivity Forum \(Chicago\); September 28-29.2022](#)

---

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

[Manage preferences](#)