

# Issues affecting the business and impact of physical activity

## 1. Absenteeism

Absenteeism is an employee's intentional or habitual absence from work. While employers expect workers to miss a certain number of workdays each year, excessive absences can equate to decreased productivity and can have a major effect on company finances, morale and other factors. The UK government estimates that ill-health costs the UK economy over £100 billion each year, and equates to over 172 million sick days. That translates to a combined cost of £32 billion to employers every year.

### Impact of physical activity

Physical activity can improve physical health and reduce the risk of chronic illness, as well as boosting the immune system and alleviating mental health symptoms.

## 2. Presenteeism

Presenteeism or working while sick can cause productivity loss, poor health, exhaustion and workplace epidemics. In addition to the cost of absenteeism, presenteeism is argued to cost employer twice the amount as absenteeism. 15 million workers claim to have a long-standing health condition that effects their work, leading to a rise in the prevalence of presenteeism.

### Impact of physical activity

Physical activity can reduce the risk of minor health issues by boosting the immune system and increasing energy levels by kick starting metabolism.

## 3. Employee turnover

Employee turnover refers to the number or percentage of workers who leave an organisation and are replaced by new employees. High employee turnover is another large expenditure for employers, with recruitment of suitable candidates and retention of high quality staff key to the success of a business.

### Impact of physical activity

Employers who actively support staff to be physically activity have better staff retention rates.

## 4. Poor and low employee productivity

Employee productivity is an assessment of the efficiency of a worker or group of workers. The UK productivity gap has widened to worst level since records began. Output per hour worked in the UK was 18 percentage points below the average for the remaining six members of the G7 group of industrial nations in 2014, according to the Office for National Statistics.

### Impact of physical activity

Physical activity can boost creative thought, increases cognitive performance, and improve memory. Employees who incorporate physical activity into their working day have been proven to have increased productivity when compared to days where they have not integrated physical activity into their working day.

## 5. Team cohesion and dynamics

Team cohesion is the degree to which individual members want to contribute to the group's ability to continue as a functioning work unit. Members of cohesive teams have emotional and social bonds that link them to one another and to the group as a whole. High performing teams of employees rely on strong team cohesion and working dynamics. Irritation and poor coping skills have been linked to low performing groups of employees, highlighting the importance of strong team cohesion and dynamics.

### **Impact of physical activity**

Physical activity can alleviate stress and improve mood, enabling staff to better cope with minor irritations. Additionally, when employees participate in activities with a common goal, they show increased levels of team working and cohesion.

### **Support from Active Gloucestershire**

Active Gloucestershire can support you and your business. Matt Coldrey, Workplace Activity Consultant is available to provide bespoke advice and support.

To set up an initial meeting or to enquire further please contact Matt on: 01452 393 604 or [mattcoldrey@activegloucestershire.org](mailto:mattcoldrey@activegloucestershire.org)