



## Oracle Work Life Solutions Oracle Employee Wellness

Employee Wellness is part of the Work/Life set of Human Resource applications serving both Employees and Benefits Professionals. Employee Wellness allows employees to set wellness goals and gives employee feedback on progress towards their goals. It gives recommendations to employees on behaviors that can increase their well-being. Benefits professionals can create games and competitions to foster adoption and increase participation in wellness programs allowing employees, benefits providers and the deploying company to jointly participant and jointly take responsibility for employee well-being.

### WELLNESS OBJECTIVES

- Provide feedback to employees on progress towards their individual wellness goals.
- Give recommendations to employees on behaviors that can increase their well being.
- Create games and competitions to foster adoption and increase participation in health and welfare programs.
- Create joint responsibility for employee well-being.

### Workplace Wellness Initiatives

As populations in industrialized countries operate in societies that are aging, enterprises face increasing pressures to find ways of promoting wellness and improving the health of their employees.

There is a high interest by employees to launch or grow wellness initiatives, and employees generally see these initiatives as beneficial to their own health. Many employers now offer some level of incentive to employees who participate in a wellness program. Interest in wellness programs is also driven by Part U of the Affordable Care Act which encourages these types of programs.

Workplace wellness programs are a win-win for both the enterprise and its employees. Investments In wellness programs have demonstrated returns on investment and are a viable way for businesses to address the well-being of their employee and their bottom line. Employees who participate in workplace wellness programs are generally regarded as fitter, more productive, and have better morale.

Oracle Employee Wellness (Wellness) provides the tools to implement, administer, and manage wellness programs.

### Establishing Effective Wellness Programs

Oracle is responding to one of the greatest demographic challenges ever posed. As populations around the world age, the urgency and cost of ensuring that the population maintains a sufficient level of wellness to stay productive is important to organizations that rely on healthy workforces to remain profitable and competitive. Employee Wellness turns that problem on its head by enabling companies to engage employees, bring wellness into their lives and reward them for participating. At the same time, Wellness helps address a demographic issue, while also shifting the emphasis of health maintenance efforts from expensive reactive interventions to proactive positive lifestyle changes.



## EMPLOYEE WELLNESS FOUNDATION

- Enterprise wellness program goals for employee to work toward
- Wellness contests to increase employee participation
- Lifestyle leaders scoreboard to motivate and encourage employees
- Participation incentives to recognize and reward wellness achievements

## MY EMPLOYEE WELLNESS

- Personal wellness profile and goals to improve well-being
- Personal activity tracking to record and monitor progress
- Wellness teams to provide peer support in attaining wellness goals
- Wellness prompts and notifications to remind employees to achieve their wellness targets

## ENTERPRISE EMPLOYEE WELLNESS

- Enterprise wellness program tracking to audit program participation and overall activity

## Three Perspectives

**Employee Wellness Foundation** provides the framework for the enterprise wellness program goals, wellness contests, lifestyle leaders scoreboards, and participations incentives. This foundation enables organizations to easily launch and administer wellness programs.

**My Employee Wellness** provides the personal wellness profile and goals, personal activity tracking, the opportunity to create and join wellness teams and wellness prompts and notifications, to focus on employee participation and engagement in these programs.

**Enterprise Employee Wellness** enables benefits managers to track the overall effectiveness of the wellness program by providing visibility to wellness program activity, including wellness profiles and goals attained.

## CONTACT US

For more information about Oracle Employee Wellness Cloud, visit [oracle.com](http://oracle.com) or call +1.800.ORACLE1 to speak to an Oracle representative.

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