Joshin Group Health and Productivity Management Strategy Map

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Health Investment

- Increasing the number of qualified personnel such as occupational health staff and registered dietitians
- Improving health literacy of employees
- Measures for promotion of mental and physical health
- Health management systems Health promotion applications

Health Investment Effect

Health Investment Initiatives

- Thorough recommendation for secondary medical examination
- Enhancement of measures to prevent serious lifestyle-related diseases
- Measures against cancer Prevention of severe cancer
- Enhancement of non-smoking promotion measures
- Enhancement of health interviews
- Enhancement of training to improve health literacy
- Enhancement of managerial education
- Mental health measures

Indicators of the Status of Health Investment Initiatives

- Secondary medical examination (Rate of receiving examination)
- Measures to improve blood glucose (Participation rate)
- Regular health checkup Complete medical checkup (Rate of receiving checkup)
- Cancer early detection Financial assistance for testing (Utilization rate)
- Literacy improvement training on smoking (Participation rate)
- Outpatient smoking cessation treatment financial assistance (Utilization rate)
- Interview with public health nurse (Number of times held)
- Good Condition Interview (Participation rate)
- Line-care training (Number of times, participation rate)
- Self-care training (Number of times, participation rate)
- Stress check (Rate of receiving check)

Indicators of Changes in Awareness and Behavior of Employees, etc.

- Decrease in absence rate
- Decrease in the rate of employees eligible for specific health guidance
- Improvement in health index
- Decrease in the rate of highly stressed employees
- Decrease in overall health risk

Indicators of Health-Related Final Targets

- Decrease in absenteeism
- Decrease in presenteeism
- Improvement of work engagement
- Decrease in turnover rate

Management Issues to Be Solved Through Health and Productivity Management

- Enhancement of employee engagement

  (Diverse human resources deliver the highest performance)

- Improvement of corporate value

  (Securing diverse human resources)