

Investing in Wellness: The Impact of Physical Health Initiatives on Healthcare Costs and Workplace Culture

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Abstract:

The growing recognition of workplace physical well-being programs represent a radical shift in modern organizational life, where employee's health is addressed as a strategic asset rather than a personal problem. As industries grow more competitive, companies now know that building a culture of well-being results in cross-cutting advantages besides workers immediate health. All these programs -ranging from physical fitness, ergonomics assessment, mental health assistance and nutrition advice-aim not just to enhance physical well-being but also to promote workplace. These programs, as seen by Marschke and Mujtaba (2014), work as catalyst for promoting a holistic approach to health encompassing physical, mental, and emotional well-being.

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Introduction

The implications of physical well-being initiatives are particularly prominent when considering their direct impact on health care costs. According to Song and Baicker (2019), organizations that implement comprehensive health programs can undergo a significant decrease in health spending. This reduction is generally attributed to various factors, including a decrease in absenteeism, lower rates of chronic diseases and increased retention of employees. By investing in physical well-being, organizations attend not only the costs associated with health demands, but also improve labor morale and work satisfaction, which is crucial for a positive work culture.

Essentially, effective physical well-being initiatives can considerably influence employee's commitment. When organizations invest in the health of their employees, they send a clear message: employee well-being is a priority. This cultivates not only a feeling of confidence and loyalty among workers, but also maximizes the involvement of employees in their tasks and their responsibilities. It has been shown that high levels of engagement are correlated with increased productivity, because employees who feel valued and cared for are often more committed to their work. Improving the commitment characterized by a proactive workforce has been identified as a crucial factor in achieving supported organizational performance.

Also, to improving employee commitment and attacking health care costs, physical well-being initiatives contribute to long-term organizational advantages which are an integral part of the maintenance of a competitive advantage. By creating a culture of global well-being, organizations promote an atmosphere of collaboration and support, which can lead to increased innovation, creativity and teamwork. At the heart of these advantages, understanding of healthy employees is more likely to operate optimally and contribute to the goals and objectives of the organization. Similarly, the development of a robust working culture that favors well-being not only attracts the best talents, but also helps to retain skilled employees, thus reducing turnover costs and improving global organizational stability.

As this section describes, interconnections between physical well-being initiatives, employee engagement, productivity and health costs are deep. The analysis of these relationships is vital for organizations aimed at taking advantage of well-being as a strategic component of their operational framework, showing that a commitment to employee health is ultimately an investment in organizational success. The following sections of this research document will deepen these factors, providing empirical evidence and case studies to further elucidate the deep impact of physical well-being initiatives in the dynamic landscape of today workplace., The implementation of physical health initiatives within organizations has attracted considerable attention in recent years, in particular as regards the reduction of health costs. Research indicates that health promotion programs in the workplace can have a significant impact on the use of health care and associated costs. Dement et al. (2015) conducted a comprehensive study examining the relationship between workplace wellness initiatives and health cost. Their research findings showed that the organizations that implemented structured wellness programs generally recorded a significant reduction of both health use and overall costs. In particular, the employers reported a reduction in hospital admissions



and emergency room visits between employees who participate in Wellness initiatives thereby reducing the cost associated with health services.

Besides, the correlation between the improvement of employee health and a reduction in medical expenses was further confirmed. Gonzalez (2022) examined a series of wellness programs in the workplace aimed at improving physical health and has noticed a direct relationship between the improvements of the health of individuals and the corresponding decline of medical costs. Employees who reported positive health changes, such as weight loss, increase in physical activity and a reduction in chronic disease markers have contributed to significant savings for organizations. This report underlines the importance of the management of proactive health in corporate contexts, which in the end reduces the financial burden for both employees and employers.

Finance the financial profitability of wellness campaigns in the work o of Goetzel et al. (2014), which have examined various studies that measure the economic impacts of these programs. Their results indicated that investments in employee well -being programs produce significant returns through health results of employees. In particular, they noticed that for each dollar spent for wellness programmes organizations can expect to see an average performance of \$ 3.27 in reduced healthcare costs. This return to investment (ROI) underlines the fundamental benefits of prioritizing physical well -being as a strategic organizational investment rather than an accidental expense.

Furthermore, Goetzel et al. He argued that the reduction of health costs associated with wellness initiatives in the workplace not only relieves immediate financial pressures, but also improves overall productivity within an organization. The healthiest employees are often more involved, show lower absenteeism rates and are less likely to request medical leave, which contribute to a more robust culture of work and the organizational performance supported in the long term. This enhancement of productivity is established to the original premise that the health and economic outcomes are inextricably linked, further justifying the logic for organizations to be adopted and further investing in wellness programs.

Moreover, the examination of various studies highlights the influential role of physical wellness initiatives in reducing healthcare costs. The empirical evidence presented by (Dement et al.2015), (Gonzalez 2022) & (Goetzel et al. 2014) collectively support the idea that the management of proactive health within corporate environments not only reduces medical expenses, but it also serves to improve the involvement and productivity of employees, but for a long time in the long term, these results further reinforce the importance of maintaining an ongoing commitment to wellness initiatives but opens the way for further explorations in optimizing health strategies in the workplace as a means to guarantee financial sustainability and satisfaction of employees in the evolution of economic landscapes., The integration of physical wellness initiatives within organizations has shown to significantly improve the culture of work and improve employee commitment. These initiatives act as catalysts for the promotion of a positive work environment that gives priority to the health and wellbeing of employees, at the end of greater organizational



productivity. Melnyk et al., (2020). stated that when employees perceive their organization as invested in their health, they are more likely to actively engage not only in wellness programs but also in their work tasks.

Establishing a culture of wellness has multiple purposes; It cultivates an atmosphere of support and collaboration between employees, leading to an improvement in the relationship between peers and a stronger sense of community within the workplace. The commitment in the initiatives of physical well -being can help reduce stress levels, raise mood and promote social bond, thus building a more resilient workforce. (Melnyk et al., 2020) says that employees who participate in wellness activities often report higher levels of satisfaction and commitment at work, translating directly into reduction of turnover rates and absenteeism. Additionally, (Shanafelt et al., 2017) stated that the investment in employees well -being extends beyond immediate psychological benefits. They underline the Business Case to support employees well -being initiatives by demonstrating how these investments resonate positively in the organizational framework. Their research illustrates that the organizational commitment for well -being not only produces improvements in the involvement of employees, but also involves marked increases in productivity. The economic implications are profound; When employees are healthier and more involved, companies experience improved results for performance, which can manifest themselves to improve customer satisfaction and organizational profitability.

The correct implementation of physical wellness initiatives requires the involvement of employees to all organizational levels. This collaboration guarantees a reactive approach to the specific needs and preferences of the workforce, thus promoting a culture of inclusiveness and participation. The initiatives designed with the contribution of employees are more likely to receive an enthusiastic participation, which further amplifies their positive effects on the work environment. This participatory approach encourages a sense of property between employees, strengthening their commitment both for their personal health and for the overall objectives of the organization.

Moreover, since employees actively engage in wellness programs, they become supporters of positive culture in the workplace, contributing to the development of initiatives led by peers who focus on the promotion and well -being of health. This basic involvement can favor a solid support network within the workplace, characterized by shared objectives of well -being and collaboration.

Furthermore, physical well -being initiatives are used not only as strategic interventions to improve the health of employees, but also as full components of the cultural fabric of an organization. When employees believe that their health and well -being are appreciated, they are more likely to engage with all their hearts in their roles, leading to greater productivity and long -lasting organizational benefits. As illustrated by existing literature, the value of these initiatives is underlined by their double ability to cultivate a culture of positive work and guide the commitment, presenting a convincing case for organizations to give priority to their implementation., The implementation of physical well -being initiatives within



organizational environments plays a fundamental role in promoting the long-term benefits that resonate through sustained productivity and improved employee retention. According to (Cooper & Cartwright, 2018) organizations that adopt proactive welfare strategies contribute to the general well-being of their workforce, which produces substantial results that extend beyond the mere preservation of health.

Physical well-being initiatives, which often cover programs such as physical conditioning programs, ergonomic work stations and mental health resources, not only serve to reduce medical care costs but also to create a healthier and more committed workforce. (Goetzel et al., 2024) Stated that by actively investing in the physical well-being of their employees, organizations experience the decrease in absenteeism and presentism, two phenomena where employees lose work due to health concerns or are present but unproductive. The research has illustrated that companies with solid welfare programs can see reductions in absenteeism by up to 25%, illustrating a direct correlation between well-being and participation and productivity initiatives of employees

Besides, fostering a culture of well-being paves the way for an environment where employees feel valued and served. This is critical for retention; Organizations that prioritize the well-being of employees often report higher retention rates. As exhaustion and job dissatisfaction are significant taxpayers for billing, the implementation of physical well-being programs can substantially reduce these problems. A healthy labor force is not only less prone to the disease, but it is also more likely to have greater morals and job satisfaction, which makes it less likely to seek opportunities for employment in other places. This is particularly important in the current labor market, which is characterized by greater competition for superior talent.

Moreover, proactive approaches supported by Cooper and Cartwright (2018) suggest that long-term organizational benefits extend beyond individual health improvements. When an organization integrates physical well-being in its culture, it not only aligns with the best practices in the management of the workforce, but also reinforces the organizational commitment to the well-being of the employees. This alignment encourages a collaborative and positive culture of the workplace, improving the dynamics of the company general equipment and morals. Healthy employees are equipped to effectively contribute to the objectives of the organization, leading to better organizational performance and innovation. Furthermore, as organizations experience reduced medical care costs associated with preventive health measures, they can redirect these savings towards other strategic initiatives, even more improving their competitive advantage. This economic perspective is reinforced by (Baicker et al., 2010) found that each dollar spent on well-being programs can result in a yield of up to \$ 3.27, due to lower medical costs and greater productivity.

Therefore, the strategic implementation of physical well-being initiatives not only cultivates a healthier and more productive workforce, but is also a crucial factor in employee retention. Organizations must recognize the importance of these initiatives not only as health measures, but as vital investments in the fabric of their corporate culture and their long-term



sustainability. Ultimately, the prioritization of employees well-being serves as a strategic imperative, which offers a framework for continuous development and success amid the complexities of the modern workplace.

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