

Health management analysis of Clik, Inc.

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What's it all about?



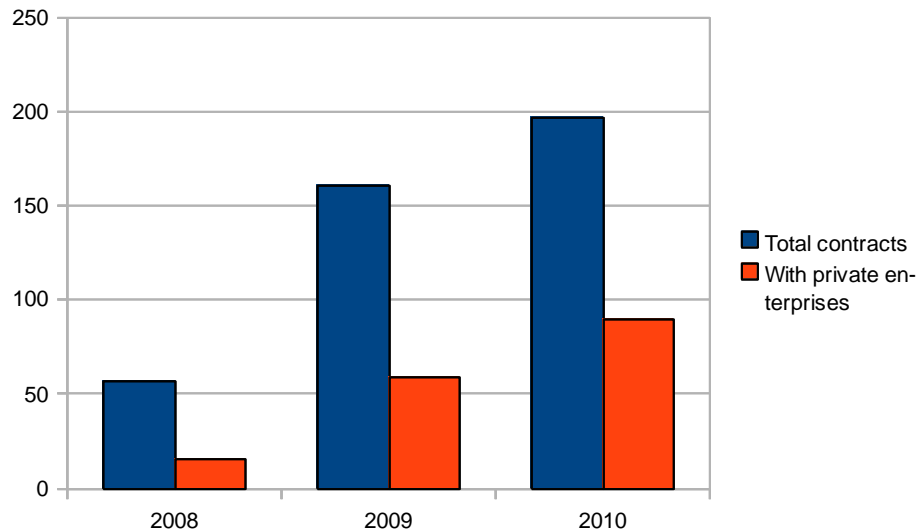
VS



Tallinn University

- 3rd largest university in Estonia
- 20 institutes
- 5 colleges
- > 9500 students
- > 540 faculty members and research fellows
- Fastest growing university in Estonia.

TU knowledge transfer activity



	Total contracts	with private companies
2008	57	16
2009	161	59
2010	197	90

Innovation vouchers

- 4000 EUR from Enterprise Estonia
- Only private SME can apply
- Up to 4 vouchers for 1 project

Clik, Inc.

- Established 1990
- 108 employees
- Ventilation and thermal insulation works
- Top management is involved in sport activities

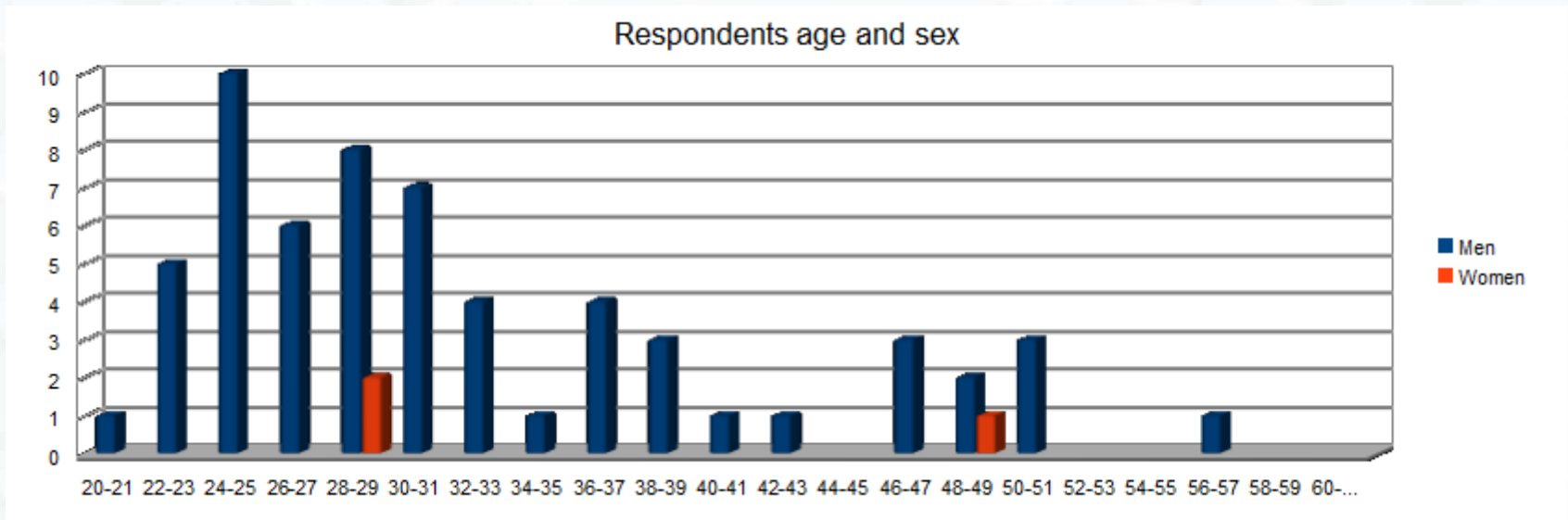
Main questions

- What is workers health status/working capacity?
- How much do workers invest in their sports activities themselves?
- What are the sports activities obstacles and motivators?
- Most valuable workers and their sick-list days and sports activity correlation
- Should Clik support sports activities of their employees and what strategy should it use?

Actions

- Duration – 1 year (Dec 2009 – Dec 2010)
- Actions:
 - Tests of physical condition on 15 employees at the beginning and in the end of research
 - Both quantitative and qualitative interviews
 - Analysis and further strategy development

Clik's staff profile



- 63 responses from 108 employees (60 men & 3 women)

Health risks profile

- 312 missed working days for 63 employees
 - 147 of those are sick-list days
 - 5 days in total and 2,5 days of sick-lists in average for one respondent
- Possibility that a missing working day is counter-related to worker's physical trainings

Are you involved in some moderate sports activities?		N	Minimum	Maximum	Mean
No	Work days missing	23	0	59	9,48
	Sick-list days per year	23	0	33	3,48
Yes	Work days missing	35	0	11	1,46
	Sick-list days per year	35	0	11	1,03
Invalid answer	Work days missing	5	0	23	8,6
	Sick-list days per year	5	0	20	6,2

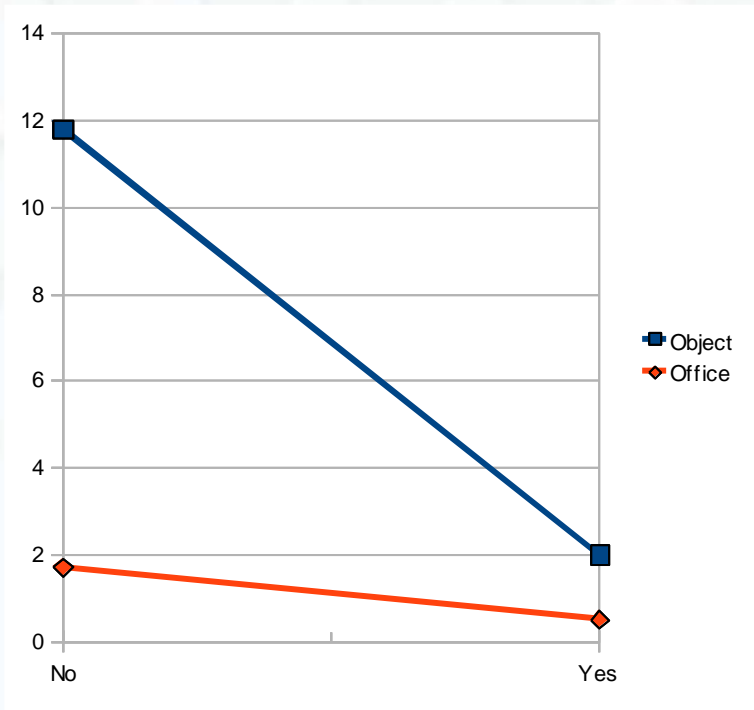
Do object workers miss their working days more frequently?

- Object worker if spends +40% of time outside of the office
- Office workers miss 0-4,95 days
 - 0-2,02 of them sick-list days
- Object workers' corresponding indicator 2,42-10,51
 - Sick-lists 1,08-5,25

Does physical activity influence missing days statistics?

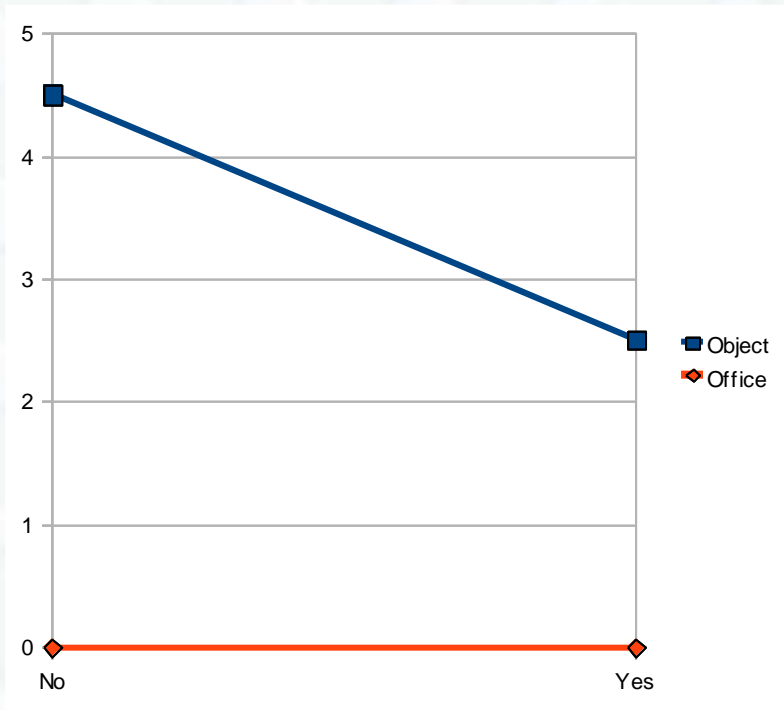
Yes

Missing days



Are you involved in some moderate sports activities?

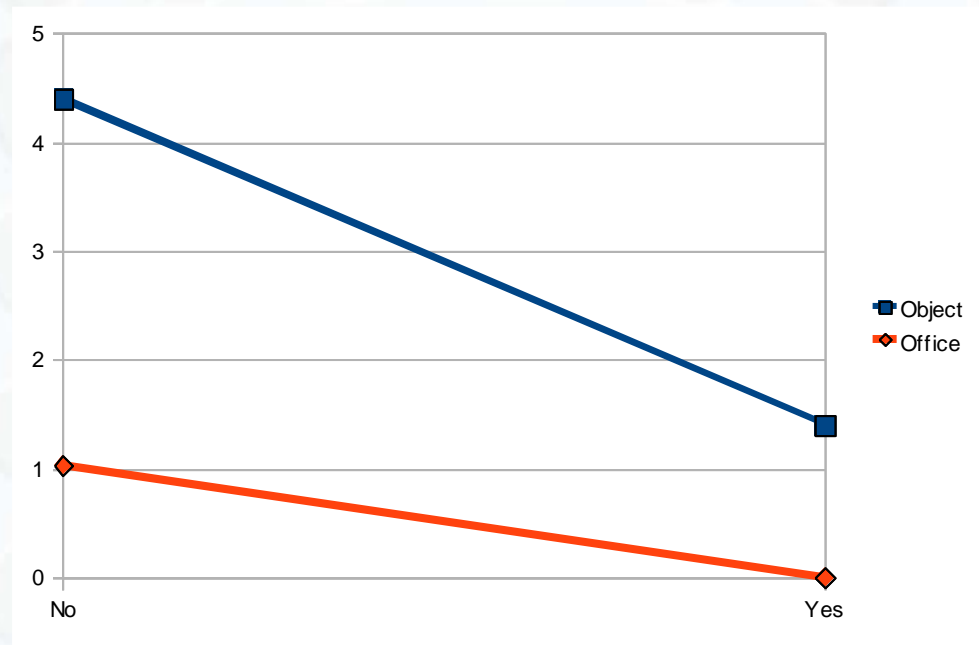
Sick-list days



Are you involved in some moderate sports activities?

Considering also age

Sick-list days



Are you involved in some moderate sports activities?

Conclusion

- Physical activity related to decrease of missing days
 - 147 sick-list days cost Clik approx. 15,5 thousand EUR
 - It is reasonable to spend some of this money to support employees physical activities

Estonian medical insurance facts

- 6,1 sick-list days for each insured person in 2010
- One sick-list day compensation from insurance organization
 - 2009 – 19.1 (EUR), 2010 – 14,95 (EUR),
 - -22%

Value of an employee for the organization

- It is not related neither to his sports activity ($r=0.049$) nor to quantity of the missing days ($r=-0,176$)

Health and stamina control of the Clik's employees

- Only one tested person had moderate health risks
- Tested persons lost 1,25 kilograms in average during the research period
- Physical condition in general remained at the same level

Participation in sports activities

Are you involved in some moderate sports activities?

	Frequency	Percent	Valid percent	Cumulative percent
Invalid	5	7,9	7,9	7,9
No	23	36,5	36,5	44,4
Yes	35	55,6	55,6	100
Total	63	100	100	

Training activity of employees of Clik, Inc.

How many times a week you do sports?

		Frequency	Percent	Valid percent
	0,5	1	1,6	2,9
	1	11	17,5	31,4
	2	16	25,4	45,7
	3	3	4,8	8,6
	5	3	4,8	8,6
	7	1	1,6	2,9
	Total	35	55,6	100
Missing	System	28	44,4	
Total		63	100	

Duration of the trainings

- How much time do you spend on your trainings?
 - From 0,2 to 8,4 (h)

	Training duration (h)	Frequency	Percent	Valid percent	Cumulative percent
	0,2	1	1,6	2,9	2,9
	0,3	2	3,2	5,7	8,6
	0,4	1	1,6	2,9	11,5
	0,5	1	1,6	2,9	14,4
	1,0	5	7,9	14,3	28,7
	1,1	1	1,6	2,9	31,6
	1,2	2	3,2	5,7	37,3
	1,3	5	7,9	14,3	51,6
	2,0	8	12,7	22,9	74,5
	3,0	4	6,3	11,4	85,9
	4,0	2	3,2	5,7	91,6
	5,0	1	1,6	2,9	94,5
	6,0	1	1,6	2,9	97,4
	8,4	1	1,6	2,9	100
	Total	35	55,6	100,0	
Missing	System	28	44,4		
Total		63	100		

Personal spending on sports activities

		Percentile						
		5	10	25	50	75	90	95
Weighted -means	Sports activities related spending total (EUR)	0	0	95	36 3	1079	1806	2786

Motivators to physical activities

Answer	Percent	Cumulative percent
I wish to improve my fitness	16,8	16,8
I like to compete and challenges	14,9	31,7
I enjoy the feeling of training	10,5	42,2
It helps to control weight	9,7	51,9
It is a pleasant social activity	7,4	59,3
To remain flexible	5,8	65,1
To avoid illnesses	5,1	70,2
To avoid stress	4,4	74,6
To achieve something	3,4	78
To feel great	2,2	80,2



Obstacles to sports activities

Answer	Percent	Cumulative percent
Social obstacles (time, money, family)	15	15
Trainings and exercises are too difficult	14,6	29,6
Work is disturbing me from sport	12,1	41,7
I am lazy	11,6	53,3
I Do not want to do sports on my own	10,1	63,4

