Health and Productivity Management Strategy Map

Health investment		Health investment results				Management issues to be solved through health and productivity management
		Indicators regarding the status of health investment policy initiatives	Indicators related to changes in awareness and behavior of employees, etc.	Health-related final target indicators		
Health challenges	Strengthen implementation of specific health guidance	Increase in implementation rate	Decrease in the rate of employees eligible for specific health guidance	Reduction of risk of lifestyle-related diseases	Reduction of absenteeism (sick leave)	Enhancing employee health, activity, growth, and performance
Preventing lifestyle-related diseases	Provide menus to improve eating habits	Increase in users	Improvement of eating habits			
	Implement program to improve exercise habits	Increase in participants	Improvement of exercise habits			
Promoting smoking cessation	Implement a smoking cessation program	Increase in participants	Decrease in percentage of smokers			
Increasing health awareness	Educate and distribute health information	Increase in participants, etc.		Increase in health literacy	Reduction of presenteeism (working while sick) 20% or lower	
Promoting mental health care	Conduct stress checks	Increase in implementation rate	Decrease in percentage of employees with high levels of stress	Reduction of number of employees taking mental health leave		
	Implement mental health training	Increase in participation rate	Improvement in overall health			
Work environments and workstyles	Promote work-life balance	Reduction of long working hours	Decrease in overtime hours		Increase in work engagement	
		Encouragement to take paid leave	Paid leave utilization rate of 80% or more			