

Mental health as the foundation for Human Productivity

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The contents of my presentation

Human Productivity - Definition and Benefits

Mental health and Human Productivity

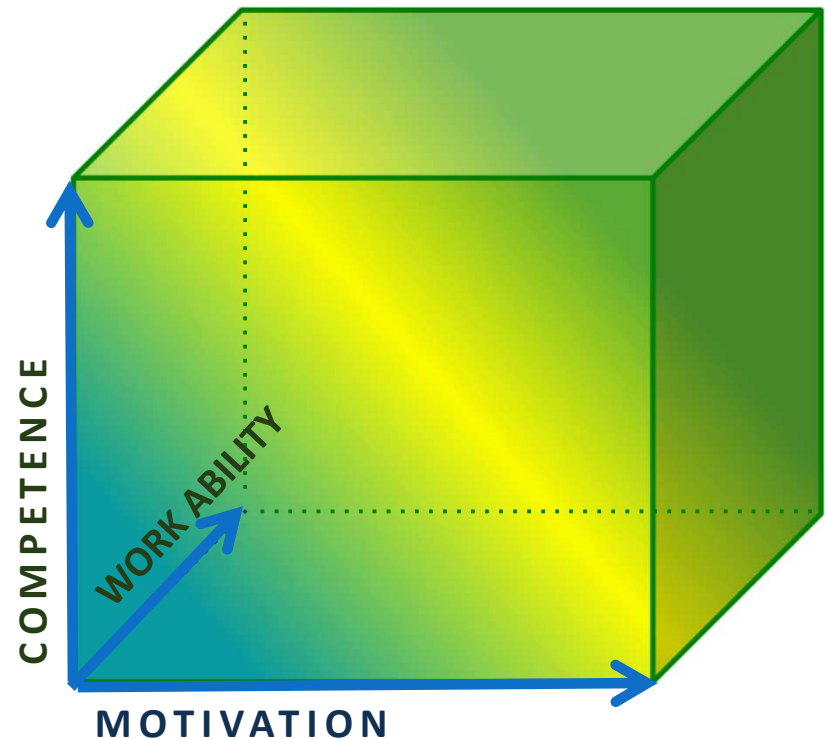
Preventive – or development strategies?



Human productivity index

MOTIVATION X COMPETENCE x WORK ABILITY = Human productivity index, HPI

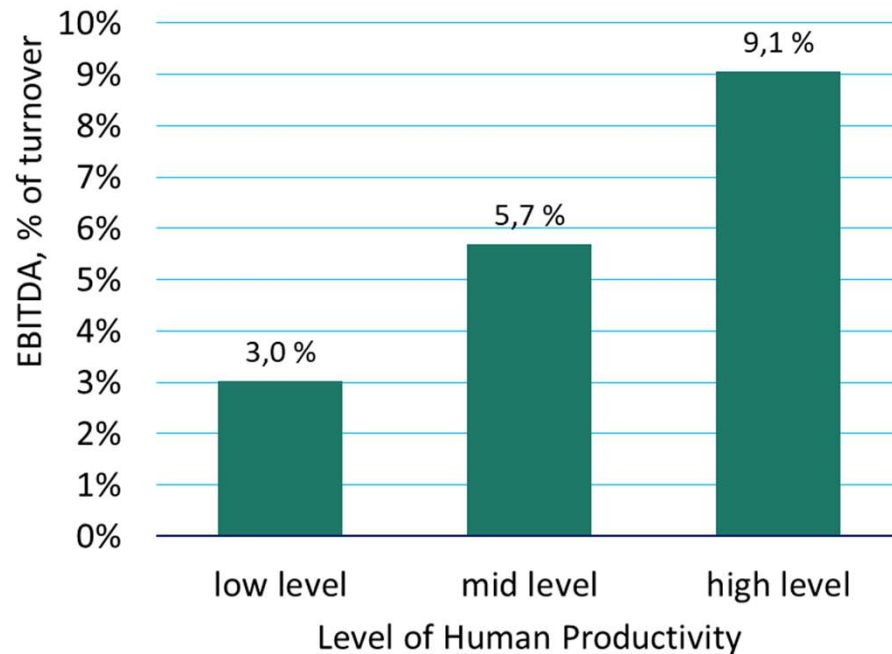
- Human Productivity Index, HPI is an input of three elements
 - Motivation and engagement
 - Competence and self management
 - Work ability
- HPI can be measured by a personnel questionnaire
 - HPI is an index varying from 0 to 100
 - Average level in Finnish companies is 48



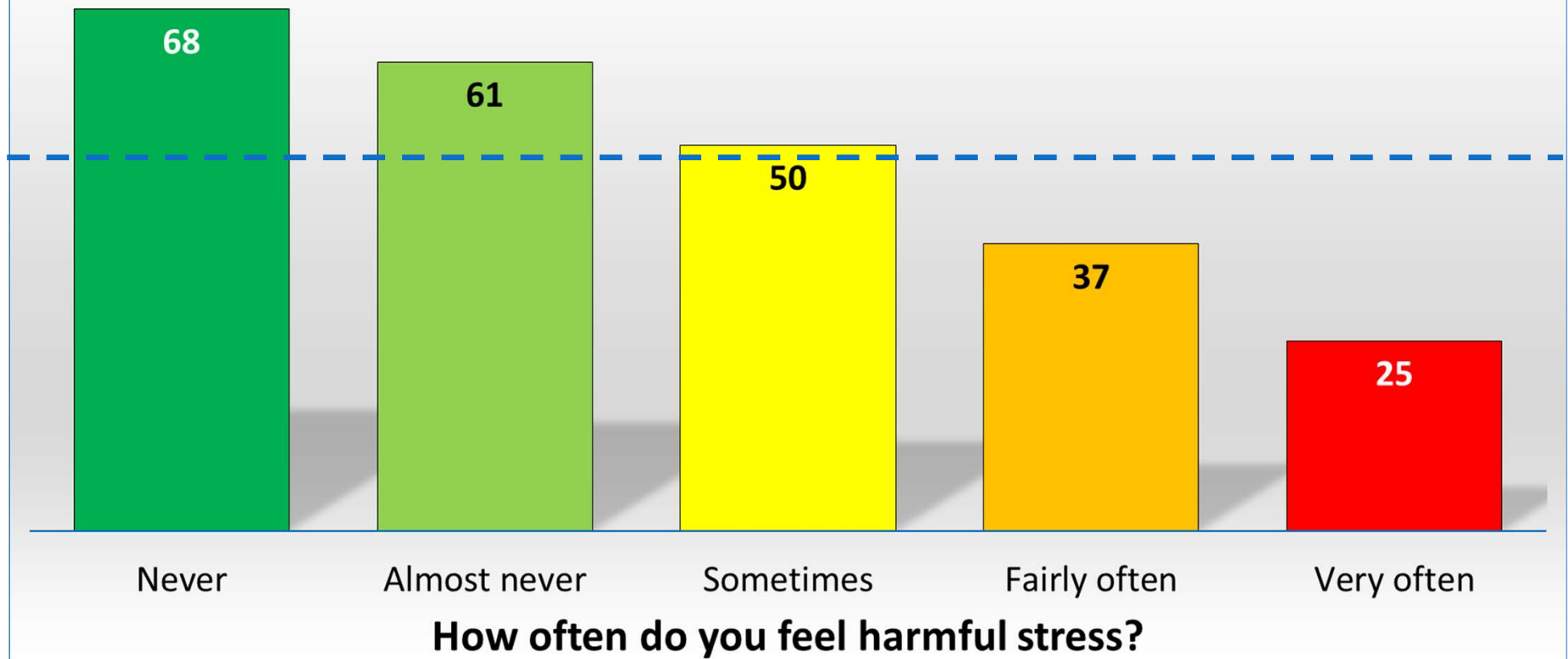
Human Productivity has an enormous impact on

Potential 9,4b€ in Finland

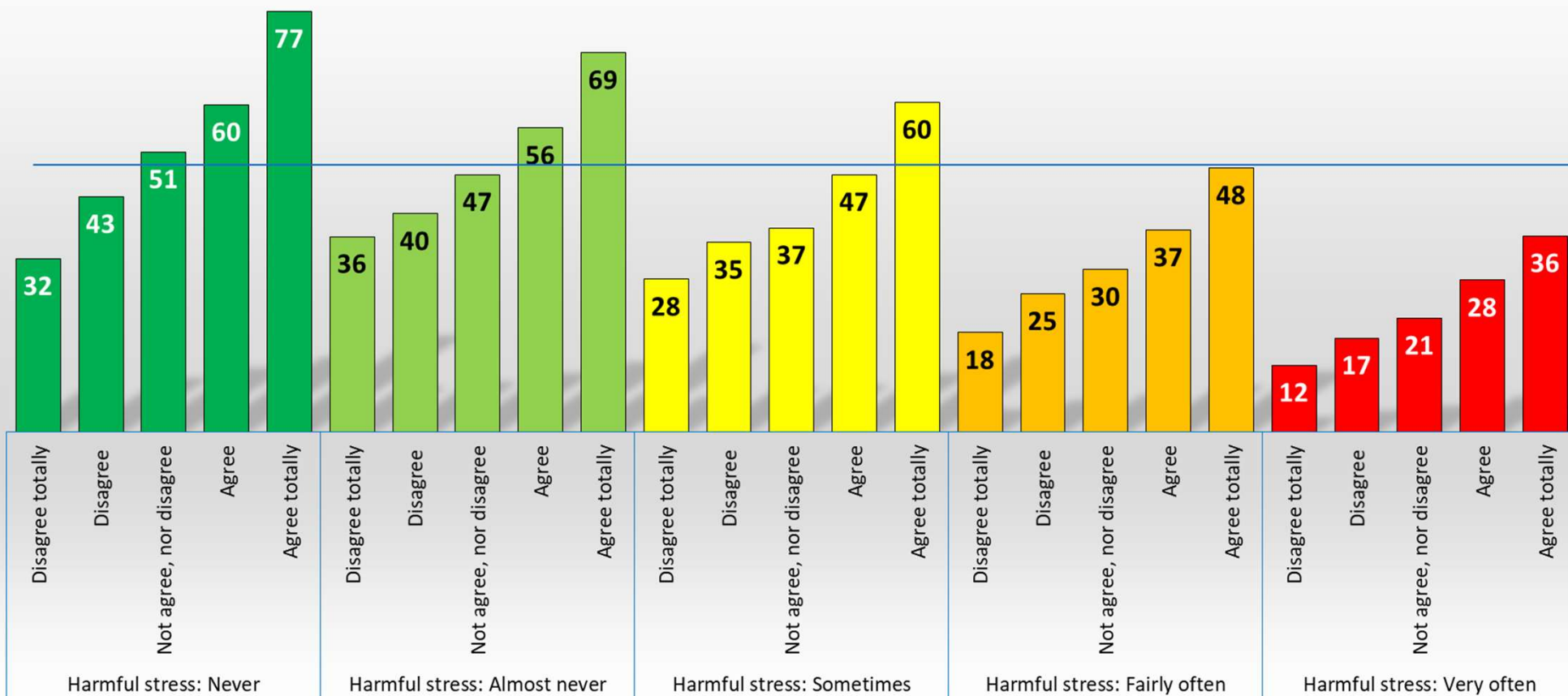
EBITDA averages at different levels of the Human Productivity Index, in the construction industry



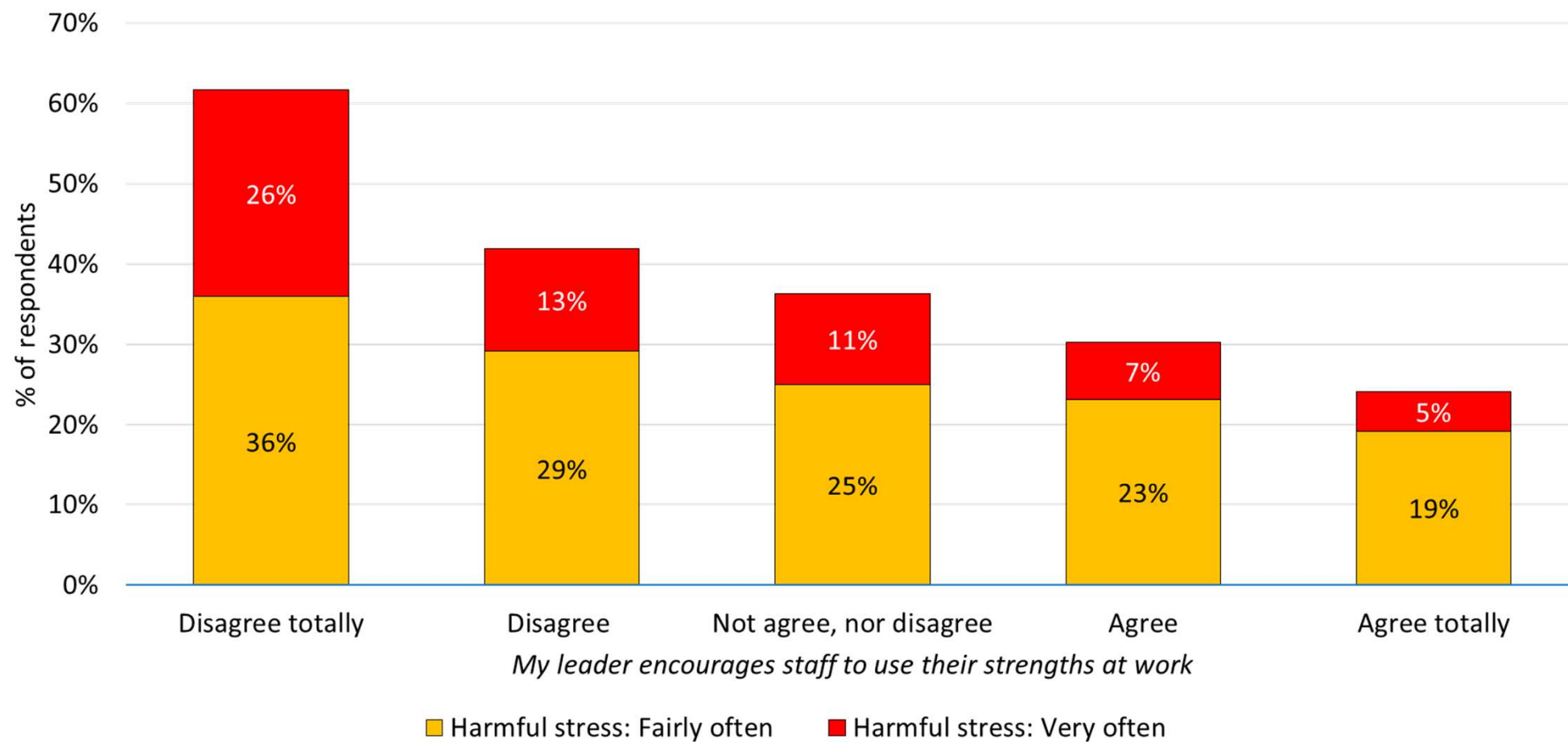
Human Productivity Index in stress level groups



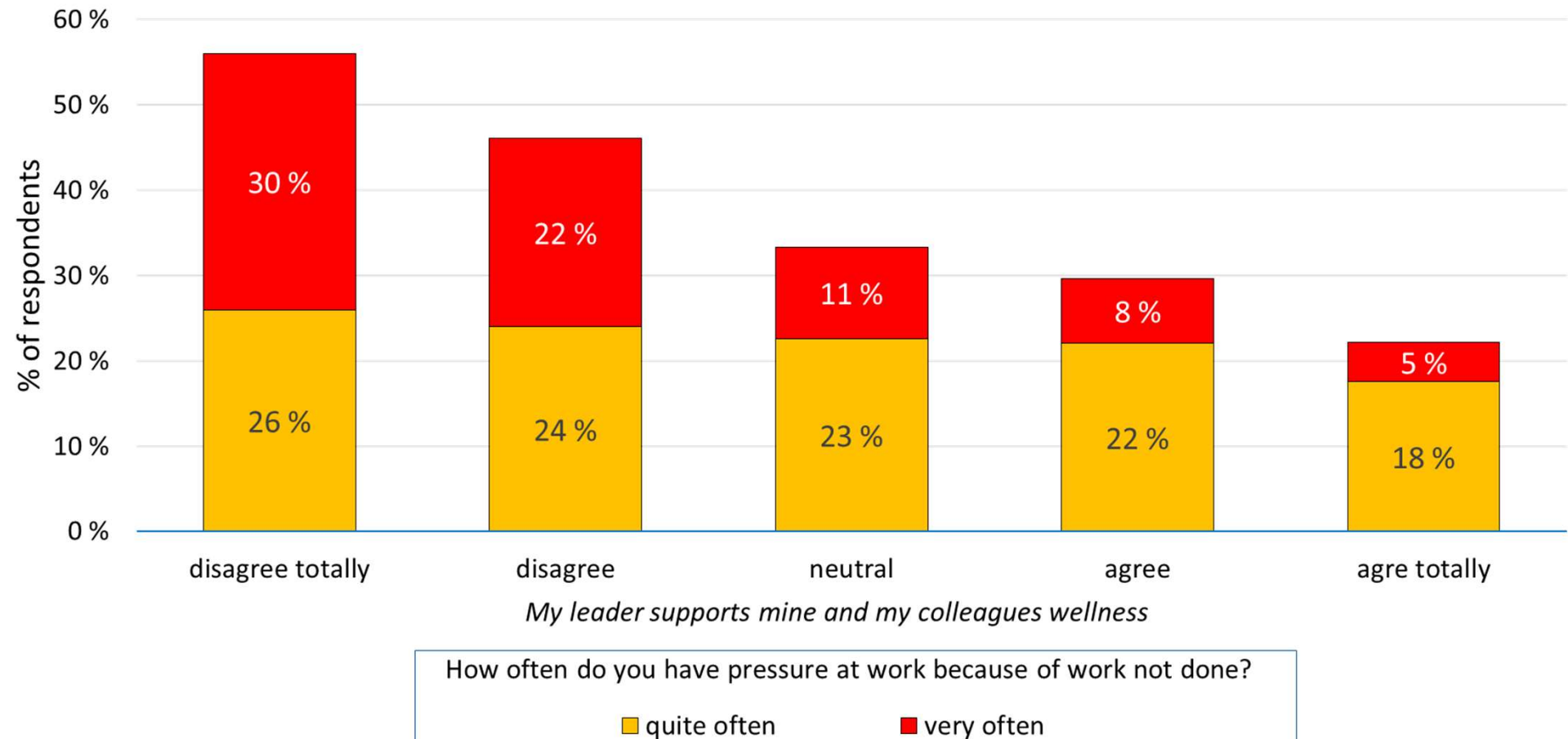
Human Productivity Index according to stress level and leadership experience groups



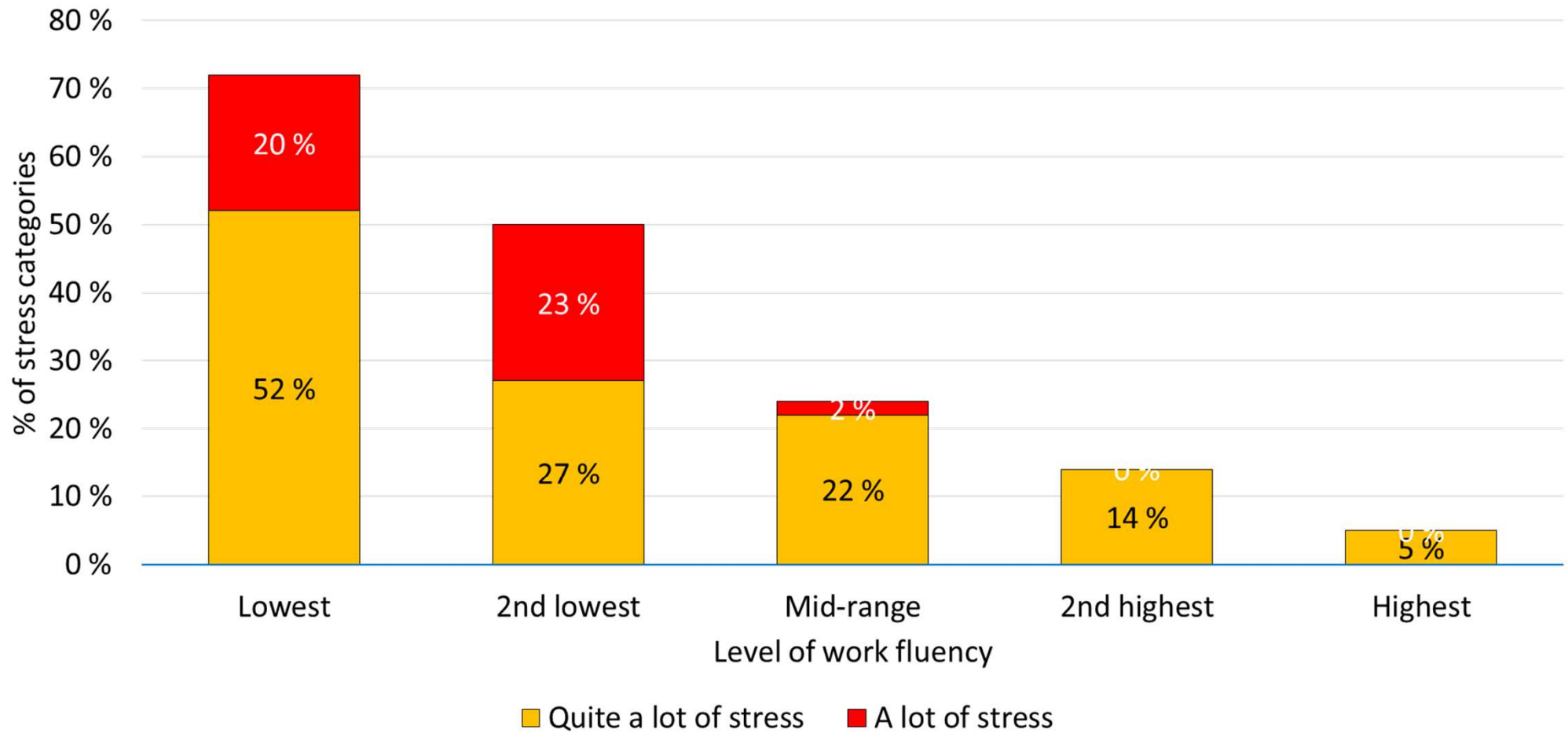
Perceived leadership is one factor that explains the level of stress



The link between leader support and work pressures



The link between work fluency and stress - in the data of 400 companies

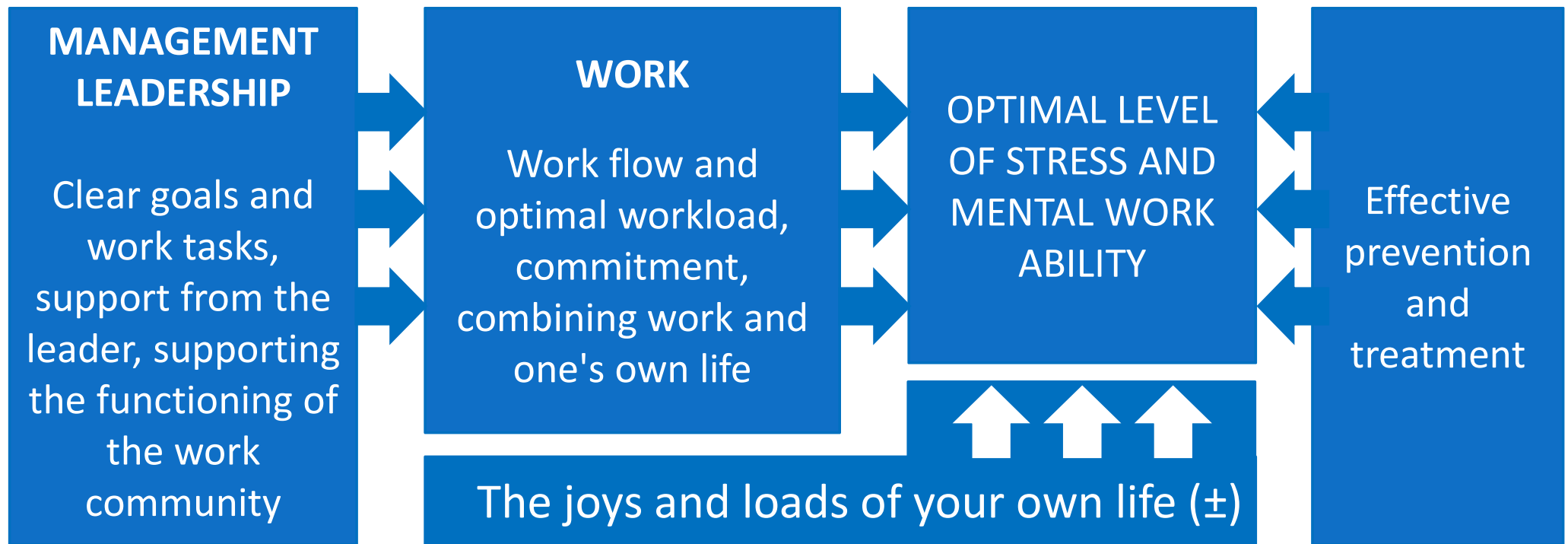


Mental health strategy in companies

- Preventive – or development strategies?
 - Developing business goals through Human Productivity – and supporting mental health
 - A strategy that prevents problems - or develops mental health



Preventive – or development strategies?



Thank you!

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