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6 ways Alight Worklife<sup>®</sup>  
helps organizations unlock  
more productivity



**alight**<sup>®</sup>



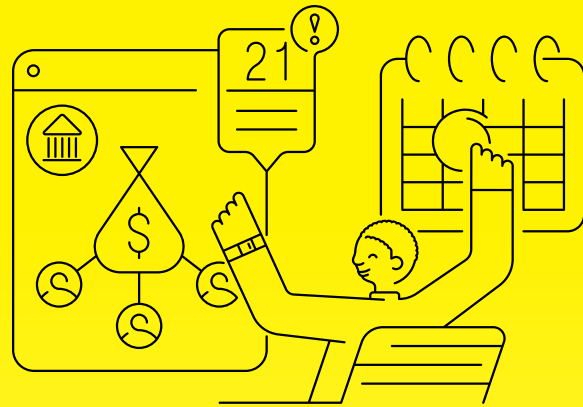
## CONTENTS

<b>Introduction</b>	<b>1</b>
<b>The productivity challenge</b>	<b>1</b>
<b>The productivity gap</b>	<b>1</b>
<b>The Benefits Sprawl: A barrier to productivity</b>	<b>1</b>
<b>The business imperative</b>	<b>1</b>
<b>Unlocking productivity: Alight Worklife can help</b>	<b>2</b>
<b>Drilling down into productivity and efficiency</b>	<b>3</b>
— The employer perspective	3
— Efficient HR operations	3
— Enhanced decision-making	4
— Superior organizational agility	4
— Upskilling workforces	5
— The employee perspective	6
— Consolidated employee experience	6
— Holistic wellbeing support	7
<b>Saving through higher productivity</b>	<b>9</b>
<b>Alight: your trusted partner in HR transformation</b>	<b>10</b>

# Introduction

## ***The productivity challenge***

In today's competitive landscape, organizations face unprecedented challenges in driving efficiency and productivity. The modern workforce is motivated differently than in the past, and employee benefits have become a key factor in attracting and retaining top talent.



## ***The productivity gap***

- 85% of employees are not engaged at work, resulting in a significant loss of productivity.<sup>1</sup> The average employee is only productive for 3 hours and 5 minutes per day.<sup>2</sup>
- 61% of employees experience burnout at work, leading to decreased productivity and increased turnover<sup>3</sup>
- The cost of employee distraction is estimated to be around \$650 billion per year<sup>4</sup>

## ***The Benefits Sprawl: A barrier to productivity***

The status quo model of siloed benefits offerings, numerous providers and fragmented data results in a Benefits Sprawl, forcing a choice between employee experience and business efficiency. This leads to:

- Decreased productivity due to benefits complexity
- Increased time spent on benefits administration
- Reduced employee engagement and retention

## ***The business imperative***

To stay ahead, HR leaders need a transformation strategy that tackles these issues head-on. They must find a way to optimize benefits and drive productivity. **But how?**

# Unlocking productivity: Alight Worklife can help

Alight Worklife is an AI-powered platform designed to help organizations optimize benefits and drive productivity. Our platform supports productivity in three key ways:

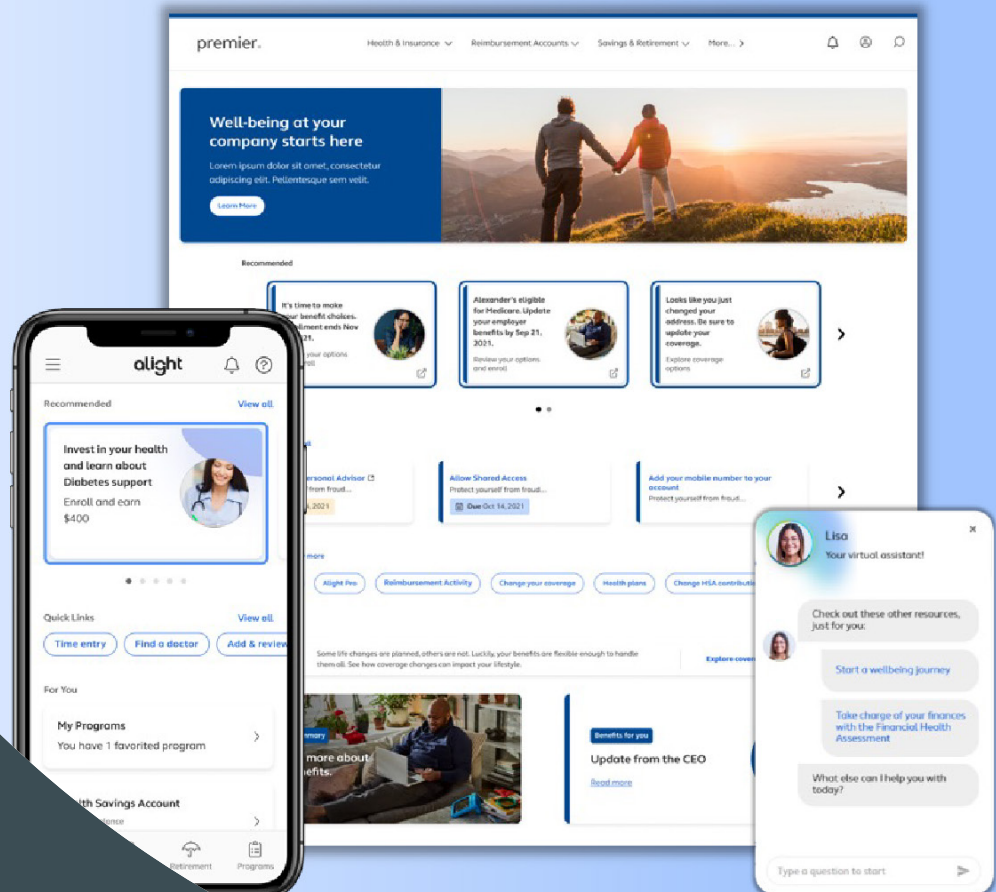
**Streamlined benefits experience:** Alight Worklife provides employees with a centralized platform integrating benefits into one intuitive interface. This simplifies and improves the employee experience, reducing time spent on benefits administration. In fact, 78% of employees say that benefits are an important factor in their job satisfaction.<sup>5</sup>

**Data-driven insights:** Our platform offers AI-driven insights and advanced analytics to help HR leaders make strategic decisions around benefits and drive business outcomes. By investing in employee benefits, companies can see a 21% increase in productivity.<sup>6</sup>

**Optimized benefits administration:** Alight Worklife helps organizations optimize benefits administration, reducing complexity and increasing efficiency. This leads to increased employee engagement and retention, with 71% of employees saying that benefits influence their decision to stay with their current employer.<sup>7</sup>

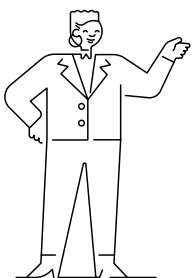
This ebook dives into how the Alight Worklife platform empowers HR leaders to make data-driven decisions that improve efficiency across the board for themselves, and their employees.

Let's get started.



# Drilling down into productivity and efficiency

## The employer perspective



1

## Efficient HR operations

**Alight Worklife boosts HR productivity through advanced automation that can:**

- Streamline onboarding to centralize tasks, paperwork and resources that are accessible anytime, anywhere
- Simplify workflows requiring signatures, HR verifications, new employee onboarding and administrative paperwork to free up HR staff
- Control Center tools with configurable self-service capabilities for the management of users, access, messaging and more

### **Key efficiency benefits:**

- Reduce manual efforts via digitally organized resources and automated administration of HR paperwork
- Allow HR staff to focus on high-value tasks and core business goals
- Gain flexibility through self-service tools that adapt to evolving HR needs 24/7
- Drive strategic impact by automating transactional activities

Eliminate manual bottlenecks and give HR hours back in their day to focus on more strategic priorities.





## 2

### Enhanced decision-making

**Alight Worklife elevates decision-making through powerful analytics including:**

- Advanced reporting that reveals trends across the workforce to better guide programs
- Insights that enable data-driven planning and optimization of investments
- Early identification of risks or gaps needing intervention

**Key decisioning benefits:**

- Optimizes programs and processes based on real workforce data and needs
- Maximizes ROI on HR initiatives by aligning them to business impact
- Proactively addresses talent risks before larger issues surface
- Validates HR investments against measurable results

Robust analytics transform HR leaders into strategic, data-driven decision-makers who can quantify their impact.

## 3

### Superior organizational agility

**Alight Worklife creates superior agility through flexible capabilities that include:**

- Scalability to grow or shrink HR teams to strategically match changing business needs
- Automated compliance adjustments for evolving legal and regulatory shifts
- Workforce planning optimization that utilizes leave management data and trends
- Rapid accommodation of fluctuating workforces and priorities



**Key agility benefits:**

- Adapts HR functions quickly to pursue new opportunities
- Avoids risks of non-compliance amidst changing regulations
- Plans ahead to minimize workforce disruption from changes
- Optimizes operations for competitive readiness

Alight Worklife's agility allows companies to quickly meet the challenges of the modern workforce and seize new opportunities.

## 4 Upskilling workforces

**Alight Worklife elevates workforce skills through integrated learning that includes:**

- Tailored training and content for specialized industry needs
- Skills gap analysis to identify development opportunities
- Personalized learning paths that help close skills gaps
- Automated compliance and regulatory training maintenance

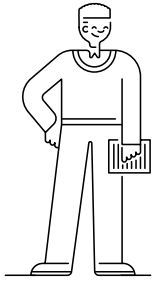
**Key upskilling benefits:**

- Closes skills gaps that limit productivity and competitiveness
- Keeps workforce capabilities competitive with specialized content
- Nurtures talent by providing growth and development opportunities
- Maintains compliance readiness as regulations evolve

Targeted upskilling empowers companies to unlock higher productivity through relevant, compliant and competitive workforce skills.



## The employee perspective



5

### Consolidated employee experience

**Alight Worklife streamlines employee experiences through:**

- Centralized access to all of HR including benefits, leaves and tools in one platform
- Personalized recommendations that simplify complex transactions such as benefits enrollment
- Mobile self-service that enables anytime, anywhere support

**Key experience benefits:**

- Saves employees time by eliminating hassles of multi-system navigation
- Reduces frustration through expert guidance and a more simplified interface
- Makes work-life management easy by putting everything related to HR in one place
- Shows organizational commitment to employee experience

A consolidated benefits ecosystem transforms a fragmented, frustrating experience into one that saves time and demonstrates commitment.





## 6

## Holistic wellbeing support

**Alight Worklife promotes holistic employee wellbeing through robust health, mental and financial offerings:**

### Health support

- Ability to locate high-quality, in-network doctors who are accepting new patients
- Appointment scheduling and care coordination that streamlines booking and transfers records between providers
- Medical billing assistance that explains charges, identifies errors and negotiates costs
- Rx savings tools that help find lower-cost prescription options
- Condition management education that helps employees understand diagnoses and make informed treatment decisions
- Leave of absence administration that guides employees through leaves and subsequent returns to work

### Financial wellbeing support

- Financial counselors provide 401(k), HSA, pension and other support for financial planning
- Debt paydown assistance and personalized savings recommendations optimize finances
- Short-term pay advances helps avoid expensive options when urgent funds are needed



## Quality of life enrichment support

**Alight Well provides personalized wellbeing plans and proactive outreach through:**

- Health assessments and biometrics
- Individualized journeys and habit formation
- Digital therapeutics and coaching
- Peer and team challenges

**Alight Wellbeing Marketplace provides:**

- 150+ enrichment programs for physical/mental wellbeing, health/fitness, family/kids and pets
- Employee rewards and recognition capabilities
- Resources to improve work-life balance and reduce stress

**Key wellbeing benefits:**

- Comprehensive support fostering health in all aspects of employee lives through integrated tools for easy wellbeing maintenance
- Demonstrated commitment to whole-person care and increased potential for engagement, productivity and work-life balance
- Expanded choice and flexibility in personal, meaningful and valued benefits, along with seamless replacement of rewards and recognition programs
- Focus on overall wellbeing to support retention and create a positive, caring culture

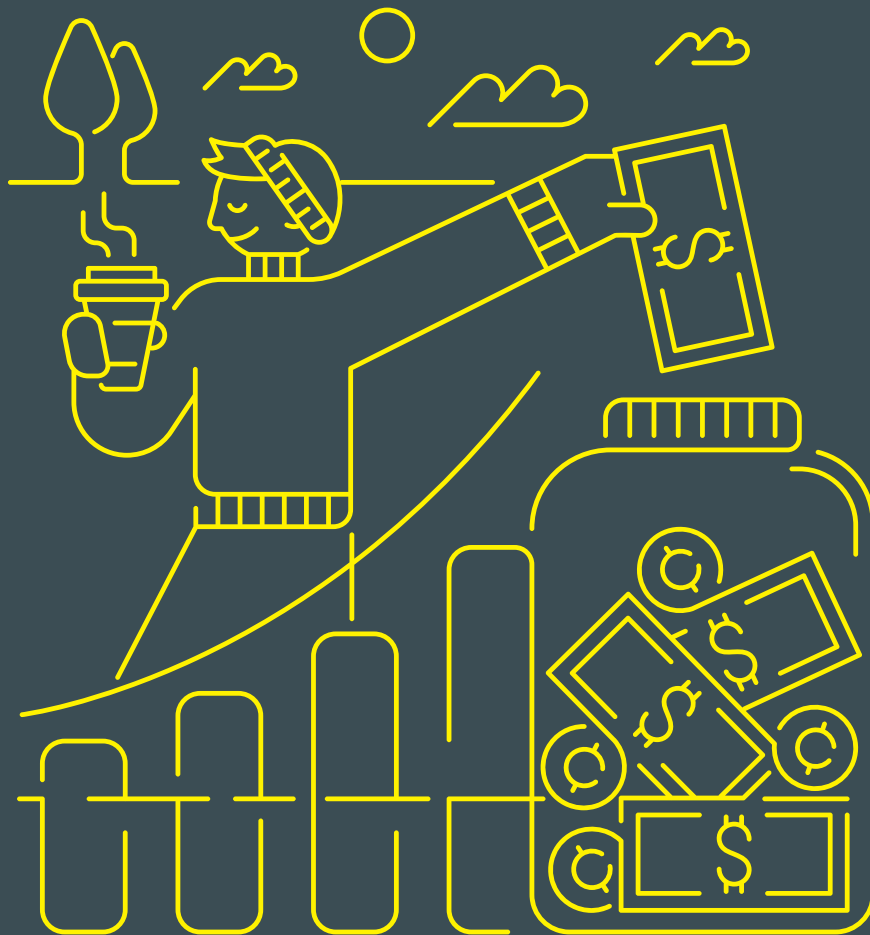
A holistic combination of health, mental and financial wellbeing offerings provide complete support that's tailored to each employee's needs. The result is a happier, healthier and more empowered workforce.



## Saving through higher productivity

Organizations that invest in employee productivity and efficiency can gain significant cost savings and improve business performance. Some examples include:

- **Reduced turnover costs.** Highly engaged employees are less likely to leave, avoiding turnover expenses that are estimated around 20% of an employee's salary.<sup>10</sup>
- **Lower absenteeism.** Each absent employee costs companies around \$160 per day.<sup>8,11</sup>
- **Increased output.** Studies show engaged employees are up to 20% more productive than their disengaged peers.<sup>8,10</sup> For a company with 1,000 employees and \$100,000 average output per employee, a 5% productivity increase could add \$5 million in revenues.<sup>8</sup>
- **Faster innovation.** Engaged employees generate more ideas and solutions, accelerating development of new products and services.<sup>8</sup>
- **Enhanced customer satisfaction.** Each 5% rise in customer retention boosts profits 25% to 95%.<sup>8,12</sup>



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# Alight: your trusted partner in benefits advantage

Alight Worklife provides an integrated suite of HR solutions to help organizations maximize productivity, efficiency and bottom-line results. Specifically, we offer:

- A unified HR platform consolidating benefits, wellbeing and other services to simplify employee experiences
- Advanced analytics, identifying opportunities to streamline programs, processes and spending
- Automated workflows, eliminating manual tasks and optimizing HR administration
- Custom communications promoting engagement, education and aligned priorities
- Tailored wellbeing programs, improving employee health, focus and work-life balance
- Strategic advisory guiding data-driven decisions around investments in human capital

With Alight Worklife, HR leaders gain actionable insights and capabilities to enhance workforce productivity and organizational efficiency.

**Get your benefits advantage** today with help from Alight Worklife. Contact us to see how we can optimize your costs to give you a competitive advantage in the marketplace.

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<sup>1</sup> Gallup, “State of the American Workplace” (2020)

<sup>2</sup> Vouchercloud, “The Productivity of the Average Employee” (2020)

<sup>3</sup> Gallup, “Employee Burnout” (2020)

<sup>4</sup> University of California, Irvine, “The Cost of Employee Distraction” (2019)

<sup>5</sup> SHRM, “2020 Employee Benefits Survey” (2020)

<sup>6</sup> SHRM, “2020 Employee Benefits Survey” (2020)

<sup>7</sup> SHRM, “2020 Employee Benefits Survey” (2020)

<sup>8</sup> Alight, “2022 Employee Benefits Study” (2022)

<sup>9</sup> Gallup, “The Relationship Between Employee Engagement and Business Outcomes” (2020)

<sup>10</sup> Gallup. (2023, January 7). The Benefits of Employee Engagement. <https://www.gallup.com/workplace/236927/employee-engagement-drives-growth.aspx>

<sup>11</sup> Gallup. (2022, June 14). The World’s \$7.8 Trillion Workplace Problem. <https://www.gallup.com/workplace/393497/world-trillion-workplace-problem.aspx>

<sup>12</sup> Gallup. (2021, July 22). The ‘Great Resignation’ Is Really the ‘Great Discontent’. <https://www.gallup.com/workplace/351545/great-resignation-really-great-discontent.aspx>