
6 ways Alight Worklife[®]
helps organizations unlock
more productivity



alight

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Introduction

Organizations face new pressures

Rising challenges around talent retention, benefits costs and the push for efficiency continue to put pressure on organizations of all sizes. As the business landscape becomes more competitive, HR leaders need proven transformation strategies to tackle these issues. Here, we examine these key challenges more closely and discuss how integrated employee experiences are helping organizations overcome their toughest HR challenges.

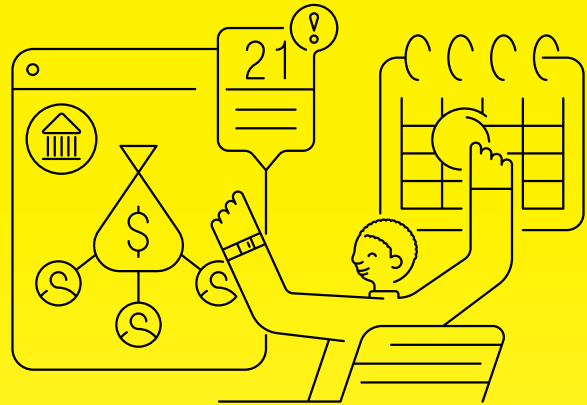
The departure dilemma: exploring employee exodus

A striking departure

Consider this striking statistic: in 2022, 51 million US workers voluntarily left their jobs. To put this in perspective, the US workforce comprises about 165 million individuals. Crunching the numbers, it's evident that roughly a third of the workforce chose to depart in 2022. Adding to this, the average cost of employee turnover is around \$18,000, driving employer turnover costs to over 900 billion dollars.¹

Examining employee retention more closely reveals insightful fragments:

- Every month, 3 to 4.5 million US employees quit their jobs.²
- A substantial 45% of the American workforce is actively looking for better positions.³
- US employers are spending approximately \$2.9 million daily in search of replacements.⁴
- 48% of workers say they are actively looking for a new job or open to leaving if they are approached.⁵



Managing benefits costs: navigating financial challenges

Anticipating rising costs

Turning to benefits costs, McKinsey projects a potential 9–10% increase in health-related expenses by 2026, owing to inflationary pressures of renegotiated provider contracts.⁶ In addition, labor costs, including wages, benefits, and other expenses associated with employees are expected to increase by 6.5% to more than \$13,800 per employee in 2023.⁷ These projections pose challenges for employers aiming to provide attractive benefits while containing costs.

Boosting efficiency: the power of engaged employees

Gains from engagement

Lastly, enhancing productivity and efficiency is paramount. Empirical evidence showcases that companies with highly engaged employees boast 21% higher profitability compared to their less engaged counterparts, highlighting the significance of a motivated workforce aligned with organizational goals.⁸

¹ <https://info.workinstitute.com/hubfs/2023%20Retention%20Report/Work%20Institute%202023%20Retention%20Report.pdf>

² <https://www.apollotechnical.com/employee-retention-statistics/>

³ <https://legaljobs.io/blog/employee-retention-statistics/>

⁴ <https://haiilo.com/blog/employee-engagement-8-statistics-you-need-to-know/>

⁵ 2023 Alight International Workforce and Wellbeing Mindset Study

⁶ <https://www.mckinsey.com/industries/healthcare/our-insights/the-gathering-storm-the-threat-to-employee-healthcare-benefits>

⁷ <https://www.bls.gov/eci/home.htm>

⁸ <https://legaljobs.io/blog/employee-retention-statistics/>

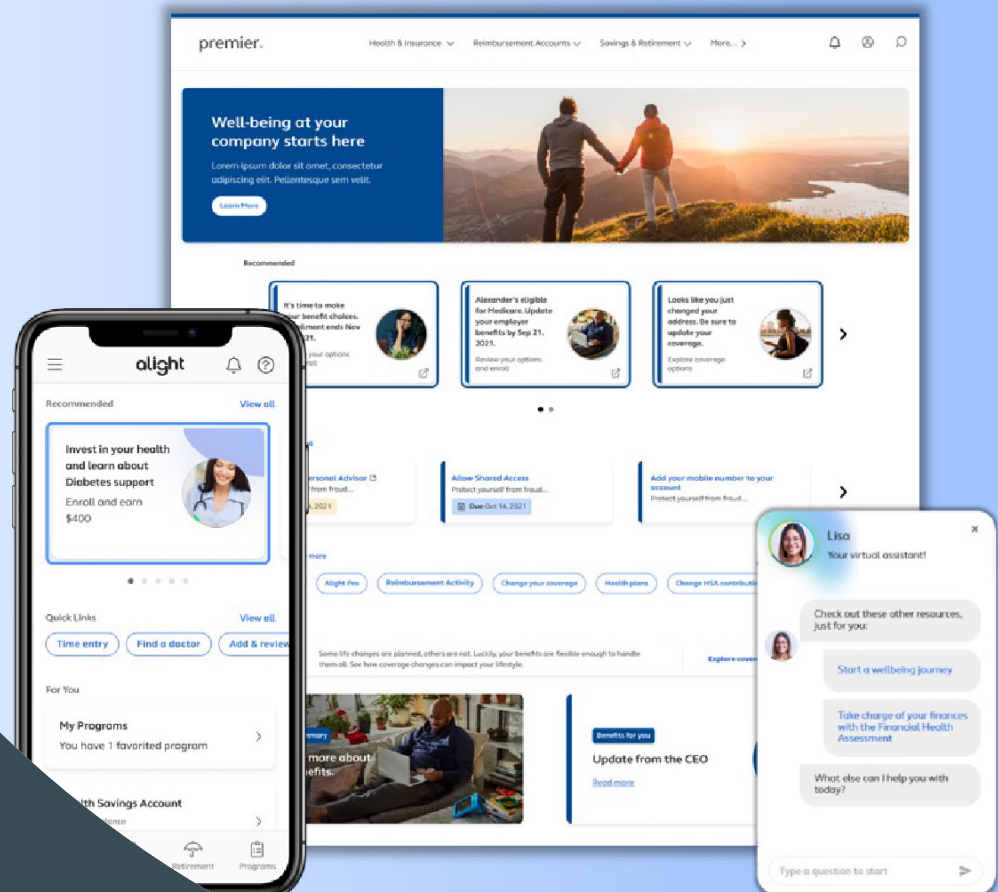
HR transformation: Alight Worklife can help

Alight empowers organizations to transform their HR function and stay competitive by addressing top talent, cost and efficiency challenges. Our flagship AI-powered platform, Alight Worklife, achieves this by promoting holistic employee wellbeing through an integrated employee experience solution.

Specifically, Alight Worklife supports talent retention, cost optimization and productivity for global companies in three key ways: First, it provides employees a centralized platform integrating benefits, payroll and other HR services into one intuitive interface. This simplifies and improves the employee experience. Second, it offers a range of physical, mental and financial wellbeing solutions tailored to individual needs. This promotes better health outcomes and greater engagement. Third, it leverages AI and advanced analytics to provide data-driven insights. This enables more strategic decision-making around benefits, compensation and other HR investments. Together, these capabilities optimize HR spend while enhancing productivity, satisfaction and retention.

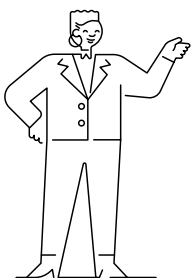
Agreeably, in today's competitive landscape, organizations are under intense pressure to improve productivity and efficiency and do more with fewer resources. This ebook dives into how the Alight Worklife platform empowers HR leaders to make data-driven decisions that improve efficiency across the board 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

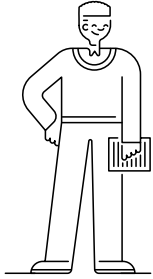
Key upskilling benefits:

- 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 payroll, 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 401k, 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

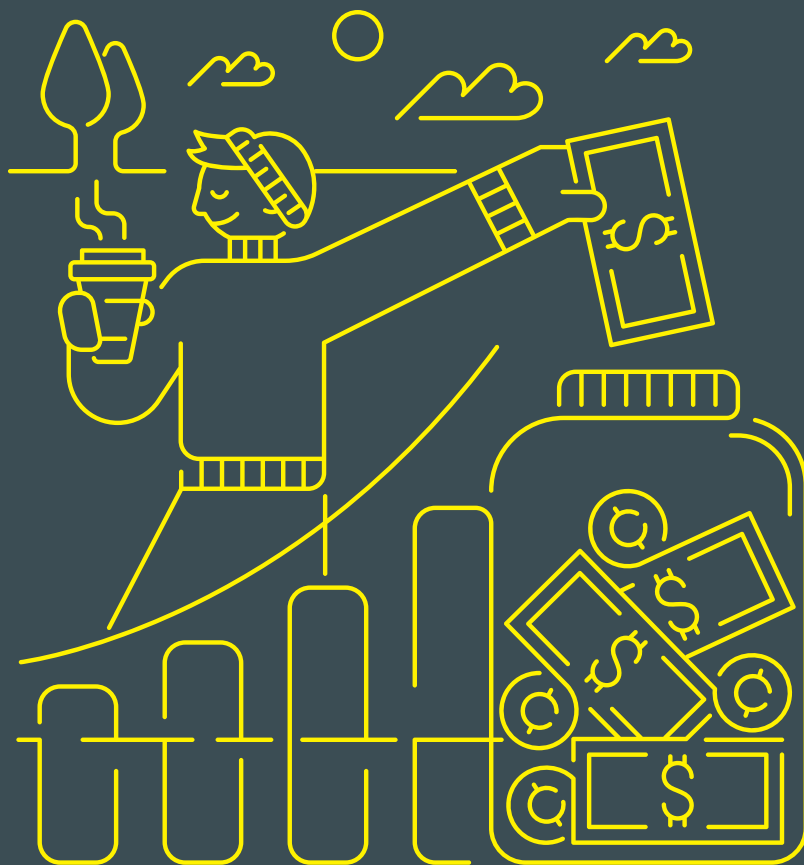
A holistic combination of health, mental and financial wellbeing offerings provide complete support that's tailored to each employee's needs. The result is a happier, healthier and more empowered workforce.



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.⁹
- Lower absenteeism. Each absent employee costs companies around \$160 per day.^{8,10}
- Increased output. Studies show engaged employees are up to 20% more productive than their disengaged peers.^{8,10} For a company with 1,000 employees and \$100,000 average output per employee, a 5% productivity increase could add \$5 million in revenues.⁸
- Faster innovation. Engaged employees generate more ideas and solutions, accelerating development of new products and services.⁸
- Enhanced customer satisfaction. Each 5% rise in customer retention boosts profits 25% to 95%.^{8,11}



⁹ Gallup. (2023, January 7). The Benefits of Employee Engagement. <https://www.gallup.com/workplace/236927/employee-engagement-drives-growth.aspx>

¹⁰ Gallup. (2022, June 14). The World's \$7.8 Trillion Workplace Problem. <https://www.gallup.com/workplace/393497/world-trillion-workplace-problem.aspx>

¹¹ Gallup. (2021, July 22). The 'Great Resignation' Is Really the 'Great Discontent'. <https://www.gallup.com/workplace/351545/great-resignation-really-great-discontent.aspx>

Alight: your trusted partner in HR transformation

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, payroll, 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.

Start your HR transformation 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.