JCM Group Health and Productivity Management Strategy Map

Health Investment		Health Investment Benefits			Management issues expected to be solved through health management
		Indicators of the status of health investment measures	Indicators of changes in awareness and behavior among employees	Ultimate health-related outcome indicators	
Physical health promotion activities	Implementation of regular health checkups	Health checkup participation rate	Decrease in the rate of employees with abnormal findings in health checkups	Decrease in absenteeism (sick leave)	Maximization of organizational performance and human capital value
	Corporate membership contract with a fitness gym	Utilization rate of external contracted gyms	Increase in the rate of employees who exercise regularly		
	Smoking rate reduction measures	Implementation of information distribution aimed at reducing the smoking rate	Raising awareness aimed at reducing the smoking rate		
Mental health maintenance and enhancement	Implementation of stress checks	Stress check implementation rate	Monitoring of the ratio of employees with high stress levels	Improvement in presenteeism (working while sick)	Improvement and development of productivity
Distribution of health information	Utilization of health information videos	Regular distribution of health information	Increase in the proportion of employees who are conscious about improving their lifestyle habits		
Work–life balance promotion	Development and utilization of regulations for childcare and nursing care leave systems	Implementation of measures for work-life balance support systems	Improvement in the rate of employees taking childcare and nursing care leave	Enhancement of work engagement (enthusiasm and vitality for work)	Improvement of the working environment and Realization of an organization with high job satisfaction
	Thorough management of working hours	Implementation of measures for appropriate working hours	Decrease in average overtime hours for all employees		
	Establishment of measures to encourage taking paid leave	Implementation of measures to encourage taking annual paid leave	Improvement of the rate of taking annual paid leave		