

# *Analysis on the Construction of Employee Health Management System in Science and Technology Enterprises*

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**Abstract**—The employees are the most important source of competitive advantage for science and technology enterprises, the physical and mental health of the employees are the basis of their work efficiency and innovation. Establishing an effective employee health management system to ensure the physical and mental health of employees is the key to winning market competition through innovation for the science and technology enterprises. However, many science and technology enterprises lack an effective employee health management system so far. By analyzing the reasons for the poor health management of employees in science and technology enterprises, and based on the characteristics of employees in science and technology enterprises, this paper creatively puts forward how to set up an employee health management system in science and technology enterprises, which has some referential significance for the management of science and technology enterprises.

**Keywords**—*science and technology enterprise; employee; stress; job satisfaction*

With the rapid development of economy, more and more enterprises gradually realize that the excellent staff is the most important resource for enterprises, the health of employees is especially important for enterprises, and it is more important for technological enterprises that rely on talents. For science and technology enterprises, excellent employees and employees' health are the basis for the long-term and stable development of enterprises, and the most important resources to enhance the core competitiveness of enterprises. In order to achieve the goal of the organization efficiently, science and technology enterprises should pay more attention to the health management of employees, pay close attention to the life of employees all the time, so that employees can work healthily and live happily. To enhance the core competitiveness of enterprises, the science and technology enterprises should improve the living and health level of employees and improve the satisfaction and enthusiasm of employees.

## I. THE NECESSITY OF EMPLOYEE HEALTH MANAGEMENT FOR SCI-TECH ENTERPRISES

The pressure of the employees in the science and technology enterprises is increasing day by day. It is important to improve the working state of the employees and pay attention to the health of the employees. How to effectively manage employees' health is not only an important part of the social responsibility of sci-tech enterprises, but also an

important challenge to maintain and enhance their competitive advantage. Therefore, in order to enhance the core competitiveness of enterprises, it is imperative for science and technology enterprises to carry out employee health management.

### A. Overview of employee health management

Different countries have different understanding of employee health management. Richard Wolfe defines employee health management as designing continuous organization activities to promote the improvement of individual behavior and to maintain and improve the health level of employees. With the development of science, Chinese scholars have begun to put forward their own views on employee health management. From a psychological and physical point of view, we should pay attention to the health status of employees. Huang Shijian and Chen Junshi believe that employee health management is a process of planning, organizing, directing, coordinating and controlling according to the health needs of employees. In order to achieve the goal of staff physical, mental and life in good condition. The specific practice of health management is collecting the health management information of individuals and groups effectively and completely, then evaluate it comprehensively, and finally put forward targeted health management countermeasures, and support and encourage employees to pay attention to their health status. The health management of employees is essential to the innovation and development of science and technology enterprises. Scientific and technological enterprises need to manage their employees in physiological and psychological aspects, using modern advanced technology; master employee health information files, and manage employees' health step by step to meet the needs of employees.

### B. The necessity and significance of employee health management in science and technology enterprises

It is well known that the science and technology enterprises have more knowledge-based talents, namely, the high-tech personnel, which are generally speaking, are mainly responsible for the development and application of the new products, and the work mainly depends on the brain, and the work carried out has the advantages of strong complexity and difficulty, and a fast-paced life, To face a greater mental pressure and a long time in this state, they will be able to test

the physical and mental health of the body for a long time, and for a long time not only the sub-health state of the body, but also the characteristic of the depression of the feeling and the decrease of the job satisfaction. The staff is the main body of the value creation of the science and technology enterprise. It is the most important core capital of the enterprise. Therefore, it is of great importance to pay attention to the health of the staff and to build the health management system of the staff.

*1) The implementation of the employee's health management can reduce the turnover rate of the personnel of the science and technology enterprise.*

In the contemporary society, the loss of staff is not a new topic, and the loss of the personnel of the staff, especially the high-tech enterprise, can bring many adverse effects to the enterprise, such as increasing the manpower training cost and the post replacement cost of the enterprise. The absence of a critical post would result in greater losses to the enterprise. The implementation of employee health management can enhance the sense of belonging and the cohesion of the staff to the science and technology enterprise, increase the sense of ownership, feel the importance of the enterprise to the staff, improve the working enthusiasm of the staff of the enterprise, and further reduce the probability that the staff can leave due to the low job satisfaction degree, but also can attract excellent staff, further increase the human resource advantage of the enterprise, and improve the core competitiveness of the enterprise.

*2) The implementation of the employee's health management can improve the labor productivity of the scientific and technological enterprises.*

The results of the investigation show that the health risk of the employees has a significant relationship with the production efficiency in the work of the staff. The health management of the scientific and technological enterprise can improve the physical quality of the staff, enable the staff to be full of energy, can fully invest in the work, and can also arouse the enthusiasm of the work, meet the work demand of the staff, and further improve the labor productivity of the enterprise. In addition, only the physical and mental health of the staff can participate in the work better, maintain a good working condition and energy in the work, so as to avoid the situation that the work is not applicable due to the top-post of other employees, and further improve the production efficiency of the staff. On the other hand, the implementation of the employee's health management will reduce the employee's chances of leave, reduce the chance of no one's post due to sick leave, and better complete the personal goals and organizational goals.

*3) The implementation of the employee's health management helps to improve the social image of the scientific and technological enterprise.*

The management of the staff's health in the scientific and technological enterprise reflects the importance of the enterprise to the staff, and is also the social responsibility of the enterprise. Collins and Boras have said that the implementation of social responsibility, the introduction of human-oriented management and the measurement of the moral level of an enterprise, many successful enterprises in the

world have proved to be a more permanent enterprise with a sense of social responsibility. The management of the health of the staff reflects the protection of the enterprise for employees, and also reflects the human management of the enterprise. The staff can also feel the enterprise's concern and attention to them, so it is more passionate to work. In addition, the implementation of employee health management by the enterprise can close the relationship between the enterprise and the staffs, enhances the cohesion between the employees, and help to establish a good enterprise culture, thus improving the social image of the enterprise and promoting the long-term development of the enterprise.

*4) The health management of the staff can be implemented, and the welfare cost of the scientific and technological enterprise can be reduced.*

The staff of the scientific and technological enterprises are the mental workers and physical workers, and the long-term development of science and technology creation and the development of the technology products, together with the intensification of the market competition and the acceleration of the pace of life, the staff's body and mind is very easy to have problems. The employee health management of the enterprise can clearly understand the health status of the staff, and carry out targeted medical guidance and rescue, so as to avoid the serious accident and save the welfare cost of the enterprise. At the same time, the enterprise implements the health management of the staff, can reduce the hospital rate and the prevalence of the staff, and further reduce the total medical expenses of the enterprise.

## II. THE EXISTING PROBLEMS OF EMPLOYEE HEALTH MANAGEMENT IN SCIENCE AND TECHNOLOGY ENTERPRISES

The implementation of employee health management is an investment with high rate of return on investment for science and technology enterprises. It can enhance the cohesion of enterprises, improve labor productivity, meet the health needs of employees, mobilize the enthusiasm of employees, etc. However, at present, most science and technology enterprises in our country do not do well in employee health management, and there are various problems.

### *A. Senior managers do not have a profound understanding of employee health management*

Many science and technology enterprises do not have a high level of understanding of employee health management, and even some top leaders of science and technology enterprises do not fully realize the importance of employee health management. In the face of fierce market competition, some managers of science and technology enterprises only pay attention to the completion of work tasks and the development of the enterprise itself, ignoring the physical and mental health of employees, or caring for them only on the surface. They believe that by paying employees higher salaries, they will work better and almost ignore their own needs. On the one hand, the managers of science and technology enterprises always ignore the sub-health state of the employees, so that when the employees get sick to a certain extent, they realize the seriousness of the matter. On the other hand, the

employees bear a large amount of work, and the enterprise does not give employees sufficient rest preparation time, as time goes by, the employees' mood is low, and their enthusiasm is not high, resulting in low employee satisfaction.

#### *B. Lack of perfect employee health management system*

Employee health management system is composed of various parts. Employee health management work is an organic whole which is supported by special organization, fixed personnel, clear responsibility and sound system. However, many science and technology enterprises in our country have not established a more perfect employee health management system in the actual management, most of the science and technology enterprises have not carried on the scientific and effective plan to the staff health management system. Lack of corresponding material capital matching investment, did not establish employee health information file. On the other hand, the scientific and technological enterprises do not invest enough in health education of their employees. They do not really realize the importance of employee health management to the employees of the enterprise, and the propaganda for the health management of employees is not in place. Not to let every employee understand that health management also needs their own management, employees should develop a good lifestyle and habits, to maintain personal health, in order to better work and life.

#### *C. Employee health management is too single and lack of innovation.*

The traditional health management of science and technology enterprises has backwardness and passivity, lack of inquiry and explanation of relevant information, and lack of systematic and normative management. Some scientific and technological enterprises have a single way of employee health management, and think that employee health management is only to organize the health examination of employees, or to carry out some simple health management activities, such as skipping rope, climbing mountains and so on. Instead of innovating and proposing normative employee health management system, some other enterprises blindly learn from other countries' employee health management model, and do not carry out targeted research according to their own situation. There is no professional health management training staff, resulting in a single form of employee health management activities, no innovation.

#### *D. Lack of clear organization of employee health management*

Many science and technology enterprises are not large in scale, so many do not have clear organization of employee health management, resulting in confusion of employee health management. In addition, the responsibilities are not clear. Some enterprises regard employee health management as a part of the responsibility of the administrative department, and some enterprises regard employee health management as part of the responsibility of the quality management department. This leads to the difficulty and a series of problems in the implementation of employee health management in these tech-based enterprises.

#### *E. Lack of perfect employee health management environment*

Practice shows that a good working environment is very important for employees, especially for technology enterprises. Technology-based enterprise staff suitable for quiet, comfortable space to engage in product creation. The environment is the important factor that affects employee's body and mind. If the environment construction is good, the employee's mood will be very comfortable, the energy will be more abundant, can devote oneself to the work wholeheartedly, concentrate, thus the high efficiency completes the task, creates the new product. However, many science and technology enterprises neglect this aspect and make the workplace very depressing. The heavy work of each employee every day leads to mental and physical exhaustion, decreased enthusiasm for work, and then leads to inefficiency.

### III. THE COUNTERMEASURES OF EMPLOYEE HEALTH MANAGEMENT IN SCIENCE AND TECHNOLOGY ENTERPRISES

Only by paying attention to employee health management and implementing a scientific and effective employee health system can science and technology enterprises give play to their talents' advantages to a greater extent and win a place in the fierce market competition. Therefore, the establishment of a systematic and perfect employee health management system is particularly important for science and technology enterprises.

#### *A. The managers of science and technology enterprises should improve their understanding of health management.*

The competition of science and technology enterprises lies in the competition of talents, and the health of employees, as an intangible asset, is the basis for the development of science and technology enterprises. The health of the staff should be taken seriously by the leaders. The health of employees is not only physically but also psychologically. The managers of science and technology enterprises should change their ideas, attach importance to the health of their employees, communicate with them regularly, understand their ideas and needs, and meet the needs of their employees in a suitable way. Make the staff aware of the leadership's concern and concern for them. In order to enhance the importance of the scientific and technological enterprise leaders to the health management of the employees and to improve the understanding of the leaders in this respect, the scientific and technological enterprises should pay attention to the life and work of the employees from many angles and all aspects, taking the people as the basis and starting from the employees. Correctly understand the concept of employee health management. In the daily work, scientific and technological enterprises should pay more attention to the needs of employees, reduce the workload of employees, carry out regular health education courses, and improve the level of understanding of the health management of employees among the leaders of science and technology enterprises.

#### *B. A scientific and technological enterprise shall establish a sound employee health management system.*

The establishment of a sound employee health management system by a science and technology enterprise



can enable the enterprise to master a set of specific practices in the process of employee health management and to safeguard the health of its employees. At the same time, can timely grasp the health information of employees; understand the health status of employees, so as to solve the health problems of employees. Different enterprises have different management models, so in the process of employee health management, scientific and technological enterprises should build a good and perfect employee health management system according to their own characteristics. From the staff, to protect the health of employees, so that employees deeply appreciate the importance they attach to them. Huawei is doing better because it has a sound employee health management system. Huawei has made great efforts to avoid employee health risks, integrate high quality and convenient health management resources, and achieve good results in the long run.

Scientific and technological enterprises should set up perfect staff health management system to ensure their health. Employee health management system is composed of employee file system, health management system and management system, employee health help system, health environment improvement system and health accident assessment system. The specific methods are as follows:

- The establishment of employee health information archives science and technology enterprises should regularly organize each employee to conduct physical examination every year, and adopt the method of combining general physical examination and special physical examination to ensure the health of employees.
- In order to establish employee health management system, scientific and technological enterprises should analyze and sum up the health status of employees on the basis of employee health file information, and evaluate objectively and fairly. Then classify the employee's health information according to the actual situation, and analyze the factors that affect the employee's health, including natural and social factors, personal factors, and enterprise environmental factors, so as to carry out the employee health management work.
- The establishment of employee health support system can cooperate with local medical institutions and insurance institutions, so as to make it convenient for employees to see a doctor and better protect their health.
- The establishment of employee health monitoring and evaluation system. The scientific and technological enterprises should pay attention to employee health in real time. On the basis of employee health information file, we should set up employee health information platform and establish employee health information feedback mechanism.

### *C. Carrying out various forms of employee health management activities*

Science and technology enterprises can carry out a variety of employee health management activities. On one hand, it can

enrich the daily life of employees, enhance their understanding of their own health, develop good living habits, and thus improve the physique of employees. On the other hand, it can improve the social image of science and technology enterprises attract excellent talents, at the same time, it can improve the cohesion among the employees of science and technology enterprises, shorten the distance of employees, and enhance the social responsibility of science and technology enterprises.

- Develop employee health education classroom, Promote health knowledge, science and technology enterprises can properly carry out health education workshops, health education classes, staff health club and so on. Training the knowledge of health education, explaining the importance of physical and mental health to the staff, raising the importance of health, improving their physical quality, developing good living habits, knowing how to protect themselves and enhancing their health awareness.
- Enriching the daily life of employees, relieving the stress of employees, scientific and technological enterprises can carry out health sports activities, strengthen their physique, at the same time, relieve the pressure of work, release themselves and enhance the cohesion of the enterprises at the same time. In order to alleviate the stress of the depressed working atmosphere, Mini Game can be carried out before work to mobilize the enthusiasm of the staff, and at the same time can carry out the work well.

### *D. A science and technology enterprise shall set up a special executive department for the health management of its employees.*

It shall make clear the responsibilities of the scientific and technological enterprises with a department for managing the health of their employees, and may clarify the responsibilities of the managers of the enterprises, At the same time can carry out the staff health management work smoothly, completes the staff health management task efficiently, then guarantees the employee's health. In order to make the health management of employees carry out smoothly, scientific and technological enterprises should set up special staff health management organizations, and set up special staff health management posts and professionals. Increase human resource investment, set up employee health committee or employee health chief consultant, and supervise employee health management. As an enterprise employee health management department, the staff health management organization not only belongs to the office of enterprise leading group, but also should have specific staff health management department, so as to clarify its responsibilities. Formulate employee health management plan and establish employee health management system, guide subordinates to carry out employee health management work, avoid confusion in the work, and ensure the effective implementation of employee health management work.

*E. Perfect employee health management environment, create harmonious atmosphere*

As a science and technology enterprise, the working environment of staff is especially important. On one hand, the relaxed atmosphere can make the staff feel comfortable, high job satisfaction, and then mobilize the enthusiasm of the staff. On the other hand, the comfortable environment can relieve the stress of the staff, ease the tension, and benefit the health of the staff, so as to finish the work efficiently. Therefore, it is very important for science and technology enterprises to build a healthy environment for their employees. There are two forms of environment for science and technology enterprises, one is hard environment, the other is soft environment. Science and technology enterprises should take into account the two environments to protect the health of their employees. First of all, science and technology enterprises should perfect the hard environment, and the quality of the working environment can affect the exertion of employees' potential, so the enterprises should perfect all kinds of infrastructure. Including a complete lounge, the setting and improvement of workplace lighting, the setting of softer lighting, so that employees work in a quiet and comfortable environment. Secondly, scientific and technological enterprises should strengthen the construction of soft environment. The so-called soft environment is a concept relative to the hard environment, which refers to the sum of external conditions, such as policy, culture, law, ideology and so on, other than material conditions. The good construction of soft environment can enhance the atmosphere of science and technology enterprises, relieve the pressure of employees, strengthen the cohesion of employees, and stimulate the enthusiasm of creation. Science and technology enterprises should strengthen the construction of soft environment, can carry out regular health education activities, employees share healthy life concept and lifestyle, improve their own health awareness level, so as to form good living habits. In addition, science and technology enterprises can build excellent corporate culture, encourage employees to communicate, actively study, help each other, and form a good corporate culture, thereby arousing the work enthusiasm of

employees and improving their job satisfaction. Then improve the production efficiency of employees, promote the development of enterprises.

#### IV. CONCLUSION

The physical and mental health of the employees is the basis for the science and technology enterprise to innovate and win the competition. Through the establishment of employee health management system, the science and technology enterprise can ensure the physical and mental health of their employees, thereby ensuring their work efficiency and continuous innovation. The science and technology enterprise must take the employee's health as the starting point, pays close attention to the employee's health all the time, and make sure that the staff keeps physical and mental health, encouraging the employees is active and enthusiasm, improving the employee's job satisfaction and production efficiency. Only in this way that the science and technology enterprise can complete the personal goal and organizational goal, improve the core competitiveness of the enterprise, so that the enterprise and the staff to achieve a win-win situation.

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