

An evaluation of the Well at Dell health management program: health risk change and financial return on investment

Author: Musich, Shirley; McCalister, Tre'; Wang, Sara; Hawkins, Kevin

Publication info: American journal of health promotion : AJHP 29.3 (Jan 1, 2015): 147-157.

[ProQuest document link](#)

Abstract (English): **PURPOSE:** To investigate the effectiveness of the Well at Dell comprehensive health management program in delivering health care and productivity cost savings relative to program investment (i.e., return on investment).

DESIGN: A quasi-experimental design was used to quantify the financial impact of the program and nonexperimental pre-post design to evaluate change in health risks.

SETTING: Ongoing worksite health management program implemented across multiple U.S. locations.

SUBJECTS: Subjects were 24,651 employees with continuous medical enrollment in 2010-2011 who were eligible for 2011 health management programming.

INTERVENTION: Incentive-driven, outcomes-based multicomponent corporate health management program including health risk appraisal (HRA)/wellness, lifestyle management, and disease management coaching programs.

MEASURES: Medical, pharmacy, and short-term disability pre/post expenditure trends adjusted for demographics, health status, and baseline costs. Self-reported health risks from repeat HRA completers.

Analysis: Propensity score-weighted and multivariate regression-adjusted comparison of baseline to post trends in health care expenditures and productivity costs for program participants and nonparticipants (i.e., difference in difference) relative to programmatic investment.

RESULTS: The Well at Dell program achieved an overall return on investment of 2.48 in 2011. Most of the savings were realized from the HRA/wellness component of the program. Cost savings were supported with high participation and significant health risk improvement.

CONCLUSION: An incentive-driven, well-managed comprehensive corporate health management program can continue to achieve significant health improvement while promoting health care and productivity cost savings in an employee population.

Links: [RSM Full-Text Availability](#)

Subject: MEDLINE;adolescent;adult;cost benefit analysis;female;health care cost;health promotion;health status (major);human;lifestyle (major);male;middle aged;occupational health service;organization and management;program evaluation;risk factor;statistics and numerical data + (major);United States;workplace;young adult

Identifier (keyword): Health focus: health management program, Health Management Program, Manuscript format: research, Outcome measure: health care expenditures, productivity, Prevention Research, Research purpose: program evaluation, Return on Investment, Setting: workplace, Strategy: incentives, education, behavior change, Study design: quasi-experimental, Target population age: adults, Target population circumstances: workplace, employees, Wellness Evaluation

Language: English

Language of abstract: English

Document type: Article

Publication title: American journal of health promotion : AJHP

Volume: 29

Issue: 3

Pagination: 147-157

Electronic ISSN: 21686602

Publication type: Journal

Publisher location: United States

DOI: <http://dx.doi.org/10.4278/ajhp.131115-QUAN-582>

Publication date: Jan 1, 2015

Date created: 2017-04-14

Document status: New

Embase document status: MEDLINE

Source attribution: Embase, © Publisher specific

Accession number: 615312803

Document URL:

<https://rsm.idm.oclc.org/login?url=http://dialog.proquest.com/professional/docview/1888609163?accountid=138535>

Copyright: Copyright 2017 Medline is the source for the citation and abstract of this record.

First available: 2017-04-17

Updates: 2017-04-17

Database: Embase® (1947 - current)

Contact ProQuest

Copyright © 2017 ProQuest LLC. All rights reserved. - [Terms and Conditions](#)