

Money matters to all of your employees. One of the most valuable ways of investing in employees is to give them knowledge and skills to master money. Workplace financial wellness programs boost employee satisfaction and increase work efficiency which in turn contributes to the success of the organization.



Are Your Employees Stressed About Money?

Studies show that half of all employees report feeling stressed when dealing with their personal financial situations. Financial challenges were the top source of stress for employees, coming out ahead of career, relationships and health stressors ¹.

1. PWC (2017). Special Report: Financial Stress and the bottom line. Retrieved from: www.pwc.com/us/financialeducation
2. PWC (2019). 8th Annual Employee Financial Wellness Survey. Retrieved from: <https://www.pwc.com/us/en/industries/private-company-services/library/financial-well-being-retirement-survey.html>

Financial stress and its impact on the organization

Financial illiteracy leads to financial stress, which contributes to an increase in mental health problems and a decrease in productivity; costing businesses billions of dollars annually ³.



41% of employees believe their quality of work is affected when they are uneasy about the state of their finances ⁵



16% indicated missing work due to financial stress ¹



\$3.3M estimated productivity cost impact due to financial distractions for an employer with 10,000 workers ¹



76% of employees said that they would be attracted to other employers who care for their financial well-being ¹



54% of employees would consider changing jobs to get a pay raise ⁴



3 out of 4 employers says that their employees' productivity has been impacted by money worries ⁶



1. PWC (2017). Special Report: Financial Stress and the bottom line. Retrieved from: www.pwc.com/us/financialeducation
2. PWC (2019). 8th Annual Employee Financial Wellness Survey. Retrieved from: <https://www.pwc.com/us/en/industries/private-company-services/library/financial-well-being-retirement-survey.html>
3. Penn State. (2018, July 30). Poor mental health days may cost the economy billions of dollars. ScienceDaily. Retrieved June 20, 2019 from www.sciencedaily.com/releases/2018/07/180730120359.htm
4. Indeed (2018). REPORT: "How Satisfied Are U.S. Workers with Their Salaries?". Retrieved from: <http://blog.indeed.com/2018/01/25/salary-report/>
5. Scott, K. (2019). Two-fifths feel their quality of work is affected by financial worries. Retrieved from: <https://www.employeebenefits.co.uk/two-fifths-work-financial-worries/>
6. Pratt, L. (2018). Four million UK working days are lost annually due to financial stress. Retrieved from: <https://www.hrdconnect.com/2018/10/22/four-million-uk-working-days-are-lost-annually-due-to-financial-stress/>

Financial Wellness in the Organization

Financial wellness programs in the organization improves work efficiency and morale as employees become more knowledgeable and feel that their employer cares ². With no downside and a potentially significant upside, there is no reason for employers to not include financial wellness sessions into their employee development programs. An engaging financial wellness program will:



Drive the practical learning of money matters for all staff



Develop more money confident employees



Lead to employees taking positive action on their personal finances



Create more focused and less worried employees



Nurture appreciation and loyalty in the organization



Lower absenteeism and lower turnover rates in the organisation, while raising employee satisfaction and improving their productivity.

1. Vozza, S. (2018). Why You Should Offer Your Employees Financial Wellness Programs. Retrieved from: <https://www.adp.com/spark/articles/2018/10/why-you-should-offer-your-employees-financial-wellness-programs.aspx#>

2. Healthassured. (N.A) Why is Financial Wellbeing Important?. Retrieved from: <https://www.healthassured.org/blog/why-is-financial-wellbeing-so-important/>

3. Whyse, Brett (2018). 3 Vicious Cycles: Links Among Financial, Physical And Mental Health. Retrieved from: <https://www.forbes.com/sites/brettwhyse/2018/06/27/3-vicious-cycles/#46059ac5540d>

Some of the companies that engage Praxis® for their employees



The Praxis® Solution

The Praxis® Gameplay engages employees, empowering them to apply effective money mastery habits in their careers and everyday lives.

- Simulates employees' lifelong financial journeys to drive healthy financial decision-making
- Customisable for different scenarios and employee needs
- Immersive, engaging and effective
- Encourages employee collaboration and communication
- Proven experiential solution
- Leads to positive action

“

Praxis® has opened avenues for our employees to look after their financial health. After the Gameplay, there were those who invested in insurance, in stocks and even real estate. This goes without saying, our very own investment with them has reaped its ROI because of these tangible results!

”

Marice Fuentes, Managing Director
Campaigntrack, Philippines

Our studies have shown that after playing Praxis®:

There are many ways to invest in your employees, but nothing offers more value than giving them the gift of financial literacy; a happier employee is a more productive employee.



of players understand more about savings, insurance, retirement and investment



have a better understanding of personal financial management and budgeting



say that Praxis is an effective and innovative tool to learn about money management