



NAVIGO | *Productive People. Powerful Results.*<sup>SM</sup>

## PRODUCTIVITY SERVICES

# Answers to Your Unique Productivity Challenges

Unscheduled absenteeism is at a five year high, according to a recent Commerce Clearing House (CCH) *Unscheduled Absence Survey*.<sup>1</sup> Sixty-two percent of unscheduled absences occur for reasons other than personal illness, and the number of employees who use FMLA to care for an aging parent jumped 50 percent between 1995 and 2000 exceeding utilization for caring for an ill spouse or an ill child.<sup>2</sup>

### Employer Services

- Absence Management
- CISM & Disaster Planning
- Compliance & Ethics Management Support
- Recruitment & Retention
- Violence Mitigation

This trend clearly demonstrates the importance of closely examining why employees aren't showing up for work and what can be done to address the issues. The fact is that absenteeism and its sister issue, presenteeism, are costing American companies an estimated \$180 billion in lost productivity every year.<sup>3</sup> Unfortunately, most productivity problems cannot be identified, evaluated or resolved with internal resources alone because employees are not comfortable being completely candid, and for the most part, they simply don't have the depth and breath of resources necessary to effectively address behavior-based productivity problems.

### Employee Services

- Adoption Support
- Dependent Care Resource & Referral
- Financial Services
- Geriatric Care Management
- Legal Services
- LifeManagement Services
- New Parent Return to Work

NAVIGO Productivity Services by Magellan are designed to supercharge productivity and maximize workplace engagement through employee and employer-based services custom designed to address your organization's unique productivity concerns. With our custom design approach, you only pay for the productivity services that are targeted to address your organization's needs. And, NAVIGO Productivity Services integrates fully with all other NAVIGO services.

### Why Choose Magellan for Productivity Services?

Simply put, most productivity issues are behavior-based and no one understands more about behavior and motivating change than Magellan. We work together with our customers to identify solutions to some of their most complex concerns and then provide the resources to remove the barriers that stand in the way of maximizing productivity. Best of all, with Magellan, all of your productivity services are coordinated under one vendor.

For more information on how NAVIGO Productivity Services can help your organization realize more productive people and powerful results, contact your Magellan representative today.

1. *Human Resources Management Ideas & Trends*, A CCH Incorporated Publication. *Unscheduled Absenteeism Rises to Five-Year High*. October 6, 2004.

2. *National Alliance for Caregiving and AARP. Caregiving in the U.S. NAC Report*, 2004.

3. Jodie Levin-Epstein, "Presenteeism and Paid Sick Days," *Center for Law and Social Policy* 28 Feb. 2005:2.

[www.MagellanHealth.com](http://www.MagellanHealth.com)

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