



The Effective Employee Index™

A South African first

momentum

Lost productive work time in South Africa is more than 128 million days.



The Momentum Effective Employee Index

In response to our clients' need to understand the drivers of productivity better, we conducted research to find out more about employee productivity and how to improve it.

The **Effective Employee Index**, developed in consultation with Unisa, explains 85% of lost productive work time in South Africa and is based on data from over 400 companies across all industries and more than 500 000 employees.

2% OF GDP
cost of lost productivity

13 days
per employee per year

R38 billion
lost productive work time

Why the Effective Employee Index?

1 Improve
employee productivity.

2 Measure
and monitor strategies and interventions.

3 Quantify
financial impacts.

Companies will gain valuable insights into:

- Their potential productivity drivers and productivity detractors within their business, and where to focus to improve employee productivity the most.
- The financial impact of Lost Productive Work Time in terms of sunken costs and direct impacts on their business.
- The success of interventions they implement to improve employee productivity.

Fast facts

- 1 Unproductive employees cost SA R70 billion annually – that's almost 2% of GDP.
- 2 Employee debt hampers productivity.
- 3 Financial stress causes employees to be at work, but not working.
- 4 Employees in the manufacturing sector are the most indebted of all.
- 5 Government and the security industry have the highest excessive lost productive work time.
- 6 Helping employees be more productive is beneficial to the business and the employee.
- 7 Lower employee productivity can lead to a vicious cycle of lower profitability and smaller income for employees.
- 8 Providing access to private health care to a higher proportion of staff increases employee productivity.
- 9 Helping employees meet unplanned expenses increases employee productivity.



It's easy to get involved - and there's no cost to participate

The index forms part of:

The Momentum Business Financial Wellness Guide

The tools in our Business Financial Wellness Guide allow us to have meaningful, ongoing strategic conversations with you about your business' needs and goals. This helps us identify where your business is on the road to financial wellness and where there are opportunities to improve and intervene. All this is done in partnership with you and will result in tailored improvements for your business, your employees and communities, and new ways of looking at your business in relation to your peers.



Consumer Financial Vulnerability Index

The Momentum UNISA Consumer Financial Vulnerability Index offers quarterly insights to businesses regarding the state of consumers in terms of their expenses, income, savings and debt servicing. It is also a lead indicator of economic growth.



Employee Financial Vulnerability Index

The Momentum Unisa Employee Financial Vulnerability Index offers insights to businesses regarding the state of employees in terms of their expenses, income, savings and debt servicing. When used in conjunction with findings from the Effective Employee Index (refer below), employers can get a rich picture of the financial vulnerability factors impacting productivity in their businesses - and how to better manage these. The Employee Financial Vulnerability Index is the first of its kind in South Africa and is conducted on an annual basis.



Business Benchmark

The Momentum Business Benchmark provides insight to businesses about their financial wellness, relative to industry peers using a ratio analysis and allows the impact of economic scenarios to be tested. Employee productivity impacts can also be modelled.



Effective Employee Index

The Effective Employee Index provides businesses with insight into their productivity levels, how to improve these, as well as how they stack up to their industry peers. This in turn has a virtuous effect on the broader economy, given that the lost productivity (including presenteeism) in South Africa costs almost 2% of GDP annually (R70 billion).

Find out
where your
business
stands.

Contact us at: productivity@momentum.co.za

www.momentum.co.za

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