ERGONOMICS IS GOOD ECONOMICS

How modern ergonomics can improve employee well-being and a company's bottom line.

Most people spend between a quarter and a third of their waking lives at work.[1] That's a big chunk of time for employees. And for employers, it's a big opportunity. The better employees feel while they're at work, the more productive they'll be.

To feel good throughout the day, people need workspaces that do more than just keep them from getting stressed or sick. Workspaces need to actually improve what we refer to as well-being—the big picture of someone's mental and physical health. The World Health Organization agrees. They say good health is not only the absence of ill health, but also a state of well-being.[2]

Employers can have a direct impact on the quality of work being done in the office by simply ensuring that people feel good and experience well-being while working. While this may seem like a daunting task to pin down and achieve, a proven and powerful method is right at your fingertips . . . or perhaps under them — improving workplace ergonomics.

Ergonomic equipment, like a mouse that facilitates natural hand placement, helps employees work longer, with higher efficiency and quality, and less downtime. It produces happier employees and more profitable companies.

In short, ergonomics is good economics. Logitech ergonomic workspace solutions can help your company become a healthier place to work.

The workplace has become a place where well-being must be encouraged and maintained.

This white paper will explore the following key topics:

- The Danger Lurking Behind Desk Jobs.
- Assessing Workplace Injury Risk.
- The Benefits of Addressing Potential Workplace Injury.
- The Ergonomic Solution to Workplace Injuries.
- The Difference Mice and Keyboards Can Make.
- Getting Worker Buy-in and Adoption.
- Can Reducing the Risk of Workplace Injuries Really Be This Easy?

The Danger Lurking Behind Desk Jobs

No matter how nice the view from the office, or how friendly co-workers might be, there are drawbacks to desk jobs. The biggest disadvantage for an employee from a health perspective is limited movement throughout the day.

Sedentary workers, camped out in front of a computer while performing repetitive movements, risk strain-related injuries to hands, wrists, elbows, arms, shoulders and the neck, not to mention eye strain, which can result in vision problems and headaches.

Some estimate that by 2023, 90% of the workforce will need basic computer literacy to perform their roles. This means a lot of time spent seated, looking at a screen.[3]

The Logitech MX Vertical Advanced Ergonomic mouse

But desk jobs are a part of the modern workplace—a trend that's projected to accelerate with the evolution of the global economy. If that's the scenario we face for the long-term, is there a way to combat these negative effects? The answer is yes. The growing trend toward the adoption of formal ergonomic programs in the workplace aims to improve employee performance, comfort and well-being by identifying and correcting ergonomic risk factors.[4] And workers are fully on board. In fact, today's employees don't just support initiatives that promote corporate wellness, it's what they expect.

82% of employed consumers believe their employers or health plans should provide health and wellness programs.[5]

Who Gets RSI? The Answer May Surprise You.

RSI cuts across all age groups

Repetitive Strain Injury (RSI) is a condition where doing the same actions over and over causes pain, and even reduced functionality in tendons and muscles. RSI is not something that only happens to people who have been working for decades, it strikes young and old alike. In people aged 25-29 years old, Carpal Tunnel Syndrome strikes 3.4 out of every 1,000.[6] Consider the following typical case:

Karen is a social media manager at a growing tech firm. She loves her job and the opportunity for advancement it affords. After work, you can find her at the gym or hanging out with friends and on weekends, hiking with her dog in the mountains.

One day, while working at her desk, she notices a dull ache in the thumb side of her wrist. She thinks she may have hurt it in yoga class and assumes it will go away on its own but instead it intensifies to the point that it begins to affect her work. A week later it morphs into a shooting pain. A doctor examines her and among other things, recommends she adjust her workstation setup so that it encourages a more natural arm position. After doing some research, Karen realizes the way in which she's been sitting and making thousands of arm and wrist motions a day was akin to running a marathon in flip-flops.

The direct cost of repetitive motion workplace injuries just in the U.S. is $1.5 billion dollars.[7] Direct costs include worker's compensation, medical and hospital rehabilitation, dependent pension and legal costs.

The average office worker ...

- **Sits at the computer 2.6 hours a day**
- **Moves the mouse an average of 100 feet per working day or over 6 miles every year**

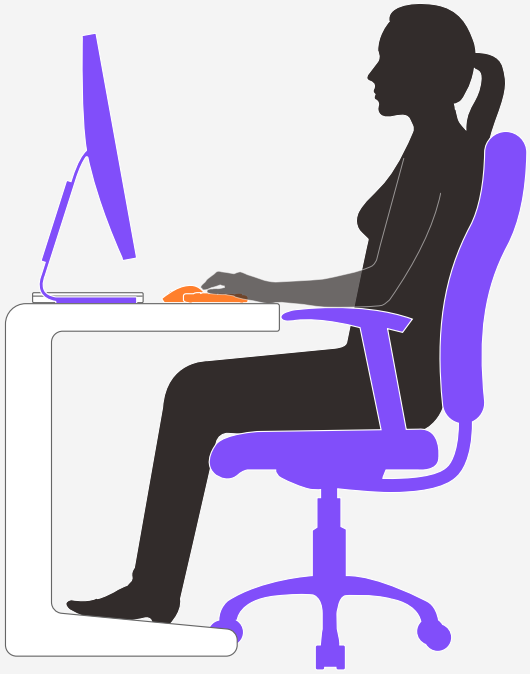
Source: Wellnomics for Logitech, 2019

That doesn't even take into account the indirect costs such as high turnover, bottlenecks, absenteeism, poor work quality, low morale, lost productivity and inefficiency. These last two should not be underestimated. Office workers who suffer from wrist pain alone typically experience a 15% loss of productivity.[8]

CHECKLIST:
Assessing Workplace Injury Risk

15% of all computer users in the United States experience pain in the hand, wrist, forearm, or shoulder every day.[9] Here's a quick checklist to determine whether office workers are increasing their risk of workplace injury:

- ☐ **Do employees have an adjustable ergonomic chair and monitor so they can arrange and adjust their workstation to promote a more natural posture?**
- ☐ **Do they have access to professional ergonomic assessments or assistance with properly setting up a workstation?**
- ☐ **Do laptop users use an external monitor, keyboard and mouse (not touchpad) at their desk?**
- ☐ **Can employees complete the workday without having to make DIY workstation adjustments due to discomfort or taking frequent breaks?**



If the answer to any of these questions is "no," employees are risking workplace injury. However, there is an effective way to help avoid painful and potentially expensive outcomes: Ergonomically sound office equipment.

The Logitech ERGO K860 Split Ergonomic Keyboard

Addressing Potential Workplace Injury. It's More Beneficial Than You Think.

The bad news is that the facts are undeniable—the increased risk of injuries stemming from common deskbound jobs is real. But there is good news: an easy solution exists and it's neither pie-in-the-sky unattainable nor prohibitively expensive to implement. Simply adding an ergonomics program to existing wellness initiatives can lower the risk of workplace injury while increasing worker job satisfaction, commitment, engagement and sense of purpose, not to mention improving employee retention. More tangibly, employers with established ergonomics protocols in place are lowering medical costs and capturing other economic benefits.[10]

But day-to-day well-being matters just as much as profits to the incoming generation of workers and they are making sure employers know that. In 2017, Millennials like Karen represented 35% of the labor force. By 2020, that number will rise to an imposing 50%.[11] And they value health benefits more than any preceding generation, partially evidenced by their personal spending habits. On whole, millennials spend almost twice as much on "self-care" as baby boomers.[12] In the workplace, they have already started shifting culture by setting high expectations for a work/life balance. It used to be that salary packages mattered the most to new hires, but millennials care about the big picture of total compensation including corporate wellness and the daily culture. They especially want to be sure that they will experience well-being during the workday.

When companies promote forward-thinking policies of corporate wellness and well-being, they connect with this younger generation. They also bridge the gap between millennials and other generations in the workforce by educating and preventing injury for all. What used to be optional is now imperative. Well-being has become a business mandatory for high-performing companies.

The Ergonomic Solution to Workplace Injuries

The end goal of ergonomics has always been—and always will be—pain relief and pain prevention for the end user. To achieve this, scientific findings derived from studying people's objective physical well-being and performance must be translated into products that can be used by workers day in and day out.

If the equipment reduces or mitigates distracting pain . . . then employee capacity and potential production is enhanced.

The craving for comfort is basic in humans, yet in the past, the idea of comfort was rarely associated with the workplace. But considering the amount of time the average person now spends at work, it's imperative that employees feel comfortable in order to realize peak performance and efficiency. Being comfortable means entering a state of visual and tactile ease and freedom. The following key questions help gauge the comfort level of an end user in an office environment.

- Is the office equipment easy to use?
- Does it allow a person to complete a task while remaining focused?
- Can a person complete a task without even noticing the equipment that's being used?

Here's the key takeaway regarding comfort in the workplace: If the equipment reduces or mitigates distracting pain—if it increases comfort—then employee capacity and potential production are enhanced. This can be the start of a sea change because when comfort increases and pain decreases, it puts an end to a vicious cycle. Painful conditions are depressing and being depressed makes a person more likely to get painful conditions.[13]

The Difference Mice and Keyboards Make

Work that involves using a keyboard and mouse for long hours entails a significant amount of repetitive movement. Awkward posture and/or using the wrong equipment for the job can exacerbate the impact of those movements, potentially leading to fatigue, discomfort and pain. With ergonomically-sound equipment, those movements become more natural with healthier wrist and hand positioning, which can help reduce the risk of RSI.

The average total cost to employers for a single case of Carpal Tunnel Syndrome is $64,852.[14]

It's best not to wait until signs of RSI are present to see how mice and keyboards can make a difference. Ergonomic devices can help alleviate pain or at least reduce the risk of its escalation. And when employees are pain free, companies are more profitable. Having a worker diagnosed with Carpal Tunnel Syndrome can result in astounding costs that employers must cover. As reported by the Occupational Safety and Health Administration (OSHA), the average direct cost of just one case is $30,882 and worse, indirect costs average $33,970.[14] That puts the total cost for a case of Carpal Tunnel Syndrome at $64,852. Leveraging ergonomic equipment in an attempt to ward off workplace injuries is a prudent way to avoid unanticipated overhead and in terms of ROI, it's the closest thing there is to a sure bet.

The Logitech MX Vertical Advanced Ergonomic Mouse

A natural handshake position reduces muscular strain

With a unique 57° vertical angle, wrist pressure is reduced

Advanced optical tracking with a dedicated cursor speed switch results in 4x less hand movement[17] **— reducing muscle and hand fatigue**

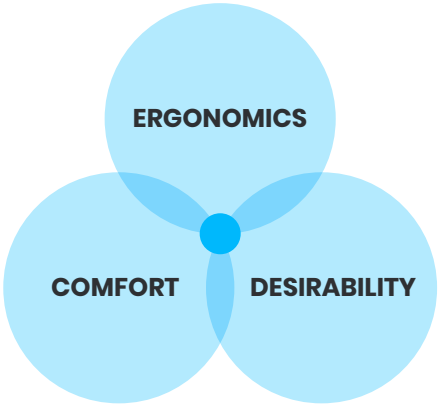
The Key to Ensuring Worker Buy-in and Adoption: Ergonomics, Comfort & Desirability.

Ergonomic products only truly work when end users actually adopt them. Finding the sweet spot that ensures ergonomic improvement without compromising performance defines Logitech's overarching mission.

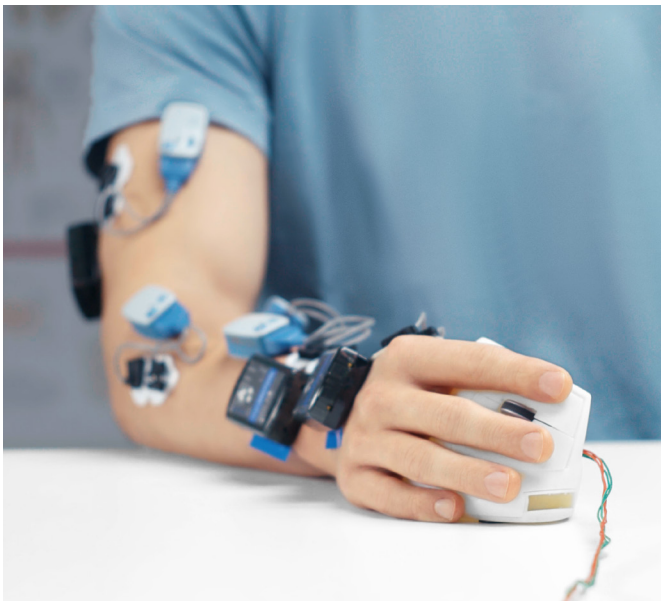
So how does this objective translate into actual product design? It distills down to three core principles: ergonomics, comfort and desirability.

The beauty of ergonomics is that it can be quantified and measured by observing posture, muscle activity and impact on performance. Posture is the position in which you hold your body segments while standing or sitting. Muscle activity refers to the degree of strain and movement an ergonomic device will cause a muscle. Performance impact is where the rubber meets the road. It considers the dual metrics of performance combined with reduction in strain for the end user.

Although, subjective in nature, comfort can be evaluated with both a visual and a tactile assessment and it's non-negotiable in the Logitech design world. If a product isn't comfortable to use, then workers won't utilize it. That defeats the entire purpose.



9 out of 10 people who switch to an ergonomic keyboard or mouse never switch back to traditional models.[15]



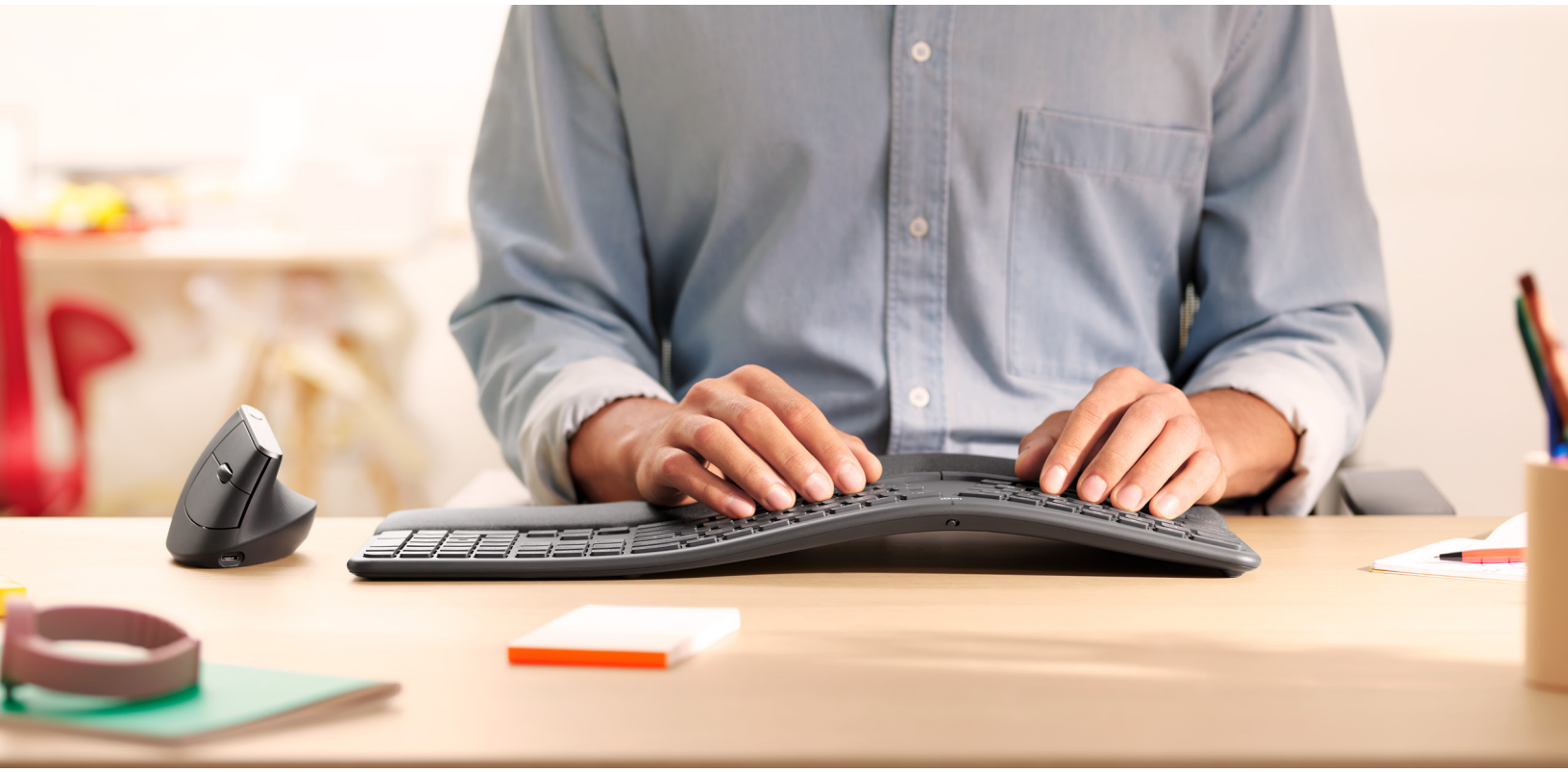
Logitech ergonomic testing with motion capture sensors

Finally, desirability due to the overall design. Do users think it looks nice, does it appeal to them, does it look like a product they understand, does it make sense to them and do they want to try it? To the user, the idea of ergonomic mice and keyboards might conjure up images of awkward, alienesque devices better suited to an inventor's lab rather than a typical office. Logitech ergonomic products, however, defy this mode of thinking. Their unique design approach delivers comfortable, aesthetically-pleasing keyboards and mice that employees truly want to adopt.

The ability to successfully implement these three criteria determines whether a particular device ultimately becomes a Logitech product offering. It also results in devices that are easy to adopt and quickly become familiar—and then indispensable—for end users.

Logitech tools fit the human and the task.

Logitech equipment looks good and feels good.



The Logitech MX Vertical Advanced Ergonomic Mouse and ERGO K860 Split Ergonomic Keyboard

Can Reducing Workplace Injuries Really Be This Easy?

The answer is simple. Yes. When ergonomic solutions are moved into the workplace, it raises overall awareness of healthier working habits. During a transition to healthier equipment, the following guidelines can help accelerate and emphasize positive behavior changes for employees:

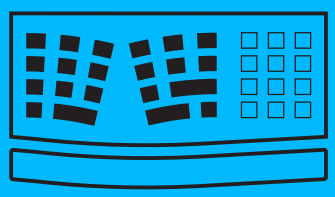
1. Education is key. This includes training and communication on the importance of ergonomic equipment.

2. Document ergonomic policies to **increase awareness.**

3. Behavior change comes when people experience how ergonomic mice and keyboards promote natural posture. **Feeling is believing.**

An additional benefit of adopting proven and appealing ergonomic products is that workers perceive their employer to be someone who respects their needs and health, going beyond what is merely "required." The resulting morale boost leads to happier, more productive employees.

Approximately 4 in 10 Americans say pain interferes with their mood, activities, sleep, ability to do work or enjoyment of life.[16] For these people, ergonomic solutions are game changers. Finally, they can do their job efficiently. Perhaps even more importantly, they can work with peace of mind.



The Logitech ERGO K860 Split Ergonomic Keyboard

A curved, split keyframe for improved typing posture

Pillowed wrist rest for optimal ergonomic comfort and 54% more wrist support[19]

Adjustable palm lift for any-position comfort (0°, -4°, -7°)

Today's Ergonomics Are Great for Tomorrow

Once ergonomic-friendly solutions are adopted, the overall condition of an office will vastly improve on every front.

- Employees will be in more comfortable, productivity-enhancing conditions while working.
- Smart physical configurations can ultimately result in an improved state of well-being .
- Savings on medical costs and absentee days will result in a better condition for a company's bottom line.

Logitech Ergo series mice and keyboards can deliver on improved posture, reduced muscle strain and enhanced comfort. With positive employees and positive returns, one projection is assured: businesses will be in great shape for whatever may come tomorrow.

To learn more about the Ergo Series by Logitech, visit **Connection.com/logibolt**

When employees believe their health isn't a company priority, it's often due to miscommunication.

- **25% of today's employers don't communicate their ergonomic policies**
- **30% communicate the policy only during new employee onboarding[18] when they're inundated with other materials. Better communication can bridge the gap between employer efforts and employee adoption, increasing overall well-being**

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16 ABC News/USA TODAY/Stanford Medical Center Poll: PAIN, https://abcnews.go.com/images/Politics/979a1TheFightAgainstPain.pdf
17 As compared with a traditional mouse with 1000 DPI sensor.
18 Logitech 2019 Decision Maker and End User Proprietary Quantitative Research
19 Compared to a traditional Logitech keyboard without palm rest