Enterprise Health & Wellness

How wearables are shaping the future

Anil Bhaskaran, SAP
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“Typically, people who exercise start eating better and becoming more productive at work. Exercise is a keystone habit that triggers widespread change.”

Charles Duhigg (Author of The Power of Habit)
Agenda

- Past – Evolution of enterprise health & wellbeing platform
- Present – Where we are on that journey
- Future – Future of enterprise health & well being platform
Question from the Head HR of a customer circa November 2015

How might we incentivize employees to be physically active?
“Sitting is the new smoking” – Dr James A Levine

GET UP!
WHY YOUR CHAIR IS KILLING YOU AND WHAT YOU CAN DO ABOUT IT

JAMES A LEVINE
MAYO CLINIC + ARIZONA STATE UNIVERSITY
Fit@SAP – High Level Concept

User

Your Low Power Device

fitbit

JAWBONE®

Your Vendor Cloud

Custom Application

FitSAP

SAP Business Technology Platform

Your Vendor Cloud

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Fit@SAP first version in 2016

- Support of 5 devices – Fitbit, Jawbone, Polar, Garmin & Apple Watch
- Over 1500 users in Asia Pacific & Japan
- Over 60% of the people get quarterly incentive of SGD 100 for clocking an average of 8K Steps / Day
- 2 customers adopted across APJ
Considerations for building an employee wellness platform

- Data from wearables are considered health data
- Handling of health data needs high standards of data security and data privacy
- Strict rules needs to be applied on processing, storing and accessing data to ensure privacy of employees
- Fit@SAP is designed to meet the standards of German Data Protection Act, toughest standard in the world
Fit@SAP had a positive effect on employees

Several employees were motivated to take up an active lifestyle with walking, running, kayaking etc.

Notable story is that of Sree Arumugam who was able to go off his diabetic medication through active lifestyle enabled by Fit@SAP platform.
- Support of any devices – device market is very dynamic
- Over 20000 active users of which about 3000 are in APJ
- Over 60% continues to get incentive of SGD 100 for clocking more than 8K Steps / Day
- Support of cycling as an additional activity through integration with Strava
Do you use a Fitness Tracker / Smart Watch?
Wearables - Future of wellness

Wearables pack so much compute power to enable them to be feature rich

Currently devices can calculate heart rate, blood oxygen, blood pressure

Latest generation of Apple Watch can be used for taking ECG and determine irregular rhythm. It can also send notifications

As a result adoption of wearables are steadily increasing and this increase is even faster among corporate employees

Employers are taking a note of this to incorporate it into their people strategy

![Graph showing US Adult Smart Wearable Users, 2020-2024](image)
Impact of wearables in shaping the future

Use of wearables to promote an active lifestyle through a variety of cardio exercises like running, biking, swimming, sports activities prevent or delay the onset of chronic conditions like diabetes.

Physiological assessment of stress and management of it

Use of data like temperature, SpO2, Heart rate variability, resting heart rate etc and use of AI to predict illnesses, detect early and support treatment.

Equip employees to offer a self service platform together with health care providers for better management

Support employees with chronic conditions like diabetes through regular monitoring including remote monitoring and providing support systems.

Tailoring of treatments through analysis of data.

Reducing healthcare costs and absenteeism.
Future concepts of employee health and wellness platforms will pack clever use of insights from devices.

It will aggregate the data and create new paradigms to promote health, well being and address duty of care.

This will be done without compromising the privacy of employees.

It will create partnership with healthcare providers, insurance companies, wellness and holistic health providers etc and move towards prevention than cure.

Sample Data from Fitbit Sense
Conclusion

- Wearables will be an integral part of the people strategy from a health, wellness and safety point of view without compromising data privacy and security.
- Future concepts of employee health and wellness platforms pack the power of insights derived from wearables.
- Wearables can change the paradigm of "Duty of Care" for employers significantly.
“If you zoom out into the future, and you look back, and you ask the question, ‘What was Apple’s greatest contribution to mankind?’ It will be about health,”
Thank you.

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