

Prediction of Prospective Medical Claims and Absenteeism Costs for 1284 Hourly Workers from a Manufacturing Company.

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A Health Risk Appraisal (HRA) provided data on twelve health-related measures used as predictors of 1986 medical claims and absenteeism costs. Study subjects were 1,284 employees divided into three subgroups (men under 35, men 35 or older, and women) who completed the HRA in 1985. The employees' absenteeism was recorded by the company from 1986 to 1987. Medical claims cost data were averages between 1986 and adjusted 1987 costs. The health-related measures significantly predicted medical claims expenditures and absenteeism losses. Six of the health-related measures significantly predicted costs in multiple regression models (age, perception of health, personal health problems, self-reported 1984 absences, smoking and drug/medication use). Older males were more likely to have higher medical claims costs, but less likely to be absent from work than younger males. For the female employee group, age was not a significant predictor of economic costs. The findings showed significant health-cost associations that are age-sex specific.