

THE REAL ROI OF HVLS FANS

The Price of Status Quo May Be More Than You Think





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As many employees inch closer and closer to retirement, finding and keeping the best and brightest new talent is growing more and more important — and difficult. This, in addition to general workforce turnover, calls for more competitive hiring practices and an intentional investment in the issues that employees value. Understanding what employees are looking for in a work environment is key to maintaining a top-of-the-line workforce. Many employees, polled in various surveys, have ranked workplace conditions high on the list of benefits that not only attract them to a company, but also inspire their loyalty and longevity of employment. And, with the impact of COVID-19, the need to feel safe in their work environment is only growing as workers are even more aware of the importance of the health and safety levels of their workplace.

With work environment continually playing a more important role in employee satisfaction and productivity, the question becomes - what is the most cost-efficient way to make improvements? An easy place to start is with a high volume, low speed (HVLS) fan which offers a simple, long-term, low-maintenance solution. From workplace safety to increased productivity, an HVLS fan hits the mark.

Maintaining a work environment where employees feel safe results in employees feeling valued. This is the future of success in manufacturing.







WHICH OFFICE PERKS ARE

MOST VALUED?

Any time workplace improvements are considered, measuring the ROI is a key factor in the decision-making process. A recent Harvard study examined some of the most popular perks offered at many companies, focusing on one in particular — workplace wellness programs. Most companies invest in workplace wellness programs not only as a benefit to the employee, but also to reap the benefits of a healthier, more productive workforce.

The study, which was the first peer-reviewed, randomized, controlled trial of workplace wellness programs, showed that only 8.3% of employees exhibited healthier behavior after participating in these wellness programs. However, and maybe more importantly, the programs did not improve absenteeism, tenure, or job performance. In contrast, another study, conducted by Future Workplace and View, showed that workplaces designed with employee comfort and wellness in mind were actually more likely to meet those goals, while also attracting and keeping the highest quality of employees. Specifically, of the 1,601 employees surveyed, among the most valuable perks identified were air quality and comfortable temperatures.

With most manufacturing companies, maintaining a comfortable temperature on the plant floor or in the warehouse is crucial not only to employee satisfaction, but also to overall company performance.

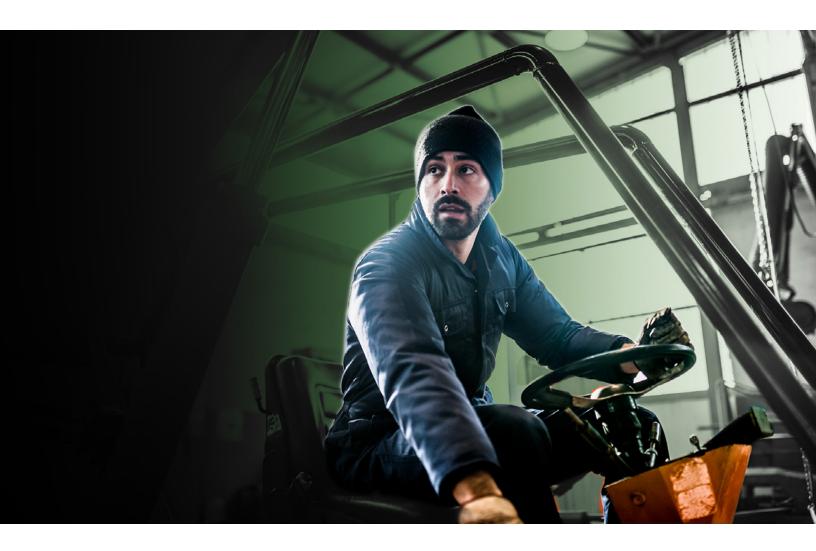
A recent study conducted by the National Aeronautics and Space Administration (NASA) identified metrics surrounding employee productivity levels at various temperatures within the aerospace industry. Taking effective temperature (the combination of physical temperature, humidity, and air motion on the body) into account, the study showed that any temperature above 75 degrees begins to have a negative effect on both output and accuracy.³

Reduced output and accuracy not only have an effect on your bottom line financially, but also could negatively impact your customer satisfaction when production bottlenecks from unnecessary rework. This can lead to missed deadlines and longer lead times, both of which can directly impact your bottom line.









THE HVLS SOLUTION

Given the research surrounding overall performance and a temperate work environment, determining the most cost-effective way to create such conditions is a question that many facility managers, EHS reps and company owners are asking. Occupational Health and Safety magazine recommends a HVLS fan as the most effective solution to indoor air quality and temperature issues.⁴ The American Society of Heating, Refrigerating and Air-Conditioning Engineers' (ASHRAE) recommends an airflow rate of up to 15 cubic feet per minute (CFM) in areas adjacent to manufacturing or warehousing spaces.⁵ The article goes on

to recommend an HVLS fan as a top choice for both achieving this goal and a strong ROI, as these industrial fans are able to cost effectively "move up to 425,000 CFM and also can make the space feel up to 10 degrees warmer or cooler without you touching the HVAC thermostat settings."

However, even with research pointing to HVLS fans as a costeffective solution to managing the health, safety, and comfort concerns for today's employees, how can you truly measure the ROI of a HVLS fan?







IMPROVED ENVIRONMENT

Research is clear that employees interpret their work environment as an employer's investment in them. Additionally, they are more committed to companies that take their well-being seriously. The belief that a company cares for their employees' comfort and health encourages loyalty, which translates into employee longevity and their personal investment in the products and services they are responsible for executing. This loyalty is essential since replacing an employee can have wide-ranging financial consequences.

A 2019 Gallup poll examined the true cost of replacing an employee. Between the expense of searching for and training a replacement for an employee who left their company by choice, U.S. companies can expect to spend a conservative estimate of 1.5 to 2 times their former employees annual salary. This estimate does not take into account how the ramifications of losing your most innovative and high-quality employees can affect company morale, as well as lead to potential customer loss.

Installing an HVLS fan is one way that you can improve the environment in your facility. By increasing the ventilation and air flow, your employees will immediately be able to tell a difference in their own physical comfort level leading to improved performance and company loyalty. When considering an investment in the workplace's physical environment, these tangible and intangible costs should be considered as an integral part of the ROI of an HVLS fan.









ENHANCED SAFETY

Maintaining a safe work environment influences the ROI of an HVLS fan in several ways, including making employees' physical safety a top concern. Not only do on-the-job injuries lead to employee absenteeism and lower overall company morale, but can also potentially include workers compensation claims, higher insurance costs, and legal fees as well. Employers.com released a report with the top five workplace injuries, which included sprains and strains, as well as slips, trips, and falls.⁷ All of these can be caused by liquid spills, uncovered cords, and other hazards. An HVLS fan can help to mitigate these injuries. First, HVLS fans are ceiling fans and by default, lessen the danger of tripping over cords when compared to box and free-standing fans. Secondly, by expediting the drying of liquids, employees are less likely to slip on any spills.

An additional factor in employee safety is maintaining physical health. It is commonly understood that with any communicable disease, fresh, high-quality air can help to reduce the likelihood of illness spread between employees. Proper ventilation can also help to prevent sick building syndrome. By installing an HVLS fan, you can increase the effectiveness of your ventilation, which is a current recommendation from the CDC for workplace health and safety.⁸ Not only does this improve your overall productivity by reducing unplanned absenteeism due to illness, but also helps to show your employees that you care about their health and safety.









INCREASED PRODUCTIVITY AND ACCURACY

There are many things that can cause a lack of productivity. Some include heat stress, low employee morale, and other health factors. The reduction in productivity is one of the easiest ROI markers that can be measured when considering an HVLS fan. The Automotive Trade Association of Chicago defines productivity as the ratio between the actual time worked in a day as compared to the total hours available to be worked in a day. When your employees are working more of their total available hours, your company's output increases and, in turn, your revenue does as well. According to Succeeding in Small Business, 25% of employees feel that workplace discomfort adversely affects their productivity. A potential 25% increase in productivity is a strong ROI.

Increased accuracy is another benefit of a temperate work environment. Whether you manufacture products or work face-to-face with customers, an inaccurate output can undermine your competency with current and potential customers. In the NASA study, just a 5 degree increase in temperature (from 80 to 85) resulted in a 35% decline in employee accuracy.³ Installing an HVLS fan to increase air circulation and reduce felt temperature in your facility can keep your employees from redundant and repetitive work as well as help to maintain your reputation for quality service.





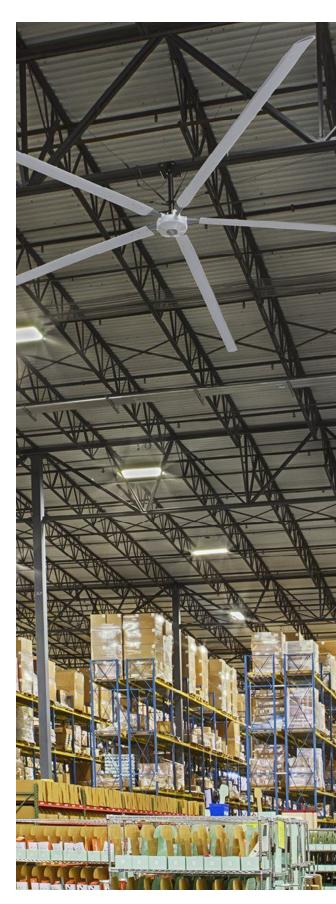




COMBINED VALUE

The truest measure of the ROI of an HVLS fan is found in the combined value of health benefits, productivity, and maintaining the highest quality of individuals comprising your workforce — each of which are intertwined. When you invest in a work environment in which your employees feel safe and comfortable, you are increasing the likelihood of attracting, and keeping, top-of-the-line employees who will be loyal to your company. With the best and brightest employees working in a temperate environment, both productivity and accuracy will be gained. And finally, when employees enjoy their jobs, this translates to better customer service which can increase your customer base, also leading to greater income, as well as company morale.

Another value consideration is the start-up/installation costs of an HVLS fan, which is why choosing the best provider for your fan purchase also becomes a factor in calculating your real ROI. At Hunter Industrial, our HVLS fans are the industry's lowest first cost to install. We pride ourselves on having created a fan that requires minimal tools, all of which most manufacturers have ready access to. Additionally, our proprietary design does not require professional installation and is lightweight enough for only one or two individuals to install. This provides a lesser investment on the front end, as well as less downtime, while still providing the same ongoing benefits you can expect from an HVLS fan.







CALCULATING THE REAL ROI OF HVLS FANS

When you take these factors into consideration, the initial expense of an HVLS fan becomes a small investment over the course of the fan's lifetime. This becomes an investment not only in your employees, but in the longevity and success of your company, allowing you to reap the benefits of an ROI that you will see for years to come.





ENDNOTES

- 1 https://news.harvard.edu/gazette/story/2019/04/workplace-wellness-programs-yield-unimpressive-results-in-short-
- 2 https://futureworkplace.com/ebooks/future-workplace-wellness-study/
- 3 https://www.polarhide.com/HeatPproductivity_NASA.pdf
- 4 https://ohsonline.com/Articles/2016/10/01/Sick-Building-Syndrome.aspx?Page=3
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- 9 http://www.cata.info/measuring_the_performance_of_technicians/
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