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Policies and Practices of Work-related Well-being

This is a major government-funded UK-wide research project which investigates well-being issues in employing organisations. The aim of the study is to determine to what extent employee well-being policies and practices translate into improving organisational performance.

Many employers and managers are currently grappling with issues focused around employee well-being, and are increasingly concerned about staff recruitment, retention, satisfaction and performance. Well-being policies and practices include assistance for caring responsibilities outside work, occupational health issues and more flexible working patterns.

Our study offers employing organisations the potential to be involved in a high profile research project that will impact on the types of policies and practices that may be needed to become an 'Employer of Choice'.

In phase one of the project, the research team successfully conducted a survey of over 100 private, public and third sector organisations throughout the UK, in order to identify and map well-being policies.

During phase two of the study, the team will specifically focus on a number of organisations and interview a range of staff in order to consider the implementation, practice and experience of these policies on the 'shop-floor'. In doing this, we will document how organisations have developed policies and practices on well-being issues, and research and share knowledge on how to develop policies further.

The research team will consider how such policies impact upon staff recruitment, retention, motivation and overall organisational performance. We will produce a resulting set of policy guidelines, drawing upon the survey and interview material. The team will issue these guidelines, together with a short briefing paper to the participating employers. Knowledge transfer processes will be created between academics and employing organisations in order to develop policies further, and to create guidelines on promoting socially responsible, effective and caring workplaces.

***Participants include: Marks and Spencer,
NHS 24, Clydesdale Bank,
The Institute of Chartered Accountants of Scotland,
The Children's Society, The Co-op, Dundas & Wilson,
House of Fraser, and Highlands and Islands Enterprise.***