

Can a workplace be a well place?

Research Report 2019

Voice Project

**voice
project**

improving organisations
by giving people a voice

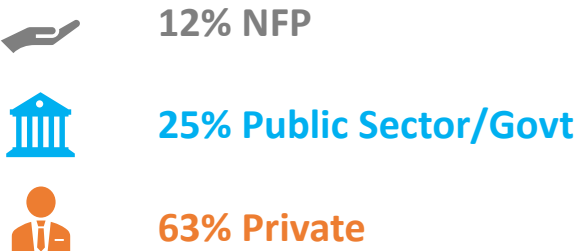
www.voiceproject.com

our research sample

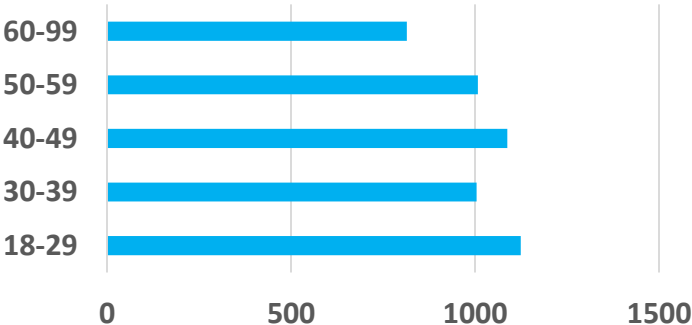
Voice Project conducted research on a nationally representative workforce sample to investigate wellbeing at work.

Total employees: 5039

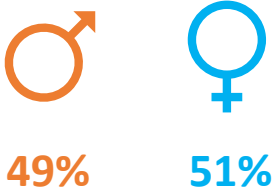
Sector



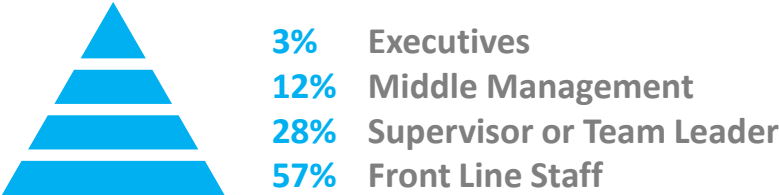
Age



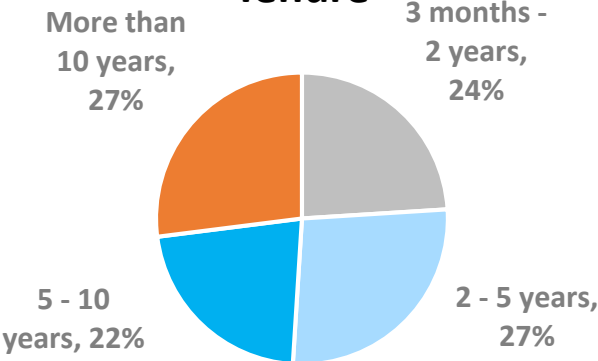
Gender



Role



Tenure



wellbeing snapshot




We measured wellbeing at work in 4 statements:

- My job has a positive impact on my wellbeing 53%
- I experience more positive than negative emotions at work 60%
- I feel in control of things in my job 61%
- I can keep my job stress at an acceptable level 63%



* Percentage of sample who agree or strongly agree with that statement

Wellbeing at work was significantly related to:

	Functioning at Work	
	I am able to think clearly most of the time	.62**
	I am able to be sensitive and sympathetic to coworkers and/or customers	.52**
	Physical Symptoms	
	I am free from aches, pains or discomfort in in my neck, shoulders and/or back	.47**
	I am sleeping well (had little to no trouble getting to sleep or getting back to sleep after waking)	.54**
	Sick Leave	
	22% cited stress as a reason for their sick leave	-.15**

** Correlation

wellbeing and engagement at work

Wellbeing at work is strongly correlated with engagement

Engagement	.79**
My work gives me a feeling of personal accomplishment	.67**
I like the kind of work I do	.58**
I am proud to tell people that I work for this organisation	.66**
I would recommend this organisation as a good place to work	.72**
I would like to still be working in this organisation in two years	.65**
I can see a future for me in this organisation	.67**

where are the well places?

Wellbeing varied from **33%** to **73%** across 38 industries

Top Performing Industries

- Research & Science
- Pharmaceutical and Biotechnology
- Engineering



Bottom Performing Industries

- Education - University
- Health Promotion and Health Advocacy
- Law

Organisation Size

Wellbeing tends to go down as organisations get larger
62% for <100 employees vs 56% for >10,000 employees



There was no difference in levels of wellbeing by



Sector



Amount of workplace change

who is well in the workforce?



Role (level)

Despite higher workload and lower work-life balance, wellbeing rises steadily with progression up the career ladder – along with flexibility, involvement and recognition



Age

Over 60 years age group reported highest wellbeing @ 69%



Hours Worked

Wellbeing drops significantly for those working more than 45hrs per week @ 55%



Employment Type

Casual staff report slightly higher wellbeing than Permanent staff (both full and part-time)

There was no difference in levels of wellbeing across



Gender

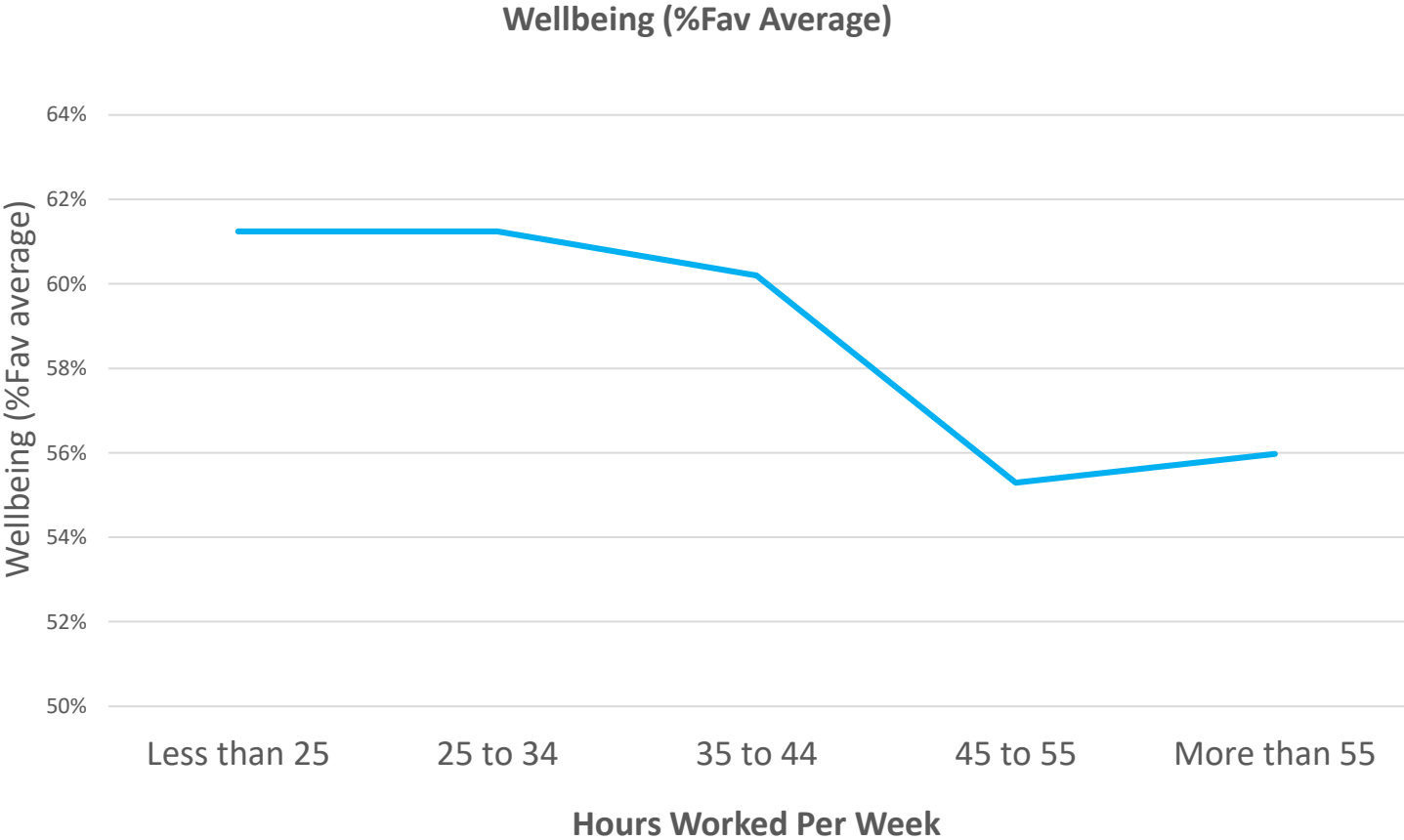


Organisation or Job Tenure

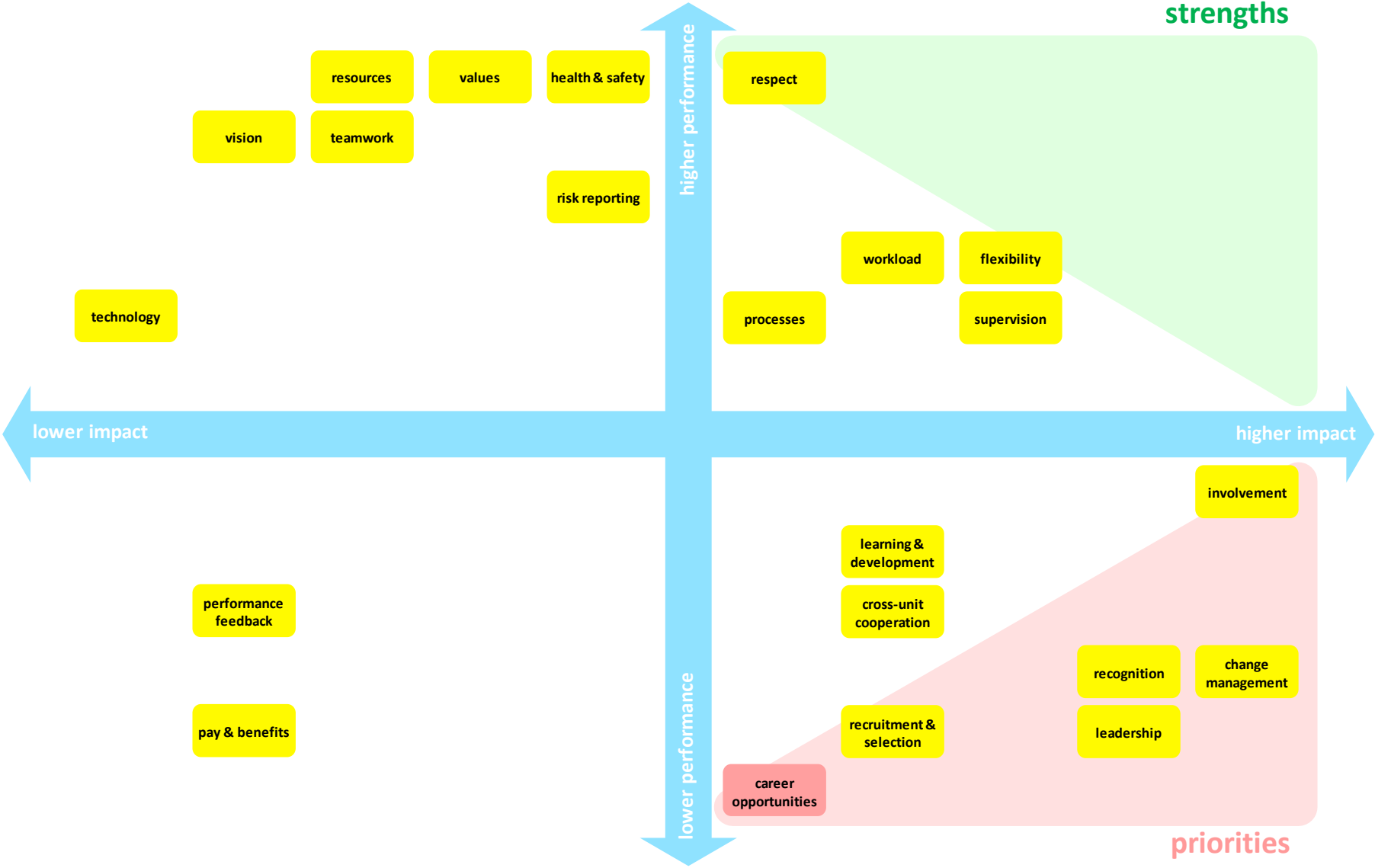


Commute time / type

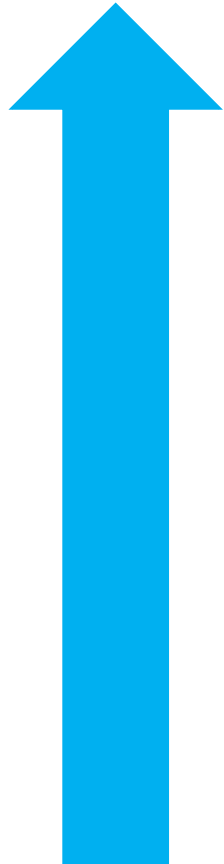
hours worked and workplace wellbeing



workplace practices impacting wellbeing



workplace practices impacting wellbeing



Change Management	Change is handled well in this organisation
Recognition	My contributions are recognised
Workload	I am given enough time to do my job well
Leadership	I have confidence in the ability of senior management
Change Management	My manager gives staff good support during change
Leadership	Senior management behave in a way that is consistent with the values of this organisation
Involvement	I am empowered to make decisions needed to do my role well
Flexibility	I maintain a good balance between work and other aspects of my life
Workload	My workload is manageable
Involvement	I am encouraged to put forward ideas for improvement

what has the most positive impact on your wellbeing in your workplace?

Theme	% Comments	Example
Teamwork and colleagues	21%	<i>The support of my workmates; Social contact</i>
None or Don't Know	16%	<i>No positive impact; The door as I walk out of it to go home</i>
Work/Life Balance	9%	<i>Can balance my work with my family time; Annual leave and time away from work; Good working hours and times</i>
Job Satisfaction	8%	<i>Feeling of accomplishment; I love what I do; Enjoy it</i>
Flexibility	6%	<i>Ability to work from home; Flexible working hours</i>
Positive & Respectful Culture	6%	<i>Kindness; Positive environment; Happy people</i>
Health & Safety	6%	<i>Being safe and well rested; On-site fitness centre; Food</i>
Recognition	6%	<i>Acknowledgement; When customers thank me; Positive feedback</i>
Wellness Initiatives	5%	<i>Good support for mental health; Stress management training</i>
Supervision	4%	<i>Support I get from my manager; Mentors; Understanding managers</i>

*Based on a sample of 500 comments