



Wellbeing at Work

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Global HR Forum
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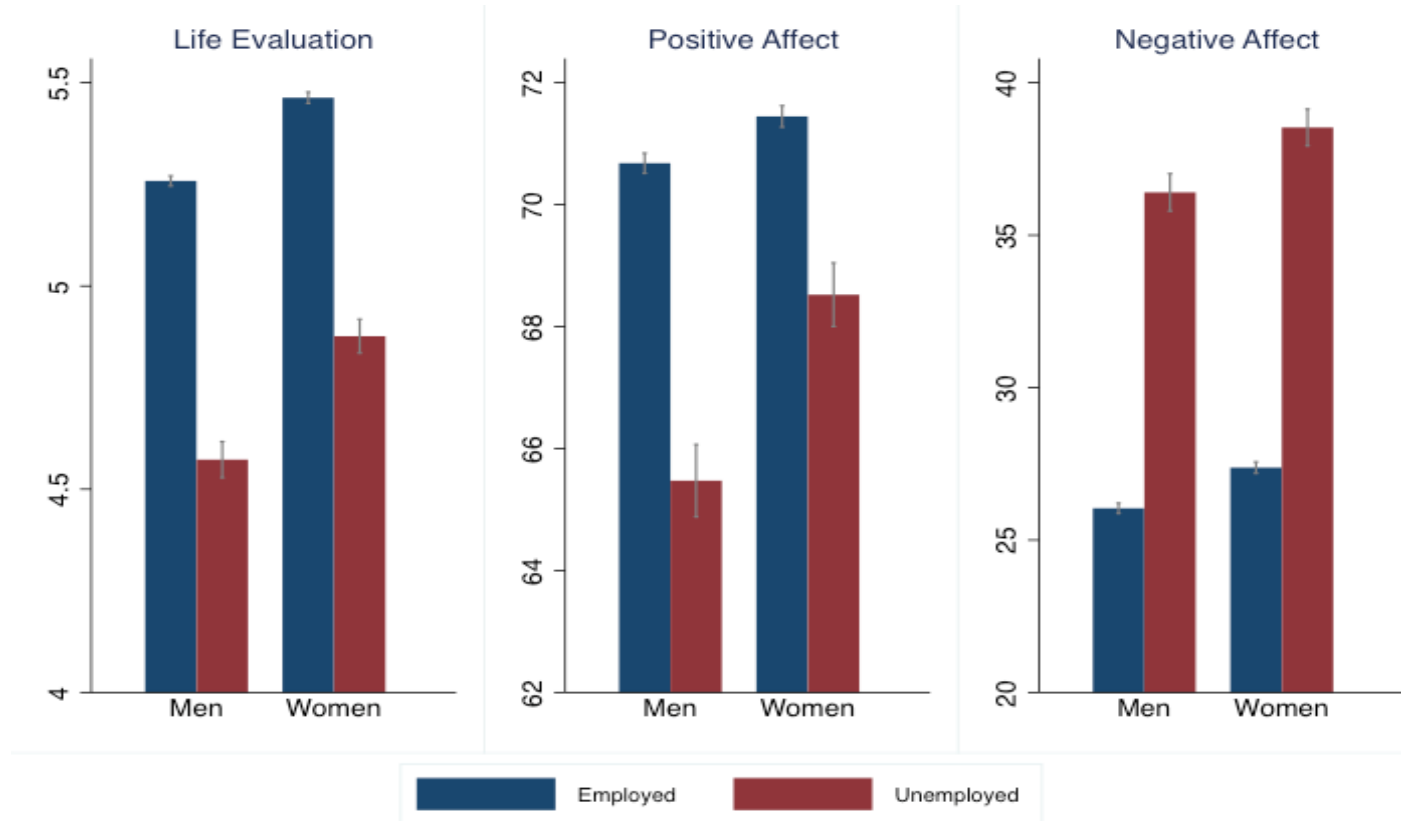


Wellbeing at Work



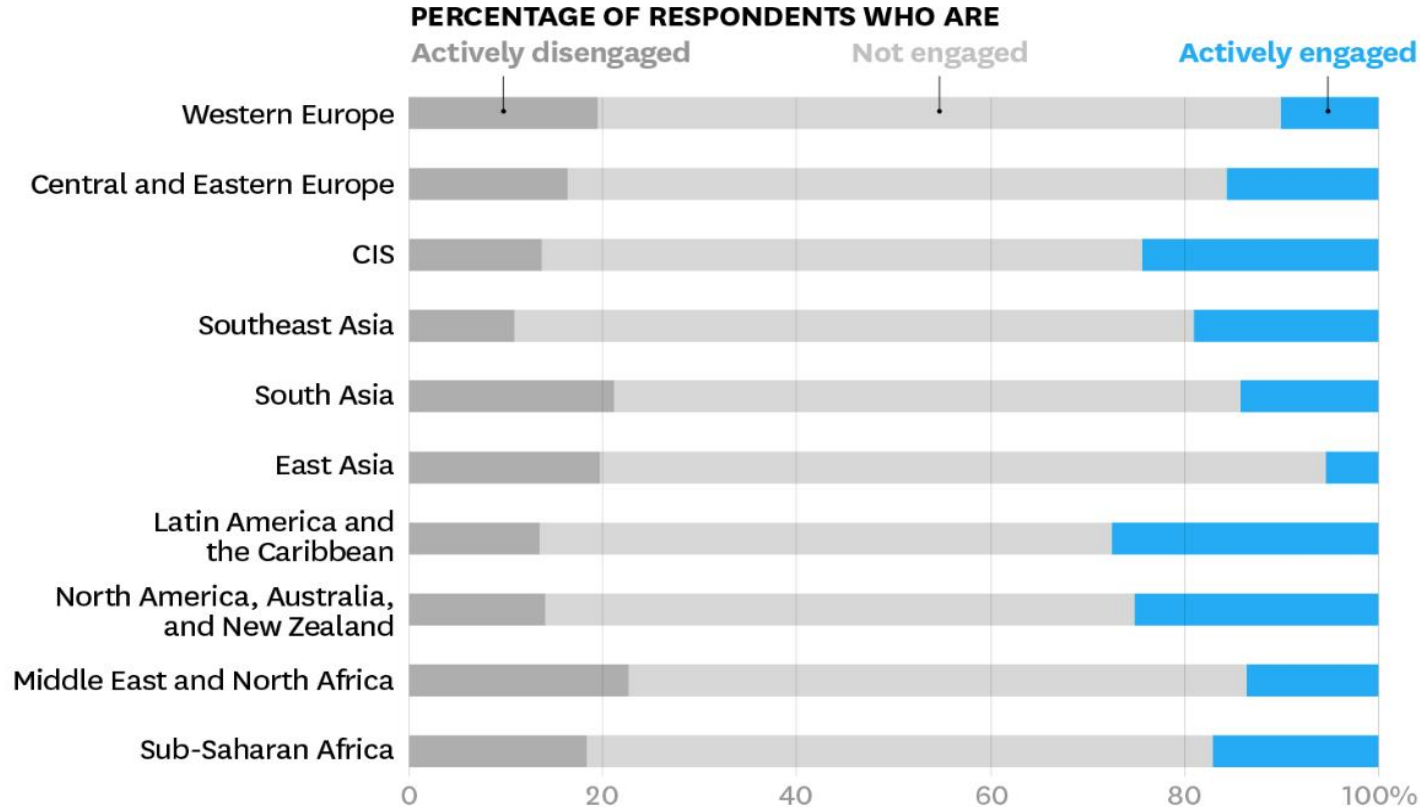
1. How important is work for our wellbeing?
2. Are we engaged while at work?
3. Does employee wellbeing matter for performance?
4. What drives employee wellbeing?
5. How to improve employee wellbeing?

How important is work for wellbeing?



Source: Gallup World Poll. Cantril Ladder of Life is 0-10, Positive and Negative Experience Indexes both 0-100. Mean levels of subjective well-being 2014-2016 by employment status. 95% CI bars shown.

Are we engaged while at work?



NOTE THE COMMONWEALTH OF INDEPENDENT STATES (CIS) IS AN ALLIANCE OF FORMER SOVIET REPUBLICS.
SOURCE JAN EMMANUEL DE NEVE AND GEORGE WARD, BASED ON 2014–2016 GALLUP WORLD POLL DATA



Does wellbeing matter for performance?

BT study: wellbeing and performance: call centers



BT study: wellbeing and performance: call centers



From: **BT** hello@butterflyemails.com
Subject: [Butterfly] Overall, how happy did you feel this week?
Date: July 27, 2017 at 4:02 PM
To: jan-emmanuel.deneve@sbs.ox.ac.uk

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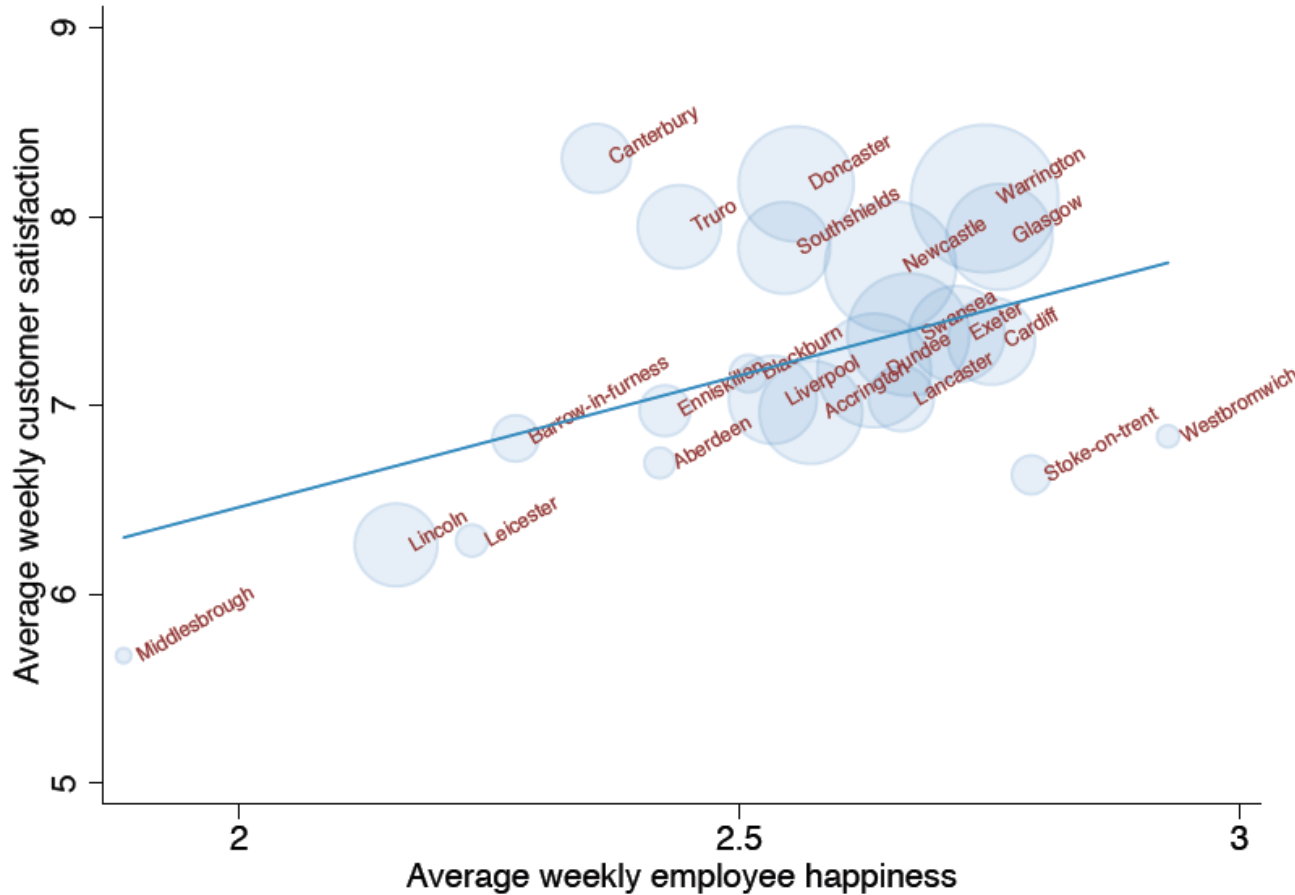
BT would like to know*:

Overall, how happy did you feel this week?

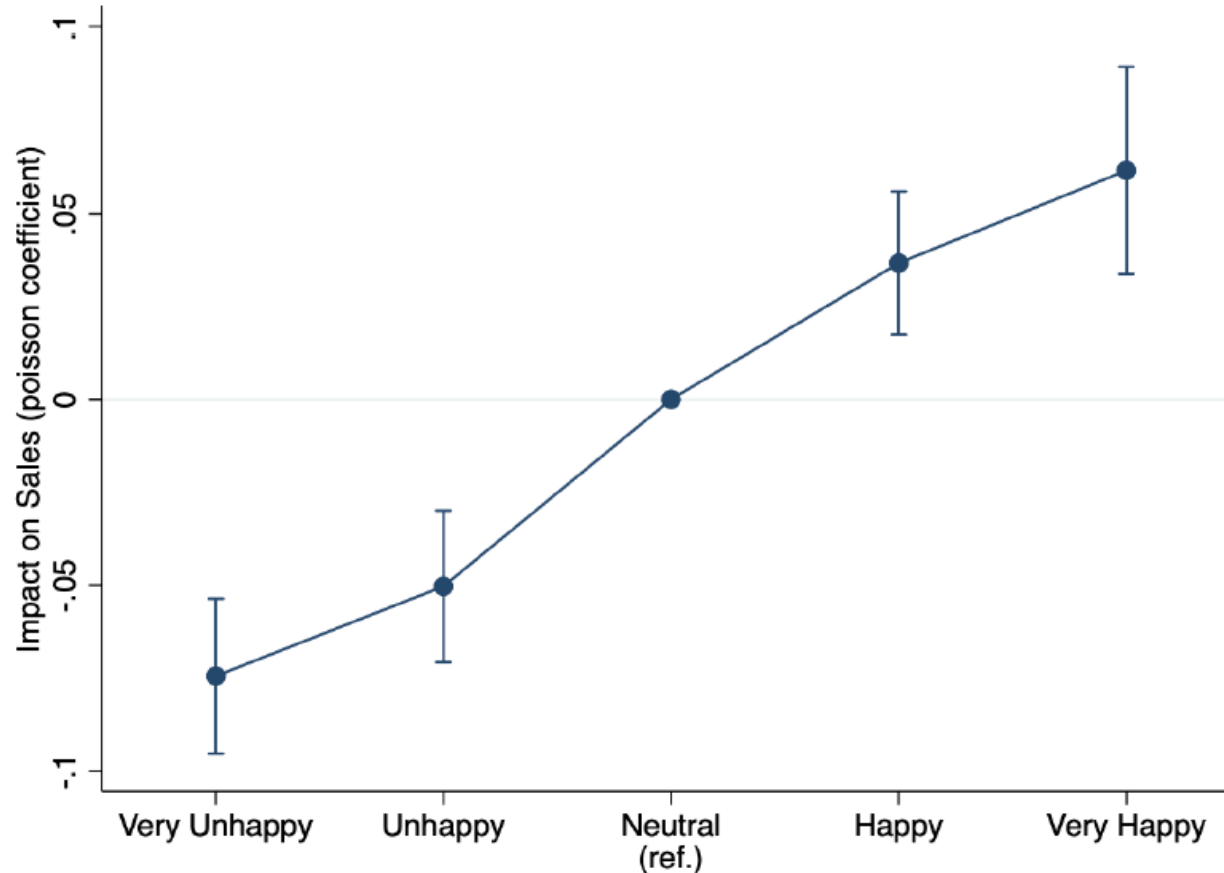


* Your answer will always remain anonymous.
[Find out more](#)

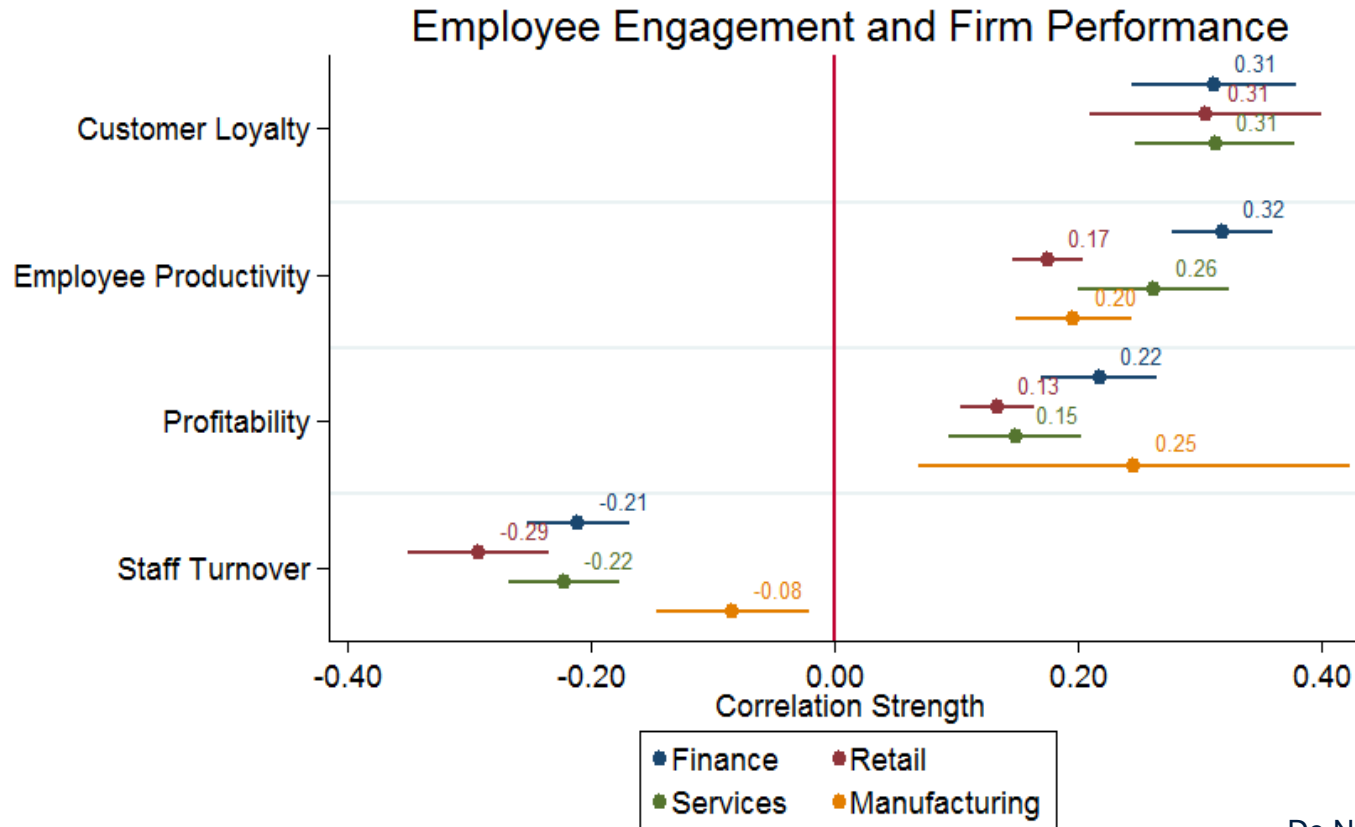
BT study: wellbeing and performance: call centers



BT study: wellbeing and performance: individuals



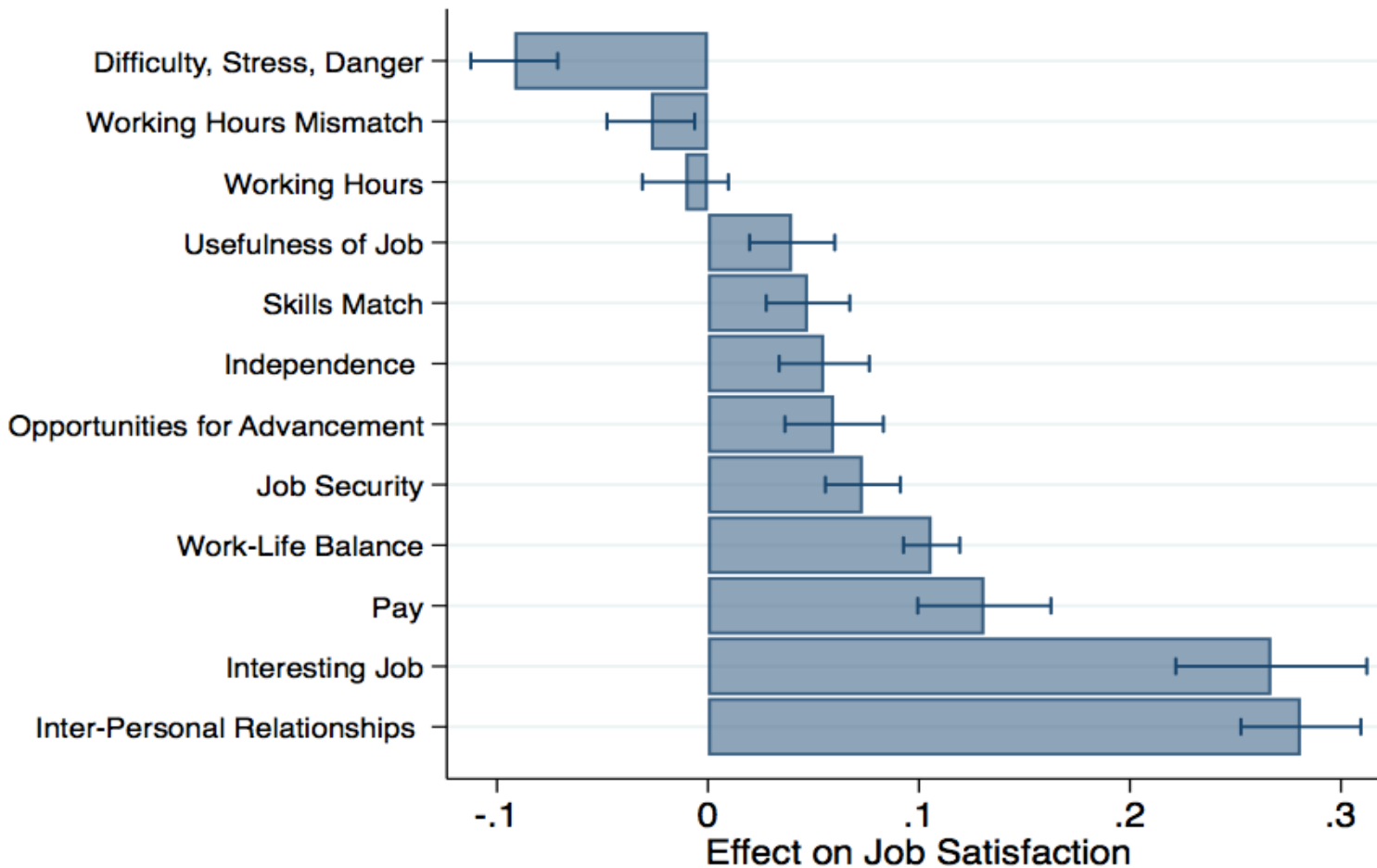
Wellbeing and performance: Evidence from 1,8 million employee surveys (Gallup)



What drives employee wellbeing?

1. Pay
2. Working Hours
3. Working Hours Mismatch
4. Work-Life Imbalance
5. Skills Match
6. Job Security
7. Difficulty, Stress, Danger
8. Opportunities for Advancement
9. Independence
10. Interesting Job
11. Interpersonal Relationships
12. Usefulness

Drivers of Job Satisfaction



How to improve employee wellbeing?



- Improving managerial skills and empathy (e.g. Butterfly AI, STAR programme)
- Emphasizing positive contributions (e.g. LinkedIn “Bravo” programme)
- Participatory workplace (e.g. GoreTex, Semco, Chronoflex,...)
- Profit sharing, group bonuses, share purchase plans
- Flexi-time, autonomy, and 4-day week (e.g. Perpetual Guardian)
- Meditation, health checks, sports classes,...