

SUSTAINABLE WELL-BEING AT WORK

Josè Maria Peirò - Yarid Ayala - Nuria Tordera

Universitat de Valencia (Spagna)

During the last decades, socioeconomic environment, labour markets, organizations and work have experienced important transformations. The recent economic crisis and high unemployment rates are raising concerns about the sustainability of the levels of wellbeing at work achieved in previous decades. Sustainable wellbeing at work (SWBW) refers to the long-lasting workers psychological health, work satisfaction and personal growth in a workplace where the employees experience high work engagement, and reach high job performance and productivity. In this context, the aim of the presentation is to present relevant conditions in organizational settings that generate SWBW in workers, by integrating the study of well-being at work with high performance and productivity. In this presentation we have defined the construct of Sustainable Well-Being at Work (SWBW) differentiating hedonic and eudaimonic wellbeing. Through cluster analysis we have identified four profiles of employees in a sample of a sample of 1780 employees from Spanish organizations: a) High wellbeing - high performance employees, b) High wellbeing - low performance employees, c) Low wellbeing - high performance employees and d) Low wellbeing - low performance employees. Moreover, we have identified significant discriminant functions that contribute to predict the profile of the employees on the basis of organizational and personal factors. The organizational factors that significantly discriminate workers' profile were job characteristics and organizational justice significantly. In addition personal characteristics such as psychological capital and happiness orientation of the employees also contribute significantly to the discrimination functions. These results have important implications for the human resources management and work design in companies and when properly managed it is more probably that employees experience higher wellbeing at the time that perform also well contributing in a larger manner to the productivity of the company.

