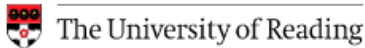




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The Research Team:

Professor Linda McKie
*Glasgow Caledonian University and
Centre for Research on Families
and Relationships*

Professor Gillian Hogg
Heriot-Watt University

Dr. Sophia Bowlby
University of Reading

Dr. Andrew Smith
Glasgow Caledonian University

Maria Breslin
Glasgow Caledonian University

For further information about the research please contact:

Dr. Andrew Smith
Research Assistant
School of Law and Social
Sciences
Glasgow Caledonian University
3rd Floor Buchanan House
Cowcaddens Road
GLASGOW G4 0BA
Scotland, UK

Telephone: +44 (0) 141 331
8396 (UK)

Fax: +44 (0) 141 331 8211 (UK)

E-mail:
andrew.smith@gcal.ac.uk

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, the research team will survey 100 private, public and voluntary sector organisations, in order to identify and benchmark organisational well-being policies. During phase two of the study, the team will focus on 10 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. We 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 to date include: Marks and Spencer, NHS 24,
Clydesdale Bank, The Institute of Chartered Accountants of
Scotland, The Children's Society, beCogent, The Co-op,
Dundas & Wilson, and Highlands and Islands Enterprise.***