

HRMWE Research Seminar Series 2014-2015

How does work affect happiness?

Wednesday 17th December 2014

4:00 - 5:30pm, NUBS 2.05

Presented by

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Abstract

Existing studies suggest that paid work is important for subjective well-being (SWB), but that time spent at work is generally less pleasurable and more stressful than most other day-to-day activities. However, the role that work itself plays in shaping evaluations and judgements about SWB is not clear, because existing studies treat work as a single category and do not examine the role of job content, characteristics and employee preferences and values. This study examines the role of work characteristics and the values and preferences of working in shaping subjective well-being using both qualitative and quantitative methods. Results suggest that work values and preferences play a relatively small role in shaping SWB at work, because employee preferences adapt to reflect working conditions, but that there is evidence that work characteristics affect life satisfaction, with increases in autonomy at work associated with increased life satisfaction.

About the speaker

Andy Charlwood is professor of HRM and organisational behaviour at the School of Business and Economics at Loughborough University. He currently holds a British Academy mid-career fellowship to investigate the role of social norms in happiness at work.