Wellbeing at work research in Finland 2010–2013 – A Review

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Background

• Wellbeing at work has gained a growing research interest in Finland in recent years.

• For example, during 2008–2011 Academy of Finland granted 8 million euros for studies through *Future of Work and Well-being* research program.

• Ministry of Social Affairs and Health wanted to find out what kind of research has been done.
Aim

- To describe the nature of wellbeing at work research in Finland
  - What are the main topics?
  - How easily research findings can be found and utilized by wellbeing at work professionals?
Method

1) Information seeking and information retrieval using relevant keywords ("wellbeing at work" in title, in keywords, in research design)
   1) Different databases (Ebsco, Medic etc.)
   2) Conference catalogues
   3) Web pages of relevant research groups and funding organizations

2) Contents of the studies were analysed
   - Studies were saved to REFWORKS
   - Different themes were created – one study can belong to various themes
   - Wide concept of wellbeing at work was used as a framework
• **Traditional** research themes are stress, exhaustion at work, recovery (health sciences, psychology), rehabilitation and occupational healthcare promoting wellbeing at work.

• **General** research themes are wellbeing at work in different occupations, working conditions, organizational change, work-family life balance (sociology, work research).

• **New** themes are drawn from positive psychology (psychological capital, mindfulness), wellbeing technologies, art methods in promoting wellbeing at work (theatre), social aspects of wellbeing at work (organizational citizenship behaviour, interaction), outcomes and productivity of work connected to wellbeing (economics)

• **Action research** – different kinds of interventions
Wellbeing at Work Research in Finland – the main themes during 2010–2013

- Different occupations
- Job strain / work stress
- Work-non-work balance
- Early / disability retirement
- Job insecurity
- Working conditions
- Organizational performance
- Social capital and social interaction
- New forms of work
- Management / leadership
- Developing wellbeing at work
- Work engagement
- Rehabilitation
- Age and life course
- Gender, socioeconomic status, ethnic background
- Recovery
- Burnout
- Occupational health services
- E-health and healthcare devices
- Temperament and personality
- Organizational justice
- Organizational change

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The most popular research themes (altogether about 500 studies)

1) Wellbeing at work in different occupations
2) Job strain/work stress
3) Work-non-work balance
3) Early/disability retirement
4) Job insecurity
5) Working conditions
6) Organizational performance
Conclusions

• Finnish wellbeing at work research is multidisciplinary covering a large variety of topics
• Psychology, health sciences/medicine and sociology are the typical disciplines
• The raise of positive organizational psychology – resources, work engagement
• Most of the research is only reported in international journals
• The studies are not easily available for professionals in the field
1) Wellbeing at work in different occupations – examples of the studies

2) Job strain/work stress – examples of the studies

3) Work-non-work balance – examples of the studies


3) Early/disability retirement – examples of the studies

4) Job insecurity – examples of the studies


5) Working conditions – examples of the studies

6) Organizational performance – examples of the studies