



■ How can we measure employee wellbeing?

Measure what you treasure.

Beyond wellbeing's role as a fundamental human right, there are plenty of reasons why an organisation should care about the wellbeing of its employees.

Research indicates there is a strong link between employee wellbeing and key business outcomes such as productivity, retention, recruitment, and firm performance.

Each of these questions can be asked on a scale from 1, 'strongly disagree' to 5, 'strongly agree'

Job Satisfaction

"I feel completely satisfied with my work"

Happiness

"I feel happy at work, most of the time"

Stress

"I feel stressed at work, most of the time"

Purpose

"My work has a clear sense of purpose"

To create these measures, we partnered with researchers from the World Wellbeing Movement (WWM)'s academic partner, the Wellbeing Research Centre at the University of Oxford, plus experts at WWM founding member, Indeed.

This combination of academic expertise and real-world experiences helped to establish the four key measures of workplace wellbeing.

These four questions capture the key dimensions that indicate workplace wellbeing, namely; job satisfaction, or 'evaluative wellbeing'; happiness or 'positive emotion'; stress or 'negative emotion'; and purpose, or what Aristotle would have referred to as 'eudaimonic wellbeing'.

They also align with methodologies used by statistical agencies across the OECD, including the UK's Office for National Statistics (ONS), to measure wellbeing in general.

There have already been millions of responses to these questions across the globe using the Indeed Work Wellbeing survey. Using the same outcome measures means that companies can more easily compare external data with internal measures.

For the full academic justification behind these measures, visit doi.org/10.5287/ora-exxjkdzym