


Chapter 1

What Is Workplace Wellbeing?

Unpacking the Concept

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ABSTRACT

This chapter recounts the definition of workplace wellbeing. It is an introduction to the concept of workplace wellbeing and draws out the difference from occupational health and safety. The aspects of workplace wellbeing are explained, and its deterrents and challenges are collated to expound the complexity of workplace wellbeing. It also brings together the practices which are currently prevalent and their outcomes. It underlines the role of leadership and management in manifesting workplace wellbeing and justifies their importance in adopting workplace wellbeing. It summarises the path forward for workplace wellbeing to become an integral part of an organisation.

INTRODUCTION

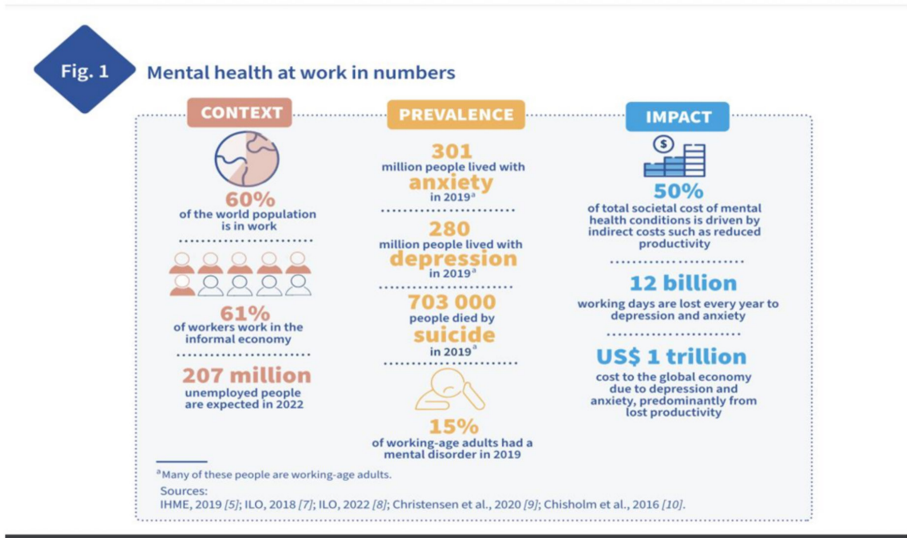
Workplace wellbeing is about workers' well-being. While organisation culture and organisation strategy create the environment that determines the growth, development, and transformation experience of an organisation, workplace wellbeing tones the culture and strategy, though its people, making the organisation a unique entity. Defined by Aryanti, Sari & Widiana (2020) the concept of workplace well-being is an application component of subjective well-being in a work environment. The International Labour Organization (ILO, 2009) states that: "Workplace wellbeing

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relates to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work, their working environment, the climate at work and work organization. The aim of measures for workplace well-being is to complement Occupational Safety and Health (OSH) measures to make sure workers are safe, healthy, satisfied and engaged at work. Workers wellbeing is a key factor in determining an organization's long-term effectiveness. Many studies show a direct link between productivity levels and the general health and well-being of the workforce. Workplace well-being can shape one's mind toward maximizing work performance and achieving self-potential. It is a key factor in determining an organisation's long-term effectiveness". The Chartered Institute of Personnel and Development (CIPD, 2007) have developed the following definition of occupational wellbeing: "Creating an environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organization".

The reason for delving into understanding workplace wellbeing lies in the study conducted by International Labour Organisation in 2022.

Figure 1. The statistics justifying the study of workplace wellbeing



(Mental Health at work/ World Health Organization and International Labour Organisation 2022)

The statistics depicted in Figure 1 underlines the gravity of the context which should compel the business world to assess the calculated impact abandoning the myopic lens directed at lucrative profit making. It underlines the justifications of

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