The Centre for Work, Organisation and Wellbeing invite you to a seminar:

“The Impact of the Physical Work Environment on Employee Attitudes, Behaviours and Wellbeing”

When: 10:30 – 11:30 am, Thursday 29 July, 2010
Where: Room -1.18, Business 2, Building N72, Nathan campus
Food: Morning tea will be served; please RSVP

Abstract: This seminar examines the impact of the physical work environment on employees work attitudes, behaviours and wellbeing. The working environment, despite many major changes of late, has rather been neglected by management researchers. This is surprising given that researchers in the HRM area from the Hawthorne studies onwards have long emphasised the importance of the physical work environment in more fully understanding employees’ reactions to their work. It draws on two empirical studies.

First, a study of home- and office-based workers. A review of the existing literature finds both pessimistic and optimistic accounts of the impact of homeworking on employee attitudes and behaviours. Based on a survey of 749 managerial and professional employees in UK knowledge intensive industries, the study finds more support for the optimistic perspective. The findings suggest that homeworking is positively associated with employee wellbeing and a more balanced work-home relationship. There is no evidence that organisational citizenship behaviours are reduced by homeworking but there is some support for homeworking undermining employees’ perception of the organisation as supporting their careers and personal development.

Second, a study of the consequences of sick building syndrome for employees. A review of the existing research finds that SBS in general is rather neglected in the management literature and especially its impact on employees. Drawing on a survey of 198 Caribbean uniformed police officers the study tests hypotheses on SBS acting as a stressor and reducing employee wellbeing, and organisational citizenship behaviours and increasing absence rates. The study finds that SBS is negatively associated with employee wellbeing and positively associated with absence levels. There is no evidence that organisational citizenship behaviours are undermined by SBS.

Speaker: Tom Redman is Professor of Human Resource Management at Durham Business School (DBS), Durham University, UK. Before joining DBS Tom was Professor of HRM at the University of Sheffield and the University of Teesside. Tom spent some 10 years in industry in quality, production and HR management positions (mainly with Royal Worcester Porcelain) prior to re-entering academic life. He has written on various aspects of Human Resource Management but in the twilight of his career his interests are returning to Industrial Relations concerns. He has written four books, one research monograph, and over sixty articles in refereed journals. His current research includes projects on the impact of HRM and leadership on organisational performance, organisational, union and occupational commitment, discrimination in the workplace, employee flexibility, vocational training, and employee involvement and empowerment. He has published in: Journal of Applied Psychology, Journal of Vocational Behavior, British Journal of Management, Journal of Management Studies, Industrial Relations, Journal of Labor Research, Journal of Cross Cultural Psychology, Human Relations, International Journal of Human Resource Management, Human Resource Management Journal and Work, Employment & Society etc. His most recent book, with Adrian Wilkinson, is the edited The Sage Handbook of Human Resource Management published in 2009. He is a Fellow of the Chartered Institute of Personnel and Development. He is on the editorial board of several academic journals including the Journal of Management Studies and Leadership and Organizational Development Journal and was the editor of Personnel Review 1995-2006. When not researching or teaching, Tom is keen on playing, and nowadays more often watching, sport. One of his major life goals is to live long enough to see Preston North End FC play, maybe just the once, in the UK Premiership.

General Enquiries and RSVP; Phone: (07) 3735 3714  Email: mailto:wow@griffith.edu.au