



Centre for Work, Organisation and Wellbeing

Bridging the gap between workplace research,
practice and policy

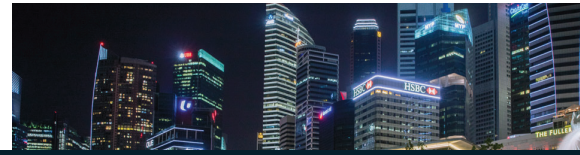
The Centre for Work, Organisation and Wellbeing (WOW) is an internationally recognised research centre in the Griffith Business School, and one of Australia's leading work research groups.

WOW consists of expert researchers from across Griffith University, including Human Resource Management, Organisational Behaviour, Design & Engineering, Medicine, and Business Innovation.

At WOW, our vision is translatable, interdisciplinary, internationally-focused research that drives improvements in organisational productivity, and promotes 'decent work'. We conduct both large national research projects and smaller consultancy work, and provide research training to PhDs and post-doc researchers.

WOW's three research themes directly reflect our vision and our research expertise:

- Health, Safety and Wellbeing at work
- Diversity and inclusion at work
- Technology and Innovation at work



Our research focuses on the principles of the United Nation's Sustainable Development Goals (SDG's) 3, 5, 8, 10 and 16.



Key Research Themes



Health Safety and Wellbeing at work

Focusing on issues affecting the psychological and physical wellbeing of employees at work.



Diversity and Inclusion at work

Investigating issues of equity, diversity and gender in employment relating to legislative, social and economic concerns.



Technology and Innovation at work

Technological advances including automation and artificial intelligence will have significant influences on the ways of working in the future.

Health, Safety and Wellbeing at work

Globalisation of organisations and increasing pressures for greater worker productivity have led to more casual, part-time and contingent work arrangements, reduced job quality and job insecurity; which can result in decreased productivity, stress and burnout. Within this context, organisations are increasingly focusing on policies and practices to improve workplace wellbeing.

Our research tackles these issues and leads the way in assessing employee voice, emotions at work, health and safety, psychosocial issues and wellbeing at work.

Diversity and Inclusion at work

In recent years, increasing diversity amongst workers and managers, including gender, sexual orientation, ethnicity, age and disability, has had major implications for organisational policies and practices. This has coincided with increased government and organisational commitment to managing and supporting diversity and promoting climates of inclusion.

Our research leads the way in assessing how diversity and inclusion policies and practices influence fairness and innovation in workplaces, workplace cultures, employee wellbeing, and the level of support for broader societal change

Technology and Innovation at work

Recent changes in employment have occurred alongside significant demographic changes in workforce globally, including the emergence of the gig economy, changing labour mobility, digital transformations, and technological advances including automation and artificial intelligence. These innovations have significant influences on our ways of working now and in the future, and implications for how work is approached by management, labour and government regulation.

Our research acknowledges that for business to remain competitive, they need to be prepared for the opportunities and challenges afforded by digital and technological innovations. For the future workforce, understanding new ways of working and the new skills required through digital transformation is essential for survival and prosperity.

Research Partnerships

If you would like to engage with WOW to help solve problems that impact your organisation, employees and clients please contact us via the WOW website.

www.griffith.edu.au/work-organisation-wellbeing

Make it matter