



Centre for Work, Organisation and Wellbeing (WOW)

Bridging the gap between workplace research, practice and policy

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

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

Our vision is to deliver translatable, interdisciplinary and internationally focused research that improves organisational productivity while promoting *decent work*. We undertake large-scale national research projects as well as bespoke organisational work and provide research training for PhD candidates and post-doctoral researchers.

WOW's research is organised around three interconnected themes that reflect both contemporary workplace challenges and our areas of expertise.

1. Health, safety and wellbeing at work
2. Diversity and inclusion at work
3. Technology and innovation at work



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



Key Research Themes



Health, safety and wellbeing at work

Focusing on issues affecting the psychological and physical health and 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

Digital technological advances including automation and AI will have significant influences on the ways of working in the future.

Health, safety and wellbeing at work

The world of work is changing rapidly. Globalisation and intensifying productivity pressures have driven growth in casual, part-time and contingent employment, often alongside declining job quality and increased job insecurity. These shifts have serious consequences for both workers' health and wellbeing and for organisations productivity. In response, organisations are placing increasing emphasis on policies and practices that support employee health, safety and wellbeing. Our research is at the forefront of this work, advancing understanding of burnout, employee voice, emotions at work, psychosocial risk, health and safety, and employee health and wellbeing across diverse work contexts.

Diversity and inclusion at work

Workplaces are becoming increasingly diverse contexts, including multi-cultural, multi-generational and multi-ability workers. These changes have significant implications for organisational HRM policies, practices, cultures, and performance, and coincide with increased government and organisational commitment to equity, diversity and inclusion. Our research examines how diversity and inclusion initiatives shape fairness, innovation, employee wellbeing and performance, and how inclusive workplace cultures can be fostered and sustained.

Technology and innovation at work

Technological and digital transformation is reshaping how our work is organised, managed and experienced. These changes are occurring alongside major demographic shifts in the global workforce, including increased labour mobility, the rise of the gig economy, and rapid advances in automation and AI. Our research explores the opportunities and challenges these developments present for organisations, workers and regulators. We examine how new technologies influence work design, employees' skills, employment relationships and regulation, and what organisations need to do to remain competitive while supporting a sustainable and capable future workforce.

Research partnerships

WOW welcomes the opportunity to apply our evidence-based research to improve your performance.

Connect with us



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