



# Mental Health and Wellbeing in the Workplace

## Overall Job Satisfaction

Positive mental health and wellbeing leads to positive life outcomes for staff and better results for your workplace. Staff who are mentally healthy have higher job satisfaction and self-esteem. They are more likely to be engaged with work tasks and the workplace, be more creative, make better decisions, problem-solve more efficiently and effectively, experience less stress and take fewer days off work.

The workplace can have a big influence on the mental health and wellbeing of staff while they are both present and away from work. One way of influencing the mental health and wellbeing of staff is by contributing to the following mental wellbeing component:

### Overall Job Satisfaction

This is measured in the WorkWell Staff Survey through the statement:

*"I am satisfied with my current job"*

#### How overall job satisfaction contributes to mental health and wellbeing

Job satisfaction is related to overall life satisfaction. Job satisfaction is associated with happiness and increased positive feelings. Reduced job satisfaction is associated with a range of mental health problems such as burnout, stress, anxiety and depression.

#### How overall job satisfaction affects the workplace

Staff that report higher job satisfaction are more likely to be engaged with work tasks and the workplace. They are also less likely to experience stress and to need time off work.

Job satisfaction is a product of two factors:

1. The worker's individual characteristics, expectations and life outside of work.
2. The job's characteristics, including relationships with others at work.

It is important to explore why a staff member is either satisfied or dissatisfied with his or her job.

#### Take action: ways to improve overall job satisfaction in your workplace

##### Organisational

- Ensure there is a clearly stated organisational purpose that staff can personally align with.
- Develop a system to explore job satisfaction in more depth. Explore why staff are satisfied or dissatisfied over a range of job characteristics.

Factors that affect job satisfaction include:

- Conditions such as pay, holiday and sick leave, recognition of service
- The creative content of work
- The interest of work itself; how varied or repetitive is it
- Relationships between co-workers
- Position in organisation and hierarchy



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- Influence and discretion over work
- Skill use and effort levels.

Once factors have been identified, systematically address these factors to improve overall job satisfaction.

### Environmental

- Create a unified and supportive workplace culture with all staff working together to achieve the organisation's overall purpose and objectives.
- Ensure a pleasant work environment (e.g. safe and clean work environment).

### Individual

- Provide workforce development opportunities.
- Provide opportunities for staff to have input and control over aspects of their work.

## Find out more

### Working Well: A workplace guide to mental health

The guide is designed as a resource for human resources professionals, health and safety managers, occupational health and wellbeing professionals and business managers: [www.mentalhealth.org.nz/assets/Our-Work/Open-Minds/Working-Well-guide.pdf](http://www.mentalhealth.org.nz/assets/Our-Work/Open-Minds/Working-Well-guide.pdf)

### Employment New Zealand: Productive workplaces

A productive workplace starts with a positive culture where managers and staff work together to achieve good work outcomes and make continual improvements: [www.employment.govt.nz/workplace-policies/productive-workplaces/](http://www.employment.govt.nz/workplace-policies/productive-workplaces/)

### The Social Report 2016 – Te pūrongo oranga tangata: Paid work, Job satisfaction

Ministry of Social Development report on the proportion of employed New Zealanders who were “very satisfied” or “satisfied” with their job: <http://socialreport.msd.govt.nz/paid-work/job-satisfaction.html>

### Wellbeing at work: A review of the literature

Focusing on wellbeing at work can benefit societies by helping individuals to feel happy, competent and satisfied in their roles: [http://neweconomics.org/2014/03/wellbeing-at-work/?lost=true&\\_sf\\_s=+publications+++well+being+at+work](http://neweconomics.org/2014/03/wellbeing-at-work/?lost=true&_sf_s=+publications+++well+being+at+work)