



Meaningful Work is the #1 or #2 Ranked Driver of the Employee Attitudes, Behaviours, and Health Outcomes



<i>Work Dimensions</i>	Meaningful Work	Intrinsic Rewards	Extrinsic Rewards	Leadership & Org. Features	Supervisory Relationships	Co-Worker Relationships	Org. Support	Work Demands & Balance
<i>Outcomes</i>								
Engagement	1 st 	2 nd	5 th	4 th	6 th	7 th	3 rd	8 th
Disengagement	1 st 	2 nd	6 th	4 th	5 th	7 th	3 rd	8 th
Burnout (Exhaustion)	2 nd 	3 rd	7 th	5 th	6 th	8 th	4 th	1 st
Satisfaction, Commitment & Stay Intentions	1 st 	3 rd	4 th	2 nd	6 th	7 th	5 th	8 th
Depression Symptoms	2 nd 	1 st	8 th	5 th	4 th	6 th	3 rd	7 th
Stress Symptoms	4 th	3 rd	7 th	6 th	5 th	8 th	2 nd	1 st

More information 

- What is **meaningful work**? It's work that enables people to:
 - Realize their full potential in life (i.e., become all that they were meant to be);
 - Fulfill their personal goals, values, and purpose;
 - Have positive social impacts (i.e., doing good in the world);
 - Feel a sense of personal accomplishment (i.e., work 'matters');
 - Achieve their highest career goals within their current organization.
- These things appear to be more important than:
 - Leadership, supervisors (includes recognition), co-workers, pay, and intrinsic rewards (e.g., autonomy, involvement, work variety, skill utilization, creative freedom, and general growth and development).
- The findings were presented to the American Psychological Association in Washington, DC (Fairlie, 2011; in press).
 - The effects of meaningful work have also been validated in two national studies (Fairlie, 2010).
- These things can be instilled within organizations with minimal changes to jobs and the organization in general.



For more information, please contact pfairlie@paulfairlieconsulting.com.

References 

Methodology: $N = 574$ (54% American, 46% Canadian). All correlations $p < .001$ (correlations replaced by ranks). Work Dimensions, Satisfaction, Commitment, and Stay Intentions were measured using the Meaningful Work Inventory®. The eight Work Dimensions are derived from 35 specific work characteristics scales. Thus, Meaningful Work was compared to a comprehensive taxonomy of other work characteristics. Engagement was measured using the Utrecht Work Engagement Scale (Schaufeli et al., 2006). Disengagement and Burnout (Exhaustion) were measured using the Oldenburg Burnout Inventory (Demerouti et al., 2003). Depression Symptoms and Stress Symptoms measured using the Depression, Stress and Anxiety Scales (Lovibond & Lovibond, 1995).

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