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BEAUMONT PEOPLE PRESENTS

Meaningful Work Insights 2019

UNCOVERING WHAT MEANINGFUL WORK
IS FOR AUSTRALIANS

WHAT IS MEANINGFUL WORK?

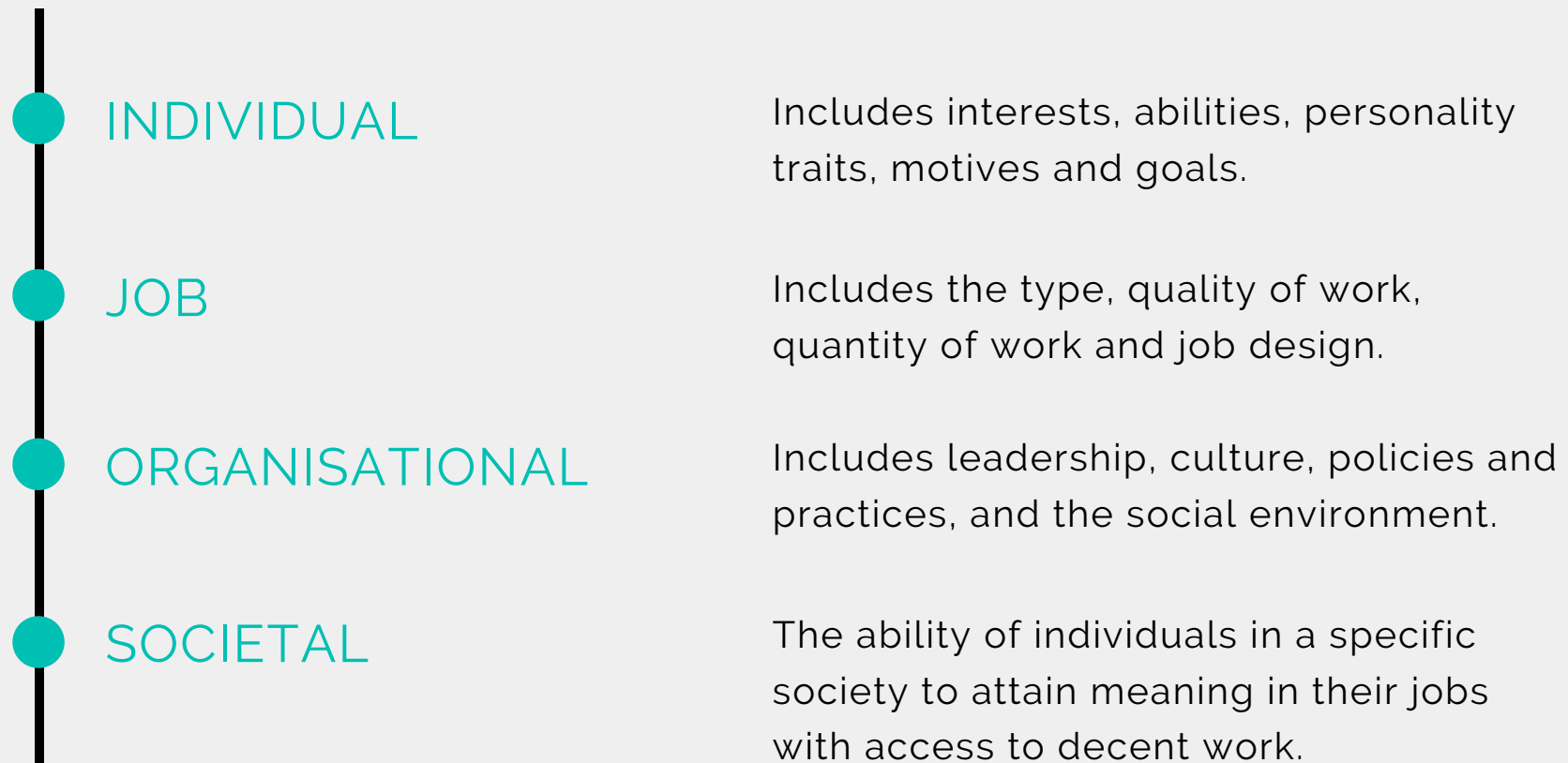Our work provides an income to live and support ourselves and our families. However, our work now, with the decline of traditional sources of community and social support, has also become a primary source of personal identity, significance, and meaning in life.

Consequently, meaningful work is an important, if not critical, factor to consider when reflecting on our work and career.

The Four Factors of Meaningful Work

INDIVIDUAL

Includes interests, abilities, personality traits, motives and goals.

JOB

Includes the type, quality of work, quantity of work and job design.

ORGANISATIONAL

Includes leadership, culture, policies and practices, and the social environment.

SOCIETAL

The ability of individuals in a specific society to attain meaning in their jobs with access to decent work.

INDIVIDUAL FINDINGS

FOR INDIVIDUALS

Meaningful work has been shown to significantly increase job satisfaction, positively contribute to work-to-life enrichment, and more rapid career development.

96%

of Australians have factors other than pay (4%) rated as most important in contributing to their overall happiness and meaning at work.

MOST IMPORTANT CONTRIBUTORS TO ATTAINING MEANINGFUL WORK **FOR INDIVIDUALS.**

THE TOP 3

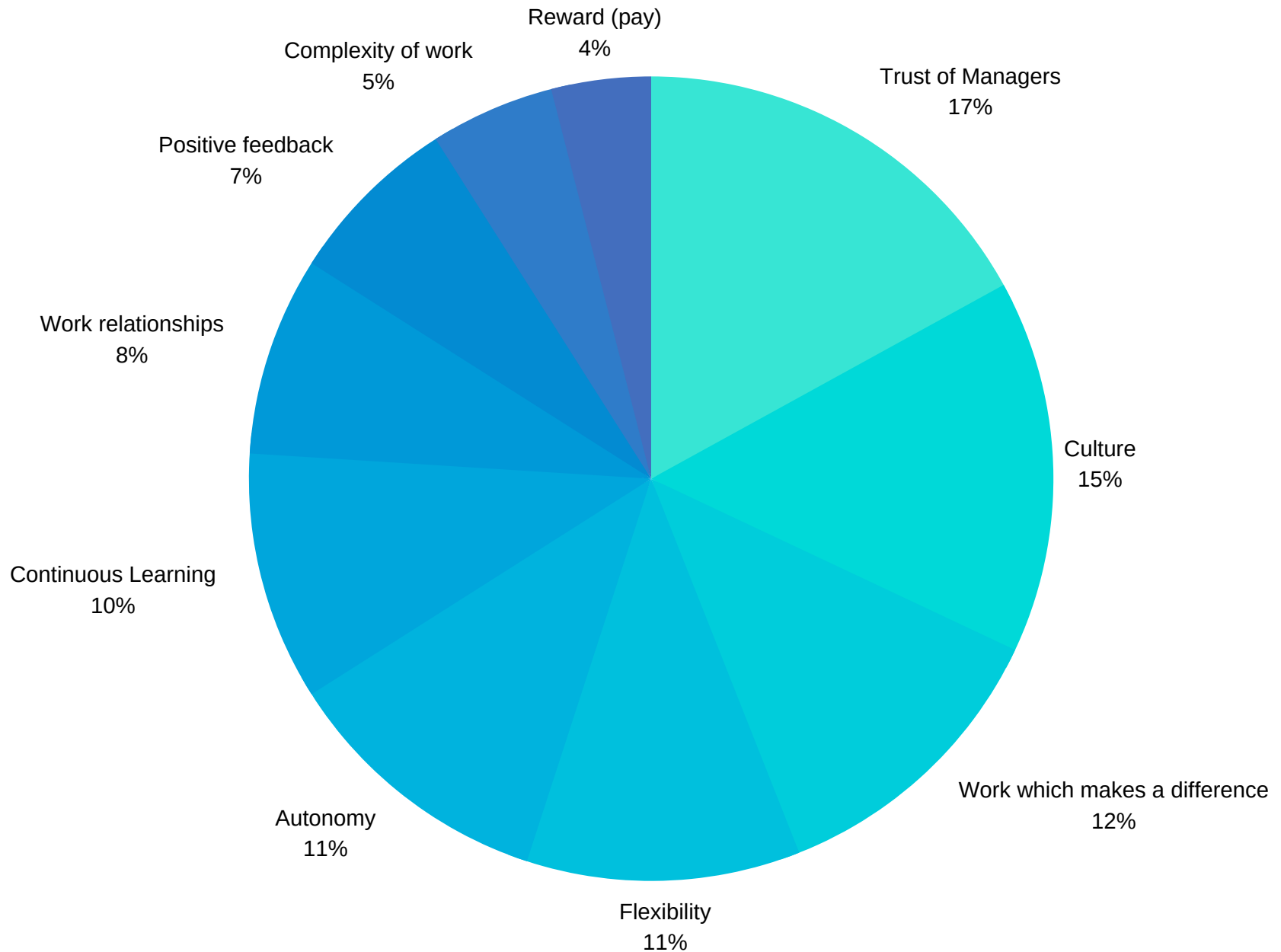|	
Leadership	1
Culture	2
Purpose	3

THE BOTTOM 3

Positive feedback

Complexity of work

Reward (pay)

THE RESULTS WHEN ASKED TO RATE THE CONTRIBUTING FACTORS TO ATTAINING MEANINGFUL WORK, AS **'MOST IMPORTANT'.**

Reward (pay)
4%

Complexity of work
5%

Positive feedback
7%

Work relationships
8%

Continuous Learning
10%

Autonomy
11%

Flexibility
11%

Trust of Managers
17%

Culture
15%

Work which makes a difference
12%

AUSTRALIAN WORKERS VALUE TRUST OF MANAGERS, CULTURE OF AN ORGANISATION AND WORK WHICH MAKES A DIFFERENCE TO BROADER SOCIETY.

AUSTRALIANS LEAST VALUE PAY, FLEXIBILITY AND COMPLEXITY OF WORK.

54%
of respondents said that **'trust of managers' was the most important contributor** to attaining meaningful work.

94%
said that it was very important that they **felt supported by the people they worked with.**

80%
stated they **favour organisations that give back to the community.**

BUT ONLY 44% REPORTED FEELING CONTROL OVER THEIR WORK CHOICES

WITH 26% EXPRESSING NO CONTROL OVER THEIR WORK.

Although understanding how a role contributes to the wider business is very important, **83% agreed** **that they perform best when given the space to shape their own role** and thrive in an innovative and creative workplace.

94%

strongly stated that leaders need to clearly communicate what the organisation wants to achieve so they know what they are working towards.

Leadership

86%

of respondents stated that it is important that **the organisation they work for values their people before profit.**

Interaction with others and collaboration, have appeared as strong indicators to attaining meaning at work.

87% emphasised the importance of being able to express themselves at work.

3/4 stated that work and career are a large part of who they are as a person.

Culture

'WORK WHICH MAKES A DIFFERENCE TO BROADER SOCIETY'

RANKED 3RD WHEN ASKED WHAT IS THE MOST IMPORTANT CONTRIBUTOR TO MEANINGFUL WORK.
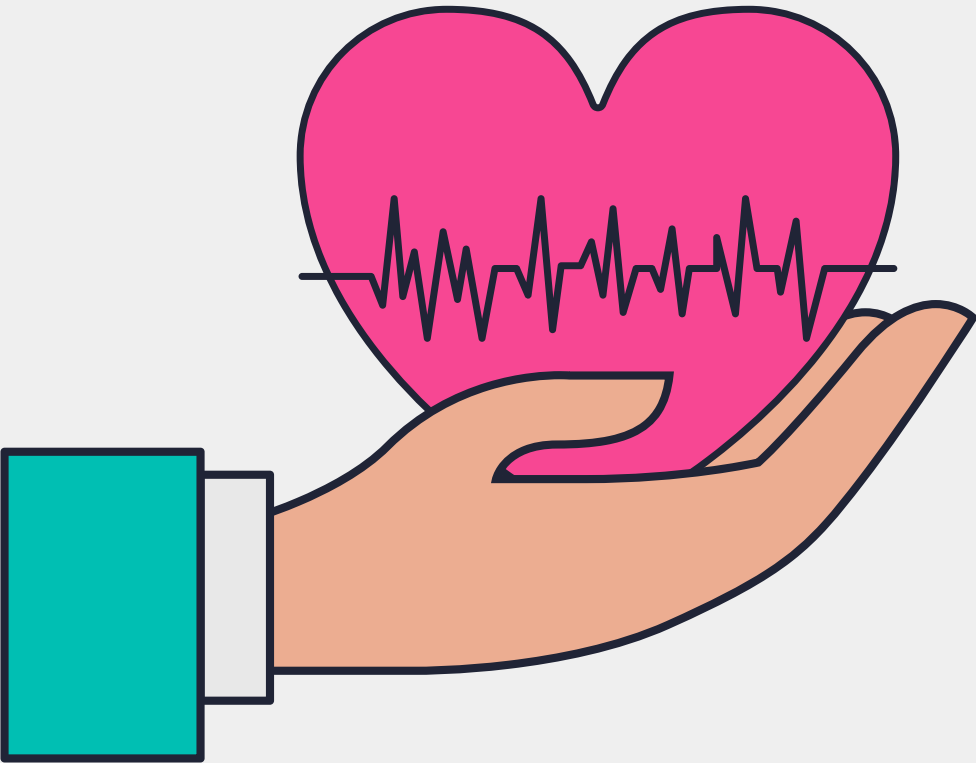
94%
feel that making a difference and contributing to society is important.

80%
said they could not work for an organisation that provides products or services that conflict with their ethics and values.
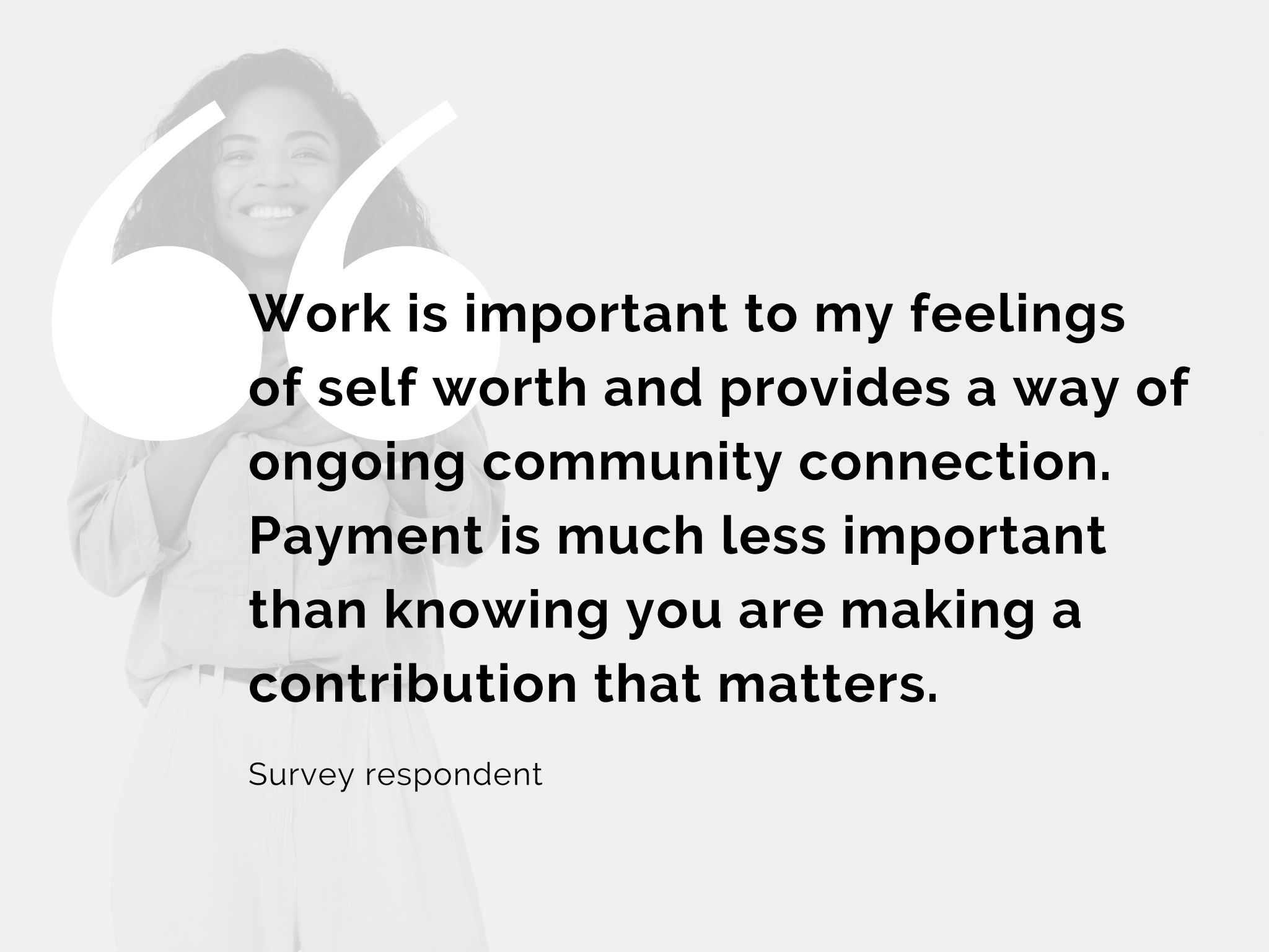
92%
reported that their ideal employer would make a meaningful difference in people's lives.

It is clear that today, individuals are looking for organisations that align with their personal values, with **77% saying that this was 'vital' for them.**

91% OF PARTICIPANTS AGREED THAT THEY HELD IN HIGHER REGARD AN ORGANISATION THAT PROVIDES MEANINGFUL WORK.

"

Work is important to my feelings of self worth and provides a way of ongoing community connection. Payment is much less important than knowing you are making a contribution that matters.

Survey respondent

ORGANISATIONAL FINDINGS

FOR ORGANISATIONS

Meaningful work has been linked to higher engagement levels, lower withdrawal intentions and rates of absenteeism, and increased employee commitment to the organisation.

>57%

agreed that providing meaningful work for employees is a priority for the organisation.

38%

However, only 38% said that when roles are designed, the organisation considers how meaningful the work will be for the employee.

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69%

expressed that they come to work for more than just earning money.

THE TOP 3

Leadership — 1

Career Pathway — 2

Purpose — 3

THE BOTTOM 3

Autonomy

Reward (pay)

Complexity of work

1 in 5 expressed that **management does not clearly communicate** how an employee contributes to the bigger picture.

Leadership

>47%

of respondents said that it **"isn't always clear what the organisation wants to achieve".**

However, **61%** of respondents did state that the **management team empower and trust employees** to get the work done.

61%

said that their organisation encouraged and supports employees tofulfil their potential.

Despite most not offering a structured career pathway, just less than **half of respondents did state that they receive some form of training and development** from their organisation.

Yet, **under half** described their organisation as placing people before profit.

>48%

of respondents expressed that their organisation did not offer a structured career pathway.

Career Pathway & Support

'WORK WHICH MAKES A DIFFERENCE TO BROADER SOCIETY'

RANKED 3RD WHEN ASKED WHAT IS THE MOST IMPORTANT CONTRIBUTOR TO MEANINGFUL WORK.

77%

of respondents felt that their organisation makes a meaningful difference in people's lives.

>60%

Yet, over 60% either felt that their organisation has no visible Corporate Social Responsibility Program, or were not sure of one existing.

75% agreed that the core purpose of their organisation is to make a difference and contribute to society.

Purpose & Contribution

"

Meaningful work for me is making a difference, helping or supporting others. Values of the workplace such as advocating for social justice, equality, inclusion and social responsibility are essential for an organisation that strives to make a difference in peoples lives and in social change.

These values are also essential for participating in work that is meaningful. Being in a working environment that reflects your own personal values, and feeling that you have made a difference in your work is something that would be personally fulfilling and meaningful.

Survey respondent

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Take part in Australia's 1st Meaningful Work Survey

Visit www.meaningfulwork.com.au

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