

MANCHESTER INDUSTRIAL RELATIONS SOCIETY

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Five Interesting Facts about Meaningful Work

Annual Arthur Priest Memorial Lecture in conjunction with the CIPD

Professor Catherine Bailey
King's Business School, King's College London

6.00 pm 15 November 2018

Lecture Theatre LT34, Ground Floor,

Manchester Metropolitan University Business School,

All Saints Campus, Oxford Road, (near Oxford Road Railway Station)

Meaningful work is a topic of importance in core domains of human resource development (HRD) such as employee engagement, motivation, and personal development. However, there is little consensus over what comprises meaningful work or concerning the antecedent and outcome factors associated with meaningfulness. Prior theorizing has tended to conflate conceptual and empirical arguments, and hence, we lack clear insight into factors related to employees' experience of meaningfulness. More recently, researchers have shown meaningfulness to be more important to employees than any other aspect of work, including pay and rewards, opportunities for promotion, or working conditions. Meaningful work can be highly motivational, leading to improved performance, commitment, and satisfaction. But, so far, surprisingly little research has explored where and how people find their work meaningful and the role that organisations can play in this process. Professor Catherine Bailey, Professor of Work and Employment, Kings College London will present her research findings on notions of meaningfulness at work, followed by questions and discussion.

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