

What is an Effective Workplace?

Effective workplaces recognize that employees are an organization's greatest resource and make a critical difference in the organization's ability to not merely survive, but to thrive. To be truly effective, a workplace—its design, practices and policies—must benefit both the organization and its employees.

Since 2002, Families and Work Institute has engaged in a research journey to define the elements that make up effective workplaces. Based on our 2008 National Study of the Changing Workforce data, we have identified six criteria of effective workplaces, all of which benefit both the employee and the organization.



Effective Workplaces are associated with better *Employee Outcomes*:

- Employee engagement
- Job satisfaction
- Turnover intention

Effective Workplaces are linked to better *Health and Well-Being Outcomes* like:

- Overall health
- Frequency of minor health problems
- Indicators of depression
- General stress level
- Frequency of sleep problems

Work-Life Fit

Having the support, schedule and flexibility you need at work in order to effectively manage your work and personal/family responsibilities.

Supervisor Task Support

Supervisors who provide you with honest and relevant information needed to do your job well and who recognize you when you a job is well done.

Climate of Respect and Trust

A workplace culture where supervisors are trustworthy, ethical, and seek your input to improve performance.

Economic Security

Having reasonable benefits and earnings for your job and adequate opportunities for advancement.

Job Challenge and Learning

A job where the meaning and importance of the work is clear; that encourages learning and creativity; and has enough task variety to keep you interested.

Autonomy

The ability to decide or have input into what your job entails, how it is done, and to be true to yourself while doing it.

When Work Works is a national initiative, led by the partnership of Families and Work Institute and the Society for Human Resource Management (SHRM). *When Work Works* is one of the foremost providers of resources, rigorous research and best practices on workplace effectiveness and flexibility in the nation. For more information, visit <http://www.whenworkworks.org>.