



THE QUEST FOR WELL-BEING IN GROWTH INDUSTRIES: A COLLABORATIVE STUDY IN FINLAND AND SCOTLAND

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The "QUEST" Project builds on extensive ongoing Finnish and UK research collaboration under the auspices of Academy of Finland's The Future of Work and Well-being (2008-2011) Research Programme. This collaboration explores the relationship between work and well-being, and aims to open up new research frontiers with a view to meeting future challenges. The study is conducted in the Department of Management and Organization, Hanken, Swedish School of Economics and Business Administration, Helsinki, Finland, in collaboration with researchers in Scotland/UK, led by Glasgow Caledonian University, along with Heriot-Watt and Reading Universities. The Project examines the contradictory pressures for policies and practices towards both the inhibition and the enhancement of work-related well-being that are likely in growth industries. The overall aim is to evaluate the development, implementation and use of work-related well-being policies in growth industries, selected on the basis of EU and national forecasts, and socio-economic trends in employment. This

project provides national and transnational data, analysis and outputs. The project objectives and methods comprise:

1. To provide a systematic mapping and situational analysis of relevant work-related legislation and policies for well-being. Method: critical review of relevant documentary, policy, published literature and material not formally published.
2. To identify which policies are in place, being used, monitored and evaluated, in key growth sectors. Method: survey of companies contacted drawn through a quota sampling frame.
3. To examine the interactions between work-related well-being policies, practices and cultures. Method: 'portraits of practice' approach, to include interviews, field notes and documentary analysis of policies in selected companies.
4. To identify the opportunities and barriers to the development of well-being policies and practices both formally and informally in the selected industries. Method: 'portraits of

practice' approach to include interviews, field notes and documentary analysis.

5. To examine how gender and other forms of social differentiation, including non-standard and standard employment, affect competitive advantage and well-being. Method: 'portraits of practice' approach drawing on policy analysis, interviews and dissemination focus groups.

6. To examine how transnational processes and structures affect operation of growth industries and work-related, well-being policies. Method: 'portraits of practice', policy analysis, interviews and dissemination focus groups.



KEY PUBLICATIONS TO DATE:

- *J. Hearn and W. Parkin Gender, Sexuality and Violence in Organizations: The Unspoken Forces of Organization Violations, Sage, London, 2001.*
- *T. Heiskanen and J. Hearn (eds.) Information Society and the Workplace: Spaces, Boundaries and Agency, Routledge, London, 2004.*
- *J. Hearn and L. McKie 'Gendered policy and policy on gender', Policy and Politics: An International Journal, Vol. 36(1), 2008, pp. 75-91.*
- *J. Hearn, M. Jyrkinen, R. Piekkari and E. Oinonen "Women home and away": Transnational managerial work and gender relations', Journal of Business Ethics, forthcoming 2008.*
- *McKie, L., Hearn, J., Bowlby, S., Smith, A. and Hogg, G. (2008) Organisation Carescapes: Researching Organisations, Work and Care. Hanken School of Economics Working Paper. <http://dhanken.shh.fi/dspace/handle/10227/14>*
- *Online first: <http://www.springerlink.com/content/741607828552k857/fulltext.pdf>*

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Project web site: <http://www.hanken.fi/public/en/thequestforwellbeing>

Programme web pages: www.aka.fi/work


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