



The
University
Of
Sheffield.



Exploring Big Data to Examine Employee Health and Wellbeing: An ESRC Seminar Series

Introduction to the Series and
Seminar 1

Digital
Society.

World class research, making a difference.

Also supported by the Digital Society Network (UoS)



The Team

- Data and Employee Wellbeing (DEW)
- PI – Carolyn Axtell (Work Psychology/Management)
- CI's
 - Christine Sprigg (Work Psychology/Management)
 - Bridgette Wessels (Sociology)
 - Stephen Pinfield (Information Science)
 - Mark Taylor (Law)
- Sam Farley (Work Psychology/Management)
- Kelly Walker (Management School) Admin Support

The Seminar Series



- Funded by the ESRC <http://www.esrc.ac.uk/>
- The Digital Society Network (UoS) is also contributing to the series
<http://www.sheffield.ac.uk/faculty/social-sciences/digital-society-network/digital-society-network>



The Seminar Series

- Aims to critically explore the possibilities of using Digitally captured/Big Data for assessing:
 - health and wellbeing risks within organisations
 - advancing knowledge on health and wellbeing prediction.
- Explores the idea of using some of the huge amounts of digitally captured and other data gathered within organisations
- Potential to use this as a 'temperature check' of the organisation's health
- Identify patterns in work practices that might lead to poor health and wellbeing

Big Data?

- Organisational data constitutes 'Big Data' if it is:
 - large-scale (terabytes or larger),
 - complex and cannot reasonably be managed by traditional data management or analytical tools.
- Organisations starting to use this to help them understand their employees

How does this relate to Health?

- IT working practices/modern technologies
 - greater work intensification and work extension
 - little recovery time
- Big Data might indicate unhealthy digital work practices within organisations
- Big Data might provide insight to the patterns of digital behaviour that relate to health and wellbeing
- But - Big Data has its limitations

Series Structure

- Each seminar will focus on a key question related to the potential for Big Data to indicate Employee Wellbeing:
 - Seminar 1 - Examining the relationship between IT working practises and ill health
 - Seminar 2 - Indicators of Wellbeing
 - Seminar 3 - What Data and How?
 - Seminar 4 - Employee Perspectives
 - Seminar 5 - The Benefits and Disbenefits of monitoring digital data for health purposes (Edinburgh)
 - Seminar 6 - Using Digital Data to Examine Employee Health - Lessons Learned and Directions for Future Research (London)
- Our website - <http://www.dew.group.shef.ac.uk/>
- Follow us on Twitter – *@DEW_Seminars*

Seminar 1

Examining the Relationship between IT working practices & ill-health

Convenors: Dr. Carolyn Axtell and Dr. Sam Farley

- 10.45 Professor Monideepa Tarafdar – Techno-Stress
- 11.15 Professor Kevin Daniels – Telework/Remote Work and Health/Wellbeing
- 11.45 Discussion
- 12.15 Lunch
- 13.00 Dr. Daantje Derks - Smartphones and Stress/Recovery
- 13.30 Dr. Ursula Hyrrkänen - Effect of Mobile Work on Health Outcomes
- 14.00 Discussion
- 14.15 Coffee
- 14.30 Dr. Sam Farley - Negative Online Behaviour at Work – Cyberbullying
- 15.00 Discussion and main themes/learning points – related to the key questions
- 4 pm Finish

Key Questions

- What digital/IT working practices are related to ill health/poor wellbeing?
- What aspects of employee health/wellbeing can be assessed using Big Data/digital data within organisations?
- What types of Big Data/digital data might enable us to find indicators (or risk areas) of poor wellbeing/health within organisations?
- How can we advance our knowledge of IT-related health/wellbeing using Big data/digital data within organisations?