

“Introduction to seminar and framing the use of big data for wellbeing from employee perspectives”

Abstract:

This talk will consider some of the key issues surrounding the possible usage of big data for employee wellbeing from employees' perspectives. The talk will outline some established approaches to employee wellbeing as well as a more general range of healthy living initiatives. This outline will identify how the responsibility for health has been - and continues to be – negotiated between health care professionals and individuals. It will then consider the rise of the use of data in healthcare both by professionals and individuals, examples include telehealth and health apps, which is often termed as the quantified self. This will identify how boundaries and responsibilities are shifting and how that might inform and developments in the use of big data for employee wellbeing. Working with themes from these cases such as accountability, work practice, participation and transparency the paper will start to consider a framework for undertaking research in this area. The framework will take into account HR and Union influences in the work place in relation to employee positions.