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University  
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E·S·R·C  
ECONOMIC  
& SOCIAL  
RESEARCH  
COUNCIL

# Developing a Research Agenda: Exploring Big Data to Examine Employee Health and Wellbeing

Introduction to Day

Digital  
Society.

*World class research, making a difference.*

Also supported by the Digital Society Network (UoS)

# Aim of the Day

- Develop Research Agenda & Ideas:
  - Explore how Big Data/Organisational Data might help enhance employee health and wellbeing
  - How can the vast amounts of Data collected by Organisations be used in a constructive way?
    - of benefit to employees & organisations

# 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
  - provide insight to the patterns of digital behaviour that relate to health and wellbeing
- But - Big Data has its limitations



# Why is Employee Health and Wellbeing Important?

- Costs associated with ill-health/  
poor wellbeing
  - For individuals, organisations & society
- Prof. Dame Carol Black's Report– “Working for a Healthier Tomorrow”
  - Organisations can play key role in promoting health/wellbeing and preventing ill-health



# Today's Schedule



- Prof. Dame Carol Black – Improving the Health & Wellbeing of Working People
- Summary of Seminar Findings
- Discussants - Emma Donaldson Feilder & Dr. Rachel Lewis (Affinity Health at Work)
- Plenary Discussion
- Lunch 
- Develop ideas for Future Research
- Coffee 
- Advisory Board & Next Steps