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Is All Well in the Ivory Tower? Well-being of Staff in 34 Australian Universities

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Abstract

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ABSTRACT

Oades et al (2011) proposed a framework for a positive university, however the well-being of university staff may be a long way from this vision. Over the last 20 years significant changes have occurred in colleges and universities impacting upon the working life of academics (Bakker et al, 2010). These changes include reductions in government funding, increased managerial style leadership and accountability combined with increased internationalisation of curricula and student numbers. In this study the well-being of 60,972 staff from 34 Australian universities was measured between 2009-2014 using three constructs: wellness, work-life balance, and job satisfaction, alongside a broad range of other demographic and organizational variables. Descriptive results will be provided, combined with correlation and regression analyses. Results will be compared to similar data from Langford (2010) which examined data from 2004-2008. Comparisons with the same items in other sectors in Australia will also be provided. Based on these results, recommendations for workplace well-being programs for universities will be discussed.

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