



Measuring workplace wellbeing at scale to help fill in the S in ESG

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Outline

1. How to measure workplace wellbeing? At scale?
2. External validity of crowdsourced wellbeing data using financial and stock market performance
3. Integrating S&P Corporate Sustainability Assessment

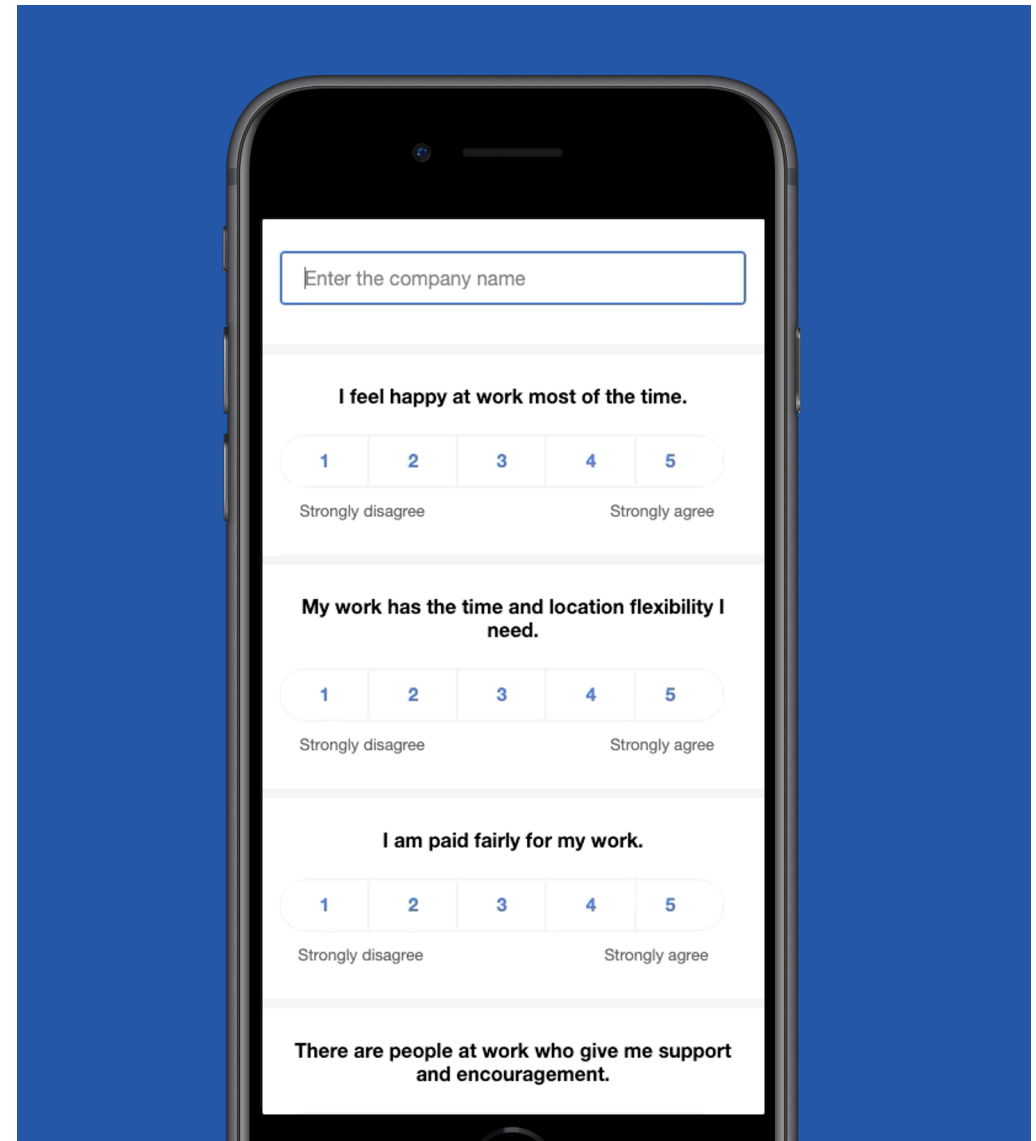
Measuring workplace wellbeing



- How we *feel* at work and about our work.
- Important to distinguish these outcome measures from their drivers: i.e. *how* we feel vs. *why* we feel the way we do at work

Measuring workplace wellbeing *at scale*

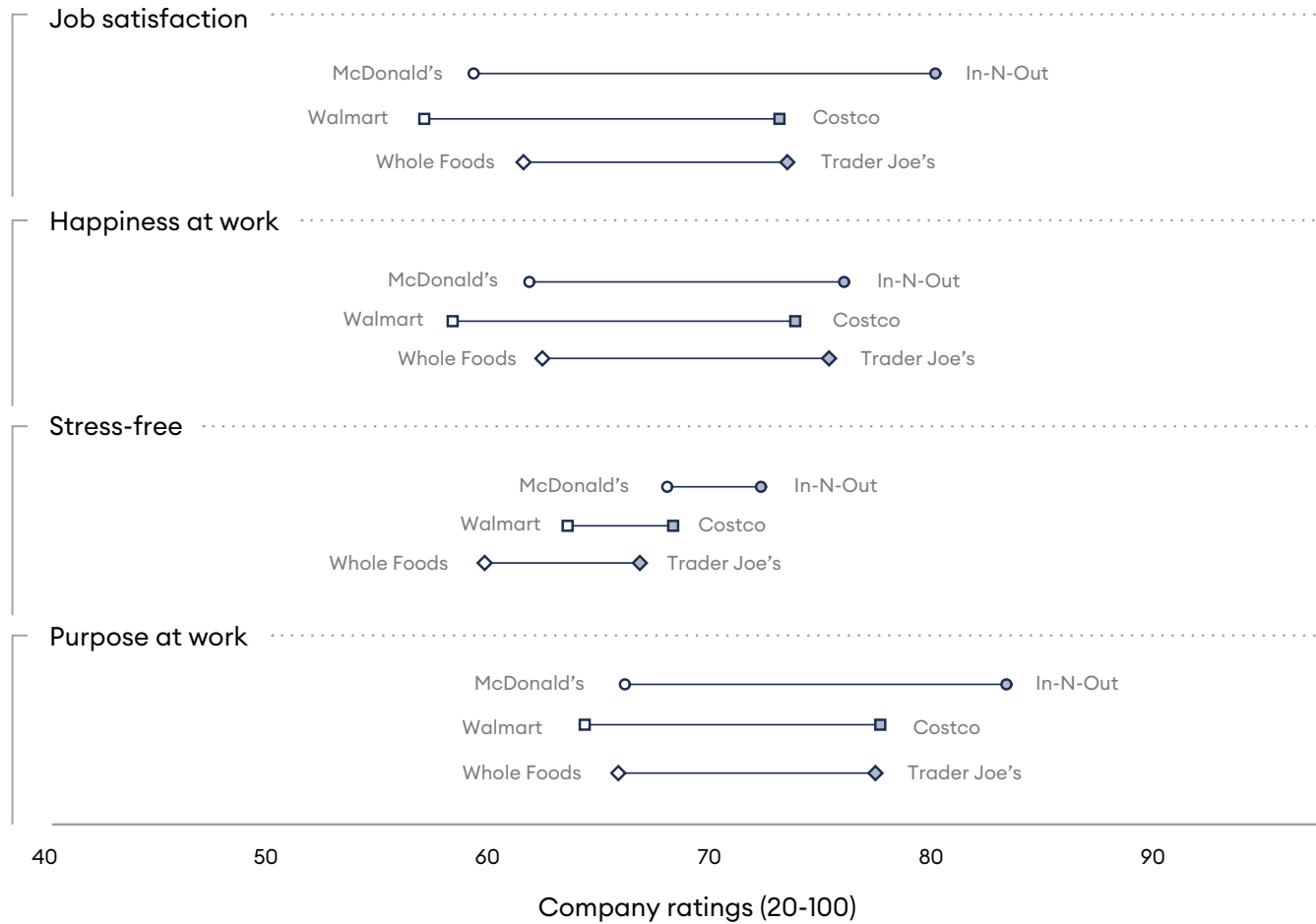
- In collaboration with Indeed.
- Crowdsourced survey with over **15 million** reviews submitted, and counting.
- World's largest study of workplace wellbeing.



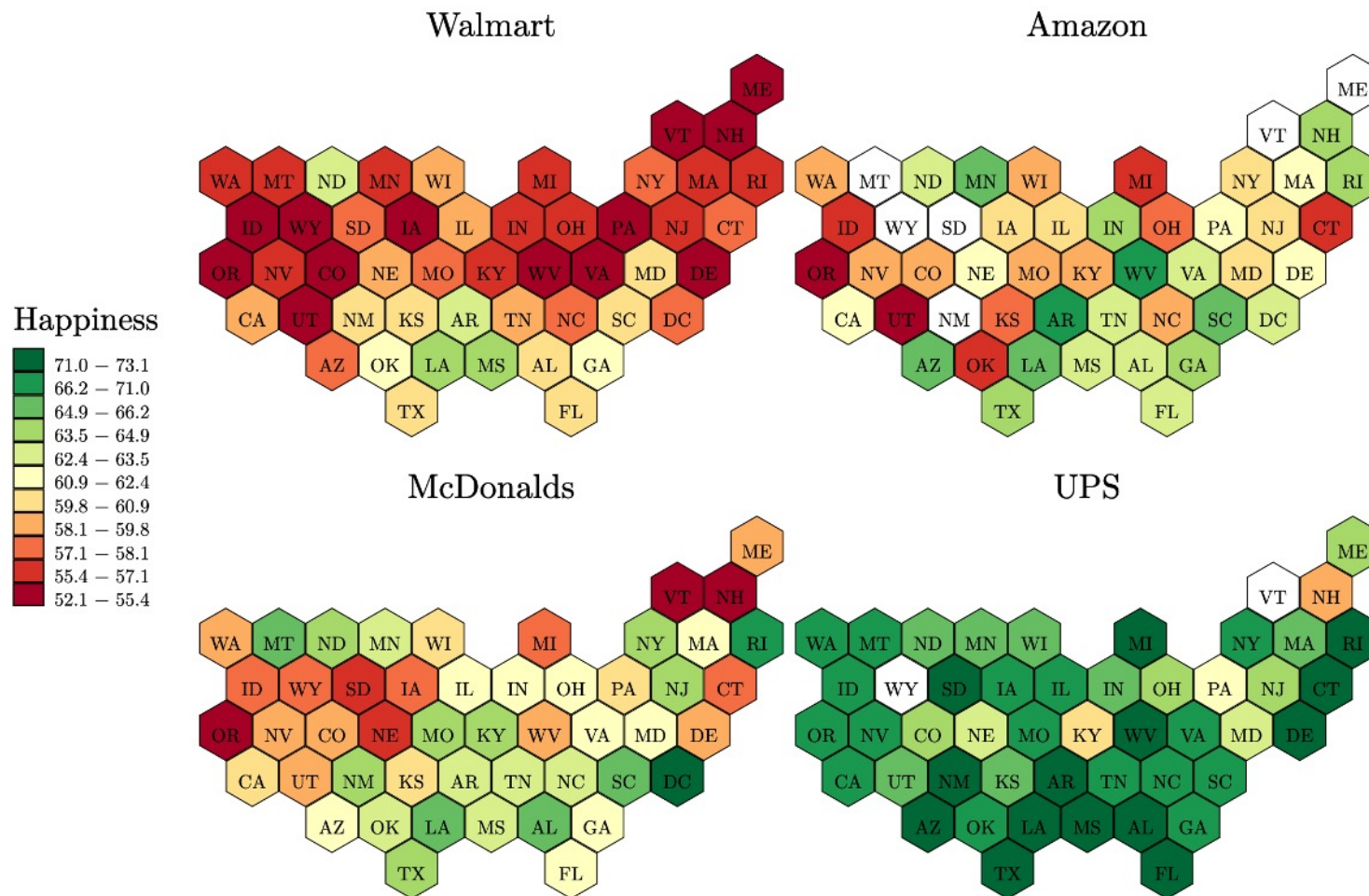
The image shows a smartphone screen with a survey application. At the top, there is a text input field labeled "Enter the company name". Below this, the survey consists of four statements, each followed by a five-point Likert scale. The scales are represented by five numbered boxes (1 to 5) with "Strongly disagree" on the left and "Strongly agree" on the right. The statements are:

- "I feel happy at work most of the time."
- "My work has the time and location flexibility I need."
- "I am paid fairly for my work."
- "There are people at work who give me support and encouragement."

Much variation in wellbeing between companies



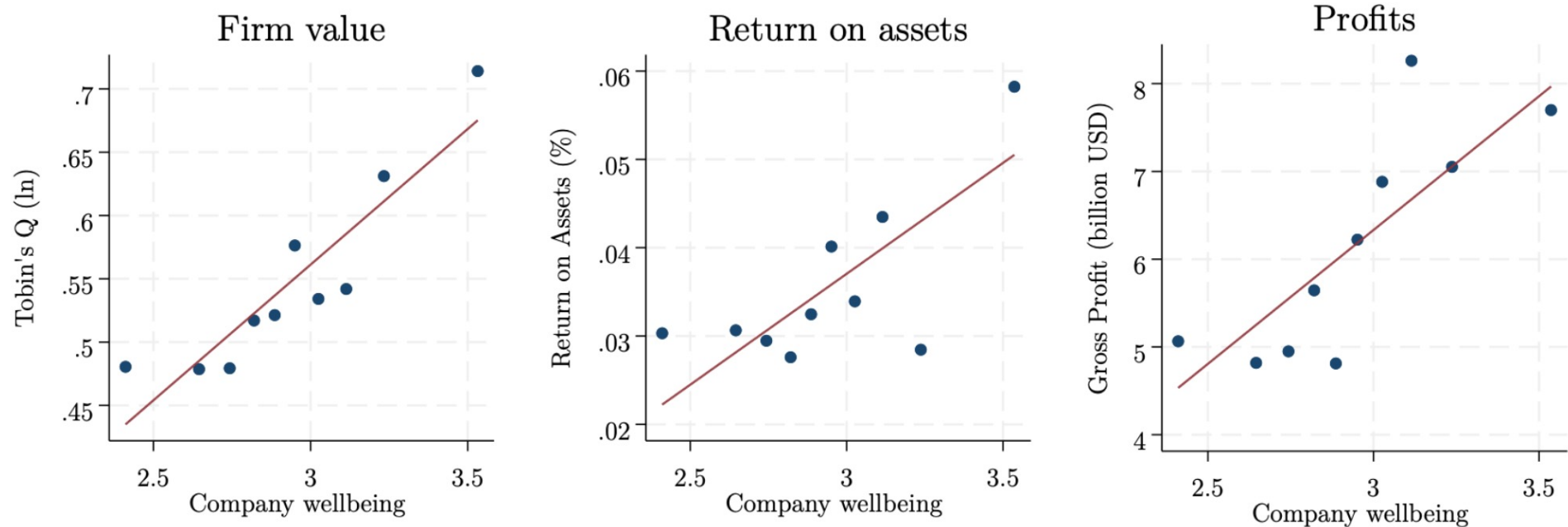
There is also much variation in wellbeing *within* organisations



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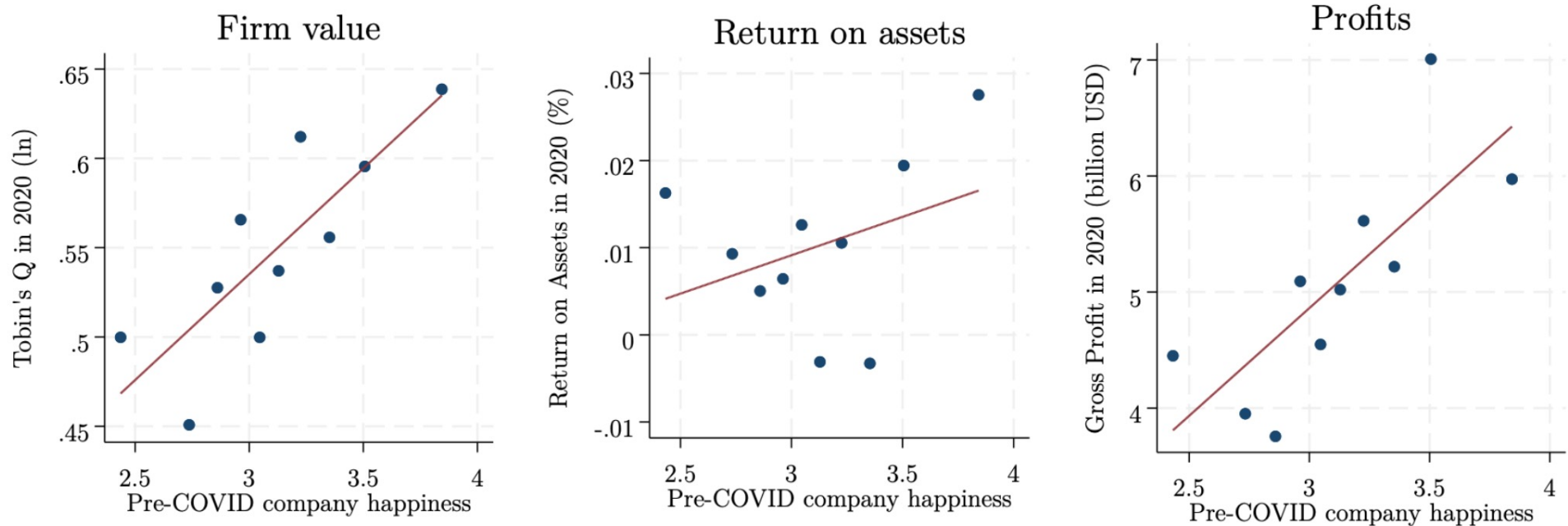
Work wellbeing score and company financial performance



Source: De Neve & Ward (2023), Indeed.com and Compustat

Note: Binned scatter plots for 1,636 US firms listed on NYSE/NASDAQ. Controlling for firm size, number of reviews, lagged assets, capital intensity, year and industry fixed effects.

Pre-Covid wellbeing and post-Covid performance



Source: De Neve & Ward (2023), Indeed.com and Compustat

Note: Binned scatter plots for 1,636 US firms listed on NYSE/NASDAQ. Controlling for firm size, number of reviews, lagged assets, capital intensity, year and industry fixed effects.

Work wellbeing score and stock market performance



Source: De Neve & Ward (2023).
Indeed.com and Yahoo Finance

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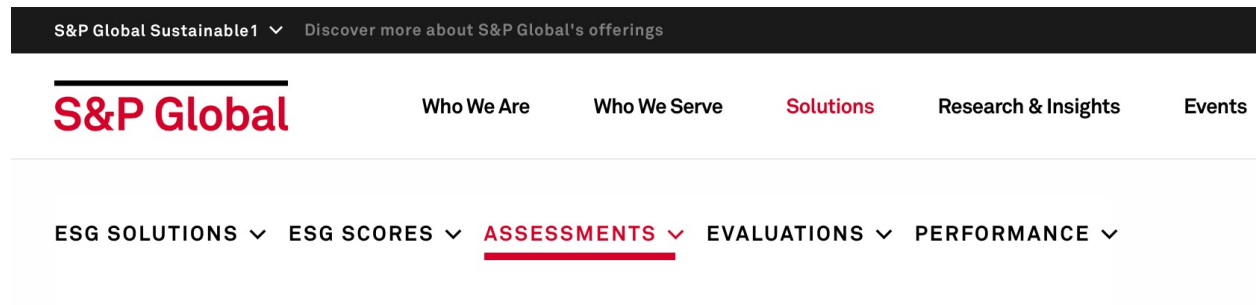


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S&P Global Corporate Sustainability Assessment



The Corporate Sustainability Assessment at a glance

The S&P Global Corporate Sustainability Assessment (CSA) is an annual evaluation of companies' sustainability practices. It covers over 10,000 companies from around the world. The CSA focuses on sustainability criteria that are both industry-specific and financially material and has been doing so since 1999.

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METHODOLOGY CHANGE CSA 2023

Trend of Employee Wellbeing

OVERVIEW:

As part of the methodology development process for the 2023 CSA the question “Trend of Employee Engagement” has been updated to “Trend of Employee Wellbeing”. This document presents the new version of the question.

Please note questions may look different in the Online Assessment Tool in terms of question structure and layout

Updated Question

Question: Trend of Employee Wellbeing (formerly Trend of Employee Engagement).

INDUSTRIES IMPACTED: All 62 industries within the CSA

QUESTION RATIONALE

Employee engagement, satisfaction, and well-being surveys are crucial tools for evaluating employee conditions and developing policies to attract, retain and develop the best employees and identify areas for improvement. In this question, we determine whether companies conduct regular employee surveys and in how far metrics on Job satisfaction, Purpose, Happiness and Stress are addressed in the employee surveys.

The four aspects Job satisfaction, Purpose, Happiness and Stress have been recommended by the World Wellbeing Movement as evidence-informed employee wellbeing outcome measures developed by the University of Oxford's Wellbeing Research Centre. They capture the complementary dimensions of wellbeing at work as experienced by the employee and align with how statistical agencies across the OECD are measuring general wellbeing. Research indicates there is a strong link between employee wellbeing and business outcomes such as employee productivity, retention, recruitment, and firm performance.