

SHRM, Employee Wellbeing and Firm Performance: Some Initial Propositions on the Relationships and Identification of Moderating Variables

Jim Andersén

Employee wellbeing is an important area of research and the costs for sick-leave is still a problem in Sweden. However, research on work-related wellbeing generally takes the employee point of view as point of departure and often neglects how activities directed to strengthen employee wellbeing affect firm performance. Such activities have, however, usually to be sanctioned and/or initialized by the top management. Thus, it is important to increase our knowledge regarding the relationship between wellbeing enhancing activities and benefits for companies. SHRM (Strategic Human Resource Management) research, on the other hand, has been criticized for being too company oriented, thus neglecting the relationship between HRM and employee wellbeing. Thus, analyzing the relationship(s) between employee wellbeing, firm performance, HRM-activities, and to identify various factors that moderates these relationships is an important area of research. This paper adopts a resource-based approach in order to analyze these relationships.

In this paper, some (theoretical derived) tentative propositions regarding the relationship between wellbeing, performance and HRM are presented. Also, some propositions regarding possible moderating factors (e.g. entrepreneurial orientation and whether or not a company is family owned) are presented. In addition to these propositions, a project that set out to test the validity of these propositions is presented. This is an ongoing project that involves 100 Swedish manufacturing middle-sized companies. Questions regarding operationalizations of various variables as well as sample selection and data collection procedures are presented.

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