

INTRODUCTION



Well-being: “feeling good and functioning well”
Workplace well-being (WWB) is considered a prominent aspect of mental health that is influenced by evolving societal dynamics [1-2].

- In the Hong Kong context, much of the **past research** has examined the working environment, **focusing on workers job satisfaction** and the **protection of workers' rights** and **social identity** [3-4].
- However, **occupational stress has emerged as a significant concern** in high-pressure settings like Hong Kong with consistent reported high level of stress, burnout and work dissatisfaction in relation to heavy job demands [5-6].

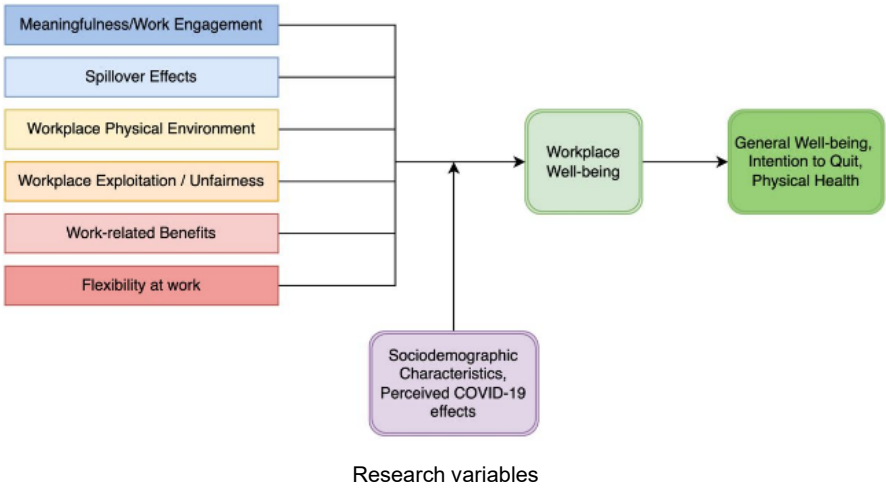
Research Gaps

- While previous studies from Hong Kong have provided valuable insights about worker well-being, notable limitations regarding past studies include;
- ✓ **Narrow focus** on aspects of WWB such as occupational stress or burnout rather than examine a wide range of WWB domains.
- ✓ Examining **single occupational groups**, such as healthcare professionals or teachers, limiting the generalizability of findings to other sectors.
- ✓ Used mostly **western developed tools**.

Study Objectives

Using a validated instrument developed for the Hong Kong population, we examined various factors associated with workplace well-being (WWB) in Hong Kong using a diverse work sample.

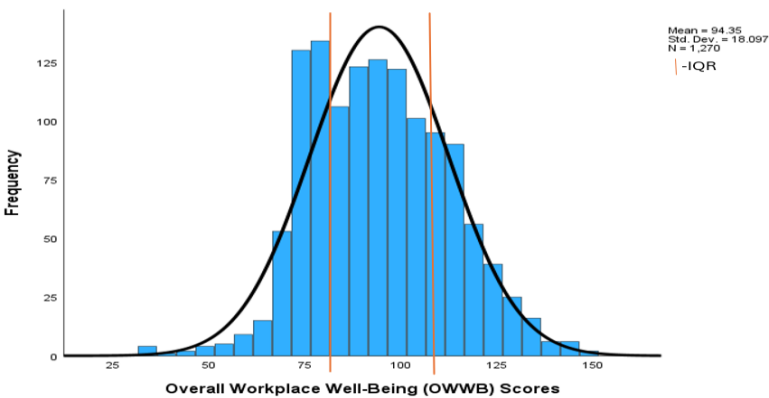
METHODS



Data Analysis

- **Descriptive statistics:** summative scores, frequencies, percentages, means and standard deviations.
- **Overall Workplace Well-Being (OWWB) scores showed a unimodal distribution and** were divided into 3 groups:
 - ✓ Mean overall scale score <2.5 (low workplace well-being)
 - ✓ Mean overall scale score 2.5-3.5 (moderate workplace well-being)
 - ✓ Mean overall scale score >3.5 (high workplace well-being)
- **Unadjusted and adjusted MV regression models** were used to assess the independent associations among variables with **WWB dichotomized as low vs non-low** .
- All analyses were conducted in IBM SPSS Statistics vs 29, and significance was considered at the $p < 0.05$ level [7]

RESULTS



SAMPLE CHARACTERISTICS (n=1270)

- ✓ Our sample had a **similar representation of gender, age and marital distribution** as the general population 18-74 years of age.
- ✓ But our sample was **more educated** and had **lower percentages of workers in unskilled/semi-skilled occupations**.

Mean scores

- ✓ **Physical health:** 6.7 points out of 10 (SD=1.8)
- ✓ **Overall WWB:** 94.4 points out of 155 (SD=18.1)
- ✓ **General WB:** 10.1 out of 30 (SD, 8.1)



Ranking of WWB domains (1: highest to 6: lowest)

1. **spillover effects** (mean 3.25, SD 0.86)
2. **job flexibility** (mean 3.12, SD 1.07)
3. **work-related benefits** (mean 3.05, SD 0.89)
4. **physical work environment** (mean 3.02, SD 0.92)
5. **meaningfulness/engagement** (mean 3.00, SD 0.81)
6. **exploitation/unfairness** (mean 2.87, SD 0.95)

	Meaningfulness/Work Engagement	Spillover Effects	Workplace Physical Environment	Workplace Exploitation/unfairness	Workplace Benefit	Flexibility at work
Overall Workplace Well-Being	.841**	.227**	.850**	.666**	.706**	.530**
**. Correlation is significant at the 0.01 level (2-tailed).						

MV Regression Outcomes

- **Low OWWB** was independently **associated** with **university or above educational level attainment** (OR = 1.90), **no dependent children under 18 years** (OR = 1.57), **worked in white colored jobs** (OR = 1.60), **work commute time of 30 minutes/more** (OR = 1.73), **0 days work leave in the past month** (OR = 1.74), and **having no job security** (OR = 41.65), p -values<0.05.
- ✓ **Job change intent** was associated with **higher levels of spillover** (OR=2.893), **better workplace physical environment** (OR=1.901), and **low work flexibility**.
- ✓ **Overall WWB** and the **subscales** correlated positively with **general well-being** except the spillover domain ($p>0.05$). The strongest relationship was between work-related benefits and general well-being at 41%.
- ✓ **Self-rated physical health** also related positively with **OWWB and facets** except exploitation/unfairness subscale, with the link between spillover effects and physical health strongest at 9.9%.

Pandemic Effects on Workers' Well-being

- **6.9%** reported **improved WWB**

- Associated with:**
- ✓ additional benefits (10.2%)
 - ✓ remote work (9.1%).

- **33.6%** reported **worsened WWB**

- Attributed to:**
- ✓ low income/limited work opportunities (24.3%)
 - ✓ staff shortages (8%)
 - ✓ increases in workload (14%).

Limitations & Strengths

- Cross-sectional design limits the ability to establish causality between variables.
- The reliance on self-reported measures may introduce biases.
- Study sample though large, may not fully represent the diverse workforce of Hong Kong.
- But the study used various robust statistical methods, providing a nuanced understanding of the factors influencing workplace well-being with a validated scale.

CONCLUSION & IMPLICATIONS

- This study found that factors like **job security, education level, and workplace conditions** greatly **impact employees' well-being**. Organizations should focus on **improving job security and creating supportive work environments to enhance well-being**. **Future research** should further investigate these factors, especially in evolving work environments, to understand their lasting effects on employee health and satisfaction.

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Acknowledgement

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