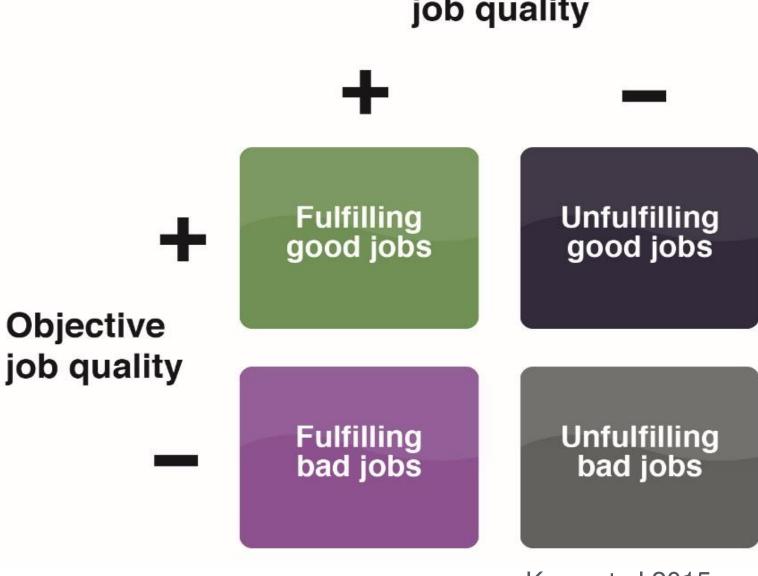




The Changing Employee Value Proposition



Subjective job quality



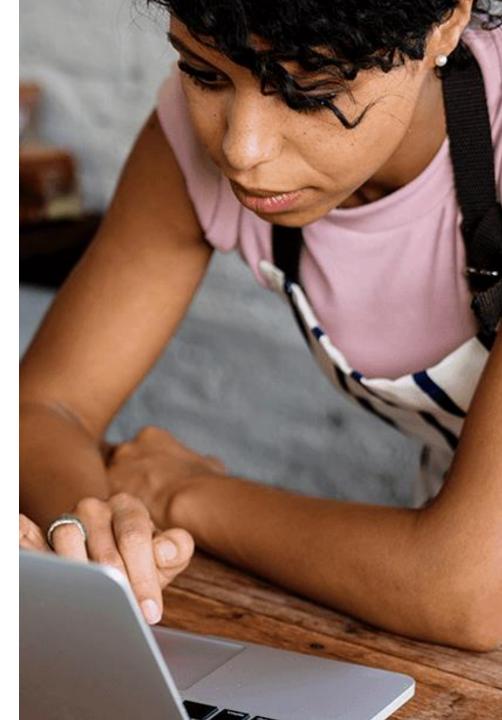
Warhurst et al 2018: Understanding and measuring job quality www.cipd.co.uk/jobquality

Knox et al 2015

7 dimensions of good work



www.cipd.co.uk/goodwork



2

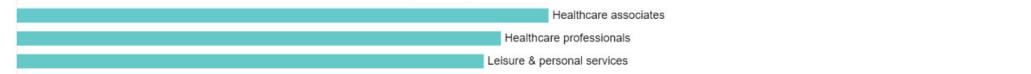
Overall by occupation



Elementary trades









Transport and drivers

Protective services

6



3









Pay & benefits







Job design &





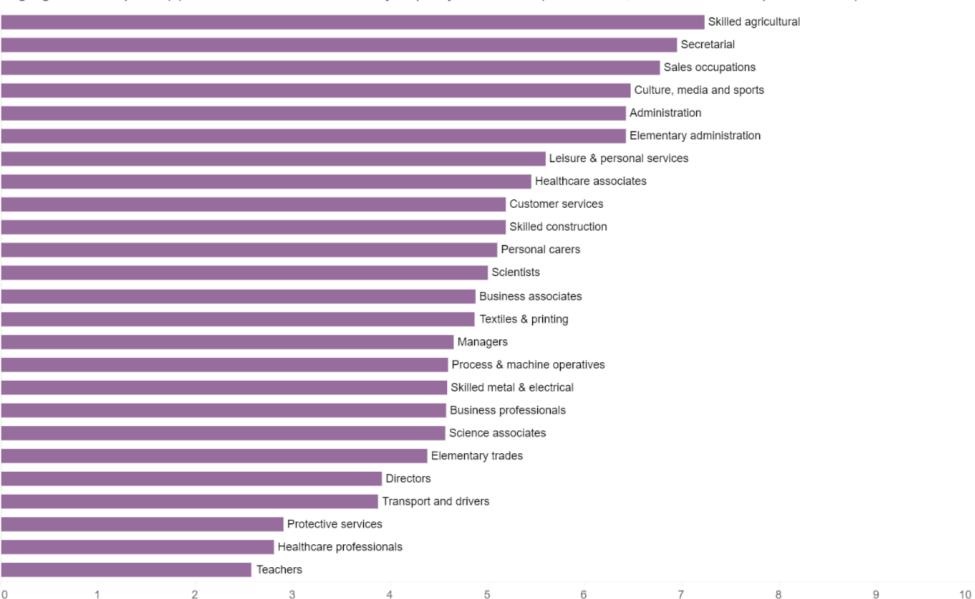


10

wellbeing

Work-life balance by occupation

Highlight the occupation(s) to track them across different job quality dimensions (click for one, Ctrl + click for multiple selections)





Over



Pay & benefits



contracts



Work-life balance



Job design & nature of work



Relationship



Employee



Health 8 wellbein



7 dimensions of good work



Pay, employer pension contributions & other employee benefits



Contract type, job security & development opportunities



Overwork, commuting & access to flexible working



Skills, workload, empowerment & meaning



Social cohesion, psychological safety & management support



Opportunities to have a voice at work (direct or indirect)



Physical & mental health





Research report
Part 1 - Thematic literature review

November 2017

Understanding and *measuring* job quality



SURVEY REPORT | 2018

UK Working Lives

The CIPD Job Quality Index







www.cipd.co.uk/goodwork

