



7th INTERNATIONAL WORKSHOP ADVANCES IN CLEANER PRODUCTION

Academic

“CLEANER PRODUCTION FOR ACHIEVING SUSTAINABLE DEVELOPMENT GOALS”

Meaningful work: a review of an organizational change towards health and well-being at work

BELLA, R. L. F.^{a*}, QUELHAS, O. L. G.^a, FERRAZ, F. T.^a, HECKSHER, S. D.^a, ANHOLON, R^b

a. Universidade Federal Fluminense, Rio de Janeiro

b. Universidade Estadual de Campinas, São Paulo

**Corresponding author, ricardobella@id.uff.br*

Abstract

This article aims to present a literary review of workplace spirituality as an approach for meaningful work. This topic has been discussed in regards to organizational changes by journals. As the authors discuss spirituality, it may be noted that this topic is about a tendency of the last generation of workers seeking more meaningful labor. However, job satisfaction cannot be measured only by financial returns and growth opportunities for recent workers. Old working objectives were replaced by new work objectives that could increase the experience of meaningful work. In this article the preview literature about workplace spirituality was reviewed with the objective of finding the main work attributes that support this new perspective for job satisfaction. A systematic literature review was done to identify the key work attributes and propose a job satisfaction diagnostic instrument in order to attend new jobs' expectations. The diagnostic instrument was based on Kano's Model, which maps the workers' satisfaction level related to the work attributes. It is expected that the proposal of this instrument contribute to the organizational efforts of developing more health and well being in workplaces through job satisfaction.

Keywords: meaningful work; organizational changes; health and well-being.
