

Faculti Summary

<https://faculti.net/what-enables-us-to-better-experience-our-work-as-meaningful-the-importance-of-awareness-and-the-social-context/>

This video discusses a study on meaningful work, co-authored by researchers from the University of Bath and the University of Amsterdam. The study conveys that meaningful work is a subjective, multidimensional experience defined by its significance, worth, and value to individuals. The researchers argue that traditional views of meaningful work, often based on static job design, overlook how experiences of meaningfulness can fluctuate over time and are influenced by various factors, particularly awareness and cognitive flexibility.

The study employs two methodologies: a quantitative study involving a six-week diary study with 90 diverse participants reflecting on their experiences of meaningful work and a qualitative study where participants were placed in a state of awareness through reflection exercises. The results indicate that awareness directly contributes to the experience of meaningful work and indirectly enhances cognitive flexibility.

In the qualitative aspect, the researchers highlight the importance of social cues from colleagues and clients that can influence how individuals perceive the meaningfulness of their work, especially during ambivalent work events that are both positive and negative.

The study emphasizes the theoretical importance of viewing meaningful work as a fluctuating state and suggests practical implications for organizations to foster awareness and positive relationships among employees. Key takeaways include the necessity for organizational support in building awareness and fostering an environment of constructive feedback and care, which collectively contribute to enhanced experiences of meaningful work.