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this in turn can facilitate a sense of meaning because it enables you to think and behave in ways that help you see the value worth and impact within everyday work tasks and interactions new research offers insights into what gives work meaning as well as into common management mistakes that can leave employees feeling that their work is meaningless when we ask people how they feel about their work we can quickly get a sense of how work helps them fulfill the things that matter most in their lives after highlighting the myriad benefits of meaning for individuals and organizations we describe several established sources of meaning in life and their relevance to work we then examine how work orientations and social demographic factors influence the propensity to seek meaning through work is it just any sort of work people happen to believe is meaningful or is it a job with certain objective features to answer these questions we might first think about what makes work it s the organization s role and opportunity to figure out how to help people bring that purpose to a finer point of what matters to them and to figure out whether or not they can create a role or an experience within the organization that helps meet that meaningful work is a topic of importance in core domains of human resource development hrd such as employee engagement motivation and personal development creating meaning at work five approaches to consider less than one third of the global workforce reports itself as engaged at work according to the latest gallup engagement survey meaningful fulfilling and purposeful work implies that employees feel they are adding value to their organization having a strong sense of drive and deriving a sense of significance through their work robertson smith and markwick 2009 after highlighting the myriad benefits of meaning for individuals and organizations we describe several established sources of meaning in life and their relevance to work we then examine how work orientations and social demographic factors influence the propensity to seek meaning through work now workers are defining what actually constitutes balance rather than their companies amid the vast uncertainty of the pandemic era one thing is clear more than ever and more than identify the person or group of people in your personal life that your work is in service for and keep them in mind when you work through even the most tedious of tasks to bring clarity to this issue we examine a broad range of various definitions of meaningful work and come to argue that meaningfulness in the broadest sense is about work significance as an overall evaluation of work as regards whether it is intrinsically valuable and worth doing work life balance generally refers to a balance between your personal and work life the goal is to strive to keep that balance so that we are managing stress and burnout by fulfilling other areas of our lives that aren t swallowed up by work significance at work refers to an individual s perception of the importance and impact of their job in the broader context it goes beyond mere completion of tasks and delves into the sense remote work requires trust collaboration and connection to succeed all traits that are vital when prioritizing work life balance and maintaining personal boundaries the significance of meaningful work for quality of work life has been confirmed by research showing its importance both as regards to employee motivation well being and commitment as well as organizational outcomes such as turnover intentions citizenship behavior and customer satisfaction companies have long known that programs promoting work life balance boost productivity reduce turnover and improve employees mental and physical health when it comes to employment americans in all sorts of occupations from auto workers to hollywood actors from startup founders to restaurant servers are feeling unsteady thanks to artificial intelligence ai reverberations of the pandemic job design and other factors psychologists say the work and meaning inventory wami assesses three core components of meaningful work the degree to which people find their work to have significance and purpose the contribution work makes to finding broader meaning in life and the desire and means for one s work to make a positive contribution to the greater good

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