

STEVE HUNT & AUTUMN KRAUSS

Using Technology to Implement Research-Based Well-Being Strategies at Work: Building Supportive, Inclusive, and Healthy Cultures

Research shows that health and wellbeing is significantly influenced by organizational culture. The culture of a company is in turn directly influenced by methods used to hire, develop, reward and promote employees, managers and leaders. In many companies, these methods are enabled by human capital management (HCM) technology designed to support staffing, development and management processes. We will discuss the increasing role HCM technology plays in supporting employee health and wellbeing. We specifically focus on how HCM technology can be used to change the nature of a company's culture and work environment.