



**PBS seminar series: 11 November 2020, online**

**Speaker: Kevin Daniels, Professor in Organisational Behaviour, University of East Anglia**

**Organisational Responses to Lockdown: What Can We Learn for Workplace Wellbeing Initiatives**

**Abstract:** In March 2020, UK organisations made significant and rapid changes to how they conducted their work and how they managed workers in response to the pandemic and lockdown. At the same time, worker health and wellbeing became salient issues in the management of the transition, due to primary risks of exposure or secondary risks to mental health. As part of a longitudinal project, we had collected first round interview data on the implementation and management of workplace health and wellbeing initiatives in several organisations, and we were able to continue to collect data from those organisations. In this presentation, I outline findings from analyses of data from 58 interviews collected in five organisations in the months preceding lockdown and during lockdown from March until June. The data reveal how organisational transformations were more or less favourably received by organisational members, and therefore factors that may help the management of workplace wellbeing in less extreme circumstances.

**Acknowledgement:** This research is supported by ESRC grants ES/S012648/1 and ES/N003586/1. I am grateful to my co-workers for their role in conducting this research.