

HOME RENAISSANCE FOUNDATION WORKING PAPERS Number 124

Investigating the Links between Loneliness, Work and Health

Bridget Bryan

Paper delivered at Home Renaissance Foundation VI Experts Meeting: "Nurturing Healthy Relationships at Home and Work", IESE Business School, Barcelona, 8-9 July 2024

Investigating the Links between Loneliness, Work and Health

Bridget Bryan

Abstract

Both loneliness and workplace health have gained increasing interest from the public, policy makers, and researchers in recent years. However, little attention has been paid to experiences of loneliness in the workplace, and its implications for workers and employers. This presentation will discuss two studies exploring experiences of loneliness in the workplace, and its association with health, wellbeing and occupational functioning. The first study used mixed-methods systematic review methods to identify workplace, health, and personal factors associated with workplace loneliness. The second study used semi-structured qualitative interviews to explore lived experiences of loneliness among a sample of 31 UK-based workers. Overall, our results show that loneliness is associated with poor occupational functioning and wellbeing among workers. Our results also point to the role of the aspects of the work environment that increase risk of loneliness in staff, which can inform strategies to address workplace loneliness.