



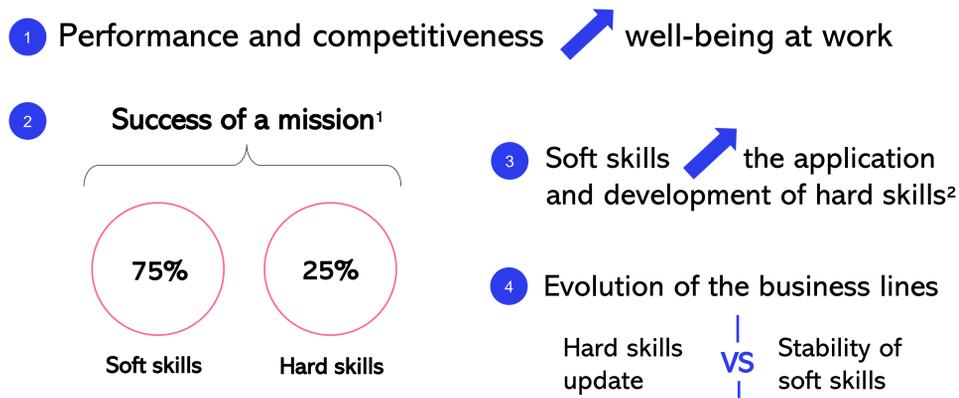
Improving employees' well-being by integrating human factors into work situations

The case of a digital service company

Manon KERVELLA, Alexandra DELMAS - onepoint, R&D department

m.kervella@groupeonepoint.com; a.delmas@groupeonepoint.com

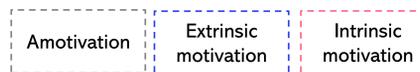
Introduction



State of the art

Auto-evaluation survey

1 Motivation types³

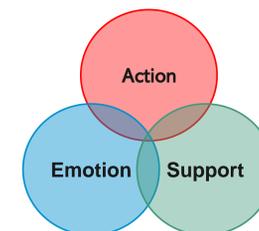


Continuum of self-determination \rightarrow

2 Soft skills⁴

= the personality traits, noncognitive skills and competencies that inform how an individual relates to others

3 Coping strategies⁵



4 Desirability for control⁶

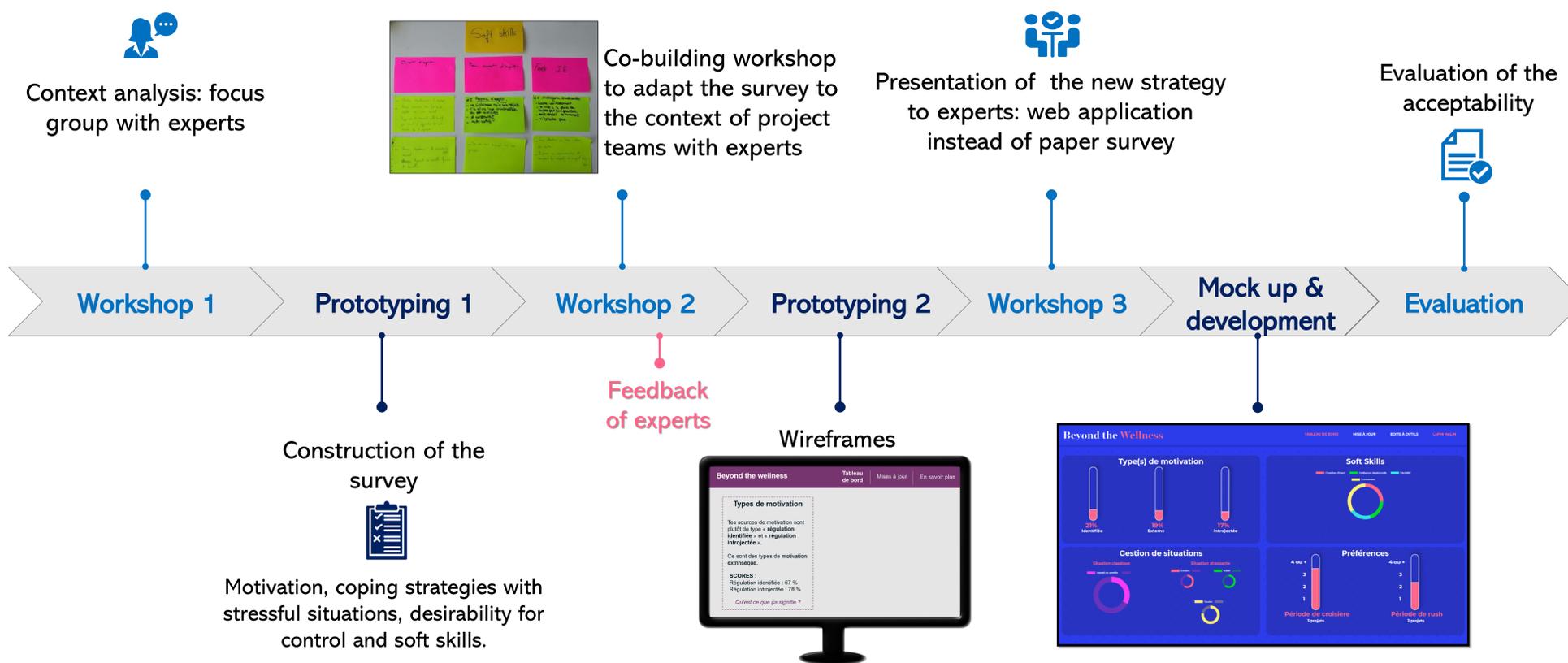
= individual trait, quite stable in time that may influence motivation as well as close variables such as perception of control

Goal: To evaluate the non-technical skills of employees in a digital society

Method

User Centered Design (UCD) approach

Participatory design with experts (project leaders, human resources & business teams)



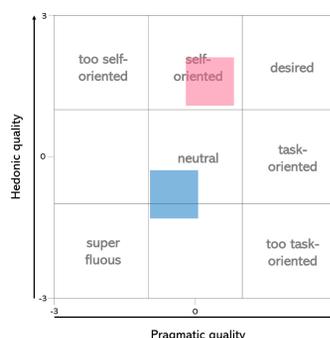
Evaluation

Evaluation of the acceptability of the tool

- 30 participants expected
- Employees of the society

Mixed method for User Experience

AttrakDiff survey⁷: Interview post use
 \rightarrow Pre/Post comparison



Expected results

Before use (blue square) After use (red square)

- Appropriation of the tool
- Honest answers

Each employee will get to know himself better

Discussion

- Interest of the UCD approach to foster acceptability
- Perspectives: optimizing employee well-being by adapting their activities and teams to their transversal skills and personality traits.

References

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