

Work and relationship satisfaction in the mining industry:

Profiles of factors that facilitate satisfaction
of residential and FIFO mine workers

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Australian mining industry

- ▶ Increase of FIFO
- ▶ FIFO mine worker suicide
- ▶ High turnover rate

Occupational health & organisational psychology

- ▶ High stress and low satisfaction:
 - High role conflict/interference
 - High job demands
 - Low job security
 - Low perceived control
 - High ambiguity
 - Low support and connectedness

Family satisfaction

- ▶ Work interference
- ▶ Job involvement
- ▶ Job stress
- ▶ Work support
- ▶ Work hours

Job satisfaction

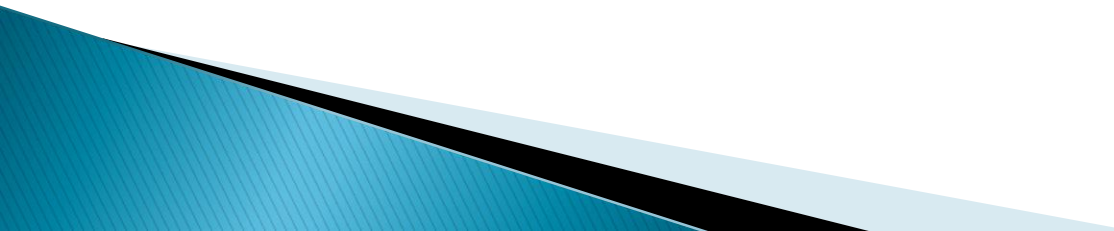
- ▶ Family interference
- ▶ Family conflict
- ▶ Family stress
- ▶ Family support
- ▶ Family hours



Mine worker wellbeing

- ▶ Occupational health psychology literature consistent with research on mine worker wellbeing
- ▶ Support and workplace culture protective against poor outcomes for residential and FIFO mine workers

The current study

- ▶ Identify occupational profiles for mine workers' job and relationship satisfaction
 - ▶ Identify if lack of satisfaction predicted intention to leave current job
 - ▶ Identify differences between residential mine workers, short-roster FIFO workers and long-roster FIFO workers
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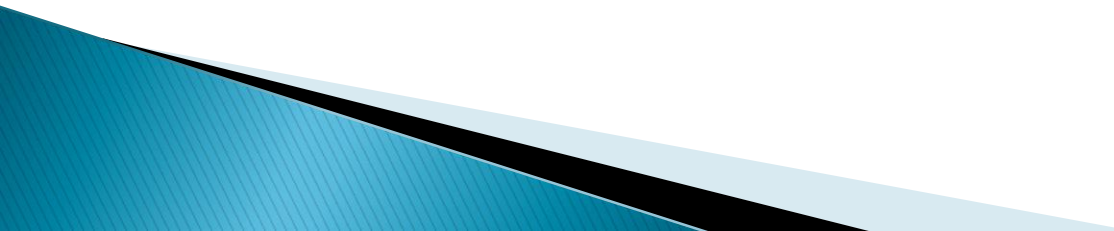
Who participated

- ▶ 171 participants (81 male, 90 female)
 - ▶ Average age 38.19 years ($SD=9.90$)
 - ▶ 70% partnered or married
 - ▶ 50% no children at home
 - ▶ 40% residential, 35% short roster FIFO, 25% long roster FIFO
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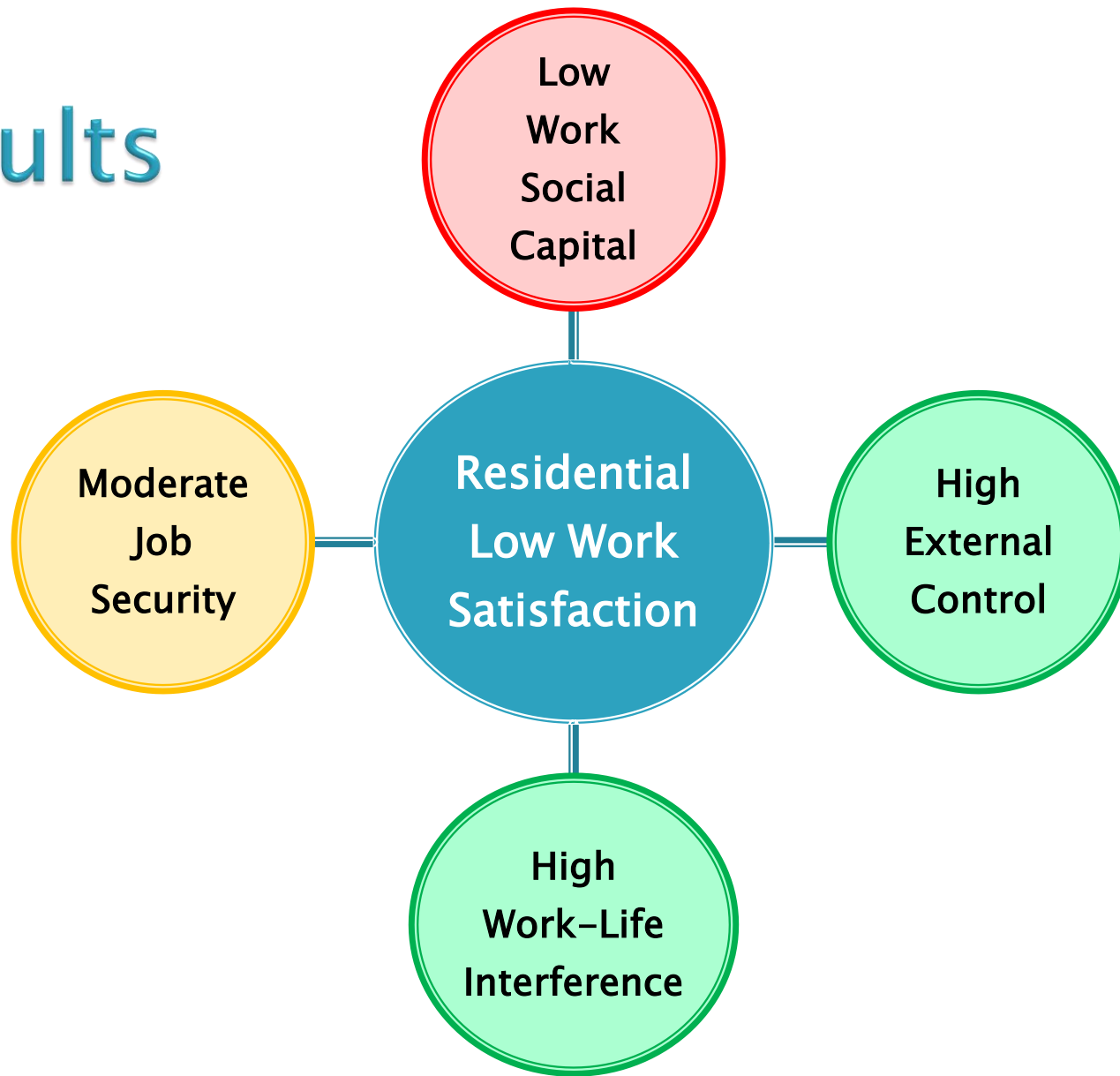
Measures

- ▶ Work demands
- ▶ Social support
- ▶ Social capital
- ▶ External demands
- ▶ Work–life and life–work interference
- ▶ Job commitment
- ▶ Family commitment
- ▶ Resilience
- ▶ Work–life separation
- ▶ Job security

Outcome variables

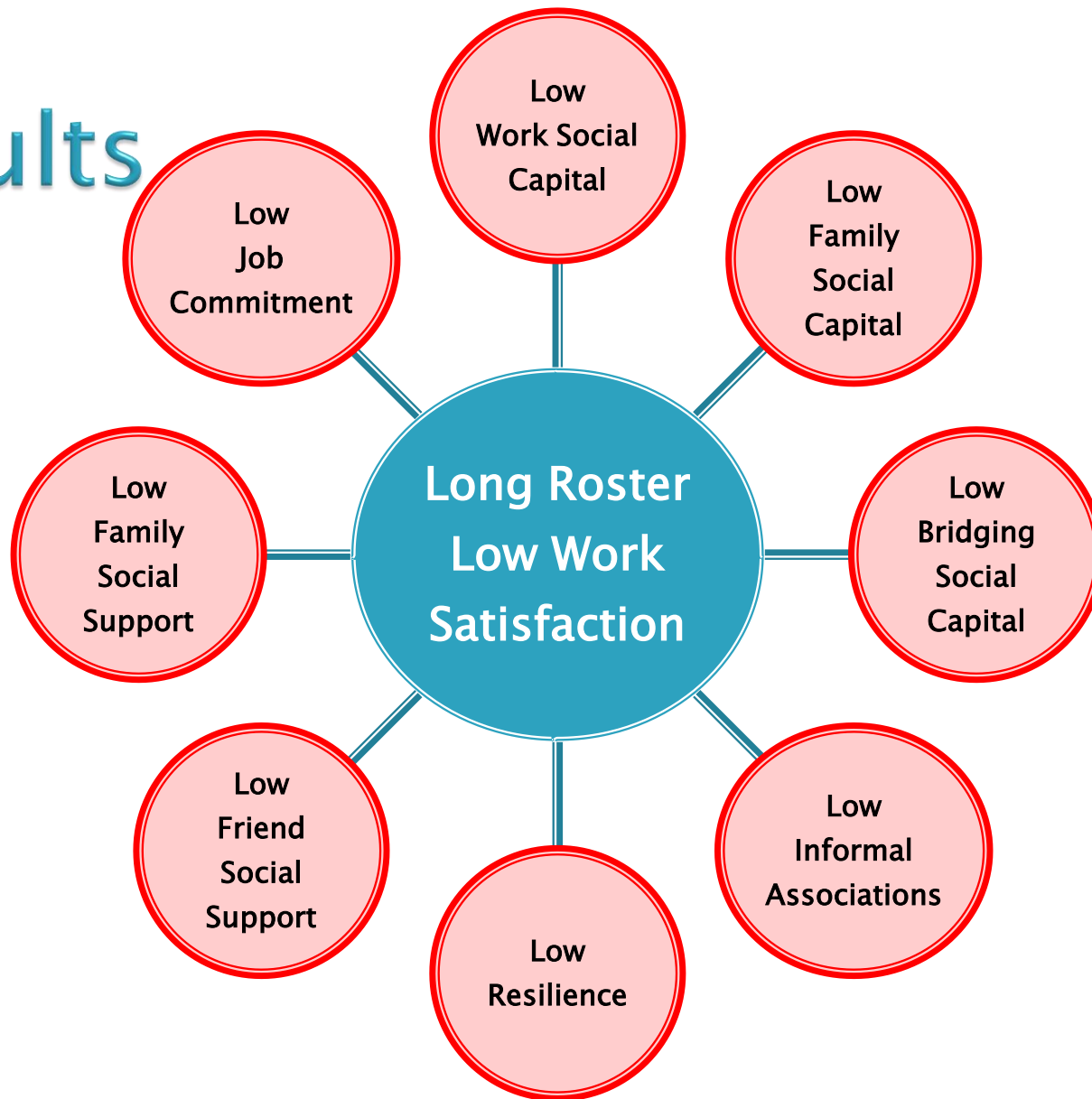
- ▶ Intention to leave
 - 1 = Never – 5 = Almost Always
 - ▶ Work satisfaction
 - 1 = Strongly Disagree – 5 = Strongly Agree
 - ▶ Relationship satisfaction
 - 1 = Not at all satisfied – 5 = Extremely Satisfied
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Results



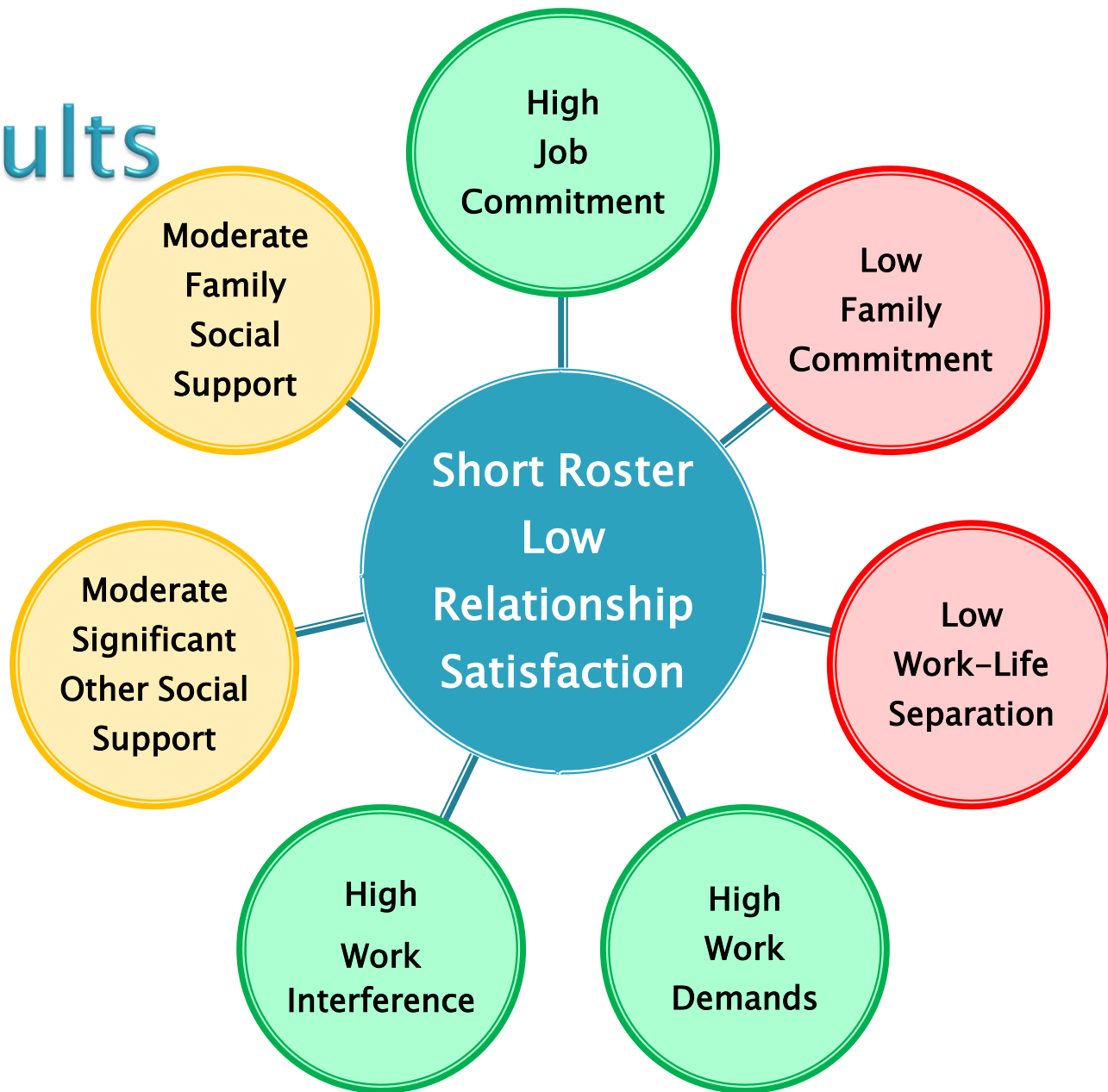
	High n=30	Neutral n=24	Low n=15
Work Satisfaction Mean (SD)	4.17 (.64)	3.00 (.88)	2.87 (1.13)
Intention to Leave (SD)	2.63 (.93)	3.25 (.90)	3.53 (1.01)

Results



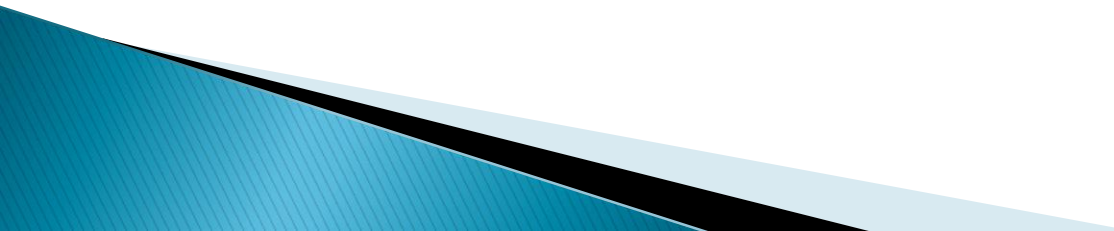
	High n=21	Neutral n=16	Low n=5
Work Satisfaction Mean (SD)	3.90 (.70)	3.72 (.68)	1.60 (.89)
Intention to Leave (SD)	2.76 (1.04)	3.07 (1.18)	4.20 (.84)

Results



	High n=39	Neutral n=8	Low n=12
Relationship Satisfaction Mean (SD)	3.73 (.94)	3.63 (.92)	2.71 (1.10)

What was found?

- ▶ Distinct profiles for work satisfaction for residential and long roster FIFO mine workers.
 - ▶ Distinct profile for relationship satisfaction for short roster FIFO mine workers.
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Where to from here?

- ▶ Increase sample size
- ▶ Increase representativeness
- ▶ Distinguish between different types of FIFO

What can be done?

- ▶ Work roster based support systems
 - Activities/events that facilitate social interactions
- ▶ Screen for intention to leave and poor wellbeing

Thank you! Questions?

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