Work and relationship satisfaction in the mining industry: Profiles of factors that facilitate satisfaction of residential and FIFO mine workers

Dr Connar J. McShane and Katerina Kanakis
Australian mining industry

- Increase of FIFO
- FIFO mine worker suicide
- High turnover rate
High stress and low satisfaction:
- High role conflict/interference
- High job demands
- Low job security
- Low perceived control
- High ambiguity
- Low support and connectedness

Beehr et al., 2001; Ford et al., 2007; Greenhaus & Powell, 2006; Maslach et al., 2001; McNall et al., 2010; Xanthopoulou et al., 2007
<table>
<thead>
<tr>
<th>Family satisfaction</th>
<th>Job satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work interference</td>
<td>Family interference</td>
</tr>
<tr>
<td>Job involvement</td>
<td>Family conflict</td>
</tr>
<tr>
<td>Job stress</td>
<td>Family stress</td>
</tr>
<tr>
<td>Work support</td>
<td>Family support</td>
</tr>
<tr>
<td>Work hours</td>
<td>Family hours</td>
</tr>
</tbody>
</table>

Ford et al., 2007
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
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
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
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

Kanungo, 1982; Onyx & Bullen, 2000; Pocock et al., 2009; Smith et al., 2008; Woodhouse, 2006; Zimet et al., 1988
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
# Results

<table>
<thead>
<tr>
<th></th>
<th>High n=30</th>
<th>Neutral n=24</th>
<th>Low n=15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work Satisfaction Mean (SD)</td>
<td>4.17 (.64)</td>
<td>3.00 (.88)</td>
<td>2.87 (1.13)</td>
</tr>
<tr>
<td>Intention to Leave (SD)</td>
<td>2.63 (.93)</td>
<td>3.25 (.90)</td>
<td>3.53 (1.01)</td>
</tr>
</tbody>
</table>
Results

Long Roster
Low Work Satisfaction

- Low Job Commitment
- Low Work Social Capital
- Low Family Social Capital
- Low Bridging Social Capital
- Low Informal Associations
- Low Resilience
- Low Family Social Support
- Low Friend Social Support

<table>
<thead>
<tr>
<th></th>
<th>High n=21</th>
<th>Neutral n=16</th>
<th>Low n=5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work Satisfaction Mean (SD)</td>
<td>3.90 (.70)</td>
<td>3.72 (.68)</td>
<td>1.60 (.89)</td>
</tr>
<tr>
<td>Intention to Leave (SD)</td>
<td>2.76 (1.04)</td>
<td>3.07 (1.18)</td>
<td>4.20 (.84)</td>
</tr>
</tbody>
</table>
Results

Short Roster

Low Relationship Satisfaction

- High Job Commitment
- Low Family Commitment
- Low Work–Life Separation
- Moderate Family Social Support
- Moderate Significant Other Social Support
- High Work Interference
- High Work Demands
- Neutral n=8
- Low n=12

Relationship Satisfaction Mean (SD)

<table>
<thead>
<tr>
<th></th>
<th>High n=39</th>
<th>Neutral n=8</th>
<th>Low n=12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relationship Satisfaction Mean (SD)</td>
<td>3.73 (.94)</td>
<td>3.63 (.92)</td>
<td>2.71 (1.10)</td>
</tr>
</tbody>
</table>
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.
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?

connar.mcshane@jcu.edu.au
katerina.kanakis@my.jcu.edu.au