

Strong research results stems from good staff wellbeing

2023

The Department of Business, Strategy and Innovation (BSI) hosted wellbeing events to encourage staff engagement. Staff and supervisors are encouraged to have meaningful conversations about work-life balance and workload.

The Department's wellbeing results are trending upwards with colleagues commenting on the positive work culture, greater workplace flexibility, and work-life balance. In addition to overall Wellbeing, the Department reported significant improvement in terms of gender equity, role clarity, supervision, resources, workload, career opportunities, performance feedback and recognition.

These results have contributed to a growth in our research. External research income reported in the University's annual Higher Education Research Data Collection (HERDC) return shows funding received of \$1,419,999, a significant improvement against previous years. According to Scopus, from the start of 2018 until 4 Oct 2023, the Department produced 473 scholarly outputs, of which 55% were Open Access, authored by 52 BSI researchers (across the review period). The total citation count in this period is 7,157, which is 15.1 citations per publication. The relative citation impact of 473 publications produced by the BSI in 2018-2023 is 1.67 times the world average in related research areas.

The multidisciplinary nature of the Department is underscored by another report by Scopus for the period between the start of 2018 to 4 Oct 2023. Figure 1.3 shows our scientific outputs were published in at least ten different subject areas, with Business Management, Economics, Social Sciences, Environmental Sciences and Engineering being the top 5.

