

Poster exhibition

Topic 1: Innovation in regional business and industry, NGOs and the public sector – the role of University Lifelong Learning

Management of Social Service Organizations, Organizational Well-Being and Psycho-Social Training Needs

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Abstract

The Multidimensional Organizational Health Questionnaire was administered to 787 participants (312 work in Public Sector Organizations and 475 in Third sector organizations). The questionnaire has a scale for each independent dimension of organizational wellbeing: Objectives; Valorization; Active listening; Information; Conflict; Personal relationships; Operativity; Organizational justice; Social usefulness; Innovation; Personal positive indicators. The paper identifies several areas where managers of social service organizations (especially those of the public sector) have a strong need for psycho-social educational needs, in order to be able to address properly the organizational wellbeing of their employees.