

Concepts of Employee Well-Being: Review And Attempt to Organise*

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Abstract

The main aim of this article is to try to organise the growing number of the definitions of well-being and to present the most popular theories of employee well-being. The article consists of three parts: the first part outlines a broad interest in the well-being of an individual within various sciences; the second part presents approaches to well-being in the parent discipline for the discussed issue (i.e. psychology); and the last part focuses on the conceptualisation of the idea of well-being in the field of management sciences. The research was based on an analysis of the subject literature. It has been shown that it is important to adopt a specific characterization for understanding the well-being of an individual in a given field. This has certain consequences for understanding what employee well-being is and implies the way in which an organization monitors and supports it.

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