



SuperbMarket draws on the science concerning the living wage and decent work.

It explores connections between job quality, employee identity, organisational commitment, fairness, and trust.

Use SuperbMarket for teaching, for learning, for information.



Each part comes with an instructor overview and a player worksheet.

We recommend playing the game in sequential order.

Part 1 focuses on personal reflection related to playing the game and aims to encourage critical thinking and reflection about the choices that are made when playing the game.

Part 2 connects organisational theories with the game, to increase understanding of the the practical implications of these theories in real world settings.

Part 3 connects with broader organisational strategies related to business challenges to become more socially responsible and provide decent work.

Depending on the time available you may decide to use only some of the materials in Part 2.

Furthermore, you may decide to draw out all of the activities across multiple class sessions.

Being paid a living wage not only improves a worker’s physical and mental health, it brings benefits to their employing organisation, to family and to society.

Research* has revealed that being paid a living wage is an important means of resilience, especially post pandemic to workers, families and society. Paying a living wage means workers can focus their effort on one main employer so they are more likely to upskill, resulting in easier upward mobility, better productivity and improved job satisfaction.

Fewer sick days are taken, there is increased employee retention and recruitment costs are reduced.

The research also showed that paying a living wage means a reduced cost to governments because as an individual’s health and skills improve, they create less demand for welfare support.

Key learning outcomes of SuperbMarket:

1. Understanding that events in the workplace can have important implications for individual workers, as well as for their line managers, and for Human Resource and organisations.
2. Exploring the concept of decent work – living wages are important, but decent work extends beyond just wages.
3. Understanding the connections between job quality and employee identity, organisational commitment, fairness and trust.

Register on our website and get access to the materials and game:

<https://bit.ly/superbmarket>



*** Link to research papers:**

1. Searle, R.H. and I. McWha-Hermann, “Money’s too tight (to mention)”: a review and psychological synthesis of living wage research. *European Journal of Work and Organizational Psychology*, 2021. 30(3): p. 428- 443.
2. McWha-Hermann, I., R.H. Searle, and S.C. Carr, Striving for more: Work and Organizational Psychology (WOP) and living wages. *European Journal of Work and Organizational Psychology*, 2021. 30(6): p. 771-776.