

AusRAIL 2022

For many companies operating in what have traditionally been male-dominated industries such as rail, retaining women — particularly at a the mid- or late-career stage — continues to be a challenge.



Understanding the motivational precursors that support female employee wellbeing and retention in rail can help companies understand and develop policies and strategies that address the reasons women leave the industry.





Self-determination theory argues that **self-directed motivation occurs when an individual's basic psychological needs for autonomy, competence and relatedness are met.**

In organisational contexts, meeting those needs can result in higher employee well-being and retention and reduced female voluntary turnover.

For more insights on how to retain women in rail, join us at:

From Surviving to Thriving: How self-determination and basic psychological needs satisfaction can improve the retention of women in rail – A Systems Thinking Approach

11:00 – 11:20 am, Tuesday 6 December
Diversity and workforce development session



Presented by

Narelle Rogers

Jacobs Rail Systems Lead

See you there

AusRail 2022

6 - 7 December 2022, Brisbane, Australia