

EMPLOYEE WELL-BEING IN THE NEW NORMAL

On 17-March and 19-May 2021, the pHResh network for junior researchers in HRM and OB organized a WAOP Small Group Meeting. During the two sessions, 20 PhD students and postdoctoral researchers discussed the current challenges of four diverse organizations (B&S, Gemeente Almere, Koninklijke DSM and Van Altna & De Jongh Bedrijfsartsen) and collaborated with them on short and long term evidence-based “products” such as interventions and/or HR approaches!

Where during the first session the organizations and their challenges, such as how to create engagement when working virtually and the factors to consider when transitioning towards a hybrid office, stood central, in the second session the spotlight turned on the junior researchers to present their products. Four groups of junior researchers presented infographics, applications of theory to practical issues as well as literature overviews. Both the junior researchers and participating organizations responded very positively, and new collaborations between the participating junior researchers and some of the organizations have already started!



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OVERVIEW: INTERVENTION LEVELS

Individual Team Supervisor The Organization

Organizational Interventions:

- All the level of the organization
- Planned, behavioural, theory based
- Improve employee health and well-being
- Example: policy changes, trainings

Team and Supervisor Interventions:

- Involve multiple players
- Highly depends on the party
- Example: 1-1 sessions with employees

Individual Initiatives:

- Employee-enabled
- Overseen by the organization
- Example: job crafting, micro-interventions

PLAY AND CHANGE IN A HYBRID WORKPLACE

Using Play for Change

Play Elements

- Play Training and Signaling
- Utilize Play Elements
- Wellbeing Play
- Play for Ideas and Feedback
- Play for Evaluation

