

SEMINAR

Organisational Psychology Group

&

Work and Equalities Institute

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What shapes the design of jobs?

More than 100 years of research on job analysis and job design has allowed us to uncover when, why and how work designs lead to higher performance and well-being. However, how work design emerges is less well known. Yet understanding the antecedents of work design is critical if we want to avoid jobs of low quality. Some scholars have started to look at bottom up job design behaviors and studied how employees may craft or negotiate their work design. However, also top down influences may come at play. In this presentation, I provide an overview of the research on the antecedents of work design and focus in particular on the role leaders, managers or supervisors may play, based on conceptual and quantitative studies as well as qualitative work in progress.

Anja Van den Broeck is an associate professor of management and motivation at the faculty of Economics and Business at the KU Leuven, Belgium. Her research goal is to examine how, and under which circumstances individuals may thrive at work. Her research unravels the interplay between job design and other HR-practices, well-being and motivation. She has published her research in journals such as the Academy of Management Annals, Journal of Management and Journal of Applied Psychology.