

2016 Occupational Health Psychology (OHP) Summer Institute

OHP Innovation and Creative Strategies Leading to Total Worker Health July 12-14, 2016

Location: Portland State University Smith Memorial Student Union, Rooms 327-329
Address: 1825 SW Broadway, Portland, Oregon 97201

KEYNOTE SPEAKER

Day 3: July 14, 2016

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Bottom up interventions to stimulate effective functioning



Abstract: Inspired by the idea that individuals are active agents who can also influence their job, the presentation will focus on job crafting. Job crafting refers to proactive and voluntary adjustments that individuals make in their work in order to make it more meaningful and satisfying. According to the Job Demands-Resources model employees can increase resources, increase challenges, and decrease demands. The aim of the presentation will be to present recent evidence on the predictors and outcomes of job crafting using longitudinal and diary studies as well as studies incorporating other ratings. To highlight the usefulness of job crafting, a bottom-up job crafting intervention will be presented which aims to stimulate job crafting behavior of employees such that they (re)design their job demands and job resources according to their preferences. The presentation will conclude with evidence on the effectiveness of the intervention to increase well-being and performance among different occupational groups. The basic premise is that job crafting can be used in addition to top-down approaches to improve jobs in order to overcome the inadequacies of job redesign approaches, to respond to the complexity of the contemporary jobs, and to deal with the needs of the current workforce.