



Symposium Health and Well Being in Restructuring

Results of Quantitative Analyses

Noortje Wiezer





Restructuring:

An organizational change that is much more significant than commonplace changes. These changes affect at least a whole organizational sector or an entire company rather than focusing on peripheral changes in work practices (Kieselbach ea, 2009)

Examples:

- Relocation of activities
- Change of ownership
- Merger or acquisition
- Internal restructuring
- Downsizing





Restructuring is an important topic:

- Restructuring is a permanent feature for companies in Europe (and the rest of the world)
- Restructuring has a profound effect on the psychological health and well being of workers, even if they 'survived' the restructuring
- The effect of restructuring is not always negative. A well managed restructuring process can make a difference





PSYRES:

Psychological health and well-being in restructuring:
key effects and mechanisms

European research project generated in the frame of
the NEW OSH ERA, funded within the ERA-NET
scheme under the Sixth EU Framework Program for
Research and Technological development





Consortium PSYRES





Aim of the PSYRES project

1. Gain insight in the impact of types of restructuring on health and well-being
2. Gain insight in the mediating and moderation factors
3. Gain insight in the role of national context
4. Determine subgroups at risk
5. Identify effective preventive actions and practical strategies to minimize risks
6. Identify parameters for surveillance at company, national and EU level





Work Packages PSYRES

- › WP1: Quantifying psychological health impact of restructuring
- › WP2: Understanding the figures: qualitative analyses on interview data
- › WP3: Taking action: workshops with key stakeholders
- › WP4: Spreading the news: dissemination of the results





Our Website:

<http://www.ciop.pl/21983.html>





Presentations in this symposium:

1. The effects of change in ownership
2. The effects of prolonged restructuring
3. The effects of change in job position
4. Development and first results of the Polish survey
5. Summary and discussion