

The 'Bottom-up Innovation' project – effectiveness of a participatory, primary preventive, organizational level intervention on work-related stress and well-being for workers in Dutch vocational education



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BACKGROUND

In the educational sector job demands have intensified, while job resources remained the same. A prolonged disbalance between demands and resources contributes to lowered vitality and heightened need for recovery, eventually resulting in burnout, sickness absence and retention problems. Until now stress management interventions in education focused mostly on strengthening the individual capacity to cope with stress, instead of altering the sources of stress at the organizational level. These individual, secondary preventive interventions have been only partly effective in influencing burnout and well-being. Therefore, the “Bottom-up Innovation” project tests a two-phased participatory, primary preventive organizational level intervention (i.e. a participatory action approach) that targets and engages all workers in the primary process of schools. It is hypothesized that participating in the project results in increased occupational self-efficacy and organizational efficacy.

OBJECTIVE

The central research question: is an organization focused stress management intervention based on participatory action effective in reducing the need for recovery and enhancing vitality in school employees in comparison to business as usual?

SOCIETAL IMPACT

“Bottom-up Innovation” is a combined effort of the educational sector, intervention providers and researchers.

METHODS

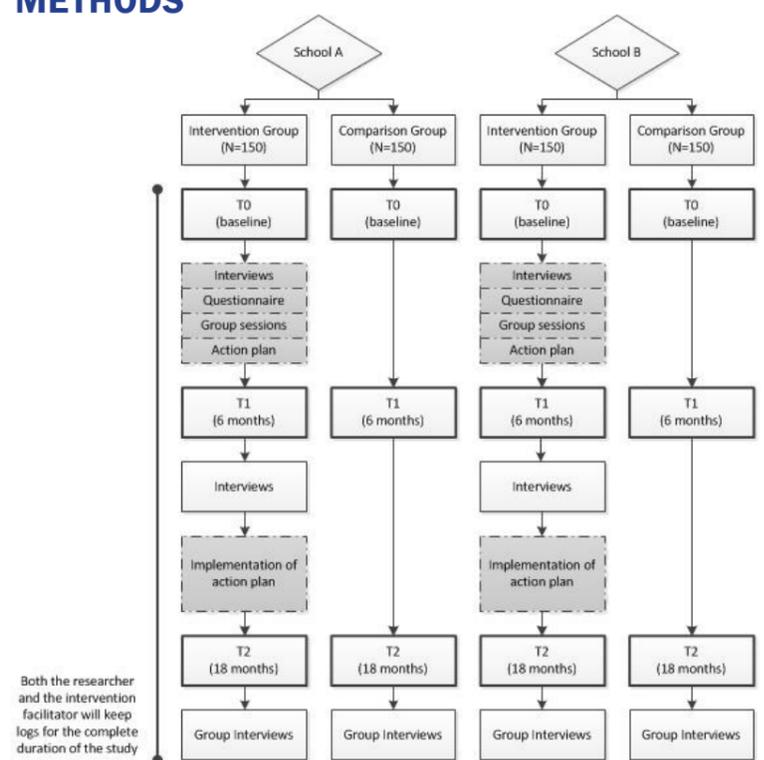


Figure 2. Flow chart of design, measurements, population and intervention program

RESULTS

Results will provide insight into (1) the relation between participating in the intervention and occupational and organizational self-efficacy, (2) how an improved balance between job demands and job resources might affect need for recovery and vitality, in the short and long term, from an organizational perspective, and (3) success and fail factors for implementation of an organizational intervention. Results are expected mid 2014.