

Peter R.A. Oeij, D. Rus, and Frank D. Pot (Eds.) "Workplace Innovation: Theory, Research and Practice", volume in the Series 'Aligning Perspectives on Health, Safety and Well-Being', Springer (July 2017) (ISBN 978-3-319-56332-9).

<http://www.springer.com/us/book/9783319563329>

TABLE OF CONTENTS

Forewords (pp. V – X):

Robert Karasek, Psychosocial value in work and political economy

Antti Peltomäki, Fit for the future

Edwin van Vlierberghe, Social innovation: OUR future is OUR responsibility.

Leila Kurki , We need Work 4.0

Chapters

1. Frank Pot, Diana Rus & Peter Oeij - Introduction: the need to uncover the field of workplace innovation, 1 - 10

Part I – Policy

2. Frank Pot, Peter Totterdill & Steven Dhondt – European policy on workplace innovation, 11 - 26

3. Tuomo Alasoini, Elise Ramstad & Peter Totterdill - National and regional policies to promote and sustain workplace innovation , 27 - 44

4. Jürgen Howaldt, Ralf Kopp, & Jürgen Schultze - Why Industrie 4.0 needs workplace innovation – a critical essay about the German debate on advanced manufacturing, 45 - 62

Part II – Theory Matters & Evidence

5. Peter Oeij & Steven Dhondt - Theoretical approaches supporting workplace innovation, 63 - 78

6. Steven Dhondt, Lander Vermeerbergen & Geert Van Hootegem - Evidence of Workplace Innovation from organisational and economic studies, 79 - 94

7. Frank Pot - Workplace innovation and wellbeing at work, 95 - 110

8. Aditya Jain, Vlad Dediu, Gerard Zwetsloot & Stavroula Leka - Workplace innovation and wellbeing at work: A review of evidence and future research agenda, 111 -130

Part III – Research

9. Arianna Costantini, Riccardo Sartori & Andrea Ceschi - Framing Workplace Innovation through an organisational psychology perspective: A review of current WPI studies, 131 - 148

10. Peter Oeij, Steven Dhondt, Rita Žiauberytė-Jakštienė, Antonio Corral & Paul Preenen – Implementing Workplace Innovation across Europe: Why, how and what? 149 - 170

11. Helge Hvid & Vibeke Kristine Scheller - Workplace Innovation as Institutional Entrepreneurship, 171 - 188

12. Peter Totterdill & Rosemary Exton - Creating the bottom-up organisation from the top: Leaders as enablers of workplace innovation, 189 - 208

13. Liv Starheim & Peter Hasle – Lean as a tool for local workplace innovation in hospitals, 209 - 226

14. Marta Strumińska-Kutra, Boleslaw Rok & Zofia Mockało - Workplace innovation context in Poland: between structure and agency, 227 - 244
15. Chris Warhurst , Chris Mathieu & Sally Wright - Workplace Innovation and the Quality of Working Life in an Age of Uberisation, 245 - 260
16. Agnès Parent-Thirion, Greet Vermeylen, Mathijn Wilkens, Isabella Biletta & Frank Pot - Towards the high road of Workplace innovation in Europe? An illustration of the usefulness of the dataset of the European Working Conditions Survey, 261 - 280

Part IV – Practice

17. Pierre Van Amelsvoort & Geert Van Hootegem - Towards a Total Workplace Innovation Concept based on SocioTechnical Systems Design, 281 - 300
18. Steven Dhondt, Peter Totterdill, Sylvie Boermans & Rita Žiauberytė-Jakštienė - Five steps to develop Workplace Innovation, 301 - 320
19. Kåre Hansen , Oscar Amundsen, Tone Merethe Berg Aasen & Leif Jarle Gressgård - Management practices for promoting employee-driven innovation, 321 - 338
20. Maria Karanika-Murray & Peter Oeij – How can work and organizational psychologists fortify the practice of workplace innovation? 339 - 354
21. Fietje Vaas & Rita Žiauberytė-Jakštienė – Case studies can support definitions of workplace innovation in practice, 355 - 374
22. Peter Oeij - From automated defensive behaviour to innovation resilience behaviour: A tool for resilient teamwork as an example of workplace innovation, 375 - 398

Conclusion

23. Peter Oeij, Diana Rus & Frank Pot - Conclusion: The way forward with workplace innovation, 399 – 410

Index, 411 - 413

AUTHORS

Forewords

Robert Karasek is Director of Øresund Synergy and the JCQ (Job Content Questionnaire) Center and Emeritus Professor, Department of Work Environment, University of Massachusetts Lowell, USA and Emeritus Professor, Work and Organizational Psychology, Institute for Psychology, Copenhagen University, Denmark. He has received an American Psychological Association Lifetime Career Achievement Award for his work. Email: Robert_Karasek@uml.edu

Leila Kurki is senior adviser Finnish Confederation of Professionals STTK and member of the Advisory Board of EUWIN. Email: Leila.Kurki@sttk.fi

Antti Peltomäki is Deputy Director-General of the Internal Market, Industry, Entrepreneurship and SMEs Directorate-General (DG GROW), European Commission. Email: Antti.PELTOMAKI@ec.europa.eu

Edwin Van Vlierberghe is Global Head of Supply Chain End to End, Bombardier Transportation. Email: edwin.van_vlierberghe@rail.bombardier.com

Chapters

Tone Merethe Aasen, b. 1961. Senior research scientist, Department of Industrial Management, SINTEF Technology and Society (Norway). Current research: business strategy and innovation in established enterprises, complex models of service innovation, disruptive innovation, employee-driven innovation. Email: tone.m.aasen@sintef.no

Tuomo Alasoini, Chief Adviser at Tekes – the Finnish Funding Agency for Innovation, Email: Tuomo.alasoini@tekes.fi

Oscar Amundsen, b.1966. Professor, Department of Education and Lifelong Learning, Norwegian University of Science and Technology. Current research: Employee-driven innovation and symbiotic learning in municipal care work, organizational change, innovation and participation in work-life. Email: oscar.amundsen@ntnu.no

Isabella Biletta, research manager at Eurofound, the European Foundation for the improvement of working and living conditions Email: ibi@eurofound.europa.eu

Sylvie Boermans is a scientific researcher at TNO, The Netherlands Organisation for Applied Scientific Research (Leiden, The Netherlands). During her post-doc, she investigated the effectiveness of social innovations within the Belgium context. Email: sylvie.boermans@tno.nl

Andrea Ceschi is a post-doc in work and organisational psychology at the Department of Human Sciences, Verona University, Italy. His field of work deals with organisational dynamics related to decision-making processes in the workplace. Email: andrea.ceschi@univr.it

Antonio Corral is Unit Director at IKEI Research & Consultancy (Spain). He is an economist and MBA with more than 25 year experience in social and economic research and public policy projects. He is national correspondent in Spain for the European Observatory of Working Life (EurWORK) of Eurofound. Email: acorral@ikei.es

Arianna Costantini is a Ph.D. Candidate in Psychology at Verona University, Department of Human Sciences, Italy. Her field of work is workplace innovation, reward management, and organisational behaviour. Email: arianna.costantini@univr.it

Vlad Dediu, MSc (Hons) Work and Organizational Psychology and doctoral researcher at the University of Nottingham, editorial officer of the European Academy of Occupational Health Psychology. Email: vlad.dediu@nottingham.ac.uk

Steven Dhondt, Senior research scientist at TNO (NL) and visiting professor at KU Leuven (B). Main research focuses: workplace innovation, quality of work, innovation policy, social innovation. Email: steven.dhondt@tno.nl

Rosemary Exton is Director of Workplace Innovation Limited. Her principal field of expertise is in employee empowerment and management-union partnership. She brings practical experience as a manager, clinician and trade union representative. Email: rosemary.exton@ukwon.net

Kåre Hansen, b.1965. Research Director, Department of Social Science, International Research Institute of Stavanger. Current research: Interorganizational complexity and cooperation, employee autonomy and participation, organizational safety. Email: kaare.hansen@iris.no

Peter Hasle is professor in sustainable work processes at the Section for Sustainable production, Department of Mechanical, Manufacturing and Management Engineering, Aalborg University Copenhagen with former positions at public and private research institutions and internationally with the ILO. His research interests cover among others lean, organisational social capital, OHS management and healthcare. Email: hasle@business.aau.dk

Jürgen Howaldt, Prof. Dr., b. 1960, Director of Sozialforschungsstelle Dortmund (sfs), Central Scientific Institute of TU Dortmund. Main research focuses: new management concepts, organisational development and consulting, social sciences-based innovation research. Email: howaldt@sfs-dortmund.de

Helge Hvid, b. 1952. Professor, Department of People and Technology, Roskilde University, Head of Centre for Working Life Research. Chief editor of Nordic Journal of Working Life Studies. Current research: Temporal structures at work, jobcrafting, psychosocial working environment. E-mail: hh@ruc.dk

Aditya Jain, Assistant Professor of Human Resource Management, Nottingham University Business School (UK), Associate Editor 'Safety Science' and Executive Officer of the European Academy of Occupational Health Psychology. Email: aditya.jain@nottingham.ac.uk

Maria Karanika-Murray is Associate Professor in occupational health psychology at Nottingham Trent University. Her research focuses on work-related health and well-being, and specifically workplace design, organisational intervention, presenteeism, employability, and ageing and work. Email: maria.karanika-murray@ntu.ac.uk

Ralf Kopp, Dr., b. 1961, research associate at Sozialforschungsstelle Dortmund (sfs), Central Scientific Institute of TU Dortmund. Main research focuses: network and innovation management, organisational development, social innovations. Email: kopp@sfs-dortmund.de

Stavroula Leka, Professor of Work, Health & Policy, and Director of World Health Organization Centre for Organizational Health & Development, University of Nottingham. Email: Stavroula.Leka@nottingham.ac.uk

Chris Mathieu, Director of Studies and organisational sociologist at the Department of Sociology, Lund University, and Project Leader for the Horizon 2020 project QuInnE: Quality of Jobs and Innovation Generated Employment Outcomes (quinne.eu). Current research focuses on job quality, innovation, assessing competence among surgeons, cultural production and photography. Email: Christopher.mathieu@soc.lu.se

Zofia Mockallo, MA, researcher, Laboratory of Social Psychology, Central Institute for Labour Protection - National Research Institute, Warsaw, Poland, member of a PEROSH Wellbeing at Work Initiative. Her research area is focused on work & organizational psychology, sources and effects of employees' wellbeing with special interest in social capital and innovation. Email: zomoc@ciop.pl

Peter R. A. Oeij, b. 1960, Ph.D., is a senior research scientist & consultant affiliated with TNO Innovation for Life, a Research and Technology organisation in The Netherlands. His field of work is innovation management, workplace innovation, social innovation and team dynamics. Email: peter.oeij@tno.nl

Agnès Parent -Thirion, senior researcher at Eurofound, the European Foundation for the improvement of working and living conditions. Email: apt@eurofound.europa.eu

Frank D. Pot, Emeritus professor of Social Innovation of Work and Employment, Radboud University Nijmegen (NL) and former director of TNO Work and Employment. Email: frank.pot@ardan.demon.nl

Paul Preenen is a researcher at the Dutch Tax Agency, Centre for Knowledge and Communication. He holds a Ph.D. in Work and Organisational Psychology from the University of Amsterdam. Previously, he has worked for the Netherlands Organisation for Applied Scientific Research (TNO). Email: typ.preenen@belastingdienst.nl

Elise Ramstad, Senior Adviser at Networking Businesses and Research-unit, Tekes – the Finnish Funding Agency for Innovation, Email: elise.ramstad@tekes.fi

Leif Jarle Gressgård, b.1975. Senior Research Scientist, Department of Social Science, International Research Institute of Stavanger. Current research: Interorganizational complexity and cooperation, technology management, knowledge exchange and organizational learning, innovation management. Email: ljg@iris.no

Boleslaw Rok, Ph.D., Professor of Management at Kozminski University, Director of Business Ethics & Social Innovation Centre, Academic Director of Corporate Responsibility Executive Programme, consultant to many professional associations, governmental and commercial organizations. His research interests lie in the intersection of social innovation, P2P economy, corporate responsibility, sharing economy, sustainability and strategic management. Email: brok@kozminski.edu.pl

Diana Rus, is a managing partner at Creative Peas and a senior lecturer at the University of Groningen in The Netherlands. Her field of work is innovation management, open innovation and leadership development. Email: d.rus@creative-peas.com

Riccardo Sartori is assistant professor in work and organizational psychology at Verona University (Italy), Department of Human Sciences. His field of work is organisational innovation and the assessment processes linked to this topic, including psychological assessment and human resources management. Email: riccardo.sartori@univr.it

Vibeke Kristine Scheller, b. 1987, PhD fellow at Department of Organization, Copenhagen Business School. Main research focuses: Healthcare innovation, everyday innovation in organizations, working life studies, temporal structuring and practice based research. Email: vks.ioa@cbs.dk

Jürgen Schultze, Dipl. Inf., b. 1960, research associate at Sozialforschungsstelle Dortmund (sfs), Central Scientific Institute of TU Dortmund. Main research focuses: organisational development, comprehensive innovation dialogues, importance of social innovations for sustainability. Email: schultze@sfs-dortmund.de

Liv Starheim Ph.D. and researcher at the Implementation and Performance Management group at the Management Engineering Department at the Technical University in Denmark. Her main research area is in regulating and handling the challenges in the psycho-social working environment. Email: lista@dtu.dk

Marta Struminska-Kutra, PhD, an assistant professor at Social Sciences Department, Kozminski University in Warsaw, Poland, Visiting Fellow (2014) and Associate Fellow (2014-2016) at the Institute for Science, Innovation and Society (Oxford University, Oxford, UK). She conducts research on: Corporate Social Responsibility, social and sustainable innovation, public governance . Email: martastr@kozminski.edu.pl

Peter Totterdill is a Director of Workplace Innovation Limited, an international not-for-profit company committed to stimulating and resourcing better ways of working. He is also a Visiting Professor at Kingston University London (UK) and two universities. Email: peter.totterdill@ukwon.net ; peter.totterdill@workplaceinnovation.eu

Fietje Vaas is a psychologist temporarily affiliated with TNO. Currently she is working on topics such as innovation of work organisation and the management and employment relations of private and public organisations. Email: fietje.vaas@tno.nl

Pierre Van Amelsvoort is an expert in sociotechnical systems design and organisational change. He is a partner of the consulting firm ST-Groep. Between 1994-2007 he was professor by special appointment at the Nijmegen School of Management (Netherlands). Since 2010 he is guest professor at the Catholic University Leuven, K.U. Leuven (Belgium). Email: pierrevanamelsvoort@ziggo.nl

Geert Van Hootegeem is professor at the Centre for Sociological Research at the Catholic University Leuven, K.U. Leuven, since 2000, teaching organisational design and change management. He is the founder of Flanders Synergy, a Belgian network of organisations that promote workplace innovation. In 2013 he co-founded Prepared Mind, a consulting firm focusing on Total Workplace Innovation. Email: geert.vanhootegeem@kuleuven.be

Lander Vermeerbergen is PhD candidate and teaching assistant at the Centre for Sociological Research in Leuven. His PhD-research concerns the relation between changes in organisational designs and quality of working life. Email: lander.vermeerbergen@kuleuven.be

Greet Vermeylen, senior researcher at Eurofound, the European Foundation for the improvement of working and living conditions Email: gve@eurofound.europa.eu

Chris Warhurst: Professor and Director, Institute for Employment Research, University of Warwick. Chair of the Editorial Management Committee of Human Relations. Current research: job quality; workplace innovation; graduate labour; vocational education and training; aesthetic labour, Email: C.Warhurst@warwick.ac.uk

Mathijn Wilkens, research officer at Eurofound, the European Foundation for the improvement of working and living conditions. Email: mwi@eurofound.europa.eu

Sally Wright: Senior Research Fellow, Institute for Employment Research, University of Warwick. Current research: job quality; workplace innovation; decent work; restructuring and change; pay and working conditions, Email: S.A.Wright@warwick.ac.uk

Rita Žiauberytė-Jakštienė is a junior researcher at the Netherlands Organisation for Applied Scientific Research (TNO). Formerly she has been a recruitment consultant in personnel selection agencies in Lithuania. Her research interests include social innovation, workplace innovation, and goal-setting topics. Email: rita.ziauberyte@gmail.com

Gerard Zwetsloot is director of Gerard Zwetsloot Research and Consultancy (NL, see: www.gerardzwetsloot.nl), and honorary professor in Occupational Health and Safety Management at the University of Nottingham (UK). Email: gz@gerardzwetsloot.nl