

Bi-Annual Seminar on Improving People Performance in Health Care
The Future of Health Care Work:
Towards Sustainable Employability and High-Performance Health
Care Organizations

Thursday 15 November 2018, Utrecht University School of Governance

With key notes from Professor Dr. Wilmar Schaufeli and Professor Dr. Marieke Schuurmans

Organized by: Utrecht University on behalf of the People Performance and Health Care Research Group (PPHCG): King's College London, Dublin City University, the Institute of Health Policy and Management (Erasmus University Rotterdam), the department of Human Resource Studies (Tilburg University) and Utrecht University.

We proudly announce the bi-annual seminar on Improving People Performance in Health Care, with this year's focus on The Future of Health Care Work, which will be held at the Utrecht University on Thursday the 15th of November 2018.

The turbulent environment of health care organizations is creating significant challenges for the future of health care work that have caught the attention of both researchers and practitioners. Ageing societies and policy reforms fueled by rising health care costs and shifts from state-sponsored to market-driven health care systems have raised vital questions on how to deliver high-quality care that is sustainable in terms of costs. For health care organizations, the attraction and retention of staff has also become a prominent issue as a result of ageing populations (that increase health care demand while tightening labor markets) and changing job demands that put pressure on employees' autonomy and satisfaction. Another organizational challenge concerns the necessity to enhance flexibility and mobility in order to deal with ongoing technological and medical innovations that change the organization and nature of health care work. For individuals, career management has become a significant concern, as labor markets have become more volatile and the half-life of qualifications is increasingly shorter. In this context and in the light of an increased awareness of the strenuous nature of jobs, maintaining a healthy work-life balance is a vital issue for employees.

These and other challenges result in the fundamental question of how to effectively manage health care workers, in order to contribute to the well-being of patients in general, and to build a sustainably employable workforce that is resilient, healthy, productive and innovative?

During this seminar researchers and practitioners will present and discuss their latest insights and findings on approaches for improving people performance in health care, by paying particular attention to sustainable employability and high-performance health care organizations. Contributions could cover (but are certainly not limited to) topics like high-performance health care organizations, innovations in HR and health care, leadership and HRM in changing contexts, management of health care professionals, professionalism at work, strategic HRM, and sustainable employability. We invite both **researchers and practitioners** to join this seminar and share ideas on these subjects.

Registration

Please register for this conference before 15 October by sending an email to hrmhealthcare@uu.nl. Thanks to financial support, we are happy to announce that participation is free of charge. Please note: the number of participants is limited to 100. First authors of accepted papers are automatically admitted, other participants are treated on a first come, first served base.

Procedure for paper submission

Two types of contributions are accepted to the seminar: (1) research papers that present conceptual/theoretical work or research findings, and (2) papers that reflect practice-oriented projects in organizations.

Contributors are asked to submit an extended abstract of their proposed contribution (1000-1500 words) **before 1 June** by sending an email to hrmhealthcare@uu.nl. The extended abstracts for the first type of contributions should include the following elements: title, key words, purpose, methodology (if applicable), results (preliminary if in early stages), conclusions, implications and key references. The extended abstracts for the second type of contributions should include: title, key words, purpose, description and results of the project, reflection on the project's critical success factors and implications for further research.

All submissions should be accompanied by a 50-word abstract for inclusion in the seminar program.

The selection committee will use quality, relationship to the theme of the seminar and the above elements as criteria when reviewing extended abstracts. Contributors will be informed whether their paper has been selected by the 1st of July.

Preliminary schedule and venue

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| 09.00-09.30 | Registration, coffee & tea |
| 09.30-09.45 | Welcome and introduction by Dr. Jasmijn van Harten (organizing team) |
| 09.45-10.35 | Keynote presentation |
| 10.45-12.15 | Parallel paper sessions (first round) |
| 12.15-13.15 | Lunch |
| 13.15-14.45 | Parallel paper sessions (second round) |
| 15.00-15.50 | Keynote presentation |
| 15.50-16.00 | Closing |
| 16.00-17.00 | Drinks |

Venue address:

Utrecht University School of Governance
Bijlhouwerstraat 6
3511 ZC Utrecht, The Netherlands

Looking forward to meeting you in Utrecht!

The Organizing Team/PPHCG – Jasmijn van Harten (Chair), Monique Veld, Eva Knies, Paul Boselie, Peter Leisink, Ulrike Weske, Evelien van Leeuwen, Maxime Dekkers, Steven Kilroy, Jaap Paauwe