

JOB REDESIGN: PLAYFUL AND SERIOUS APPROACHES

Engagement peaks when challenging job demands are met with resources like autonomy and skill variety. However, as demands and resources fluctuate, stress can emerge. Bakker uses Job Demands-Resources theory to advocate for proactive playful and serious job redesign strategies to maintain work engagement. He also explores how HR and leaders can support these approaches, drawing on recent job crafting and playful work design research.

Friday, November 1st at 12:00-1:00pm on Zoom



Speaker: Arnold Bakker, PhD

**Professor of Work & Organizational Psychology
at Erasmus University Rotterdam**

Dr. Arnold B. Bakker is a professor of Work & Organizational Psychology at Erasmus University Rotterdam and holds visiting professorships in Croatia, Hong Kong, and South Africa. A leading expert in occupational health, he focuses on JD-R theory, job crafting, work engagement, and the work-family interface. Bakker's highly cited work drives positive social impact, helping organizations support employee well-being worldwide.

Discussant: Tina Kiefer, PhD

**Professor of Organizational Behaviour
at Warwick Business School**

Dr. Tina Kiefer is an Organizational Psychologist by background and her main research areas focus on individual emotional experiences at work and leadership, in particular during radical and ongoing organizational change, using a range of quantitative and qualitative research methods and settings. Tina has published her work in the highest-ranked journals and works closely with organizations to help improve the everyday experience of work.



<https://westernuniversity.zoom.us/j/99531303507>

Meeting ID: 995 3130 3507

Passcode: 162319

www.dan.uwo.ca

