

Project title: Sustainable employability of people with chronic illnesses

Project leader: Prof. dr. Fred Zijlstra (h index 21), Dr. Kai J. Jonas (h –index 18)

Function: Full Professor of Work Psychology, Associate Professor of Social Psychology

Collaborators: Dr. Suzanne van Gils (h index 4), Dr. Sarah Stutterheim (h index 14)

Proposal (250 words):

Introduction: Promoting sustainable careers for People-with-Chronic-Illnesses (PCI; e.g., HIV, depression) is a challenge for contemporary organizations, worldwide. PCI often experience limited career opportunities and lack of managerial support, despite their equal performance compared to healthy peers. This project seeks to garner new insights about factors promoting and impeding the employability of PCI, that extends earlier research on dimensions of stigma and awareness of the problem among HRM and management. It also establishes the specific function of leadership in promoting the sustainable employability of vulnerable employees.

Hypothesis and Objectives: (1) What is the experience of individuals with chronic illness regarding their employability and the support of leaders and HRM? (2) How does disclosure of chronic illness affect employability (e.g., glass-ceiling effect) and how is this impacted by support from leaders? (3) How does moral leadership influence the post-disclosure experience? This list is not exhaustive, the specific focus can be adjusted depending on the interests of the candidate.

Setting and Methods: Mixed methods will be employed. Interview studies will be conducted to gain initial insights, and a more general overview will be obtained with large scale longitudinal- and multi-level surveys.

Impact: By housing expertise in work and social psychology our department provides a unique environment to research stigma and (moral) leadership in combination. While a large literature exists in each domain, integration is missing. This project is particularly timely given the recent implementation of participation laws seeking to increase the employability of people with a 'greater distance from the labour market'.

Requirements candidate: Highly motivated student with excellent English communication skills and a proactive and resolute attitude. The student should have completed courses in advanced statistics. Experience in employing qualitative (interview) and quantitative (multi-level regression) research methods is a pre.

Keywords:

Top 5 selected publications:

1. Kok, G., **Zijlstra, F.R.H.**, & Ruiters, R.A.C. (2004). Changing environmental conditions impacting health – a focus on organizations. In R. J. Burke & A. M. Richardsen (Eds.), *Corporate Wellness Programs* (pp. 28–58). Celsdenham, UK: Edward Elgar Publishing Limited
2. Bruil, M. H. C. D., & **Jonas, K. J.** (2016). Hiv-stigma is tastbaar op de werkplek [HIV stigma is tangible at the workplace]. *HIV Bulletin*, 10, 10-12.
3. **van Gils, S.**, Van Van Quaquebeke, N., van Knippenberg, D., van Dijke, M., & De Cremer, D. (2015). *Ethical leadership and follower organizational deviance: The moderating role of follower moral attentiveness*. *Leadership Quarterly*, 26(2), 190-203. DOI: [10.1016/j.leaqua.2014.08.005](https://doi.org/10.1016/j.leaqua.2014.08.005)
4. **Stutterheim, S.E.**, Bos, A.E.R., Brands, R., Baas, I., Roberts, H., Lechner, L., & Kok, G. (2017). [HIV status disclosure in the workplace: Positive and stigmatizing experiences of health care workers living with HIV](#). *The Journal of the Association of Nurses in AIDS Care: JANAC*, 28(6), 923-937.
5. **Stutterheim, S.E.**, Pryor, J.B., Bos, A.E.R., Hoogendijk, R., Muris, P. & Schaalma, H.P. (2009). HIV-related stigma and psychological distress: the harmful effects of specific stigma manifestations in various social settings. *AIDS*, 23(17), 2353-2357