

**Project title:** Promoting work-related health and well-being: The role of recovery processes

**Project leader:** Dr. Ute R. Hülshager (h-index: 19)

**Function:** Associate Professor

**Collaborators:** Prof. Dr. Fred Zijlstra (h-index: 21)

**Proposal (250 words):**

**Introduction:** Work is becoming increasingly intensified and stressful. Recovery from the demands of work is therefore crucial to safeguard employee well-being and motivation and to prevent longer-term health impairments. Recovery takes place during leisure time, specifically after work and during weekends. It consequently occurs in recurrent cycles, i.e. from day to day and from week to week. Yet, to date little is known about these dynamic aspects of recovery. In the present project, the focus will be on examining these dynamic aspects of central recovery-related variables (e.g. sleep, fatigue) by investigating how they systematically change over the course of the workweek.

**Hypothesis and Objectives:** It will be investigated how work characteristics (e.g. regular vs. irregular workweeks), work demands, and characteristics of employees (e.g. personality characteristics, leisure activities) influence systematic changes in sleep and fatigue over the course of the week. Furthermore, individual resources and coping mechanisms will be identified that can help individuals maintain high and stable levels of sleep quantity, quality and fatigue over the course of the week.

**Setting and Methods:** A series of experience-sampling studies will be conducted (in China or Europe), involving various measurement occasions per day over the course of 14 days. Data collection can occur online or via smartphones.

**Impact:** Recovery from work demands is key to long-term occupational health. Since the dynamic aspects of recovery are still poorly understood, the present project will make an important contribution to this line of research. It has both theoretical as well as practical implications.

**Requirements candidate:** Highly motivated student with good English communication skills and proactive and resolute attitude.

**Keywords:** occupational health, recovery, sleep, work demands, work stressors, personality characteristics

**Top 5 selected publications:**

1. Hülshager, U. R., Lang, J. W. B., Depenbrock, F., Fehrmann, C., Zijlstra, F. & Alberts, H. J. E. M. (2014). The power of presence: The role of mindfulness at work for daily levels and change trajectories of psychological detachment and sleep quality. *Journal of Applied Psychology, 99*, 1113-1128. (79 citations, google scholar)
2. Hülshager, U. R., Alberts, H. J. E. M., Feinholdt, A. & Lang, J. W. B. (2013). Benefits of mindfulness at work: The role of mindfulness for employees' emotion regulation, emotional exhaustion, and job satisfaction. *Journal of Applied Psychology, 98*, 310-325. (412 citations, google scholar)
3. Hülshager, U. R., & Schewe, A. F. (2011). On the costs and benefits of emotional labor: A meta-analysis of three decades of research. *Journal of Occupational Health Psychology, 16*, 361-389. (415 citations, google scholar)
4. Hülshager, U.R., Anderson, N., & Salgado, J.F. (2009). Team-level predictors of innovation at work: A meta-analysis spanning three decades of research. *Journal of Applied Psychology, 94*, 1128-1145. (851 citations, google scholar)
5. Sonnentag, S., & Zijlstra, F. R. H. (2006). Job characteristics and off-job activities as predictors of need for recovery, well-being, and fatigue. *Journal of Applied Psychology, 91*, 330-350. (503 citations, google scholar)