

Dr. Christine Busch

Abschlussarbeitsthemen Sommersemester 2021

#### Development of tools and methods for organizational health intervention research

In organizational health intervention research, processes and outcomes are studied and a balance needs to be reached between practice and research. Pragmatic science entails both high practical relevance and methodological rigor. Several examples of studies using mixed methods to evaluate the implementation process and effects of complex organizational health interventions can be found in occupational health psychology and stress prevention. For example, quantitative methods are used to evaluate the effects, and qualitative methods to describe the development, implementation, and participants' appraisals of the intervention. Both qualitative and quantitative data can also be used in various types of mixed- methods designs to link process evaluation with outcome evaluation.

There are different themes in organizational change and organizational development theory that are relevant to the implementation of organizational health interventions, such as social support and commitment by supervisors and colleagues and the ones highlighted by Tetrick, Quick, and Gilmore (2012):

- (a) readiness to change,
- (b) participation of the change recipients in the change effort,
- (c) accurate diagnosis of the need for change,
- (d) taking a positive approach for creating readiness for change
- (e) strategically leading the change to support the key beliefs underlying the motivation to change, and
- (f) continuous assessment of reactions (i.e. affectivity) to the change effort.

In your theses you may develop and validate tools and methods for these themes.

Contact: Christine.Busch@uni-hamburg.de