

Career-directed people management training

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Hypothesis 1 (H1): At Time 2, line managers who participate in a people management program will report higher levels of people management behaviour (a), and professionals will report higher levels of people management behaviour as implemented by...

Ethische beoordeling	Positief advies
Status	Werving gestopt
Type aandoening	-
Onderzoekstype	Interventie onderzoek

Samenvatting

ID

NL-OMON25296

Bron

Nationaal Trial Register

Verkorte titel

PMT

Aandoening

Not applicable (this is a behavioural intervention)

Ondersteuning

Primaire sponsor: University Medical Center Utrecht

Overige ondersteuning: University Medical Center Utrecht

Onderzoeksproduct en/of interventie

Uitkomstmaten

Primaire uitkomstmaten

People management behaviour of line managers

Toelichting onderzoek

Achtergrond van het onderzoek

This study examines an online people management training intervention to address two objectives. First, it examines the effectiveness of a people management training intervention on line managers people management behaviour and employees' job crafting behaviour, career self-management and employability. Second, it examines what process elements help to understand the outcomes. Eight line managers of professionals followed an online people management training. These line managers and X professionals in their teams completed a pre- and posttest in the form of a survey. And qualitative data was collected in follow-up conversations with line managers about the process of implementing this intervention (question raised about contextual factors, factors that affected the process of implementation and participant mental models).

Doel van het onderzoek

Hypothesis 1 (H1): At Time 2, line managers who participate in a people management program will report higher levels of people management behaviour (a), and professionals will report higher levels of people management behaviour as implemented by their line manager (b), compared to Time 1.

Hypothesis 2 (H2): People management behaviour by line managers enhances professionals job crafting behaviour at Time 2, compared to Time 1.

Hypothesis 3 (H3): People management behaviour by line managers enhances professionals career self-management at Time 2, compared to Time 1.

Hypothesis 4 (H4): People management behaviour by line managers increases professionals employability at Time 2, compared to Time 1.

Apart from testing these hypothesis with quantitative data, we also collected qualitative data in this study in follow-up conversations with line managers. This information was used for the second objective of this study, namely to conduct a process evaluation.

Onderzoeksopzet

Pre- and 12 weeks later a posttest in the form of two surveys

Onderzoeksproduct en/of interventie

Career-directed people management training. This career-directed people management program consisted of several elements. Physicians were asked to watch a video lesson, provide two cases, follow an online training session, look at a hand-out with suggestions and instructions on how to implement the lessons learned in the training in daily practice, hold

conversations on employability and proactive work behaviour with physicians in their team, and participate in an online coaching conversation after the online training session.

Contactpersonen

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Wetenschappelijk

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Deelname eisen

Belangrijkste voorwaarden om deel te mogen nemen (Inclusiecriteria)

Line managers of physician who are responsible for annual conversations on performance
(=medisch afdelingshoofden)

Belangrijkste redenen om niet deel te kunnen nemen (Exclusiecriteria)

Line managers with other functions than 'medisch afdelingshoofd'

Onderzoeksopzet

Opzet

Type: Interventie onderzoek
Onderzoeksmodel: Anders
Toewijzing: N.v.t. / één studie arm
Controle: N.v.t. / onbekend

Deelname

Nederland
Status: Werving gestopt
(Verwachte) startdatum: 01-02-2021
Aantal proefpersonen: 10
Type: Werkelijke startdatum

Voornemen beschikbaar stellen Individuele Patiënten Data (IPD)

Wordt de data na het onderzoek gedeeld: Nog niet bepaald

Ethische beoordeling

Positief advies
Datum: 22-06-2021
Soort: Eerste indiening

Registraties

Opgevolgd door onderstaande (mogelijk meer actuele) registratie

Geen registraties gevonden.

Andere (mogelijk minder actuele) registraties in dit register

Geen registraties gevonden.

In overige registers

Register

NTR-new

Ander register

ID

NL9562

METC UMC : 21-244/C

Resultaten