The well-being of high-skilled workers from a person-centered perspective

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Titel: The well-being of high-skilled workers from a person-centered perspective.


Plats: Sal U36, Frescati Hagväg 8, plan 3.

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Presentation/abstract:
High-skilled workers are defined as individuals having a highly specialized education and working with complex, non-routine tasks. Currently, 42% of the workforce in Sweden is classified as high-skilled workers (Statistics Sweden SCB, 2014), which is slightly higher than the EU average of 39% (Eurofound, 2014). This large group of workers is likely to be internally quite diverse - with different working conditions and varying well-being levels for workers from specific occupational positions, sectors of work, and forms of employment. These differences, however, are seldom discussed in mainly variable-centered research (i.e., based on regression models) on psychosocial working conditions.

Person-centered approaches provide a rich complement to traditional methods of statistical analysis, allowing researchers to model complex processes in a more heuristic way. Such methods are powerful tools to model interactions between large set of variables in an effective way. They identify naturally occurring subpopulations and allow for further comparisons between them. Thus, a person-centered approach broadens the understanding of the complex interplay between psychosocial working conditions and their longitudinal change, which can improve the tailoring of occupational health interventions.

In this seminar I will present how person-centered methodology may provide a new perspective on high-skilled workers’ working conditions and they work-related well-being. Based on two examples, one longitudinal and one cross-sectional, I will illustrate how modern person-centered techniques can be applied and interpreted.