

CALL FOR PAPERS

Health Behaviour, Personal and Organisational Health in the Age of Covid 19

Guest editors

Anne-Laure GATIGNON TURNAU
Université Toulouse 3 Paul Sabatier - France

Ann Langley
HEC Montréal, Canada

Tentative schedule

January 31, 2023
Submission deadline

February 28, 2023
Notice to authors

May 10, 2023
Submission of revised manuscripts

June 30, 2023
Final acceptance decision

October 10, 2023
Submission of the final draft

How to submit ?

www.manuscriptmanager.net/ripco

Contact

contact@ripco-online.com

The subjects of management and health have probably never been as intertwined as they are today. Companies and their practices play an increasingly important role in the health status of the population (Freudenberg, 2014). They influence all aspects of human life from food, air pollution, physical health, psychological well-being and health care to personal identity, lifestyle, sexuality and governance. And there is also an institutional and legal role for organisations in relation to occupational health, and they are places where health professionals work (Ferguson, E., & Kerrin, M., 2004). The covid 19 crisis has only heightened awareness of the role of all organisations in this central and priority societal concern. Indeed, for almost three years, the pandemic has focused researchers' attention on health concerns and accelerated publications and research programmes around this theme. Thus, for example, the Journal of Applied Psychology is devoting its volume 106 (2021) to the publication of articles on understanding work and employment in the era of the Covid pandemic.¹⁹

What is the status of the field of organisational behaviour in relation to addressing health issues? A whole range of organisational behaviours are likely to be revisited or explored. The purpose of this special issue is to bring together contributions on these issues, to provide an overview and to reflect on the relevance of structuring the field of organisational behaviour around the theme of health. The contributions can be situated at the different traditional levels of analysis of the field of organisational behaviour: individuals, groups, organisations, as well as in the links within and between these different levels.

Linking management and health poses a number of challenges. Perhaps the first challenge is that there is no single, universal definition of health. One of the most often cited definitions is that of the World Health Organisation (WHO 1998), which considers health to be a state of complete physical, mental and social well-being, and not merely the absence of disease or injury. However, as Canguilhem has shown, health is not so much a state of normality, from which disease is distinguished, but rather the capacity to adapt to variations in the environment (Canguilhem, 1998). But what are we

Health Behaviour, Personal and Organisational Health

talking about, in the field of management sciences, when we talk about health behaviour and the health of organisations? The second challenge is that of organising this field of research, which seems very vast, since it can cover several types of themes.

The first theme is health at work. This is a classic theme in HRM research and an essential dimension of the study of the social performance of organisations. Two international journals, *Journal of Occupational Health Psychology* and *Work and Stress*, specifically publish work in these areas. The latter naturally welcomes multidisciplinary work in medicine, clinical psychology and organisational psychology. Historically, it is psychological health and the negative aspect of health, i.e. stress (Jex & Yankelevich, 2008) and work-related suffering (Dejours, 1999), that anchors this topic in the organisational behaviour literature. Within this approach, the study of coping behaviours (Dewe, Cox & Ferguson, 1993) has mobilised a large number of researchers. The study of organisational stressors was joined by the study of burnout and its positive side, work commitment. Over the decades, the accumulation of empirical knowledge has made it possible to construct increasingly sophisticated theoretical models, in particular the one that serves as the theoretical basis for many research projects, the "work demands-resources" model, more commonly known as the JD-R model (Bakker and Demerouti, 2007). In parallel, a European research network on "healthy organisations" is developing to study specifically the practices of organisations and behaviours favourable to health, both for one's own health and that of other members of the organisation and its various stakeholders. This can lead to a re-examination of certain work behaviours, such as pro-social behaviour, and to the study of new behaviours, such as preventive or health-promoting behaviour. Humanistic management (Pirson, M., 2018) also allows us to reflect on the role of organisations in promoting health.

In this special issue, work on organisational behaviours in health organisations also has its place. The covid 19 pandemic has put the spotlight on these organisations, EPHAD / hospitals / clinics, and the HR difficulties they face, particularly in relation to the lack of attractiveness of care professions. More generally, it has called into question the capacity of organisations to overcome the crisis, i.e. their organisational resilience (Bousser, 2022). It has brought into focus not only the issue of the health of individuals but also the health of organisations themselves. The concept of the Magnet Hospital emerged in the 1980s to identify elements of excellence in terms of the attractiveness and retention of

healthcare staff. In this field of management, there are numerous studies on the organisational behaviour of care staff (Rivière, Commeiras, & Loubès, 2019). We can also highlight behaviours specific to this field, those towards patients or care behaviours, which can be extended not only to health professionals but also to family carers. For the latter, concern for the health of their loved one is likely to modify their commitment to work and their feeling of cognitive overload. More broadly, the question of the place of patients and their relatives in the care process is increasingly being raised (McColl-Kennedy et al., 2017), at a time when the public authorities are promoting patient autonomy both for budgetary reasons and in response to a questioning of the authority of doctors.

In fact, today, with the covid 19 crisis, all organisations are forced to integrate public health issues. Is this an exceptional situation or one that is likely to continue? It is likely that the changes in the organisation of work made throughout this period (Vaziri, Casper, Wayne, & Matthews, 2020), such as teleworking or distance working, will have longer-term repercussions on work behaviour.

Finally, and from a perspective that is in line with regulatory and ethical concerns, the management of personal health data is a topical subject with a high research potential in the field of management sciences and organisational behaviour and may constitute a third theme highlighted in this special issue. At the European level, the General Data Protection Regulation (GDPR) came into force on 25 May 2018. The debate on the legitimacy of the health pass has brought to the forefront of the social and political scene the question of individual freedoms, but above all the right to respect for one's private life and the secrecy of information concerning it. What are the reasons that will be considered legitimate and compelling for collecting this type of data and what is the value of a consent to disclose one's health data for an individual in a professional context? Acceptability, disclosure behaviours and their impact on the sense of invasion of privacy are all challenges for OB research (Bhave, Teo & Dalal, 2020, Bobillier-Chaumon, M. E., 2013). The implementation of new technologies, such as AI and ICT, with the aim of building an augmented human or teaming machines, all rely on the massive and continuous harvesting of personal data or biometric data. Thus, a form of new surveillance is likely to emerge in organisations with impacts on organisational behaviour that remain to be identified, described and validated (Ravid, Tomczak, White, & Behrend, 2020).

Health Behaviour, Personal and Organisational Health

Topic areas

Thus, articles dealing with the following points will have their place in this special issue

- occupational health, both physical (musculoskeletal disorders, occupational risks) and mental (stress, burnout, psychological disorders),
- organisational behaviour in health organisations
- the resilience of health organisations and their ability to overcome crisis,
- new organisational arrangements and modalities, adopted during the pandemic such as teleworking,
- healthy" behaviour in organisations and the receptivity of employees to organisational and/or societal injunctions to take better care of their health ,
- social distancing measures on the quality of interpersonal working relationships,behaviour to protect personal health data,
- more generally, the question of the impact of the pandemic on individuals and organisations.

Références

- Bakker, A. B., & Demerouti, E. (2007). The job demands resources model: State of the art. *Journal of managerial psychology*.
- Bhawe, D. P., Teo, L. H., & Dalal, R. S. (2020). Privacy at work: A review and a research agenda for a contested terrain. *Journal of Management*, 46(1), 127-164.
- Bobillier-Chaumon, M. E. (2013). Conditions d'usage et facteurs d'acceptation des technologies de l'activité: Questions et perspectives pour la psychologie du travail (Doctoral dissertation, Ecole doctorale Sciences de l'Homme, du Politique, et du Territoire).
- Bousser, M. (2022). Les facteurs d'adaptabilité des personnels de santé contributifs à la résilience hospitalière et les leviers managériaux mobilisés. *Projectics/Proyectica/Projectique*, (HS), 33-55.
- Canguilhem, Georges, 1966 *Le normal et le pathologique*, Paris : PUF, 1998.
- Dejours, C. (1999). Nouvelles formes d'organisation du travail, souffrance au travail et orientation. *Questions d'orientation*, 62, 51-66.
- Dewe, P., Cox, T., & Ferguson, E. (1993). Individual strategies for coping with stress at work: A review. *Work & Stress*, 7(1), 5-15.
- Freudenberg, N. (2014). Impact of Business and Corporate Practices on Health. *The Wiley Blackwell Encyclopedia of Health, Illness, Behavior, and Society*, 1221-1223.
- Ferguson, E., & Kerrin, M. (2004). Health Psychology Within Organizational Contexts. *Health psychology in practice*, 251-266.
- McColl-Kennedy, J. R., Snyder, H., Elg, M., Witell, L., Helkkula, A., Hogan, S. J., & Anderson, L.
- (2017), The changing role of the health care customer: review, synthesis and research
- Agenda. *Journal of Service Management*, 28(1), 2-33.
- Pirson, M. (2018). Humanistic Management—Sucks less and better for your health.
- Ravid, D. M., Tomczak, D. L., White, J. C., & Behrend, T. S. (2020). EPM 20/20: A review, framework, and research agenda for electronic performance monitoring. *Journal of management*, 46(1), 100-126.
- Rivière, A., Commeiras, N., & Loubès, A. (2019). Nouveau Management Public, tensions de rôle et stress professionnel chez les cadres de santé. *Revue de gestion des ressources humaines*, (2), 3-20.
- Vaziri, H., Casper, W. J., Wayne, J. H., & Matthews, R. A. (2020). Changes to the work-family interface during the COVID-19 pandemic: Examining predictors and implications using latent transition analysis. *Journal of Applied Psychology*, 105(10), 1073.

Process and submission norms

Proposals must be submitted via our platform: <https://ripco.manuscriptmanager.net/ripco>. When submitting, authors must choose the special issue « **Health behaviors, health of people and organizations** » from the drop-down menu in the field " If the manuscript is destined to a Special Issue, please make a choice" found in the "DETAILS" page of the submission. Proposals should follow the editorial standards of the journal: ripco-online.com/EN/avantSoumission.asp

All articles submitted to the journal are reviewed on a double-blind basis and all resubmitted manuscripts go through the same review process, and the previously solicited reviewers give an assessment based on consideration of the changes suggested in the first round of review. The final editorial decision will be made on the basis of the proposed revised manuscript, in the form of either an acceptance for publication or a final rejection, possibly with an invitation to resubmit for a regular issue of the journal.