

“From Burnout to Work Engagement: Primary and Secondary Interventions”

Professor Arnold B. BAKKER
Adjunct Professor
Department of Applied Psychology
Lingnan University

&

Professor Michael P. LEITER
Professor
Centre for Organizational Research
& Development
Acadia University

Date: 27 March 2014 (Thursday)

Time: 10:30am – 12:30pm

Venue: Paul S. Lam Conference Centre, Amenities Building

Biography:

Professor Arnold B. BAKKER is professor and chair of the Department of Work & Organizational Psychology, Erasmus University Rotterdam, The Netherlands, and Adjunct professor at the Department of Applied Psychology, Lingnan University, Hong Kong. He is also President of the European Association of Work and Organizational Psychology, and fellow of the Association for Psychological Science. Bakker’s research interests include positive organizational phenomena such as work engagement, flow, and happiness at work.

Professor Michael P. LEITER is a world renowned expert on the psychology of work. His ground-breaking research on job burnout and work engagement has produced widely acclaimed books. In an concerted commitment to improving worklife quality, he consults with organizations and researchers around the world. He is highly sought as a keynote speaker for diverse audiences, including public sector executives, health care providers, and human resource professionals. Prof. Leiter is a frequently cited author in the scientific literature. He has received generous research support from Canadian granting councils and international foundations.

Abstract:

Whereas burnout is a negative state of chronic exhaustion and cynicism, work engagement is a positive state of high energy and dedication. In this lecture, we will discuss both states and outline which interventions can be used to banish burnout and encourage engagement. In the first part of the lecture, Prof. Michael Leiter will discuss the burnout syndrome and the most recent insights regarding possible interventions at the individual and organizational level. In the second part of the lecture, Prof. Arnold Bakker will discuss work engagement and recent interventions aimed at increasing work engagement and performance. The lecture will discuss the state of the art regarding organizational and individual-level approaches of burnout and engagement, including civility interventions, areas of working life interventions, Job Demands–Resources interventions, job crafting interventions, and strength-based interventions.

References

- Bakker, A. B., Demerouti, E., & Sanz-Vergel, A. I. (2014). Burnout and work engagement: The JD-R approach. *Annual Review of Organizational Psychology and Organizational Behavior*.
- Leiter, M. P., Bakker, A. B., & Maslach, C. (2014). *Burnout at work: A psychological perspective*. Hove, Sussex: Psychology Press.
- Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). Job burnout. *Annual Review of Psychology*, 52, 397-422.