

HEALTH AND WELL-BEING IN RESTRUCTURING: QUANTITATIVE RESULTS

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Despite the great research interest in restructuring in terms of productivity and innovation, investigations of the effects on employees have received less attention. Restructuring can be defined as organizational changes that are much more significant than commonplace changes, i.e. they influence the work of an entire organization or a whole organizational sector rather than focusing on peripheral changes in working practices (Kieselbach et al., 2009). Examples of restructuring include relocation (activities are relocated to other sites within the country), off shoring (activities are relocated outside the country), outsourcing (activities are subcontracted to another company within the country), closure (the organization closes down all activities and ceases to exist), merger/acquisition (two companies merge or one is taken over by another), internal restructuring (job-cutting, team implementation or introduction of other new forms of working) and business expansion (extension of business activities, hiring new workforce (European Monitoring Centre of Change).

In November 2009, a two-year European research project aiming at examining the effects of restructuring on employees' psychological health and well-being obtained funding from the NEW OSH ERA. The project is a collaboration between the National Institutes of Occupational Health in Finland (FIOH), the Netherlands (TNO), Poland (CIOP) and Denmark (NRCWE). The project runs through three empirical phases: 1) Quantitative analyses of existing databases in Denmark, Finland and the Netherlands and the development and testing of a restructuring questionnaire piloted in the Netherlands and Poland, 2) Qualitative analyses of the mechanisms behind the quantitative results and 3) National workshops in each of the participating countries where key stakeholders are invited to report on their experiences with good practice during restructuring processes.

The aim of this symposium is to present the results of the first phase of the project. The results of the quantitative analyses of existing research in Denmark, the Netherlands and Finland and the preliminary results of the piloted questionnaire in Poland will be presented. The first presentation is the Danish presentation in which results are presented from the DWECs. Here we examine the impact of new organizational ownership on job insecurity and range of health and well-being outcomes. The second contribution presents the impact of a merger within forestry industry in Finland is examined in terms of the effects of employee health and well-being, including the mediators and moderators of such relationships. The third contribution is from the Netherlands. Based on national datasets (NWCCS and CSI) the impact of broader restructuring on employee health and well-being are examined including the mediators and moderators. The fourth and final contribution will contain the preliminary results of the piloting of a restructuring questionnaire in Poland. Together, these provide a picture of the effects of different types of restructuring in four countries on employee psychological health and well-being.

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