



The association of experiencing a disruptive private life event with work ability and the moderating effect of I-deals

Name : **Demi Lensselink**
Student number : **4592255**
Supervisor : **K. Pak**
Second supervisor : **M. Dennissen**



Radboud Universiteit



Name : **Demi Lensselink**

Student number : **4592255**

A Supervisor : **K. Pak**

Second :

supervisor : **M. Dennissen**

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Abstract

This study examined the association between experiencing a disruptive private life event and work ability and the interacting roles of developmental I-deals, flexibility I-deals, and reduced workload I-deals. I hypothesized that experiencing a disruptive private life event (e.g. birth of a child or illness) is negatively related to work ability based on the work-home resources model. I also expected that disruptive private life events and work ability will not be related anymore after implementing I-deals. The association is tested by collecting data from a questionnaire with a sample of 303 participants. Results showed that there is a negative association between experiencing a disruptive private life event and work ability. Besides, results showed that when developmental I-deals are used often, disruptive private life events and work ability will not be related anymore. Furthermore, results showed that flexibility I-deals and reduced workload I-deals could not remove the association between disruptive private life events and work ability. The lack of effect of flexibility I-deals could be due to different sectors and higher expectations from the organization. The lack of effect of reduced workload I-deals could be due to a lack of distraction and self-managing teams. This study has some limitations, it is a cross-sectional study, convenience sampling is used, and the Cronbach's alpha for work ability is low. Contributions of this study are that it shows the importance of looking after employees who have experienced a disruptive private life event and that organizations should invest in developmental I-deals.

Keywords: disruptive private life events, work ability, developmental I-deals, flexibility I-deals, reduced workload I-deals

Preface

I have conducted this research as a final part of my Master Strategic Human Resource Leadership at the Radboud University. I decided that I wanted to do this research on major life events. I had not looked at this specific subject before, but I do think that it is really important in human resource management, because major life events happen so often. After doing this research, I have extended my knowledge about human resources and gained new insights.

Many people helped me during the process of writing my thesis. First, I would like to thank Karen Pak for her critical and encouraging feedback, but mostly for her amazing support. She helped me a lot by looking critically at my thesis, but she also made me feel confident about my thesis. She was an amazing supervisor! Additionally, I would like to thank my second assessor Marjolein Dennissen for her valuable feedback. I would also like to thank my fellow thesis circle members: Paulien Weikamp, Jikke Dulos, and Koen Hofmann. They supported me a lot during the entire process, which was really valuable for me. It was nice to be able to help each other when needed. Lastly, I would like to thank my family and friends for their support and encouragement.

Content

Introduction	6
Theory	8
Work ability	8
Disruptive private life events.....	9
I-deals	10
Method	12
Research design	12
Sample	13
Instruments	14
Analysis	17
Research ethics	17
Results	18
Descriptive statistics	18
Hypotheses testing	19
Additional analysis	21
Discussion and conclusion	23
Discussion.....	23
Limitations and directions for future research.....	25
Practical implications	27
Conclusion	27
Bibliography.....	28
Appendix 1: Questions	32
Appendix 2: Questions additional analysis	36
Appendix 3: Interview summaries	37

Introduction

Currently, there is a shortage in the labor market (Centraal Bureau voor de Statistiek [CBS], 2019c). One reason for the shortage in the labor market is that over 40 percent of all women stop working after giving birth (CBS, 2019a). Another reason is that 2,9% of all men between 25 and 45 years stop working due to illness or full incapacity to work (CBS, 2019b). Giving birth and getting ill are examples of life events (Specht, Egloff, & Schmulke, 2011). These numbers show that people might not be able to work anymore after experiencing a life event. The shortage in the labor market is a real problem, because it leads to a process of work intensification (CBS, 2019c; McDonald & Hite, 2018). Work intensification means that the workload of an employee increases (McDonald & Hite, 2018). A reduction in the number of people that are working, will increase the workload of the remaining workers. When fewer people are working, the work which has to be done is divided between fewer people and these tasks have to be completed in a shorter time than before (McDonald & Hite, 2018). This shows that it is important to look at how to keep employees working after experiencing a life event. Organizations could try to keep employees working by looking at their work ability, because this shows whether the employees are still capable of working (McGonagle et al., 2014).

This research will look at the impact of private life events (e.g. divorce, losing a loved one, or getting ill; Bakker, Du, & Derks, 2019) on work ability, because many people stop working after experiencing a life event (CBS, 2019a; CBS, 2019b). Private life events can have a substantial effects on work ability (Pak, Wang, Kooij, De Lange, & Van Veldhoven, under review b). Work ability is the mental, physical, and social capacity of the worker to stay employed, given the individual resources and demands of the job (McGonagle et al., 2014). Taking work ability into account will help organizations to understand how they will be able to keep employees working in their organization, because different demands (e.g. dealing with sick people or raising a baby) could impact the work ability of the employee (McGonagle et al., 2014). When work ability is low, this will often lead to an exit of employees (McGonagle et al., 2014). As explained, I will focus on the association between private life events on work ability. These events are often unexpected and some events are more disruptive than others, so I will specifically look at how disruptive an event is according to the respondents (Akkermans, Seibert, & Mol, 2018). The degree to which an event is disruptive, differs depending on evaluations and circumstances (Bakker et al., 2019; Pak et al., under review b).

When using the work-home resources model, disruptive private life events could be seen as home demands, which are negatively related to work outcomes, such as work ability (Ten

Brummelhuis & Bakker, 2012). Many studies that looked at work ability have focused on job demands or personal and job resources, but they have not looked at home demands as much (Pak et al., under review b). Thus, there is a lack of research that looks at home demands, which is why I specifically focus on home demands (i.e. private life events).

Organizations could mitigate the potential negative effects of private life events by responding with the use of practices to disruptive private life events according to the work-home resources model. One practice that organizations could implement is idiosyncratic deals (I-deals) (Hornung, Rousseau, & Glaser, 2009). I-deals are negotiated agreements between an employee and the organization. I-deals have different contents among employees, which makes them helpful when responding to specific circumstances of that employee (Hornung et al., 2009). This heterogeneity makes an I-deal helpful, because every private life event is different (Hornung et al., 2009). I-deals are helpful for both employers and employees, because employees will get contract terms that are more aligned with personal preferences and employers can retain employees (Bal, De Jong, Jansen, & Bakker, 2012). In many organizations, employees have different work arrangements than other employees, but whether this is positive for the employee and employer is still a question (Liao, Rousseau, & Wayne, 2016).

Little is known about what organizations should do after their employee experiences a disruptive private life event. As shown, employers must examine what to do after employees experience a disruptive private life event, because many employees stop working after experiencing a disruptive private life event, which could be due to their decreased work ability (McGonagle et al., 2014). The goal of this research is to get a better understanding of the association between disruptive private life events and work ability and examining whether implementing I-deals will buffer the association between disruptive private life events and work ability. The research goal results in the following research question:

To what extent are disruptive private life events associated with work ability and to what extent can I-deals buffer this association?

The theoretical relevance of this study is to contribute to the small amount of literature on the impact of disruptive private life events on work outcomes. This research will look at home demands of the work-home resources model, because home demands are under researched (Pak et al., under review b). Besides, previous research has found that HR practices could help to mitigate the effects of life events, but they have not looked at I-deals yet (Pak et al., under review a). In previous research, they looked at general HR practices, while research

also showed that supervisors should adapt general HR practices towards one employee (Pak et al., under review a). Specialized HR practices might work better to improve the employees' work ability (Pak, et al., under review a). This shows that it is important to study the impact of a unique agreement (i.e. I-deals) for an employee.

Besides the theoretical relevance, this research also has practical relevance. Experiencing a private life event is something that happens in many lives, which makes it important for organizations to look at how to cope with those events (Pak et al., under review a). Besides, the shortage in the labor market makes it important for organizations to look at how to keep employees mentally, physically, and socially capable to stay employed (i.e. work ability) (CBS, 2019c; McGonagle et al., 2014). This research will help organizations to understand whether implementing an I-deal could be a way for them to manage employees who have experienced or are experiencing a disruptive private life event.

To answer the research question, central concepts and hypotheses will be explained in the theory section. The method section will be used to explain the method which will be used. The method will be followed by the results of the research. Finally, the last section consists of the conclusion and discussion. This section will also include some implications and limitations of this research. Lastly, some recommendations for future research will be explained as well.

Theory

Work ability

Work ability is a concept that refers to the capacity of the worker to remain employed in their current job, considering the demands of the job and their individual resources (McGonagle et al., 2014). Both individual and working environments are important for defining work ability (McGonagle, Fisher, Barness-Farrell, & Grosch, 2015). Thus, when looking at work ability, it is important to not only look at the work environment (McGonagle et al., 2015). Work ability is an important concept for organizations, because high work ability is often associated with productivity, life satisfaction, job satisfaction, and high quality of work (McGonagle et al., 2014). As explained before, low levels of work ability often lead to an exit from the workforce (McGonagle et al., 2014). The important parts of work ability, which are: functional capacity, health, professional knowledge, competence, values, attitudes, motivation, and work itself, could cause low levels of work ability (Van den Berg, Elders, De Zwart, & Burdorf, 2009). This shows that those different parts are all important when trying to improve work ability (Van den Berg et al., 2009).

Disruptive private life events

Life events include binding transitions in life (e.g. marriage), core individual experiences (e.g. death of a loved one), and meaningful changes (e.g. birth of a child) (Specht et al., 2011). Besides, a distinction between life events at home and life events at work could be made (Pak et al., under review b). In this research, I will focus on life events at home (i.e. private life events), because the impact of private life events is underresearched (Bakker et al., 2019; Pak et al., under review b). Furthermore, it has been suggested by Akkermans et al. (2018) and shown by Bakker et al. (2019) that private life events have an important impact on work outcomes.

It is important to notice that private life events can differ in the extent to which they are expected and controllable (Akkermans et al., 2018). When an event is more uncontrollable and unexpected, it will probably disrupt the work ability more (Pak et al., under review b). This shows that every event will have a different impact on work ability. Therefore, this research will take the disruptiveness of the private life event into account. Certain events could be disruptive for some people, but the same event might not be disruptive for other people. For example, when a parent becomes ill, some people will have to take care of their parent, thus it will cost a lot of extra time and will probably be disruptive. Some people will not have to take care of their parents, because their parents could live far away, thus those people might not see it as disruptive.

Using the work-home resources model, disruptive private life events could be associated with work ability (Ten Brummelhuis & Bakker, 2012). According to the work-home resources model, work and home demands lead to a decrease in personal resources. Personal resources are personal energies and traits (e.g. time and energy) and when those personal resources decrease, work and home outcomes will decrease as well (Ten Brummelhuis & Bakker, 2012). Resources from work or home will have a positive impact on personal resources (Ten Brummelhuis & Bakker, 2012). Thus, people can reduce the impact of home demands on personal resources by mobilizing resources at work (e.g. improve work skills). Work resources will have a positive effect on personal resources and higher personal resources will make sure that employees will be able to encounter stressful situations (e.g. disruptive private life events) (Ten Brummelhuis & Bakker, 2012). Thus, disruptive private life events could be seen as home demands and they will lead to a decrease in personal resources and lower personal resources will lead to a decrease in work outcomes (e.g. work ability) (Ten Brummelhuis & Bakker, 2012).

In line with the work-home resources model, Bakker et al. (2019) found that experiences

in private lives negatively influenced work outcomes. Furthermore, Pak et al. (under review b) found that disruptive private life events are negatively related to work ability. Those studies indicate that there is a negative association between experiencing a disruptive private life event and work ability of the employee, which led to the following hypothesis:

Hypothesis 1: Experiencing a disruptive private life event will be negatively associated with work ability.

I-deals

I-deals are specialized conditions for one particular employee, that have to be negotiated between the employer and the employee (Hornung et al., 2009). Thus, I-deals often differ between different employees in content and in the number of arrangements. Examples of I-deals are individual career opportunities or variability in hours (Hornung et al., 2009). Going deeper into the content of I-deals, there are three commonly negotiated forms of I-deals, which are developmental I-deals, flexibility I-deals, and reduced workload I-deals (Hornung et al., 2009). Developmental I-deals are opportunities to develop individual competencies and skills that will benefit the career of the employee. Flexibility I-deals are agreements that allow employees to influence the schedule of their work to fit individual needs and preferences. Reduced workload I-deals are agreements that will influence the quantity or quality of the workload (e.g. shorted working days), to improve the work-life balance and therefore the work ability (Hornung et al., 2009).

The work-home resources model could be used to explain why different I-deals might help to improve work ability after experiencing disruptive private life events. As explained before, home demands influence personal resources and this is negatively related to the work outcomes (Ten Brummelhuis & Bakker, 2012). Private life events could be seen as home demands and implementing I-deals at work could be seen as work resources. Implementing I-deals could give employees more autonomy in arranging their work schedule (i.e. flexibility I-deals), or I-deals could mean that employees get more opportunities to develop their skills (developmental I-deals), but it could also give employees more time to process their private life events (reduced workload I-deals) (Hornung et al., 2009). When the work resources increase, this will be positively related to the personal resources and thus the home and work outcomes (Ten Brummelhuis & Bakker, 2012). This shows why developmental, flexible, and reduced workload I-deals could be helpful to improve work ability.

Little research has looked at the association between I-deals and work ability (Brzykcyg, Boehm, & Baldrige, 2017). To my knowledge, only Brzykcyg et al. (2017)

studied the impact of I-deals on work ability and found that I-deals enhanced work ability perceptions. Since there is little research on the association between I-deals and work ability, I will look at the association of I-deals with other work outcomes (e.g. motivation) as well to form a hypothesis. Hornung, Rousseau, Glaser, Angerer, and Weigl (2010) state that implementing I-deals will improve the fit between employees and their job, which will benefit both the employee and the employer. Hornung et al. (2010) say that implementing I-deals will improve resources to cope with stressors. Hornung et al. (2009) state that I-deals are expected to have a positive influence on the motivation, performance, and work-life balance of an employee (Hornung et al., 2009). More specifically, those researchers found that developmental I-deals were positively related to employee motivation. They also found that flexibility I-deals have not influenced the motivation of employees in their research (Hornung et al., 2009). Nonetheless, Bal et al. (2012) found that flexibility I-deals lead to higher motivation to continue working. Although flexibility I-deals influence motivation, developmental I-deals do not always lead to a higher motivation to continue working. Developmental I-deals could sometimes have a positive effect on the motivation to continue working when for example the organization supports the employee to use the skills that are learned after negotiating the developmental I-deals (Bal et al., 2012). According to Hornung et al. (2009), workload I-deals are not related to work-life changes, but they explain that the extent of workload reduction I-deals in their sample was very low, this could have caused the low association. Although those studies have not focused on work ability but on motivation, they can still be used to form a hypothesis, because motivation is often seen as a crucial part of the concept of work ability and it is closely related to work ability (Tengland, 2011). Some people even say that having motivation is a part of having work ability. Without motivation, humans would not do anything and their work ability will be extremely low (Tengland, 2011). Since motivation and work ability are closely related, I will use the previously mentioned studies to form hypotheses. Most researchers show that I-deals overall will have a positive effect on motivation and thus I-deals will probably have a moderating effect on the association between disruptive private life events and work ability (Tengland, 2011). Besides, Brzykcyg et al. (2017) showed a positive association between I-deals and work ability and thus we expect the following, based on the previously mentioned studies and the work-home resources model.

Hypothesis 2: Developmental I-deals buffer the association between experiencing a disruptive private life event and work ability in such a way that when developmental I-

deals are used often, the association between experiencing a disruptive private life event and work ability is weakened.

Hypothesis 3: Flexibility I-deals buffer the association between experiencing a disruptive private life event and work ability in such a way that when flexibility I-deals are used often, the association between experiencing a disruptive private life event and work ability is weakened.

Hypothesis 4: Reduced workload I-deals buffer the association between experiencing a disruptive private life event and work ability in such a way that when reduced workload I-deals are used often, the association between experiencing a disruptive private life event and work ability is weakened.

In this research, I will look at how disruptive private life events are related to work ability as shown in Figure 1. Disruptive private life events are expected to be negatively associated with work ability. Besides this association, I will look at how the implementation of three different kinds of I-deals is influencing this association. Those expectations led to the creation of the following conceptual model:

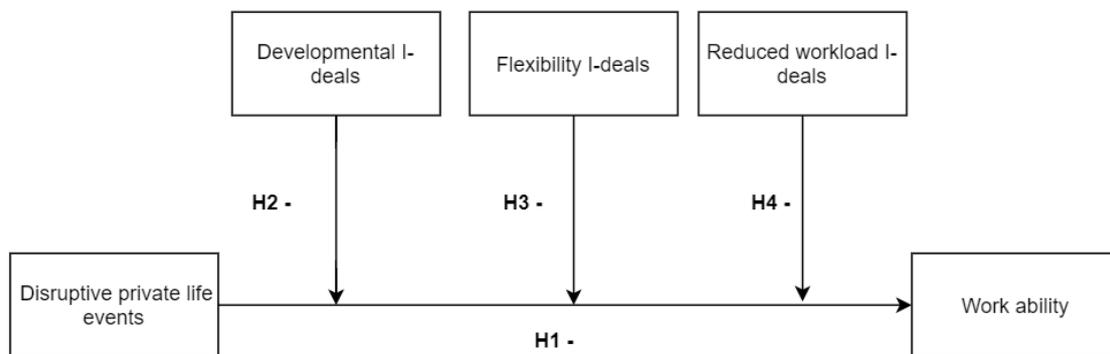


Figure 1. Conceptual model

Method

This section will include information about the research design, sample, instruments, analysis, and research ethics.

Research design

This research uses a quantitative research design, because it explored several hypotheses based on theory which fits with a quantitative research design. Besides, this research was looking for evidence of variables that produce numeric outcomes (Field, 2013). To collect data for this research, an online questionnaire was used. The questionnaire was designed together

with three other master students. All of us also shared this questionnaire with our network. Data collection has been done in Dutch, because the research was conducted in the Netherlands. The respondents were ensured of anonymity before they started with the questionnaire. The questionnaire is shared via convenience sampling by using social contacts. For example, the questionnaire was shared on LinkedIn and Facebook. Some reminders have been sent to remind them to fill in the questionnaire. Respondents were asked to fill in their email address voluntarily to receive a report of the findings.

Sample

The respondents are Dutch speaking employees who receive consistent work and payment from an employer, whereby this is also their only job. In total 303 respondents filled in the questionnaire. All respondents could be used for this research, although some respondents had a missing value at one of the control variables. The minimum age was 20 and the maximum age was 65, with a mean of 40,97 (SD = 13.31). When looking at gender, 102 males (33.7%) filled in the questionnaire, 200 females (66.0%) filled in the questionnaire, and 1 respondent answered: I prefer not to say (0.3%). When looking at working hours per week, the minimum is 3 hours a week and the maximum is 60 hours a week, with a mean of 32.13 percent (SD = 8.19). An overview of the descriptive statistics is presented in Table 1.

Table 1

Descriptive statistics

VARIABLE		FREQUENCY/ MEAN	PERCENTAGE/ SD
GENDER	Male	102	33.7%
	Female	200	66.0%
	I prefer not to say	1	0.3%
AGE		40.97	13.13
WORKING HOURS PER WEEK		32.13	8.18
EDUCATION LEVEL	Primary school	0	0%
	Preparatory vocational education	22	7.3%
	Higher General secondary education	10	3.3%
	Pre-university education	2	0.7%
	Vocational education	64	21.1%
	University of applied science	132	43.6%
	University bachelor	8	2.6%
	University master	62	20.5%
	PHD	3	1.0%

Instruments

First, an exploratory factor analysis was conducted to check the validity of this research (Field, 2013). A factor analysis defines the underlying structure among variables in this research (Hair, Black, Babin, & Anderson, 2014). Those values are acceptable when, $KMO > .5$ and Bartlett's test of Sphericity $< .05$. Also, the number of factors will be compared to my expectations. To find the number of factors, I will look at factors with an eigenvalue above 1 (Field, 2013). After doing a factor analysis, a reliability test is conducted as well to check the reliability of the variable. The variable is reliable when the Cronbach's alpha is above .7 (Field, 2013). For the two variables that only have two items, I will use the Pearson correlation to look at the reliability. When the Pearson correlation is above .5, it means that there is a correlation (Field, 2013).

Work ability. The scale that has been used to measure work ability was a four-item scale that was developed by McGonagle et al. (2015). McGonagle et al. (2015) developed their scale, by adapting the scale: Work ability Index (WAI). McGonagle et al. (2015) wanted to develop a more practical scale for researchers, so they developed the scale for perceived work

ability. They used three items from the WAI and adapted one item (McGonagle et al., 2015). The first item was: ‘How many points would you give your current ability to work?’. The other items were: ‘Thinking about the [physical, mental, interpersonal] demands of your job, how do you rate your current ability to meet those demands?’. The first item was rated on a scale ranged from 0 (cannot currently work at all) to 10 (work ability is at its lifetime best). The other three items were rated on a 5-point scale, going from 1 (extremely bad) to 5 (extremely good) (McGonagle et al., 2015). Using the factor analysis, one factor was found, which is in line with my expectations. The KMO value was .65 and Bartlett’s Test of Sphericity was significant. The Cronbach’s Alpha was .62. The Cronbach’s Alpha is a bit below the criterium of .7. Nonetheless, I chose to keep all the items, because I had to delete two items to get the Cronbach’s Alpha above .7. This would mean that I could only keep 2 items to indicate the degree of work ability. Besides, The KMO value decreased when those two items were deleted. Lastly, the used scale is a validated scale, which also helped by making the decision of keeping those items.

Disruptive private life events. Respondents were asked whether or not they had experienced a major life event at home in the past 12 months. When the respondent had experienced a private life event, they scored 1 and when they had not experienced a private life event, they scored zero. I chose to use a period of 12 months, based on the study of Bakker et al. (2019) and the study by Luhmann, Lucas, Eid, & Diener (2013). To measure whether the event was disruptive, the scale of Luhmann, Fassbender, Alcock, & Haehner (2020) was used. This scale consisted of four items (Luhmann et al., 2020). An example of the item is: ‘I had to change my life because of the event.’. The items were rated on a 5-point scale, starting from 1 (does not apply at all) to 5 (applies completely). Some respondents have not experienced a private life event. The respondents who have not experienced a private life event will score a 1 for the questions about the disruptiveness of the life event. After doing the factor analysis, a KMO value of .86 was found. Based on the eigenvalues, one factor was found, which is in line with my expectations. Bartlett’s Test of Sphericity was significant as well. The Cronbach’s Alpha was .95.

I-deals

Developmental I-deals. For developmental I-deals, the scale which is developed by Bal and Vossaert (2019) was used in this research. This was a scale to measure whether the supervisor and employee made arrangements to develop the growth of the employee. An example of the item which was used is: ‘I have made personal arrangements with my organization so I can adapt my work to fit my preferences’. The different items were rated on a

5-point scale, going from 1 (strongly disagree) to 5 (strongly agree). The Cronbach's Alpha was .86, which is meeting the criteria that are explained before, thus the items are reliable (Field, 2013).

Flexibility I-deals. To measure the flexibility I-deals, I used an existing scale that is explained by Hornung, Glaser & Rousseau (2008). The items which were used are flexibility in starting and ending the workday and individually customized work schedule. An example of a question for this variable was: 'I am able to influence my starting time at work'. The different items were rated on a 5-point scale, going from 1 (strongly disagree) to 5 (strongly agree). To check the reliability, the Cronbach's Alpha could not be used, because this variable only consists only two items, therefore the Pearson correlation was used. The Pearson Correlation was .74, which is significant. This means that it meets the criteria of .50 (Field, 2013).

Workload reduction I-deals: To measure workload reduction I-deals, I used an existing scale that is explained by Hornung et al. (2009). The items that are used by Hornung et al. (2009) were slightly adapted to fit this research. The items that were used in the research of Hornung et al. (2009) are made for supervisors. Those items were slightly changed to make sure that employees could answer the questions. The items that were used are reduced work hours and reduced workload. An example of a question for this variable was: 'I have negotiated reduced working hours with my supervisor.' The items were rated on a 5-point scale, going from 1 (strongly disagree) to 5 (strongly agree). This variable only had two items, which meant that the Pearson Correlation was used again to assess the reliability. The Pearson Correlation was .79, which was significant.

Factor analysis I-deals and reliability test. The factor analysis was conducted to check whether the three different I-deals could be distinguished. The KMO value was .76 and Bartlett's Test of Sphericity was significant. Based on the eigenvalues, the items loaded on three factors, which is in line with the number of factors that were expected, and each item loaded on the correct factor.

Control variables. Gender, age, and the number of contract hours were used as control variables. Gender was used, because Kendler, Thornton, and Prescott (2001) showed that there is a significant difference in the way that women deal with major life events in comparison to men. Being a male was coded as 0 and being a female was coded as 1. Age was used as a control variable, because multiple studies showed that age could influence work ability (see for example: Alavinia, Van den Berg, Van Duivenbooden, Elders, & Burdorf, 2009). Other research found that the period after the age of 51 was critical for work ability, this showed that it was important to take age as a control variable (Ilmarinen, Tuomi, & Klockars, 1997). The

last control variable was the number of contract hours. The number of contract hours could be important, because when contract hours are lower, it will be easier to cope with home demands. This shows that it could be important to take the number of contract hours into account (Higgins, Duxbury, & Johnson, 2000).

Analysis

Before doing the analysis, I have conducted an exploratory factor analysis and a reliability test for each variable as explained previously. After having done a factor analysis and a reliability test, the mean score of the different scales were calculated.

After checking the data, I have started with the data analysis. The data analysis has been done using the SPSS add-on macro PROCESS (Field, 2013). PROCESS is the best way to tackle a moderation analysis, because it will center predictors and it will compute the interaction term automatically, which prevents making mistakes (Field, 2013). When doing the analysis, the correct model number needed to be used, which was model number 1 (Field, 2013). The model has three moderators, which meant that I had to perform the analysis three times. Each time, I had to use a different moderator and the other two moderators were used as covariates. When I did the analysis, PROCESS mean centered the variables (Field, 2013).

Research ethics

When collecting data, some ethical considerations had to be taken into account (Sekaran & Bougie, 2016). First, anonymity has been guaranteed. This is explained to the respondents before they started filling in the questions. Their anonymity was guaranteed by deleting their IP addresses and email addresses after downloading the results. Thus, I could not see which respondent answered the question. After collecting the data, the analysis was done at the researcher's laptop, thus not on a public desktop at the university. Also, the data was used in explaining the results in an unidentifiable manner (Sekaran & Bougie, 2016).

Also, before the respondents started with the questionnaire, the respondents accepted that their answers would be used for this research. The respondents had to check a box to accept this before they could continue to any further questions. Also, respondents were always allowed to stop during the questionnaire. This makes sure that the respondents were not forced into answering any questions which they did not want to answer (Sekaran & Bougie, 2016).

Furthermore, there will not be any interaction based on their answers between the researcher and the respondent. Respondents were asked whether they would like to receive the results of the research. Respondents who filled in their email address will receive the results of the research. Filling in their email address was not mandatory, it is only necessary to be able to

send the results to the respondents. The email address was only used to send the results of the research. The email addresses were not used for any other purposes and will be deleted after sending the email.

Lastly, social media is mostly used to find respondents. It is important to notice that no one was forced to respond to the survey (Sekaran & Bougie, 2016). Respondents had to click on a link when they wanted to participate, which gave them the choice of responding to the survey.

Results

Descriptive statistics

Table 2 shows the mean, standard deviation and Pearson correlations for all the variables. First, private life events and work ability are negatively correlated ($r = -.21, p < .01$). Also, developmental I-deals and work ability are positively correlated ($r = .21, p < .01$). On the other hand, developmental I-deals and private life events are not significantly correlated ($r = .06, p = .27$). Flexibility I-deals are not significantly correlated with work ability ($r = .00, p = .95$), but flexibility I-deals are positively correlated to private life events ($r = .19, p < .01$). Workload I-deals are positively correlated with private life events ($r = .13, p < .05$) and negatively correlated with work ability ($r = -.17, p < .01$). When looking at the control variables, gender is negatively correlated with work ability ($r = -.14, p < .01$) and positively correlated with private life events ($r = .17, p < .01$). Age is negatively correlated with private life events ($r = -.19, p < .01$) and negatively correlated with work ability ($r = -.06, p < .01$). Working hours is positively correlated with work ability ($r = .27, p < .01$).

Table 2

Pearson Correlations for all variables

	M	SD	1	2	3	4	5	6	7	8
1. Private live events	2.73	1.46	1							
2. Work ability	5.13	0.75	-.21**	1						
3. Developmental I-deal	3.12	0.99	.06	.21**	1					
4. Flexibility I-deal	2.63	1.39	.19**	.00	.39**	1				
5. Workload I-deal	1.77	1.08	.13*	-.17**	.20**	.32**	1			
6. Gender			.17**	-.14*	-.01	.08	.08	1		
7. Age	40.97	13.31	-.19**	-.06**	-.18**	.00	-.06	.05	1	
8. Working hours	32.13	8.19	-.10	.27**	.11	-.08	-.08	-.45**	-.23**	1

Note. * $p < .05$, ** $p < .01$

Hypotheses testing

When testing whether the hypotheses were supported, PROCESS was used. The results of the analyses are shown in Table 3, 4, and 5. First, the explained variance is .22 in model 1, and .18 in model 2 and 3. This shows that in model 1 22% of work ability is explained by my predictors and in models 2 and 3, 18% of work ability is explained by my predictors. According to hypothesis 1, I expected that experiencing a disruptive private life event is negatively associated with work ability. The association between disruptive private life events and work ability was negatively significant ($b = -.11, p < .05$), which means that hypothesis 1 is supported.

Secondly, I will look at the moderating variables. According to hypothesis 2, I expected that developmental I-deals would have a negative effect on the association between disruptive private life events and work ability. The direct effect of developmental I-deals on work ability is positive and significant ($b = .18, p < .05$). The interaction term of developmental I-deals and private life events are also positive and significant ($b = .11, p < .05$). When developmental I-deals are not often used or used on average, there is a negative effect between a private life event and work ability ($b = .11, p < .05$). When developmental I-deals are used more than usual, there is no significant effect between a private life event and work ability ($p = .90$). Thus, when developmental I-deals are used often, experiencing a disruptive private life event is not associated with work ability. This shows that hypothesis 2 is supported.

Hypothesis 3 expected that flexibility I-deals would have a negative moderating role in the association between experiencing a disruptive private life event and work ability. The direct effect of flexibility I-deals on work ability is not significant ($b = .01, p = .66$). The interaction between flexibility I-deals and private life events is also not significant ($b = .01, p = .54$). This means that implementing flexibility I-deals does not buffer the negative association between experiencing private life events and work ability, thus hypothesis 3 is not supported.

Hypothesis 4 expected that reduced workload I-deals would have a moderating role in the association between experiencing private life events and reduced workload I-deals. The direct effect of reduced workload I-deals on work ability is negatively significant ($b = -.14, p < .05$). The interaction between workload I-deals and private life events is not significant ($b = .03, p = .20$). This means that reduced workload I-deals did not improve the negative association between disruptive private life events and work ability, thus hypothesis 4 is not supported.

The control variables gender ($b = .01, p = .88$) and age ($b = -.00, p = .47$) are both not related to work ability. Working hours is significantly related to work ability ($b = .02, p < .05$).

Table 3

Results analyses developmental I-deals

Predictors	Coefficients	SE	<i>p</i>
Outcome: work ability			
Private life events	-.11	.03	.000
Development I-deals	.18	.04	.000
Private life event x developmental I-deals	.11	.03	.000
Flexibility I-deals	.01	.03	.647
Reduced workload I-deals	-.13	.04	.000
Gender	.01	.09	.876
Age	-.00	.00	.469
Working hours	.02	.01	.000
$R^2 = .22$			

Table 4

Results analyses flexibility I-deals

Predictors	Coefficients	SE	<i>p</i>
Outcome: work ability			
Private life events	-.10	.03	.000
Flexibility I-deals	.01	.03	.659
Private life event x flexibility I-deals	.01	.02	.539
Developmental I-deals	.17	.04	.000
Reduced workload I-deals	-.12	.04	.002
Gender	.01	.10	.938
Age	-.00	.00	.629
Working hours	.02	.01	.000
$R^2 = .18$			

Table 5

Results analyses reduced workload I-deals

Predictors	Coefficients	SE	p
Outcome: work ability			
Private life events	-.10	.03	.000
Reduce workload I-deals	.14	.04	.000
Private life event x reduced workload I-deals	.03	.03	.196
Flexibility I-deals	.02	.03	.548
Developmental I-deals	.17	.04	.000
Gender	-.01	.10	.943
Age	-.00	.00	.616
Working hours	.02	.01	.001
$R^2 = .18$			

Additional analysis

I have conducted an additional analysis to understand why flexibility I-deals and reduced workload I-deals did not have a moderating role in the association between disruptive private life events and work ability. I have conducted five interviews, in which I asked the respondents about disruptive private life events in their entire working life. Appendix 2 shows the questions that were used in the interviews and Appendix 3 shows summaries of the interviews.

Four out of five respondents experienced a disruptive private life event in their working life, so I asked them whether they used any I-deal to cope with this private life event. Respondents explained different kinds of disruptive private life events, (such as sickness of a loved one and burn-outs). Some respondents explained that they used developmental I-deals and workload reduction I-deals, no respondent used flexibility I-deals. Developmental I-deals helped them to reduce their stress level. Also, some respondents explained that developmental I-deals might work, because they could learn to understand themselves. They could learn to notice when they have a high level of stress, so they would know that they have to take some time to reduce this stress level again. These kinds of competencies will lead to a better functioning at work. Those respondents also explained that they used workload I-deals to cope

with the disruptive private life events, because this reduced their stress level. Reducing the stress level is important according to the respondents. One respondent explained the following: “ Sometimes it is important to take some time for yourself to think about everything before you can get back to work again. Otherwise, the processing process could take a very long time” (Respondent 5, male). In this case, it will help to use reduced workload I-deals, because the stress from work will be decreased. In their opinion, reduced workload I-deals should have a moderating role in the association between experiencing a disruptive private life event and work ability. They also explained that they could understand why reduced workload might not work all the time. Respondents explained that people do not want to be reminded of particular disruptive private life events. For example, when a parent becomes ill, the employee will often need a distraction, and they do not want to think about the illness every moment of the day. When they are at work, they might get distracted, which means that they will not be confronted with the illness of their parent all day long. When using reduced workload I-deals, they might be confronted with this private life event more often, which is not something they might want. When looking at flexibility I-deals, many respondents explained that in many sectors, it might not be possible to use flexibility I-deals. For example in the primary education sector or the healthcare sector. “We have to be at school when the kids are there, flexibility I-deals would only mean that you might be able to go home a bit early. Nevertheless, the classes have to be prepared for the next morning.” (Respondent 4, female) This makes it more difficult for them to use flexibility I-deals, which is why none of the respondents used flexibility I-deals. Also, they explained that after experiencing a disruptive private life event, it will not help to improve emotional health when having flexible working hours in many cases. The stress level will often not be lowered. It will not help to use flexibility I-deals, because the amount of work remains the same which still causes a high level of stress. Lastly, the respondents explained that they suffered negative private life events (e.g. illness of a loved one or burn-out). The respondents expect that their needs after the negative private life event are different than respondents who experienced a positive private life event (e.g. getting a child). For example, after a negative private life event, people might need to work on understanding themselves and they do not need more time at home, because they want to be distracted. After a positive private life event, they might want to have extra time to enjoy their event.

Discussion and conclusion

Discussion

The purpose of this study was to look at the association between disruptive private life events and work ability, and the moderating roles of developmental I-deals, flexibility I-deals, and reduced workload I-deals. Previous studies indicated a negative association between disruptive private life events and work ability. Little research has looked at the moderating role of I-deals on the relationship between disruptive private life events and work ability. That is why this research studied the following research question:

To what extent are disruptive private life events associated with work ability and to what extent can I-deals buffer this association?

This study found a negative significant association between disruptive private life events and work ability. This study also found that developmental I-deals have a moderating role in the association between disruptive private life events and work ability. On the other hand, flexibility I-deals and reduced workload I-deals do not have a significant moderating role in the association between experiencing a disruptive private life event and work ability.

In line with expectations based on the work-home resources model and previous research (Bakker et al., 2019; Pak et al., under review b; Pak et al., under review a), I found that experiencing a disruptive private life event is negatively associated with work ability. Thus, these results confirm the negative association between disruptive private life events and work ability again. Furthermore, in line with expectations based on the work-home resources model and previous research (Brzykcyg et al., 2017; Hornung et al., 2010; Hornung et al., 2009; Bal et al., 2012), I found that developmental I-deals are positively associated with work ability after experiencing a disruptive private life event. Besides, this research found that the negative association between disruptive private life events and work ability, does not exist anymore after implementing developmental I-deals more than usual.

Contrary to expectations based on the work-home resources model and previous research (Brzykcyg et al., 2017; Hornung et al., 2010; Hornung et al., 2009; Bal et al., 2012), I found that flexibility I-deals do not have a negative moderating role on the association between disruptive private life events and work ability. According to the respondents of a small-scale follow-up study, the lack of moderating effect could be because in some sectors it might not be possible to negotiate more flexibility in the working hours as explained in the additional analysis section. For example in the education sector, the children are at school for a certain period of the day. This means that the teachers will have to be there at that time as well and

they might not be able to get flexibility in their working schedule. Also, the stress level will remain the same according to the respondents in the small scale follow-up study, while the stress level is often the biggest problem. Besides, organizations might have more expectations from the employee after they provide flexibility I-deals. This might lead to a higher level of stress of the employee (Vidyarathi, Chadhry, Anand, & Liden, 2014). A higher level of stress will often lead to a lower work ability according to the respondents in the small scale follow-up study. According to Vidyarathi et al. (2014), the expectations of both the employer and the employee must be clearly understood, otherwise the intended benefits are not likely to appear. The lack of understanding of the expectations could be the reason why flexibility I-deals are not significant. This shows that it is important for organizations to focus on how they implement flexibility I-deals or I-deals in general, because when I-deals are implemented wrong, they will often not lead to benefits as expected (Vidyarathi et al., 2014).

Contrary to expectations based on the work-home resources model and previous research (Brzykcyg et al., 2017; Hornung et al., 2010; Hornung et al., 2009; Bal et al., 2012), I found that reduced workload I-deals do not have a negative influence on the association between disruptive private life events and work ability. One reason could be the same as for flexibility I-deals, thus they might not have the possibility to use reduced workload I-deals, due to their sector. Also, according to the respondents of the small scale follow-up study, implementing reduced workload I-deals might not be helpful after experiencing a disruptive private life event, because employees might want a distraction. When their workload is reduced, they do not have this distraction anymore. This might be the reason why they do not want to use reduced workload I-deals. Also, some respondents of the questionnaire gave feedback after the respondents filled in the questionnaire. One respondent explained that they have self-managing teams. This means that employees can train one another, employees are accountable for their results together, scheduling their work together, and evaluate each other's performance contributions (Tang & Crofford, 1995). They have a team leader in their team, but they do not have a supervisor (Tang & Crofford, 1995). This makes it impossible to negotiate with their supervisors, this means that using I-deals will not be possible in this organization. Maybe the concept of job crafting fits better with self-managing teams instead of using I-deals. Job crafting means that employees can adjust certain parts of their jobs to fit their abilities, preferences, and needs (Tims, Bakker, & Derks, 2013). This might also influence developmental I-deals, but the results of this study show that it does not affect developmental I-deals enough to influence the significance of this I-deal.

Another reason why reduced workload I-deals might not work is that reducing workload

of the employees could send the wrong signal towards employees. When the workload of employees is reduced, employees might feel like they should disengage from the organization instead of staying active at work (Bal, De Jong, & Kooij, 2013). This could explain why reduced workload I-deals will not improve work ability, because using reduced workload I-deals might decrease the motivation of the employee due to a lack of engagement, and that will also cause a decrease of work ability (Bal et al., 2013; Tengland, 2011).

Lastly, Veth, Korzilius, Van der Heijden, and De Lange (2015) and Bakker, Veldhoven, and Xanthopoulou (2010) explained that according to the Job Demands-Resources model, investing in the reduction of demands (e.g. flexibility I-deals and reduced workload I-deals) will be less productive than investing in the growth of resources (e.g. developmental I-deals). They found that high levels of job demands are not problematic when there are enough job resources as well (Bakker et al., 2010). The reason is that high job demands require full use of the available job resources which leads to better work outcomes (e.g. task enjoyment) (Bakker et al., 2010).

Limitations and directions for future research

One of the limitations of this study is that this is a cross-sectional study. This study makes it impossible to look for causalities, because the research is done at one specific point in time (Field, 2013). Also, this makes it impossible to look at what a disruptive private life event changes for people. Future research could conduct longitudinal research (Field, 2013). Doing longitudinal research will make it possible to look at the impact of disruptive private life events at different times (Field, 2013). This will make it possible to look at the actual impact of disruptive private life events.

Besides, I have used convenience sampling to find respondents. Convenience samples might be biased, because this sample might not represent the entire population correctly (Sousa, Zauszniewski, & Musil, 2004). Convenience samples do not always fully represent the population, because convenience samples only uses respondents that voluntarily accept to participate (Sousa et al., 2004). Voluntary participation causes that people who are interested in the subject fill in the questionnaire, which might influence the outcomes (Sousa et al., 2004). In future research, researchers could determine the representativeness of the convenience samples for the population. They could use average variability to accept or reject the sample (Sousa et al., 2004).

The Cronbach's alpha for the variable work ability is quite low. As explained before, I chose to keep all the items, because I had to delete two items to get above the criteria of .70 (Field, 2013). This meant that only two items would indicate the degree of work ability.

Besides, when I would have deleted two items, the Pearson correlation of the variable would be quite low, which means that the reliability is too low. When those items would be deleted, it could have influenced the results of this research. Besides, these items were valid in the US context. Nevertheless, the Dutch context could be different than the US context, which might cause this difference. Future research could check whether the items should be changed to fit the Dutch context, by looking at differences between the US and Dutch context. Nonetheless, there are enough reasons for why those items are kept in this research.

Additionally, future research could focus on other major life events, for example on positive and negative private life events. In this research, I focussed on private life events, without specifying into positive private life events and negative private life events. This research showed that private life events are associated with work ability, but the small scale follow up study also showed that experiencing a positive or negative life event is related to the choice of I-deal. This shows that negative private life events might need other I-deals than positive private life events. It is important to know which I-deal would help in which situation, thus it is important to look at which I-deal is important after work-life events as well and to examine which I-deal might work best after a specific life event. Since experiencing a positive or negative private life events influences the choice of I-deals, experiencing a work-life event instead of a private life event might also influence the choice of I-deals. Thus, future research could focus on work-life events instead of private life events.

Future research could also focus on I-deals in relation to other work outcomes after experiencing a disruptive private life event. Flexibility I-deals and reduced workload I-deals might not improve work ability after experiencing a disruptive private life event, but they might improve other work outcomes (e.g. motivation or engagement) (Hornung et al., 2009). Flexibility I-deals and reduced workload I-deals do not improve work ability after experiencing disruptive private life events, but those I-deals might improve other work outcomes after experiencing a disruptive private life event. It is important to examine whether I-deals improve other work outcomes, to reduce the impact of disruptive private life events on work outcomes.

Lastly, future research could also focus on different sectors. After analysing the small scale follow-up study, I found that different respondents explained that in some sectors it might be more difficult to use certain I-deals. For example in the primary education sector, using flexibility I-deals is quite difficult. Thus, future research could focus on using I-deals in specific sectors.

Practical implications

This research has shown that there is a negative association between experiencing a disruptive private life event and work ability. As shown in this research, experiencing disruptive private life events is negatively associated with work ability, which makes it important for both the employer and the employee to look after employees that experienced a disruptive private life event. Besides, this research also shows that implementing developmental I-deals will help employees to deal with disruptive private life events. Implementing development I-deals is not easily done, because every employee wants to develop something different. Thus, organizations could talk to individuals to get a better understanding of their private information which they usually do not share with others (e.g. preferences and interests) to understand what the employee wants to develop (Hornung et al., 2010). Employees should always be able to choose whether they want to tell their private information. When they do want to tell this, employers could help them to fit their private needs with their work needs (Hornung et al., 2010). This will help to develop competencies to improve their work ability, because they could learn more about themselves. Also, according to respondents in the small scale follow-up study, developmental I-deals will most often work when employees have a high amount of stress caused by their disruptive private life event. Developmental I-deals will reduce the stress level of the employees, which is important after a life event. Managers must take initiative to talk about developmental I-deals. When employees have a high rate of stress, they sometimes need to be pushed a little bit by the manager, because it is difficult for the employees to understand what they need at that time (Respondent 2, female). Managers simply have to ask the employees if they would want to use developmental I-deals, they should not make it mandatory (Respondent 2, female).

Conclusion

This research examined the association between disruptive private life events and work ability. Results show that there is a significant negative association between disruptive private life events and work ability. This research examined the interaction effect of three different I-deals on the association between disruptive private life events and work ability. Developmental I-deals are found to have a moderating role in the association between disruptive private life events and work ability. When the developmental I-deals are rarely used or used as usual, the negative association between disruptive private life events and work ability still exists. When developmental I-deals are used often, disruptive private life events and work ability are not negatively related anymore. The association between disruptive private life events and work ability is not interacted by flexibility I-deals and reduced workload I-deals.

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Appendix 1: Questions

Beste deelnemer,

Allereerst willen wij u hartelijk danken voor uw deelname aan dit onderzoek. Wij hopen met uw tijd en inzet een goed onderzoek uit te voeren.

Onze namen zijn Jikke Dulos, Koen Hofmann, Demi Lensselink en Paulien Weikamp en wij volgen de master Strategic Human Resources Leadership aan de Radboud Universiteit. Hierbij doen wij onderzoek naar de impact van grote levensgebeurtenissen op uw functioneren op het werk.

Wij focussen in ons onderzoek alleen op werknemers in loondienst bij een werkgever, dus geen zzp'ers, en waarbij dit ook uw hoofdbaan is, dus geen bijbaan, stage of vrijwilligerswerk. Indien u niet aan deze voorwaarde voldoet, moeten wij u helaas vriendelijk verzoeken de vragenlijst te verlaten.

De vragenlijst omvat vragen over onder andere het werk en de middelen die uw werkgever aanbiedt om ervoor te zorgen dat het werk goed bij u blijft passen. De vragenlijst zal circa 10 minuten van uw tijd in beslag nemen.

Uw antwoorden worden anoniem en strikt vertrouwelijk verwerkt. De antwoorden kunnen dus niet naar u of uw werkgever herleid worden. Ook worden antwoorden alleen gebruikt voor academische doeleinden en zal er betrouwbaar met de gegevens worden omgegaan.

Nogmaals hartelijk dank voor uw deelname.

Met vriendelijke groet,

Jikke Dulos, Koen Hofmann, Demi Lensselink en Paulien Weikamp

Q1 Ik ben in loondienst bij een werkgever en dit is ook mijn hoofdbaan.

Q2 Ik geef toestemming dat mijn antwoorden gebruikt worden voor academische doeleinden

Q3 Wat is uw geslacht?

- Man
- Vrouw
- Zeg ik liever niet

Q4 Wat is uw leeftijd?

Q5 Hoeveel uur per week bent u werkzaam?

Q6 In welke sector bent u werkzaam?

Q7 Wat is het hoogste opleidingsniveau dat u heeft afgerond met een diploma?

- Basis onderwijs
- MULO, MAVO, VMBO, LBO, LTS
- HAVO

- VWO, HBS
- MBO
- HBO, HTS
- Wo-bachelor
- WO/HBO-master
- Gepromoveerd
- Anders...

Q7 Werkvermogen

Hoeveel punten zou u uw huidige werkvermogen op dit moment geven?

Kan momenteel helemaal niet werken (0) - mijn werkvermogen is momenteel op zijn best (10).

	Zeer slecht	Slecht	Neutraal	Goed	Zeer goed
Als u nadenkt over de fysieke (lichamelijke) eisen van uw baan, hoe beoordeelt u uw huidige vermogen om aan die eisen te voldoen?	1	2	3	4	5
Als u nadenkt over de mentale (psychische) eisen van uw baan, hoe beoordeelt u uw huidige vermogen om aan die eisen te voldoen?	1	2	3	4	5
Als u nadenkt over de sociale eisen van uw baan, hoe beoordeelt u uw huidige vermogen om aan die eisen te voldoen?	1	2	3	4	5

Q8 werkaanpassingen (I-deals)

	Helemaal niet eens	Niet mee eens	Neutraal	Mee eens	Helemaal mee eens
Ik heb individuele afspraken gemaakt met mijn leidinggevende om te groeien in deze organisatie	1	2	3	4	5
Mijn leidinggevende en ik hebben individuele afspraken gemaakt, zodat mijn werk en vaardigheden beter bij elkaar passen	1	2	3	4	5
Mijn leidinggevende en ik hebben gezorgd voor meer uitdagende taken voor mij	1	2	3	4	5
Mijn leidinggevende en ik hebben mijn werk geregeld hoe ik het wil	1	2	3	4	5
Ik heb zelf persoonlijke afspraken gemaakt met de organisatie, zodat mijn werk beter past bij mijn voorkeuren	1	2	3	4	5

Ik heb in overleg met mijn leidinggevende afgesproken dat ik speciale flexibiliteit in mijn werktijden heb, bijvoorbeeld in mijn begintijden en eindtijden	1	2	3	4	5
Ik heb in overleg met mijn leidinggevende gezorgd voor aangepaste werktijden om mijn werkschema beter aan te passen aan mijn privéleven	1	2	3	4	5

Q9 Heeft u in de afgelopen 12 maanden een positieve levensgebeurtenis meegemaakt in uw privéleven? Zie de lijst onderaan voor voorbeelden

- Ja
- Nee

Q10 Indien u bij de bovenste vraag 'Ja' heeft ingevuld, wat voor positieve levensgebeurtenis heeft u dan meegemaakt in uw privéleven? Indien u 'nee' heeft geantwoord, mag u deze vraag overslaan.

- Het krijgen van een kind (geboorte of adoptie)
- Het krijgen van een kleinkind (geboorte of adoptie)
- Ten huwelijk worden gevraagd
- Trouwen
- De loterij winnen
- Een verhuizing
- Zwangerschap
- Begonnen aan een opleiding
- Zeg ik liever niet
- Anders...

Q11 Impact levensgebeurtenis

	Helemaal niet van toepassing	Niet van toepassing	Neutraal	Van toepassing	Volledig van toepassing
De gebeurtenis zorgde voor veranderingen in mijn sociale-, familie-, en werk gerelateerde rollen	1	2	3	4	5
Als gevolg van de gebeurtenis, moest ik mijn leven veranderen	1	2	3	4	5
De gebeurtenis had een grote impact op mijn leven	1	2	3	4	5
De gebeurtenis had veel gevolgen voor mijn dagelijks leven	1	2	3	4	5

Q12 Heeft u in de afgelopen 12 maanden een negatieve levensgebeurtenis meegemaakt in uw privéleven? Zie de lijst onderaan voor voorbeelden

- Ja
- Nee

Q13 Indien u bij de bovenste vraag ‘Ja’ heeft ingevuld, wat voor negatieve levensgebeurtenis heeft u dan meegemaakt in uw privéleven? Indien u ‘nee’ heeft geantwoord, mag u deze vraag overslaan.

- Het overlijden van een dierbare
- Zelf chronisch/ernstig ziek worden
- Een naaste chronisch/ernstig ziek worden
- Een burn-out
- Een depressie
- Ernstige financiële problemen
- Ernstige lichamelijke problemen
- Seksueel misbruik
- Een scheiding
- Zeg ik liever niet
- Anders...

Q14 Impact levensgebeurtenis

	Helemaal niet van toepassing	Niet van toepassing	Neutraal	Van toepassing	Volledig van toepassing
De gebeurtenis zorgde voor veranderingen in mijn sociale-, familie-, en werk gerelateerde rollen	1	2	3	4	5
Als gevolg van de gebeurtenis, moest ik mijn leven veranderen	1	2	3	4	5
De gebeurtenis had een grote impact op mijn leven	1	2	3	4	5
De gebeurtenis had veel gevolgen voor mijn dagelijks leven	1	2	3	4	5

Wij willen u hartelijk bedanken voor uw deelname aan deze enquête. U heeft ons hiermee ontzettend geholpen.

Indien u interesse heeft in de resultaten die voortkomen uit deze enquête, kunt u vrijwillig uw e-mailadres hieronder achterlaten.

Indien u graag nog feedback wil geven op deze enquête, kunt u dat hieronder ook invullen.

Nogmaals bedankt voor uw tijd en moeite!

Appendix 2: Questions additional analysis

1. In welke sector bent u werkzaam?
2. Heeft u tijdens uw werkzame leven een keer een grote levensgebeurtenis meegemaakt die uw vermogen om te werken heeft beïnvloed (dus had u het idee dat u na deze gebeurtenis minder goed in staat was om te werken)? (bij nee doorgaan naar vraag 5)
3. Wat was deze gebeurtenis (als u dit wilt vertellen) en zorgde dit voor meer of minder werkvermogen? Wat zorgde er precies voor dat uw werkvermogen beïnvloed werd?
4. Heeft u in deze situatie onderhandeld met uw leidinggevende over hoe u uw werkvermogen weer zou kunnen verhogen?
 - a. Zo ja, waar heeft u precies over onderhandeld (denk bijvoorbeeld aan uzelf ontwikkelen, flexibele werktijden, verminderde werklast)?
 - b. Zo ja, waarom heeft u ervoor gekozen om precies hierover te onderhandelen?
 - c. Zo nee, waarom heeft u niet onderhandeld? (denkt u dat het mogelijk zou zijn geweest om ergens over te onderhandelen of zou het niet te doen zijn in uw sector?)
5. Uit de enquête is gebleken dat de mogelijkheid om te onderhandelen over uw verdere ontwikkeling er voor zorgt dat het ervaren van een grote levensgebeurtenis minder invloed heeft op uw vermogen om te blijven werken.

Zou u kunnen uitleggen waarom u denkt dat dit zo zou kunnen zijn?
6. Uit de enquête is gebleken dat de mogelijkheid om te onderhandelen over eventuele flexibiliteit over uw werktijden er NIET voor zorgt dat het ervaren van een grote levensgebeurtenis minder invloed heeft op uw vermogen om te blijven werken.

Zou u kunnen uitleggen waarom u denkt dat dit zo zou kunnen zijn?
7. Uit de enquête is gebleken dat de mogelijkheid om te onderhandelen over eventuele vermindering van uw werklast er NIET voor zorgt dat het ervaren van een grote levensgebeurtenis minder invloed heeft op uw vermogen om te blijven werken.

Zou u kunnen uitleggen waarom u denkt dat dit zo zou kunnen zijn?

Appendix 3: Interview summaries

Respondent 1

Deze mannelijke respondent is werkzaam in de sector: klein metaal. Hij heeft een burn-out meegemaakt, waardoor hij een half jaar niet heeft kunnen werken. Na de burn-out is er veel werklast weggehaald, door tijdelijk te stoppen met werken. Hierbij is dus gebruik gemaakt van ‘reduced workload I-deals’. Daarnaast heeft hij de tijd gehad om zichzelf te ontwikkelen, dus ‘developmental I-deals’. Door zichzelf te ontwikkelen leerde hij om verantwoordelijkheden te delen, waardoor hij beter om kon gaan met zijn stress. Volgens hem zijn ‘developmental I-deals’ dus goed na een grote levensgebeurtenis, omdat hiermee het stress niveau verlaagd kan worden. ‘Flexibility I-deals’ zou in zijn geval wel geholpen hebben, omdat hij dan beter tot rust kon komen wanneer hij dat nodig had. Hierdoor kon hij de stress van het werk beter aan.

Respondent 2

Deze vrouwelijke respondent is werkzaam in de zorg. Zij heeft een ontploffing in haar huis gehad, waarna ze PTSS heeft gehad. Zij heeft niet met haar leidinggevende onderhandeld over eventuele I-deals. De bedrijfsarts heeft namelijk aangegeven wat er moest gebeuren en hier moesten zowel de werknemer als de leidinggevende aan houden. De respondent vond het fijn om het extra zetje te krijgen om aan haarzelf te gaan werken, ze weet namelijk niet of ze dit uit haarzelf zou hebben gedaan. Zij vond op dat moment namelijk dat het allemaal wel goed ging, maar achteraf is zij deze leidinggevende en bedrijfsarts erg dankbaar, echter had ze het als prettiger ervaren als dit niet verplicht was geweest. Ze had liever zelf de keuze gemaakt. Uiteraard is ze toen wel aan zichzelf gaan werken, dus ‘developmental I-deals’. Hierdoor kon ze haarzelf beter leren kennen en beter omgaan met stress. Nadat ik vroeg of zij flexibele werktijden zou hebben gewild, gaf zij aan dat dit simpelweg niet mogelijk is in haar sector. Tot slot gaf zij ook aan dat naar haar idee ‘reduced workload I-deals’ niet zou werken. Dit lost namelijk het gehele probleem niet op. Een verminderde werklast zal tijdelijk kunnen werken, maar als de werklast weer omhoog gaat, zal het stressniveau ook weer omhoog gaan en dan komen de problemen weer opnieuw terug.

Respondent 3

Deze vrouwelijke respondent is werkzaam in de gehandicapten zorg. Zij heeft grote levensgebeurtenissen meegemaakt, namelijk het overlijden van haar vader en een burn-out. Zij geeft aan dat zij een werklast vermindering heeft gehad na de burn-out, maar dit heeft zij niet onderhandeld met de leidinggevende. Dit heeft de leidinggevende zelf bepaald. Daarnaast heeft

ze de ruimte gehad om zichzelf te ontwikkelen, maar ook dit is vanuit de leidinggevende gekomen en hier is niet voor onderhandeld. Zij heeft aan dat jezelf ontwikkelen belangrijk is om beter met jezelf om te leren gaan en hierdoor je stressniveau te verlagen. Daarnaast zouden flexibele werktijden ervoor kunnen zorgen dat je beter met je werk om kan gaan. Zij zou dan ook verwachten dat flexibele werktijden wel zou kunnen helpen. Echter geeft ze ook aan dat flexibele werktijden in haar sector simpelweg niet kan, ze verwacht dan ook dat dit de reden is dat het niet significant is. Tot slot geeft ze aan dat een vermindering van de werklast goed zou kunnen werken, maar dat dit echt afhankelijk is van de levensgebeurtenis die je meemaakt. Als het een negatieve gebeurtenis is, wil je hier niet continu mee geconfronteerd worden en zal dit dus niet werken. Als het een positieve gebeurtenis is zou het wel kunnen werken.

Respondent 4

Deze vrouwelijke respondent is werkzaam in het primaire onderwijs. Ze heeft een grote levensgebeurtenis meegemaakt, namelijk dat een naaste ernstig ziek is geworden. Zij was op het moment dat haar naaste ziek werd, werkzaam als invaller en ze heeft dus geen I-deals gebruikt. Ze heeft wel aangegeven dat als hetzelfde nu zou gebeuren, nu ze wel vast in dienst is bij een werkgever dat ze dan workload I-deals zou willen gebruiken. Ze geeft aan dat zij juist geen ‘developmental I-deals’ zou willen gebruiken, omdat haar hoofd daar totaal niet naar zou staan. Flexibele werktijden zou enorm lastig zijn, aangezien ze gebonden is aan de tijd dat de kinderen op school zijn.

Respondent 5

Deze mannelijke respondent is werkzaam in de gehandicaptenzorg. Hij heeft geen grote levensgebeurtenis meegemaakt die van invloed was op zijn ‘work ability’. Hij heeft wel aangegeven dat door te kunnen onderhandelen over je ontwikkelingen dat dit je zou kunnen helpen bij het ervaren van een grote levensgebeurtenis, omdat je meer houvast hebt. Daarnaast zou flexibele werktijden kunnen helpen, omdat je simpelweg je tijd zodanig kan indelen zoals jij het wilt. Hij geeft echter ook aan dat het in zijn sector niet mogelijk is om flexibele werktijden te hebben. Echter verwacht hij dat flexibele werktijden voor een korte periode zou kunnen werken om meer rust te krijgen, maar voor de lange termijn zal dit niet helpen. Een verminderde werklast zou letterlijk zorgen voor een last van je schouders. Hierdoor zal je minder stress ervaren van het werk. Als je dezelfde hoeveelheid stress van het werk ervaart zoals altijd en vervolgens de extra stress van een grote levensgebeurtenis erbij krijgt, wordt dit waarschijnlijk teveel. Het is belangrijk om rust te pakken, want anders kan het verwerkingsproces nog lang duren.