

Richiesta attivazione assegno di ricerca (tutor Prof. Zappalà)

Progetto di ricerca

Titolo - **Recovery at work: Outline and measurement of the Climate for recovery concept**

Stato dell'arte

Recovery from work, defined as the set of discharge and restoration processes through which an employee's stress level returns to its pre-stress level (Craig & Cooper, 1992), depends (also) on numerous group phenomena. Taken together, these group phenomena have also been called as organizational climate, defined as employees' shared perception about how things are done and evaluated in the organization (Reichers & Schenider, 1990).

The relationship between recovery from work and organizational climate, while important, has been little explored in research to date (Sonnetag, 2018). Nonetheless, scientific evidence suggests that recovery processes may depend on shared perceptions in the work group, among which are the pressure to produce (Patterson et al., 2005) and the so-called "climate for authenticity," that indicates the evaluation workers has about their colleagues when they express the emotions they feel (Grandey et al., 2012).

The organizational or group dimension in recovery, besides having importance in traditional work, takes on additional relevance in hybrid work settings. Immersed in a phenomenon called "constant connectivity" (Mazmanian, 2013), through mobile devices and other job-related technologies, hybrid workers are continuously connected to their work, even in their typical recovery places and times (i.e., when they are at home and spending leisure time with their family and friends).

Obiettivi della ricerca

The research project will focus on: 1) the conceptualization of the organizational climate for recovery from work, and 2) the investigation on this variable as a predictor of employees' recovery and as a mediator/moderator of the relationship that hybrid work- job characteristics and leadership strategies have with recovery.

In particular, the development of the construct of climate for recovery will require to map employees' ideas about the valence with which recovery is perceived, how and where its activities are performed, what examples or myths are experienced about recovery in actual organizations. This will be functional for the creation of a stable and well-defined construct of climate for recovery from work, and a measurement scale to be used to measure it in organizations.

Following this preliminary work, this construct will then be used to test the relationship this organizational/group perception has with individual job characteristics and supervisors' management styles in order to understand how the interface between these concepts influences group members' experience of recovery from work.

Principali attività e metodologie di ricerca

The first goal of this research unit is to conceptualize the construct of organizational climate for recovery from work.

To achieve this goal, the following steps are planned:

1. Identification of stakeholders in small and large public and private organizations, with different roles (e.g., worker, group leader, manager);
2. Preparation of an interview grid for each stakeholder, aimed at investigating their conception about the definition of recovery from work, the valence (positive or negative) attributed to it, the ways in which they recover;
3. Identification of the behaviors that show the enactment of recovery from work activities;
4. Transformation of these identified characteristics and behaviors into questionnaire items;
5. Preliminary testing, on a small group, of the scale and preliminary assessment of the scale reliability and validity (e.g., construct validity);
6. Identification of organizations in which to run a large test the scale;
7. Scale validation analyses.

From a scientific point of view, this activity will produce at least one research paper, where the results of the interviews and the first validation of the scale will be presented.

The results of the interviews will also make it possible to produce a report to provide companies with information on how employees normally view recovery from work and at the same time raise awareness of the importance of this topic as well as the early recognition of any dysfunctional behaviors that alienate team members from work from healthy recovery processes.

The second goal of this research unit is to assess how organizational climate for recovery from work impacts on employees' actual recovery and their well-being and productivity; and how it buffers or enhances the relationships between hybrid work arrangements and management styles, well-being and productivity.

Attività di formazione dell'assegnista di ricerca

The research fellow will:

- conduct literature reviews on work recovery processes in face-to-face and hybrid work contexts;
- contribute to the development of questionnaires for cross-sectional, longitudinal and/or diary studies;
- deepen the methodologies and perform the analysis of the collected data, in line with the research objectives of the project;
- contribute to the dissemination of the project's research results through scientific publications, conference presentations and participation in dissemination activities among organizations and the public.