ISRCTN36592434 https://doi.org/10.1186/ISRCTN36592434

Can a personalised feedback report increase doctors' ability and willingness to continue working, their employability, and their proactive behaviours?

Submission date
17/05/2021

Recruitment status
No longer recruiting

Registration date
20/05/2021

Overall study status
Completed

Last Edited
20/05/2021

Condition category
Other

[ ] Prospectively registered
[ ] Protocol
[ ] Statistical analysis plan
[ ] Results
[ ] Individual participant data
[ ] Record updated in last year

Plain English summary of protocol
Background and study aims
Physicians work in a highly dynamic and demanding context, challenging their employability (i.e. their ability and willingness to continue to work). This work environment requires employees to proactively take control over their working life and employability. This can be done through job crafting behaviour. This study aimed to examine the effects of a personalized feedback report on physicians' perceptions of their employability and their job crafting behaviour.

Who can participate?
All physicians working in two hospitals in the Netherlands

What does the study involve?
Participating physicians were randomly assigned to a waitlist control or intervention group. Physicians in the intervention group received a low-investment intervention for 8 weeks. This entailed access to a personalized feedback report with their employability scores and suggestions to improve these and to engage in job crafting. Participants completed a pre-test and eight weeks later a post-test.

What are the possible benefits and risks of participating?
Possible benefits of this study are a moment of reflection on employability and proactive work behaviours. Participants further get access to a personalized feedback report giving insights into one's employability and advice about possible actions to undertake in order to enhance employability or stimulate proactivity. There are no risks of participating. Physicians do have to invest some time in participating in this study, as they are asked to complete the pre- and post-test, and the survey which is used to generate the personalized feedback report.

Where is the study run from?
University Medical Centre Utrecht and Diakonessenhuis Utrecht (Netherlands)

When is the study starting and how long is it expected to run for?
January 2019 to September 2019

Who is funding the study?
University Medical Centre Utrecht (Netherlands)

Who is the main contact?
Evelien van Leeuwen, e.h.vanleeuwen@umcutrecht.nl

Contact information

Type(s)
Scientific

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Additional identifiers

Study information

Scientific Title
Intervention study into stimulating employability and job crafting behaviour of physicians

Study objectives
Research question: What are the effects of providing a personalized feedback report to physicians on their perceptions of employability (i.e. the ability and willingness to continue working until retirement age) and job crafting behaviours?

Hypotheses:
Hypothesis 1: At Time 2, physicians in the intervention group will report higher levels of physical ability to continue to work (a), mental ability to continue to work (b) and willingness to continue to work (c), compared to Time 1 as well as to a control group.
Hypothesis 2: At Time 2, physicians in the intervention group will report higher levels of job crafting towards strengths (a), job crafting towards interests (b), job crafting to decrease hindering job demands (c) and job crafting to increase social job resources (d), compared to Time 1 as well as to a control group.

Ethics approval required

Old ethics approval format

Ethics approval(s)
The University Medical Center Utrecht confirmed that formal ethical approval was not required as this study falls outside the scope of the Dutch Law on Medical Research (WMO) (University Medical Center Utrecht: Heidelberglaan 100, 3584 CX Utrecht, Netherlands; +31 (0)88 75 56 376; metc@umcutrecht.nl), ref: METC 2019, 19/109/C

Primary study design
Interventional

Study design
Randomized controlled intervention study with quantitative pre- and post-test assessment

Study type(s)
Other

Health condition(s) or problem(s) studied
Employability and proactive work behaviours (i.e. job crafting and career self-management) of physicians

Interventions
Physicians were randomized into the intervention or waitlist control group. Physicians were assigned to a group through blocked randomisation with the hospital as a blocking factor.

Physicians in the intervention group received a low-investment intervention for 8 weeks. This entailed access to a personalized feedback report with their employability scores and suggestions to improve these and to engage in job crafting. Physicians completed a survey. Their personal answers were translated into a feedback report. This personal feedback report consisted of approximately eight pages and provided a visual overview of a participant's scores on 1) their actual work situation, showing their perception of their current ability and willingness to work, 2) the future work situation, showing their perception of internal and external career opportunities, 3) personal resources and 4) job demands and resources, including an indication of whether these scores were low, average or high. Additionally, a personalized set of examples of different sorts of job crafting behaviours was given. Physicians could decide on their own how much time they wanted to spend on reading the feedback report and possible follow-up actions. Physicians in the waitlist control group did not receive an intervention. They got access to the personalized feedback report after the study was finished, for ethical reasons.

Intervention Type
Behavioural

Primary outcome(s)
The following items were measured in the pre- and post-test (8 weeks later):
1. Employability is measured using the items from Oude Hengel et al. (2012).
Employability. The items from Oude Hengel et al. (2012a) were used to examine physicians' ability and willingness to continue working until retirement age. Ability was measured with two items: "I am [physically (item 1)/ mentally (item 2)] able to continue to work until the age of 67 in my current profession". Willingness was measured with one item: "I am willing to continue to work until the age of 67 in my current profession". Answers were given on a 5-point Likert scale (1=totally disagree, 5=totally agree).

2. Job crafting is measured with the scales from Kooij et al. (2017) and Tims et al. (2012).
Job crafting. Perceptions of job crafting behaviour are measured using two scales. The scale of Kooij et al. (2017) focusses on job crafting directed to the person. This scale is used to measure job crafting towards strengths (4 items, e.g. “I organise my work in such a way that it matches with my strengths”), and job crafting towards interests (5 items, e.g. “I actively look for tasks that match my own interests”). The scale of Tims et al. (2012) emphasizes job crafting regarding work aspects. This scale measures job crafting to increase social job resources (4 items, e.g. “I ask others for feedback on my job performance”) and job crafting to decrease hindering job demands (6 items, e.g. “I organise my work in such a way to make sure that I do not have to concentrate for too long a period at once”).

Key secondary outcome(s)
Age, gender, type of employment contract, hours worked according to the contract, functional and organizational tenure were measured in the pretest using a questionnaire

Completion date
01/09/2019

Eligibility

Key inclusion criteria
All medical specialists in two hospitals were allowed to participate in this study.

Participant type(s)
Health professional

Healthy volunteers allowed
No

Age group
Adult

Sex
All

Total final enrolment
165

Key exclusion criteria
Other function than medical specialist.

Date of first enrolment
11/03/2019

Date of final enrolment
15/05/2019

Locations

Countries of recruitment
Netherlands

Study participating centre
University Medical Center Utrecht
Heidelberglaan 100
Utrecht
Netherlands
3584 CX

Study participating centre
Diakonessenhuis Utrecht
Bosboomstraat 1
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Netherlands
3582 KE

Sponsor information

Organisation
University Medical Center Utrecht

ROR
https://ror.org/0575yy874

Funder(s)

Funder type
Hospital/treatment centre

Funder Name
Universitair Medisch Centrum Utrecht

Alternative Name(s)
UMC Utrecht, University Medical Center Utrecht, UMCU, UMC

Funding Body Type
Government organisation

Funding Body Subtype

Universities (academic only)

Location
Netherlands

Results and Publications

Individual participant data (IPD) sharing plan
The datasets generated during and/or analysed during the current study are/will be available upon reasonable request from (anonymized data that is being discussed in the article of this study can be requested from the author Evelien van Leeuwen, via e.h.vanleeuwen@umcutrecht.nl)

IPD sharing plan summary
Available on request