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Title: Using dynamic systems theory to gain a better understanding of workplace processes

In recent years, scholars have called for more attention to the role of time when studying workplace phenomena (Vantilborgh, Hofmans, & Judge, 2018). Key constructs in the domain of Organizational Behavior are theorized to operate at the within-person level yet have been predominantly studied from a between-person perspective, thus overlooking how phenomena emerge, develop, change, and disappear over time within individuals. In this project, the goal is to build on dynamic systems theory (Richardson, Dale, & Marsh, 2013; Vallacher, Coleman, Nowak, & Bui-Wrzosinska, 2010) to gain a better understanding of the temporal dynamics of OB phenomena, such as burnout and wellbeing (van de Leemput et al., 2014) and social exchange relationships (Vantilborgh, 2019). Using dynamic systems theory, we will theorize how, for example, the dimensions of burnout form a system of continuously interacting elements. By exploring potential feedback loops between these elements, we aim to gain a better understanding of the causal processes that drive these phenomena, as well as gain a better understanding of how these processes evolve over time. Moreover, by using a dynamic systems approach we can account for the nonlinear nature of various phenomena, such as the sudden shift from a healthy engaged state to a burned out state. To study these phenomena as dynamic systems, we will rely on various techniques, including computational modelling, and experience sampling studies.

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