



**Biennial seminar on improving people performance in healthcare:  
Managing health care professionals in extreme jobs and a changing context**

**Friday, August 26, 2016**

**Queens University Belfast  
Management School**

**Venue: Queens University, location Belfast, Northern Ireland, UK**

***With presentations from:***

**Professor David Buchanan  
Cranfield University School of Management**

**&**

**William McKee  
Consultant in Health and Social Care Strategy and Policy  
Former and founding chief executive of the Belfast Health and Social Care Trust**

**Organized by:  
People Performance and Health Care Research Group (PPHCG)**

Following an intensive interuniversity cooperation between King's College London (KCL), Dublin City University (DCU), the Institute of Health Policy and Management (iBMG), Erasmus University Rotterdam, department of Human Resource Studies (HRS), Tilburg University, the Open Universiteit of the Netherlands (OUNL) and now Utrecht University and Queens University, we proudly announce the seminar on *Improving People Performance in Healthcare: Managing health care professionals in extreme jobs and a changing context*, which will be held at Queens University, location Belfast on Friday the 26<sup>th</sup> of August 2016.

Researchers in the Human Resource Management (HRM) field, as well as managers and practitioners in health care increasingly recognize the necessity to adopt innovative approaches to manage and motivate health care professionals, particularly given the extreme jobs they possess and due to the transformative environment they work in. Considering the important role that health care workers play in delivering societal outcomes, it is of pivotal concern that health care managers effectively manage such workers, particularly in times where organizational change is omnipresent.

To improve employee and hospital outcomes, in a rapidly changing environment, there is a greater need to be cognisant of the unique and dynamic context they work in. Indeed, more research is required to determine how to best motivate and manage health care working in dynamic environments while paying attention to their particular wants and needs. Different studies have shown that health care workers by virtue of the diversity of occupational groups and external influences ensure they pose significant management challenges. Moreover, managing health care professionals during times of change has proven to be particularly challenging. In order to progress research on the best way to manage health care professionals in a changing environment, we are now searching for ways to increase performance in health care during turbulent times.

During this seminar HRM researchers and practitioners will present and discuss their latest (research) findings on approaches for improving employee performance in health care by paying particular attention to the extreme jobs they possess and the constantly changing environment. The research will cover topics like strategic HRM, HR innovations in health care, leadership and HRM in changing contexts. We invite **both researchers and practitioners** to join this seminar and share ideas.

**Registration:**

Please register online for this conference **before 1st of July 2016**, using the following link:  
<https://knock.qub.ac.uk/ecommerce/qumsrs/index.php?>

The registration fee is £50 Pounds (including lunch and drinks). The number of participants is limited to 70.

**Procedure for paper submission:**

Contributors are asked to submit an extended abstract of their proposed paper (1000- 1500 words) **before 1st June 2016** by sending an email to: [s.kilroy@qub.ac.uk](mailto:s.kilroy@qub.ac.uk) (quoting abstract seminar HRM health care). The extended abstracts should present original research, including the following elements: title, key words, purpose, methodology, results, [preliminary if in early stages], conclusions, implications and key references. This submission should be accompanied by a 50 word abstract for inclusion in the seminar program.

For those interested in presenting a paper and submitting a proposal before 1st June, the following guidelines apply:

1. The selection committee will use the following criteria when reviewing extended abstracts:
  - quality
  - relationship to the theme of the seminar
  - choice of theoretical approach
  - methods used to collect empirical data.
2. Contributors will be informed whether their paper has been selected by 1 July.

**Preliminary schedule:**

9:00-10:00	Registration, coffee & tea
10:00-10:15	Welcome and introduction by Dr Steven Kilroy & Dr Monique Veld & PPHC group
10:15-10:50	Keynote presentation: Professor David Buchanan (Cranfield University School of Management)
11.00-12.30	Parallel paper sessions (first round)
12.30-13.30	Buffet Lunch
13:30-15.00	Parallel paper sessions (second round)
15.15-15.50	Practitioner Keynote presentation: William McKee
15.50-16.00	Closing
16.00-17.00	Drinks

Looking forward to meeting you in Belfast,  
The Organizing team/PPHCG – Steven Kilroy, Monique Veld, Jaap Paauwe and Patrick Flood