

Stellingen

1. The lack of competences of direct supervisors is a hindering factor for the adoption of LM&SS (Chapter 4)
2. LM&SS in hospitals impacts on internal process and financial performance, not customer and innovation performance (Chapter 5, this dissertation).
3. There are negative trade-offs between performance and employee well-being. (Chapter 5, this dissertation).
4. HRM is, much more than LM&SS, effective in improving employee well-being in hospitals (Chapter 6, this dissertation).
5. HR practices used to strengthen goal alignment and foster specific work behaviors are able to create a climate for LM&SS (Chapter 7, this dissertation).
6. Average becomes more and more meaningless in consultancy (F. Czerniawska, 2019)
7. Unless we become more responsive to recent challenges and more engaged with other scientific approaches, the healthcare system will not fundamentally change (S. Nettleton, 2015).
8. Establishing a career, buying a house, getting married and “settling down” are no longer realistic goals for Generation Y (J. Wyn, 2017)
9. We need to expose students to ideas that make them uncomfortable so that they can think about what it is about those ideas that they object to (L. Richardson, 2016).
10. The most important element for finishing a PhD project are advisers that believe in you and are willing to give you that extra support that you need in trying times (Dericks, 2019).
11. A middle child from a large family is by definition an insecure overachiever.