PROPOSITIONS
related to the dissertation entitled
Flexible Working Practices:
How Employees Can Reap the Benefits for
Engagement and Performance

By Christina Wessels

I. Uncovering how employees can reap the benefits of flexible working practices needs to be investigated (a) from a conceptual point of view (Chapter 2), (b) from a daily point of view (Chapter 3), (c) using a quasi-experimental angle (Chapter 4), and (d) by taking a long-term perspective (Chapter 5).

II. Time-spatial job crafting represents a strategy that allows employees to reap the benefits of flexible working practices (Chapter 2).

III. When working flexibly on a day-to-day basis, daily media job crafting boosts employee’s performance and helps to keep a work-life balance (Chapter 3).

IV. The need for routine-seeking represents a potential reason for why performance and health outcomes remain unaffected by the move to activity-based areas (Chapter 4).

V. Perceptions of workplace flexibility develop over time, increase with advances in digital mobility, and predict performance over time (Chapter 5).

VI. Taking on an interdisciplinary research perspective increases an understanding of each other’s research domains but decreases the chances of getting published.

VII. Obtaining a doctoral degree feels like getting married to science: In the end, it’s all about setting the (defense) date to officially show the world that you belong to each other.

VIII. It’s the going, not the getting there, that matters. — Tom Wolfe

IX. And those who were seen dancing, were thought to be crazy, by those who could not hear the music. — Friedrich Nietzsche

X. A pluralistic diverse ‘We’ is but the only thing that safeguards the freedom of every human being. And the freedom of the choice how one wants to live is enabled in a society in which diversity is not deemed as a threat, not regarded as a loss of one’s identity, but one in which the open liberal secular societal ‘We’ is perceived as an identity worthy of protection. — Caroline Emcke

XI. Doing a PhD teaches you to either ‘love’ what you are doing, ‘leave’ what you are doing, or ‘change’ the way you are doing it.