Staying well and engaged at work: Leisure-time detachment from work and morning reattachment to work matter

By

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Abstract
My research focuses on the question of how employees can stay healthy and productive at work. Recovery processes during leisure time provide important benefits for health and employee engagement. In this presentation I will provide an overview of my research on recovery from job stress. Specifically, I will introduce the stressor-detachment model that emphasizes the role of psychological detachment from work during leisure time for employee well-being. I will review empirical evidence from longitudinal, diary, and experimental studies supporting the stressor-detachment model. Based on ongoing research, I will argue that not only detachment for work during leisure, but also reattachment to work after leisure time is important for employee engagement. Specifically, I will present findings from a recent daily survey study that highlights the role of positive affect, task focus, and the mobilization of job resources as mediators between morning reattachment to work and work engagement throughout the day.

Prof. Sabine Sonnentag is a full professor of Work and Organizational Psychology at the University of Mannheim, Germany. Her research addresses the question of how employees can achieve sustainable high job performance and remain healthy at the same time. She studies recovery from job stress, proactive work behavior, and self-regulation at work – mainly in connection to employee well-being. In addition she is interested in the role of job factors for health behavior such as eating and physical exercise. She has conducted numerous daily-survey studies and has extensive experience as associate editor and reviewer for major journals. Her research has been published in the Journal of Applied Psychology, Journal of Organizational Behavior, and Journal of Occupational Health Psychology, among others. She is a fellow of the Society of Industrial and Organizational Psychology (SIOP) and a member of the Society of Organizational Behavior (SOB) and the German Academy of Sciences Leopoldina.

All interested are welcome.