

Salutogenesis in the workplace: the role of Generalized Resistance Resources, Sense of Coherence, and learning

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Introduction: In workplace health promotion, assets based approaches are widely acknowledged for promoting health and wellbeing. The salutogenic framework suits these approaches as it focuses on abilities of employees and their individual, social, and organizational resources. This research tests the model “*Salutogenesis in workplaces: building GRRs and SOC*”. The model is based on three key concepts of the salutogenic framework: *Sense of Coherence (SOC)*, *Generalized Resistance Resources (GRRs)*, and *learning*. The SOC is in itself a health promoting resource. A strong SOC enables employees to use their GRRs, including *job control*, *task significance*, and *social relations*. The GRRs and SOC hold a reciprocal relationship, which is assumed to be mediated and/or moderated by learning. The model has been partly supported by research, however, the role of learning remains unclear.

Aim: The aim of the study is to empirically support the model. We expect positive correlations between the GRRs and SOC, and mediating and moderating effects of learning are expected to be found.

Methods: The sample consists of Dutch employees in the health care sector ($n > 300$). We measure the SOC by using the validated Dutch *Orientation to Life Questionnaire (SOC13)*. The GRRs are measured by using a questionnaire based on nine validated Dutch constructs, such as job autonomy. Learning is measured by using the validated *Workplace Learning Processes Questionnaire*. Linear and multiple regression analyses are performed to test the association between the GRRs and SOC. Interaction variables are created to test moderating effects that strengthen this association. Mediating effects, which weaken this association, are also examined. The study is currently being conducted and data will be analysed within May. Hence, we can present the results and preliminarily conclusions.

Conclusions: Based on the results, we hope to find how to build the GRRs and SOC, and to foster learning in the workplace.

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