



UNIVERSITY OF AMSTERDAM

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PROACTIVITY IN ORGANIZATIONS

Introducing...

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BSc HRS

MSc RM Social & Behavioral Sciences

PhD candidate Proactive Behavior

Studying Employees

Teaching HRM

Definition

Behavior in organizations that is:

- Self initiated
- Future oriented
- Aimed at improving the work situation

In other words..

- Employees who solve problems before they arise
- Employees who build an environment inductive to their own performance
- Employees who give the organization resilience

Why do we care?

Dynamic environments

Globalization

Service orientation

Quality management

Technological developments

Trait

Innate tendency to...

- To look ahead
- See opportunities
- Take risks
- Think outside of the box
- Sell ideas

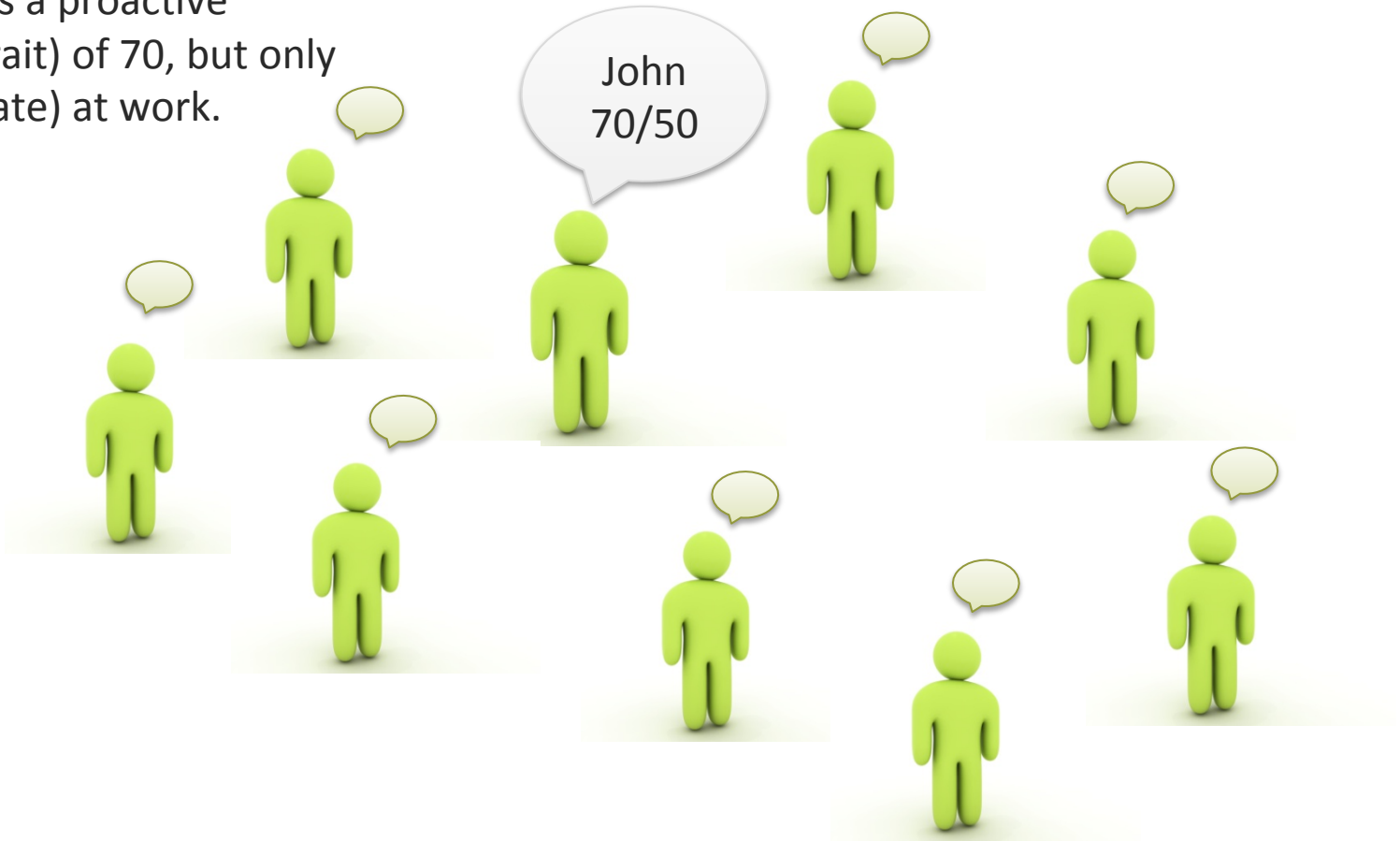
State

Behaviors depending on...

- Leadership
- Climate
- Structure
- Policy
- Sector

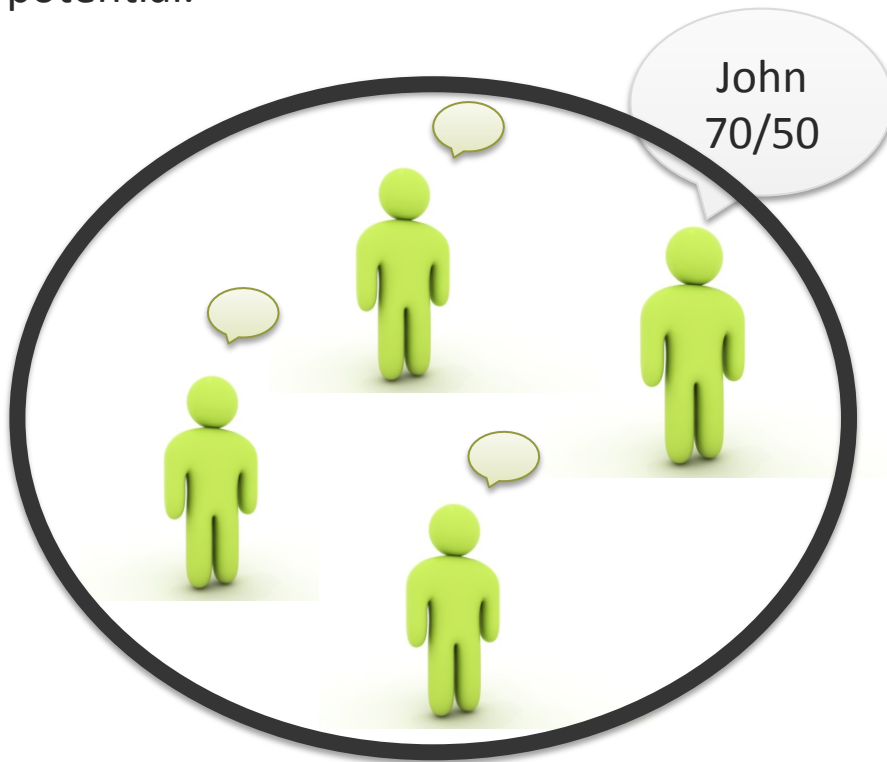
My perspective

Imagine John, our employee.
Imagine has a proactive
capacity (trait) of 70, but only
uses 50 (state) at work.



Focus of the team project

But John is not alone. My research on proactivity revolves around the question, how does our social environment contribute, or prevent the expression of proactive potential.



Teams

- Individual factors
- Social processes
- Work design
- Environment