Contents

1 Introduction: The Need to Uncover the Field of Workplace Innovation .............................. 1
   Frank D. Pot, Diana Rus and Peter R.A. Oeij

Part I Policy

2 European Policy on Workplace Innovation .......................................................... 11
   Frank D. Pot, Peter Totterdill and Steven Dhondt

3 National and Regional Policies to Promote and Sustain Workplace Innovation .................. 27
   Tuomo Alasoini, Elise Ramstad and Peter Totterdill

4 Why Industrie 4.0 Needs Workplace Innovation—A Critical Essay About the German Debate on Advanced Manufacturing .......................................................... 45
   Jürgen Howaldt, Ralf Kopp and Jürgen Schultze

Part II Theory Matters & Evidence

5 Theoretical Approaches Supporting Workplace Innovation ........................................... 63
   Peter R.A. Oeij and Steven Dhondt

6 Evidence of Workplace Innovation from Organisational and Economic Studies .................. 79
   Steven Dhondt, Lander Vermeerbergen and Geert Van Hootegem

7 Workplace Innovation and Wellbeing at Work ....................................................... 95
   Frank D. Pot

8 Workplace Innovation and Wellbeing at Work: A Review of Evidence and Future Research Agenda ................................................................. 111
   Aditya Jain, Vlad Dediu, Gerard Zwetsloot and Stavroula Leka
## Part III  Research

9  Framing Workplace Innovation Through an Organisational Psychology Perspective: A Review of Current WPI Studies  
Arianna Costantini, Riccardo Sartori and Andrea Ceschi  
131

10 Implementing Workplace Innovation Across Europe: Why, How and What?  
Peter R.A. Oeij, Steven Dhondt, Rita Žiauberytė-Jakštienė, Antonio Corral and Paul Preenen  
149

11 Workplace Innovation as Institutional Entrepreneurship  
Helge Hvid and Vibeke Kristine Scheller  
171

12 Creating the Bottom-up Organisation from the Top: Leaders as Enablers of Workplace Innovation  
Peter Totterdill and Rosemary Exton  
189

13 Lean as a Tool for Local Workplace Innovation in Hospitals  
Liv Starheim and Peter Hasle  
209

14 Workplace Innovation Context in Poland: Between Structure and Agency  
Marta Strumińska-Kutra, Boleslaw Rok and Zofia Mockało  
227

15 Workplace Innovation and the Quality of Working Life in an Age of Uberisation  
Chris Warhurst, Chris Mathieu and Sally Wright  
245

16 Towards the High Road of Workplace Innovation in Europe? An Illustration of the Usefulness of the Dataset of the European Working Conditions Survey  
Agnès Parent-Thirion, Greet Vermeylen, Mathijn Wilkens, Isabella Biletta and Frank D. Pot  
261

## Part IV  Practice

17 Towards a Total Workplace Innovation Concept Based on Sociotechnical Systems Design  
Pierre van Amelsvoort and Geert Van Hootegem  
281

18 Five Steps to Develop Workplace Innovation  
Steven Dhondt, Peter Totterdill, Sylvie Boermans and Rita Žiauberytė-Jakštienė  
301

19 Management Practices for Promoting Employee-Driven Innovation  
Kåre Hansen, Oscar Amundsen, Tone Merethe Berg Aasen and Leif Jarle Gressgård  
321
20 How Can Work and Organisational Psychologists Fortify the Practice of Workplace Innovation? ............... 339
Maria Karanika-Murray and Peter R.A. Oeij

21 Case Studies Can Support Definitions of Workplace Innovation in Practice ..................................... 355
Fietje Vaas and Rita Žiauberytė-Jakštienė

22 From Automated Defensive Behaviour to Innovation Resilience Behaviour: A Tool for Resilient Teamwork as an Example of Workplace Innovation ........................................... 375
Peter R.A. Oeij

Part V Conclusion

23 Conclusion: The Way Forward with Workplace Innovation .......... 399
Peter R.A. Oeij, Diana Rus and Frank D. Pot

Index ............................................................... 411
Workplace Innovation
Theory, Research and Practice
oeij, p.; Rus, D.; Pot, F.D. (Eds.)
2017, XVII, 413 p. 30 illus., Hardcover
ISBN: 978-3-319-56332-9