Kin Andersson works as a lecturer at the Division of Psychology, School of Health, Care and Social Welfare at Mälardalen University in Eskilstuna and Västerås. Her area of interest in research is in the domain of work and organisational psychology, with an emphasis on the importance of job design for motivation, health and development.

The focus of this dissertation has been mainly on job design and proactivity. According to action regulation theory, a job design that is good for health and development should include a certain amount of completeness, cooperation, responsibility, cognitive demands, and learning. Proactive behaviour implies taking initiative and mastering unexpected situations, and hence, is desirable in different situations, both in the workplace and in “everyday life”. The relations between job design and proactivity was explored in two situations. One study focused on the influence of job design on individuals’ personal initiative and confidence in their ability when facing unemployment. Another study analysed job design as a predictor of group initiative and self-organisational activities in semiautonomous industrial work groups. The results show that job design affects individuals’ confidence in their ability (i.e. self-efficacy and competence efficacy) when facing unemployment, which in turn is important for individuals proactive behaviour (personal initiative) when facing unemployment. Job design is also valuable for proactivity in work groups, via group processes as reflexivity.

These two empirical studies was based on work task analysis of job design, together with questionnaires, conducted in Swedish industrial organisations. A longitudinal study was an exploration of predictors of re-employment among Swedish assembly workers that had been made redundant. Beside attitudinal and personal factors, particular demographics (i.e. being male and not having children) appears to be important for getting re-employed after being dismissed.