

GAP-Santé Research Unit

Organizational Stress and Health

The Federal Public Function as a Learning Organization: A National Survey of White Collar Employees Regarding Stress and Learning

Ongoing: APEX, SSHRC

This research project examines how work conditions affect stress and learning as well as ensuing individual and organizational health. The project encompasses:

- a series of national surveys of Canadian senior officials regarding learning in the context of stress in the workplace (1997, 2002, 2007, 2012)
- a study of organizational work characteristics that facilitate learning
- an analysis of the correspondence between optimal individual and organizational variables for learning and health



The dissemination of the research results to employees and administrative authorities helps contribute to the development of plans and enhanced support for workers.

Management, Stress, Health and Organizational Learning: Follow-up on Senior Executives of the Federal Public Service



2008 – 2011, SSHRC, \$139 000

To help protect and promote the well-being of Canadians in the context of today's information based society, globalization, new economy, technological advancements, and innovation pressures, the public service sector and the system of government must perform its operations and management as a "learning organization". Integrating information, innovating, inventing, initiating, coordinating, and self-regulating all require healthy, open-minded, flexible and resilient senior executives, as well as structures and processes that facilitate adaptation, decision-making and coordination.

Based on the SSHRC-INE 2002-2006 grant, our research program entitled "Management, Stress, Health and Organizational Learning: Follow-up on Senior Executives of the Federal Public Service" examines how work conditions affect stress and learning and, as a result, individual and organizational health. Our work plan proposes to:

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- a. analyze and describe the work context and the management responsibilities of Canadian senior public servants as well as, through the third national survey on Work and Health (1997; 2002; 2007), their evolution over the last 10 years;
- b. proceed to an ecological analysis of case studies on best practices;
- c. conduct experimental simulation exercises that would allow us to analyze in-situ the essential processes and parameters of effective risk or crisis management.