

 <small>b</small> UNIVERSITÄT BERN	Universität Bern Institut für Psychologie Abteilung Arbeits- und Organisationspsychologie Prof. Dr. Andreas Hirschi Prof. Dr. Achim Elfering Prof. Dr. Daniel Spurk
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THEMENVORSCHLAG FÜR EINE MASTERARBEIT

Thema	How do people counteract job boredom, and what motivates them to react to this work-related experience?
Beschreibung	<p>Job boredom is a complex experience with negative consequences both at the individual and organizational level. According to available reports, non-negligible proportions of workers claim to be bored in their jobs. Due to its unpleasantness, employees tend to adopt strategies aimed at reducing this experience. According to the literature, there are different ways of reacting to boredom at work, some more functional than others, and hence leading to potentially different outcomes.</p> <p>Despite the importance of this topic, to date, the literature has rarely investigated the mechanisms linking boredom, its potential reactions, and, consequently, its potential outcomes. Moreover, little is known about the elements that may motivate individuals to react in a certain way rather than another. This master's study therefore aims to investigate the mechanisms underlying the link between job boredom and its outcomes, considering the role of cognitions on subjective feasibility, the role of behavior, and the importance of various contextual and individual aspects.</p>
Anforderungen	<p>Independent literature search, and procurement and processing of English and German literature. Interest in the topics of motivation and quantitative data analysis. Students can choose whether they want to collect data or apply a more complex statistical analysis-method.</p> <p>The thesis can be written in manuscript form.</p>
Anzahl Studierende	2
Betreuer/-in	Dr. Cecilia Toscanelli, Prof. Dr. Andreas Hirschi
Beginn	At any time
Literatur	<p>van Hooff, M. L. M., & van Hooft, E. A. J. (2023). Dealing with daily boredom at work: Does self-control explain who engages in distractive behaviour or job crafting as a coping mechanism? <i>Work & Stress</i>, 37(2), 248–268.</p> <p>https://doi.org/10.1080/02678373.2022.2129515</p>