

Karina's research interests fall in the category of changing organisations. Her main strand of research is that of participatory, organisational interventions. She has developed and tested models for how organisations can design, implement and evaluate organisational intervention that aim to promote employee well-being through changing the way work is organised, designed and managed.

In recent years, the focus on the psychosocial work environment has increased and some talk about the “new work environment”. The need to create a good work environment where employees can thrive and perform well is crucial to organizations. At the same time, there are constant developments in policy to prevent a poor work environment and stress. Despite this focus, very little is known about how to improve the work environment and create healthy workplaces. Most research still focuses on the links between working conditions and stress and wellbeing. This has resulted in a gap where little is known about the “how to” of organizational interventions, that is how to make changes to work practices and procedures. Learning how to design, implement and evaluate organizational interventions is important if we want interventions to succeed in improving employee wellbeing. Karina’s research therefore focuses on developing and testing tools that can help organizations and practitioners implement changes in the workplace.

