

## PROPOSITIONS

related to the dissertation entitled

### Flexible Working Practices: How Employees Can Reap the Benefits for Engagement and Performance

By Christina Wessels

- I. Uncovering how employees can reap the benefits of flexible working practices needs to be investigated (a) from a conceptual point of view (Chapter 2), (b) from a daily point of view (Chapter 3), (c) using a quasi-experimental angle (Chapter 4), and (d) by taking a long-term perspective (Chapter 5).
- II. Time-spatial job crafting represents a strategy that allows employees to reap the benefits of flexible working practices (Chapter 2).
- III. When working flexibly on a day-to-day basis, daily media job crafting boosts employee's performance and helps to keep a work-life balance (Chapter 3).
- IV. The need for routine-seeking represents a potential reason for why performance and health outcomes remain unaffected by the move to activity-based areas (Chapter 4).
- V. Perceptions of workplace flexibility develop over time, increase with advances in digital mobility, and predict performance over time (Chapter 5).
- VI. Taking on an interdisciplinary research perspective increases an understanding of each other's research domains but decreases the chances of getting published.
- VII. Obtaining a doctoral degree feels like getting married to science: In the end, it's all about setting the (defense) date to officially show the world that you belong to each other.
- VIII. It's the going, not the getting there, that matters. — Tom Wolfe
- IX. And those who were seen dancing, were thought to be crazy, by those who could not hear the music. — Friedrich Nietzsche
- X. A pluralistic diverse 'We' is but the only thing that safeguards the freedom of every human being. And the freedom of the choice how one wants to live is enabled in a society in which diversity is not deemed as a threat, not regarded as a loss of one's identity, but one in which the open liberal secular societal 'We' is perceived as an identity worthy of protection. — Caroline Emcke
- XI. Doing a PhD teaches you to either 'love' what you are doing, 'leave' what you are doing, or 'change' the way you are doing it.