

# 8<sup>th</sup> Global Entrepreneurship & Business Management Summit

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## Personal energy at work

### Abstract

Personal energy at work has become a popular topic among HRM scholars and practitioners because it has proven to impact performance. Based on the outcomes of previous research and the call for further exploration of the construct of personal energy at work, we executed this quantitative study. We explored the factor structure of the construct and its relationships with health and productivity by examining the construct that addresses four dimensions: physical, emotional, mental and spiritual energy. Data were collected from 256 participant and used to analyze construct dimensionality and relationships with health, absenteeism and productivity. The results provided support for the four-dimensional structure of personal energy at work and show that the construct of personal energy at work is related to the outcomes of health, absenteeism and productivity.

### How these results reflect on entrepreneurs:

These results are of great value for entrepreneurs. One of the biggest advantages that entrepreneurs have over employees is their autonomy to organize their time. However, it has shown that a large part of the entrepreneurs is having difficulties with managing their recovery time and they work more hours than the average employee. Learnings from this study are applicable for entrepreneurs who want to improve their health and productivity. This can be addressed by managing personal energy at work. With the insights on physical, emotional, mental and spiritual energy, entrepreneurs and entrepreneurship scholars have the knowledge to enhance entrepreneurial work behaviors.

### Biography:

**Sandra Klijn** is an expert in the field of vitality and career development. She conducts research regarding personal energy at work. She has developed a model that explains why one person thrives under certain working conditions and why another gets a burnout or a boreout. After 17 years of work experience in Marketing, Sales and HR at companies such as **MSD, Danone and Philips**, she combines research and business knowledge to develop successful programs with the Klijn Creative Teaching team that direct the individual career path that leads to purpose, engagement and **performance**. At the end of 2021, she published two scientific articles. One article describes the development of the personal energy at work model, the second article tests and verifies the model. The third article is in the finalization phase and it has been shown that core values have a positive effect on **personal energy at work** and on productivity. The plan is to complete the PhD and obtain a PhD in 2023. She is now a much sought-after speaker at events, and she is a lecturer at the Free University in Amsterdam and at The School of Life Amsterdam. To share the methodology of personal energy at work more widely, her book will be published in May 2013. The book title: *What do you really want? It's about why you stay stuck in an energy-consuming job and how you get a breakthrough*. The book gives you tools to find out what you really want, and how this, together with your competencies, your personality and your behavior, forms the puzzle for an energetic working life. You can hire **Sandra as a speaker or trainer**. Especially for companies that are struggling with staff turnover, low work engagement or absenteeism, she provides workshops on energy management and she guides personal development processes of employees.

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