

Silence in eldercare during Covid-19: Supportive conditions and importance for first line managers daily work and improvement work

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My intention is to research frame-breaking change in the healthcare sector. Voice and silence during implementing changes is of a special concern. In these matter, I'm part of a team conducting a review study, I'm planning for a survey to employees and are analysing a survey in eldercare



The paper identifies first line managers' silence in eldercare: its reasons, supportive preconditions and implications for managerial work with daily operations and improvement work.

The method is a questionnaire study to first line managers in eldercare. Stepwise multivariate regression models.

Results and implications

Managers' silence had importance for their managerial work, and especially the improvement work. A lower degree of silence increased managerial work regarding daily operations and improvement work.

Organizational conditions can have importance and should be improved to better support managerial voice. Managers support from top-management and through employees were associated with lower degree of silence.

Organizational conditions are supportive to kinds of silence. Therefore, it's important to have knowledge about reasons behind managerial silence to strengthen the accurate conditions.



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Research interests include employee health and I often examine this in relation to working conditions in practice, during changes of working, leading and organizing. Most projects she have a multidisciplinary approach and focused conditions in health care and elder care organizations. I often try to conduct and apply research in collaboration with stakeholders in political organizations including employees, leaders, government departments and institutions, to increase awareness and application of science to complex practice.

We are both affiliated to the Department of Sociology and Work science at the University of Gothenburg.