

A Mixed Method Design to Studying the Effects of Lean Production on Job Satisfaction and Health Work in a French Context

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Abstract : This article presents a French case study on lean production drawing on a mixed method design which has received little attention in French management research-especially in French human resources research. The purpose is to show that using a mixed method approach in this particular case overstep the limitations of previous studies in lean production studies. The authors use the embedded design as a special articulation of mixed method to analyse and understand the effects of three organizational practices on job satisfaction and workers' health. Results show that low scheduled autonomy, quality management, time constraint have deleterious effects on job satisfaction. Furthermore, these three practices have ambivalent effects on health work. Interest in the subjects of mixed method has been growing up among French health researchers and practioners, also recently among French management researchers. This study reinforces and refines how mixed methods may offer interesting perspectives in an integrated framework included human resources, management, and health fields. Finally, potentials benefits and limits for those interdisciplinary researches programs are discussed.

Keywords : lean production, mixed method, work organization practices, job satisfaction

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