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Medical doctors taking the lead: transforming workplaces towards sustainable employability

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Propositions

Subject-related

- A favourable psychosocial safety climate, manageable job demands, and adequate job resources are prerequisites for sustainable employability of medical doctors.
- Interventions should aim not only to reduce negative indicators of sustainable employability but also to enhance its positive indicators.
- Organisational-level workplace interventions are most effective when medical doctors actively participate in their design, implementation, and evaluation.
- Organisational-level workplace interventions improve sustainable employability by reducing excessive job demands and strengthening job resources.
- Medical doctors' perceptions of how an intervention is designed and implemented influence its effectiveness as much as the intervention content itself.
- Evaluating the outcomes of organisational-level workplace interventions without examining their implementation processes provides an incomplete explanation of their effectiveness.

Field-related

- The sustainable employability of medical doctors is a prerequisite for high-quality and resilient healthcare.
- Improving the sustainable employability of medical doctors requires coordinated action at the individual, team, organisational and societal levels.
- Outcome evaluation alone cannot explain why an organisational-level workplace intervention succeeds or fails.
- Understanding whether an organisational-level workplace intervention works requires examination of the full chain from implementation processes to job factors and sustainable employability.

Societal-related

- Universities have a duty to protect the sustainable employability of PhD candidates, rather than treating individual resilience as the solution to structural pressures.
- Taking a substantial period of leave after submitting a doctoral thesis is not a reward, but a necessary investment in recovery.