In Finland, social and health services have gone and are expected to go through large contextual and organizational changes. It has been suggested that these changes bring about co-operational difficulties and stress. However, little is known about how these changes affect employees’ professional development. This study investigates the associations of contextual and organizational changes to employees’ psychosocial job resources (team climate, organizational justice and trust) and participation in professional development. The impact of organizational justice and trust on participation is further analyzed.

The cross-sectional survey data for this paper were drawn from 2266 employees working in 6 social and health care organizations in Finland in 2012. Psychosocial job resources included measures of team climate, procedural and relational justice, and trust. Professional development was measured in terms of participation in educational programs, supervision, development projects or professional networks. The associations were analysed using standard statistical methods, including general linear models. The survey was conducted as part of Osuva-project where a multicentre study combined four action studies in addition to the survey.

Majority of the respondents had gone through large contextual or organizational change (n = 1888) which had a significant impact on their psychosocial job resources and participation in professional development. Professional development, in turn, was related to organizational procedures and trust. These relationships are discussed in further detail.