



20
23

WEEK 2



MAYDAY MAYDAY

WORKPLACE MENTAL HEALTH

SYMPOSIUM



COPSOQ

INTERNATIONAL NETWORK

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**COPSOQ INTERNATIONAL
CONFERENCE 2023**

**Psychometric Properties of
the Persian Version of
COPSOQ, III**

*Validity and
Reliability study*

Overview of COPSOQ

- Reliability of the Original version
- Changes from last
- Various languages and versions
- Usage and performance



Why Persian?

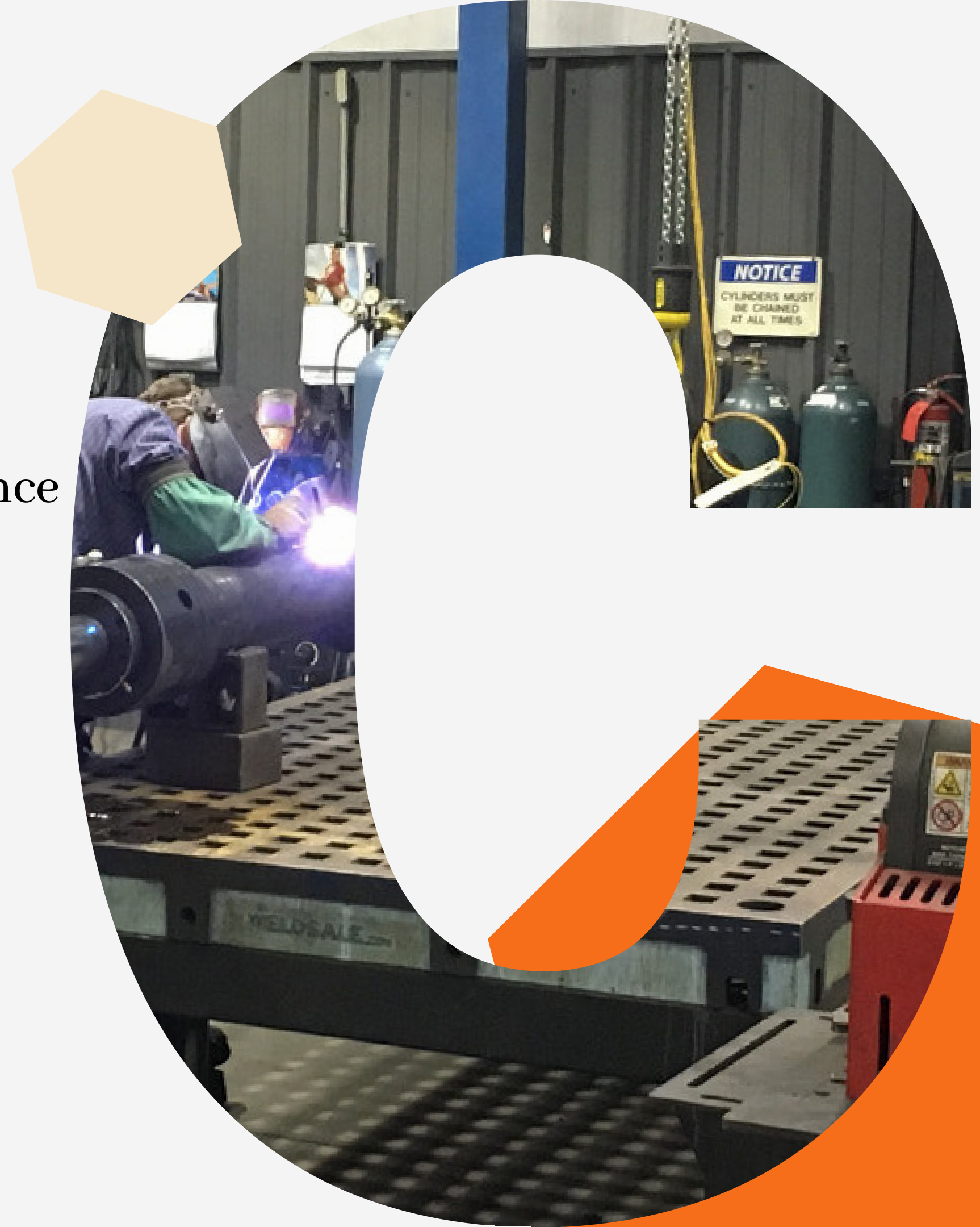
- Iranian different culture
- Workers population in Iran
- Different managerial systems in Iranian industries
- Iran as a developing country

Criteria of Entering and Exiting

- 21y-o at least
- 3 years of employment and experience
- Educated to high school

Expelled by:

- No consumption of:
 - Narcotic drugs
 - Psychotropic drugs
 - Psychological Medication
- Wide defects in the answers



Translation

The Forward-Backward Method

- 1- Two English Experts and one of the researchers
- 2- Two other experts for backward
- 3- Finalization:
 - Three English specialists,
 - Two psychologists,
 - An occupational health professional,
 - A social science expert



Participants

- workers of industrial centers in Northeast Iran
- various industries selected
 - power structures
 - railway industries
 - steel industries
 - cement production
- 3760 individuals were expected
- 316 people of this community presented





Statistics

Internal Consistency

- Chronbach's Alpha

Validity Criteria

- content validity (CVR/CVI)
- convergent validity with WAS
- RMSEA
- construct validity (CFA)

Confirmatory Model

- 5 Main Domains
- 

Analytical Tools

- **SPSS 21.0**
 - **Correlations**
 - **Regressions**
 - **Cronbach's Alpha**
- **AMOS**
 - **confirmatory model**
- **Microsoft Excel 2016**
 - **Data Collection**



Questionnaires

- Sociodemographic
- Persian Translated COPSOQ III
 - Demands at work
 - Work Organization and Job Contents
 - Work-Individual Interface
 - Interpersonal Relations and Leadership
 - Social Capital
- WAS (0 to 10 score)





Results

COPSOQ

Items	n (%)
Sex	
Male	230 (72.78)
Female	56 (17.72)
NA	30 (9.50)
Age	
21-30	27 (8.54)
31-39	192 (60.76)
≥40	67 (21.20)
NA	30 (9.50)
Marital status	
Single	83 (26.26)
Married	203 (61.24)
NA	30 (9.50)
Working sector	
Industrial worker	146 (46.20)
Service worker	87 (27.53)
Office worker	83 (26.26)
Job tenure	
3-6	61 (19.30)
7-10	112 (35.44)
11-14	67 (21.20)
>14	76 (24.05)

Sociodemographics

Table 1: Demographic and job-related characteristics of the study population

Cronbach's Alpha Scores

Reliability and scale characteristics of the dimensions.

<i>Dimensions</i>	<i>Cronbach's Alpha</i>	<i>%C**</i>	<i>%F***</i>
Qualitative Demands	0.87	18.5	9.4
		9.8	13.8
		15.6	25.4
Work Pace	0.73	20.7	5.8
		17.8	1.1
Emotional demands	0.76	15.2	18.8
		17.4	13.4
		10.5	12.3
Demands for Hiding Emotions	0.82	10.9	15.9
		13	10.5
		27.2	7.2
Influence at Work	0.81	15.6	6.9
		14.9	17.0
		14.9	18.8
		32.6	5.4
Control Over Working Time	0.77	10.9	17.8
		3.6	31.9
		6.5	21.7
		10.5	61.6
Social Support from Supervisor	0.72	29.7	5.4
		19.6	6.5

Illegitimate Tasks*	-	10.9	17.4
Quality of Leadership	0.80	16.7	7.2
		21.7	5.1
		19.9	5.4
Job Insecurity	0.77	20.7	14.5
		22.5	16.3
Insecurity over Work Conditions	0.73	19.6	17.0
		12.3	20.7
		21.4	13.4
Quality of Work*	-	14.5	5.1
Horizontal Trust*	-	8.7	9.8
Vertical Trust	0.78	20.3	3.3
		29.0	2.9
		17.4	7.2
Job Satisfaction	0.78	16.3	10.1
		16.3	6.5
		7.2	17.0
Organizational Justice	0.80	14.1	6.5
		17.0	12.3
Work Life Conflict	0.88	25.7	11.6
		23.6	11.6
General Health*	-	21.0	8.0

Cronbach's Alpha Scores

Reliability and scale characteristics of the dimensions.

Cronbach's Alpha Scores

Reliability and scale characteristics of the dimensions.

Social Support from Colleagues	0.70	13.0	8.7
		15.2	9.8
Sense of Community at Work	0.64	36.6	6.2
		50.7	4.3
Possibilities for development	0.76	25.7	6.2
		28.6	6.2
		21.7	8.0
Meaning of Work	0.66	38.0	4.7
		52.2	1.4
Predictability	0.75	13.8	7.2
		17.8	2.9
Recognition *	-	19.6	9.4
Role Clarity	0.67	34.8	5.1
		35.9	1.4
		35.5	3.6
Role Conflicts	0.56	11.2	11.2
		8.3	7.6

COPSOQ AND WAS CORRELATIONS



Correlation between the Persian version of COPOQ III and WAS

Dimensions	Pearson correlation	<i>p</i>
Quantitative demand	-.238	.000
Work pace	-.187	.002
Emotional Demands	-.266	.000
Demands for Hiding Emotions	.082	.172
Influence at Work	.090	.135
Possibilities for Development	.208	.001
Control over Working time	.124	.040
Meaning of Work	.285	.000
Predictability	.302	.000
Recognition	.309	.000
Role Clarity	.350	.000
Role Conflicts	-.072	.234

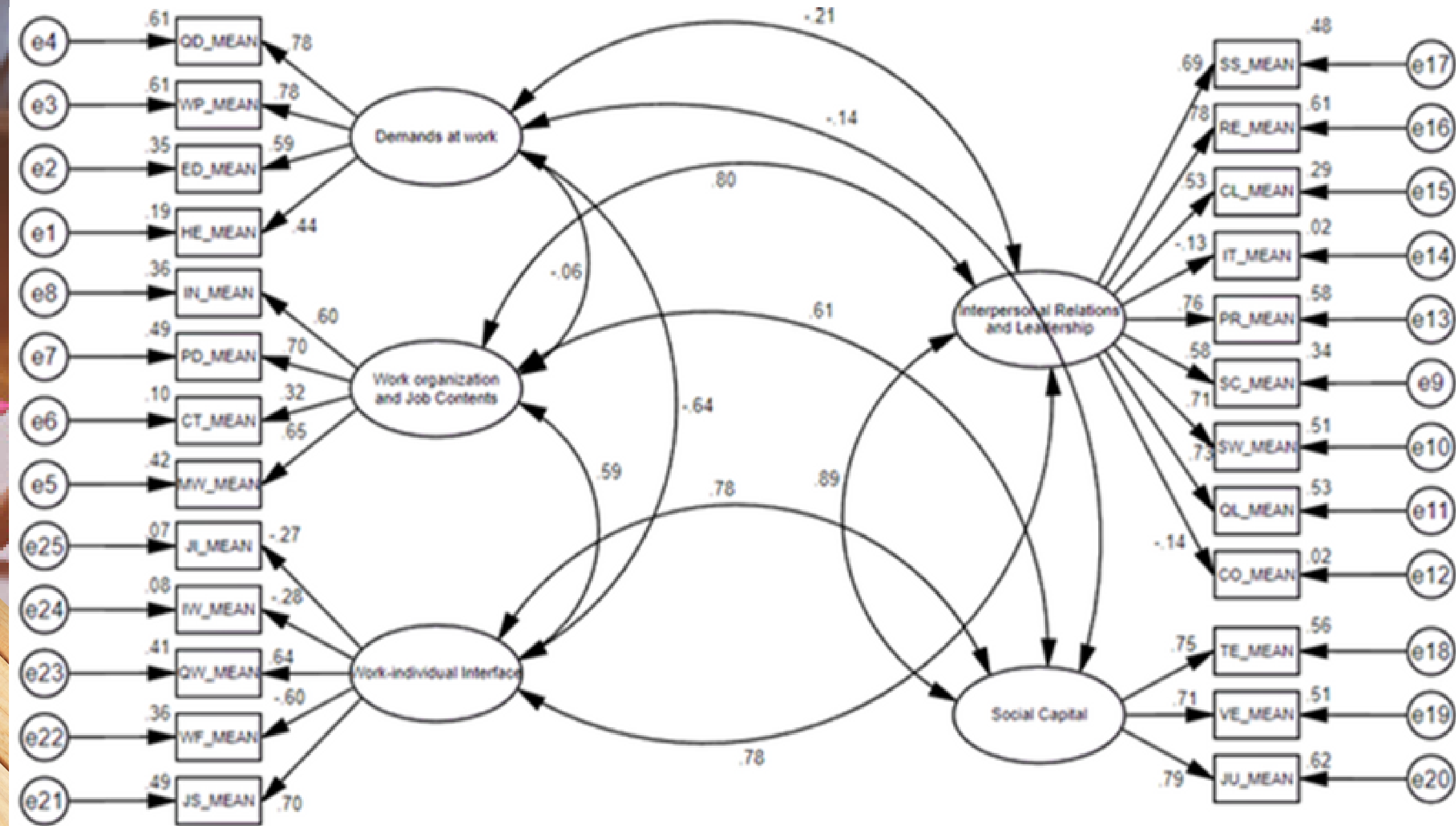
COPSOQ AND WAS CORRELATIONS



Correlation between the Persian version of COPOQ III and WAS

Illegitimate Tasks	-.078	.199
Quality of Leadership	.292	.000
Social Support from Supervisor	.334	.000
Social Support from Colleagues	.128	.034
Sense of Community at Work	.301	.000
Job Insecurity	-.129	.032
Insecurity over Working Conditions	-.017	.780
Quality of Work	.331	.000
Horizontal Trust	.185	.002
Vertical Trust	.223	.000
Organizational Justice	.181	.003
Work Life Conflict	-.239	.000
Job Satisfaction	.446	.000
General Health	.472	.000

THE TWO-FACTOR MODEL



The two-factor model of the middle version of Persian COPSQ III



DISCUSSION

COPSOQ

The current study was conducted to evaluate the psychometric properties of the Persian translation middle version of the COPSOQ III.

Validity and Reliability

COPSOQ

Turkish

internal consistency
($\alpha = 0.70$)

Portuguese

internal consistency
($\alpha = 0.86$)



CFA

Model

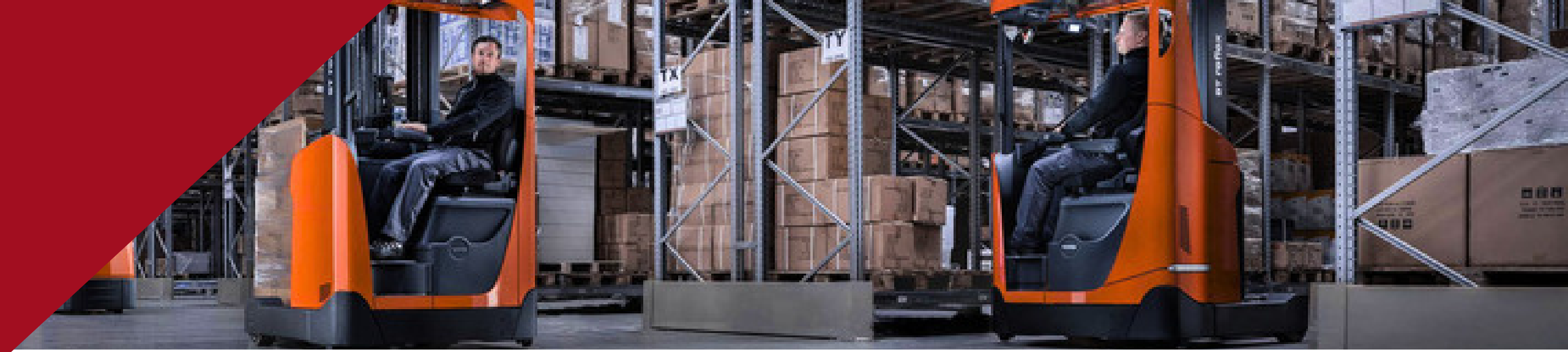
all dimensions are categorized into 5 domains to analyze CFA.

1. Demands at work
2. Work Organization and Job Contents
3. Work-Individual Interface
4. Interpersonal Relations and Leadership
5. Social Capital

COPSOQ



WAS



All dimensions Correlated Except:

- 1** HE-Hiding Emotions
- 2** IN-Influence at Work
- 3** CO-Role Conflicts
- 4** IT-Illegitimate Tasks
- 5** IW-Insecurity over Work Conditions

JOB SATISFACTION AND DIMENSIONS

**The Job Demand Resources model
(JD-R model)
By Dr. Berthelsen et. al.**



Limitations

- self-report in cross-sectional studies
- the sample size
- heterogeneity in terms of gender
- categorize the dimensions into five domains



Conclusions

This is the first study to examine
COPSOQ III in Persian on

**316 Workers from different
Industries of Northeast Iran**

This study confirmed the reliability and
validity

**So is Comparable to 3670
workers in the selected area
Since 20 Million Workers of Iran**



Our Team

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Statistics



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Executor

COPSOQ

THANK YOU

9th international workshop on COPSOQ

Dedicated to those involved in organizing the workshop

Mr. John Oudyk and Mrs. Wolf

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