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Development of COPSOQ and CBI — Updates from China

Jian LI, MD, MPH, PhD, Dr.rer.sec.

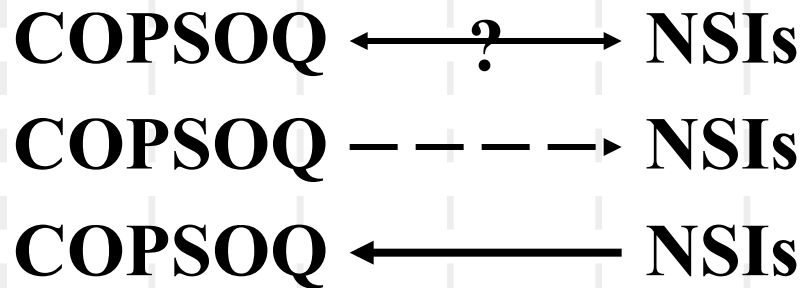
**Institute of Occupational and Social Medicine
University of Düsseldorf, Germany**

**The 5th International Workshop on COPSOQ
Paris, France, 7-9 October 2015**

ORIGINAL ARTICLE

Psychosocial work characteristics and needle stick and sharps injuries among nurses in China: a prospective study

Adrian Loerbroks · Li Shang · Peter Angerer · Jian Li ·
Chinese NEXT Study Group



Part One

Considerations of Measuring Possibilities for Development (Skill Discretion)



Differential health effects of Skill Discretion and Decision Authority

- Joensuu M, et al. *Differential associations of job control components with mortality: a cohort study, 1986-2005.* Am J Epidemiol, 2012, 175 (7): 609-619.
- Joensuu M, et al. *Components of job control and mortality: the Finnish Public Sector Study.* Occup Environ Med, 2014, 71 (8): 536-542.
- Bean CG, et al. *Differential associations of job control components with both waist circumference and body mass index.* Soc Sci Med, 2015, 143: 1-8.

Copenhagen Psychosocial Questionnaire

Possibilities for Development (Skill Discretion)

- Do you have the possibility of learning new things through your work?
- Does your work require you to take the initiative?

Copenhagen Psychosocial Questionnaire

Possibilities for Development (Skill Discretion)

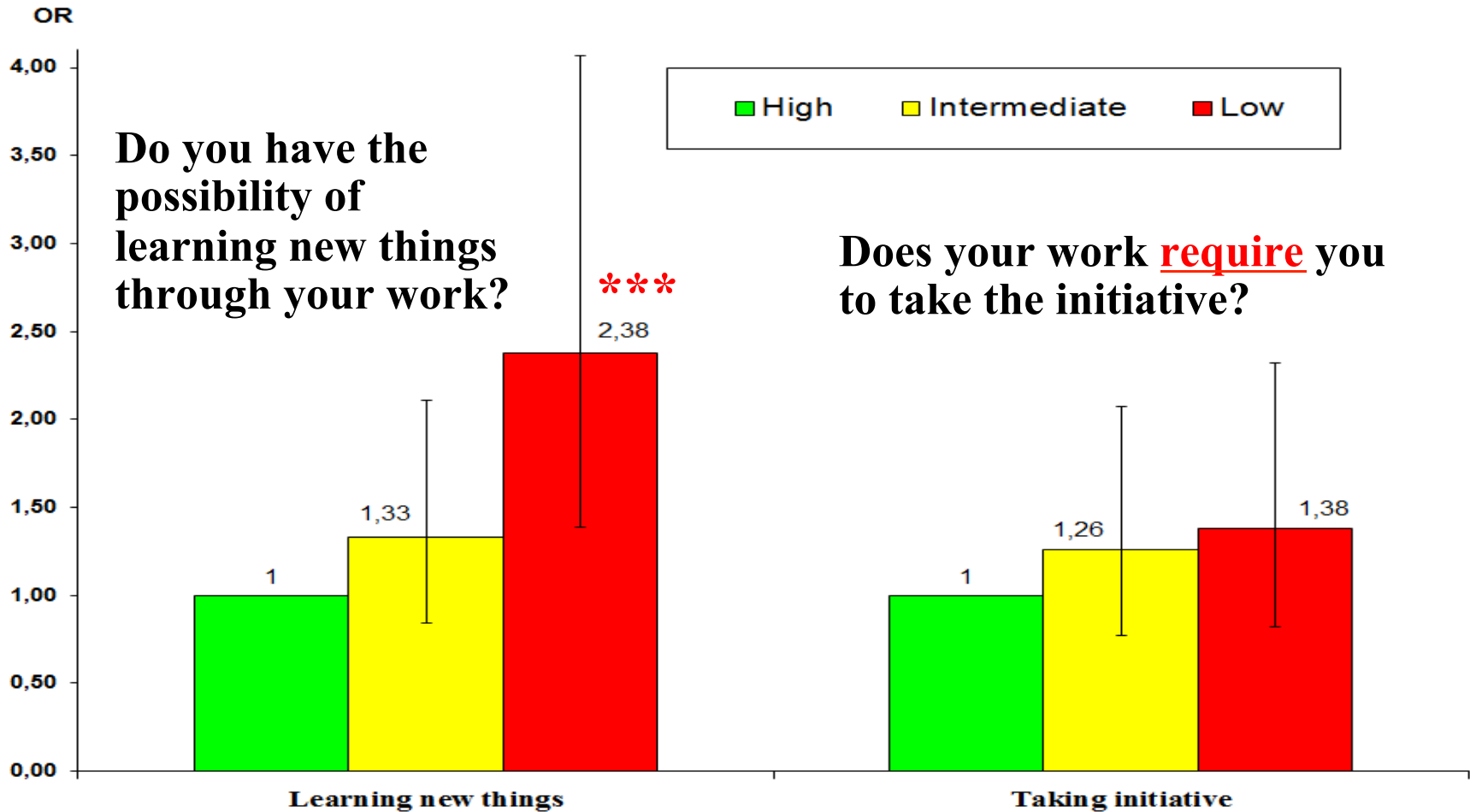
- Do you have the possibility of learning new things through your work?
- Does your work require you to take the initiative?

↑
Key Word

↑
Key Word

Skill discretion and poor self-rated health

General working population (n=2011)
Cross-sectional study



Logistic regression, *** $p < 0.001$
Adjusted for age, sex, SES, behaviors

Demand-Control-Support Questionnaire

Skill discretion

- Do you have the possibility of learning new things through your work?
- Does your work **require** ingenuity?

Skill discretion

- Do you have the possibility of learning new things through your work?
- Are you **able** to take ingenuity at work?

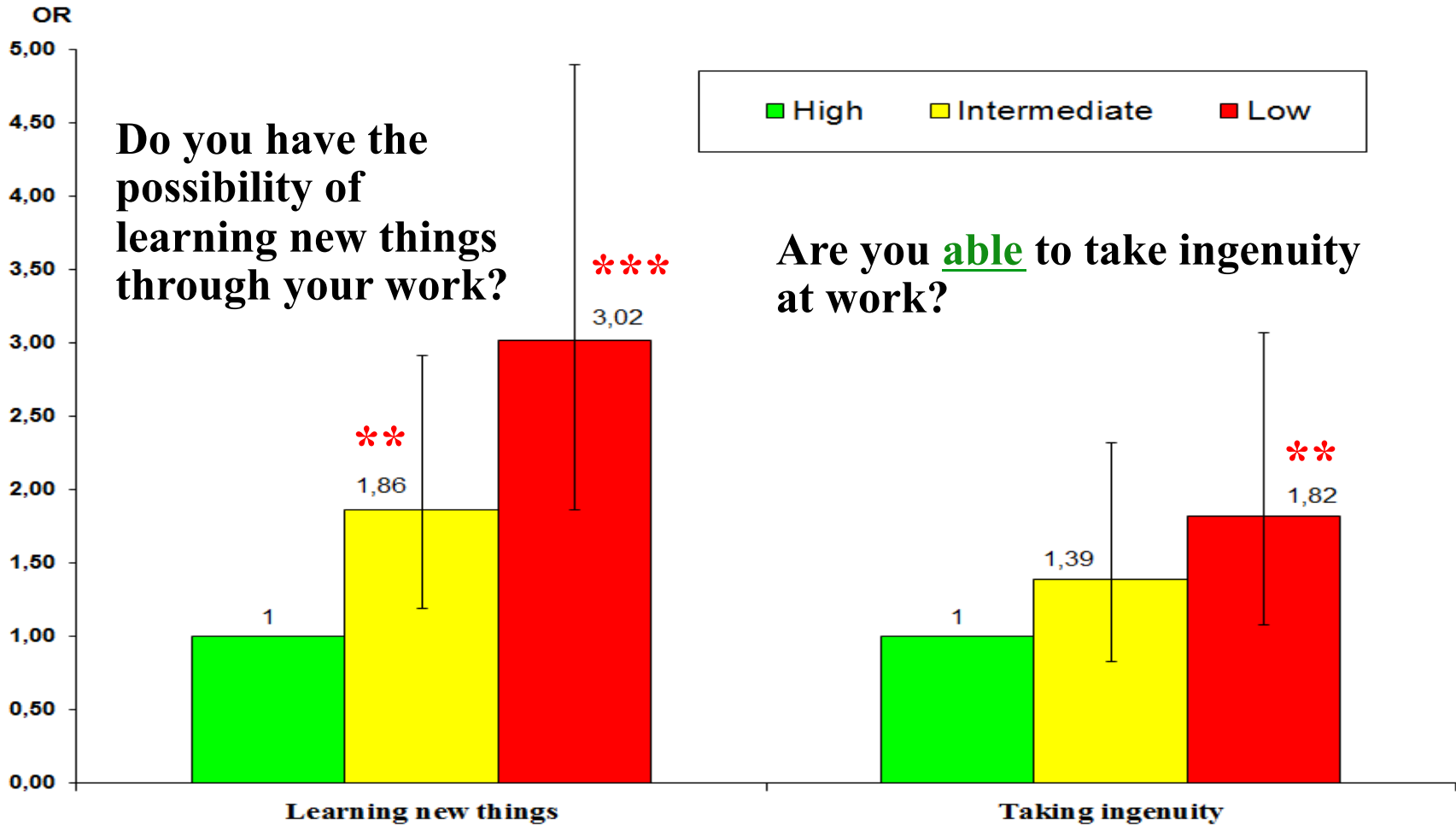


Modification

Skill discretion and poor self-rated health

General working population (n=2683)

Cross-sectional study



Logistic regression, ** $p < 0.01$, *** $p < 0.001$
Adjusted for age, sex, SES, behaviors

Conclusion

- Possibilities for Development (Skill Discretion) might differentiate from Influence (Decision Authority), at the conceptual level and/or at the methodological level.
- Some items could be modified, such as not using the word “require”.



Part Two

Copenhagen Burnout Inventory (CBI)



— Work Environment and Beyond



吉祥如意

COPSOQ



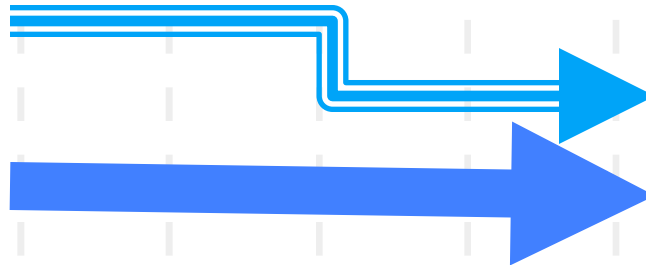
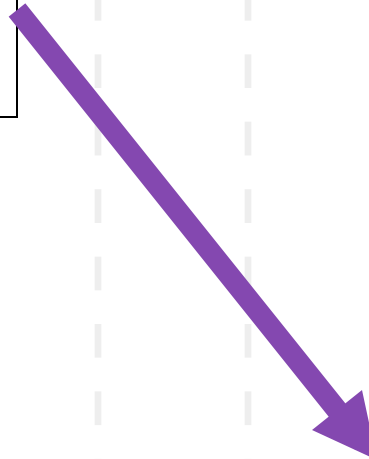
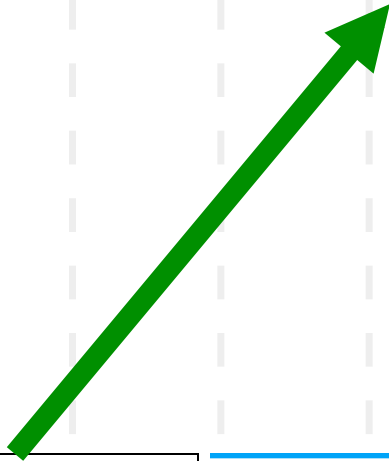
**Poor
Health**

吉祥如意

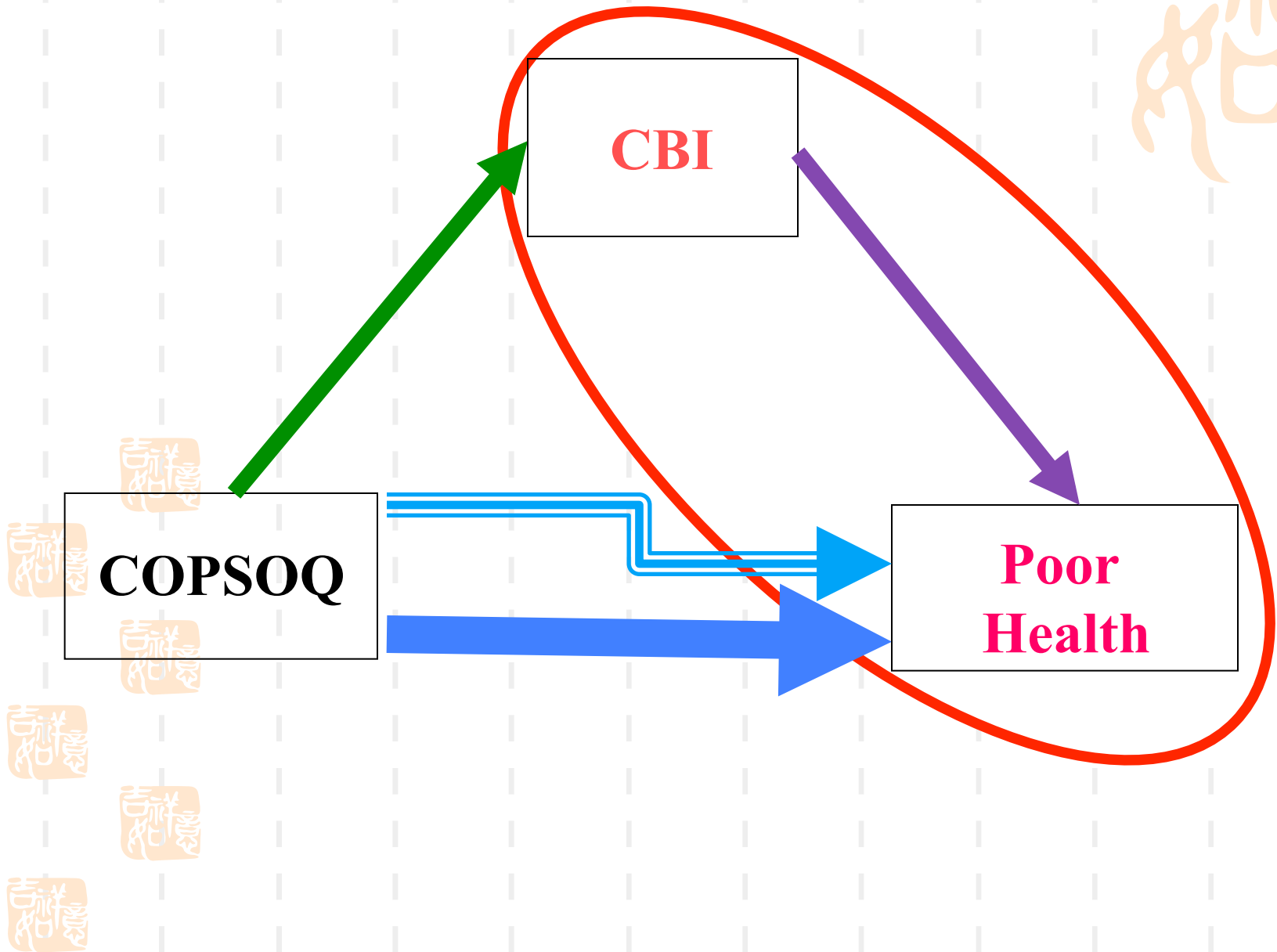
CBI

COPSOQ

**Poor
Health**



吉祥如意



Copenhagen Burnout Inventory

All human beings

Everyone at work

**Personal
burnout**

**Work
burnout**

CBI

**Client
burnout**

**Everyone
who works
with clients**

Copenhagen Burnout Inventory

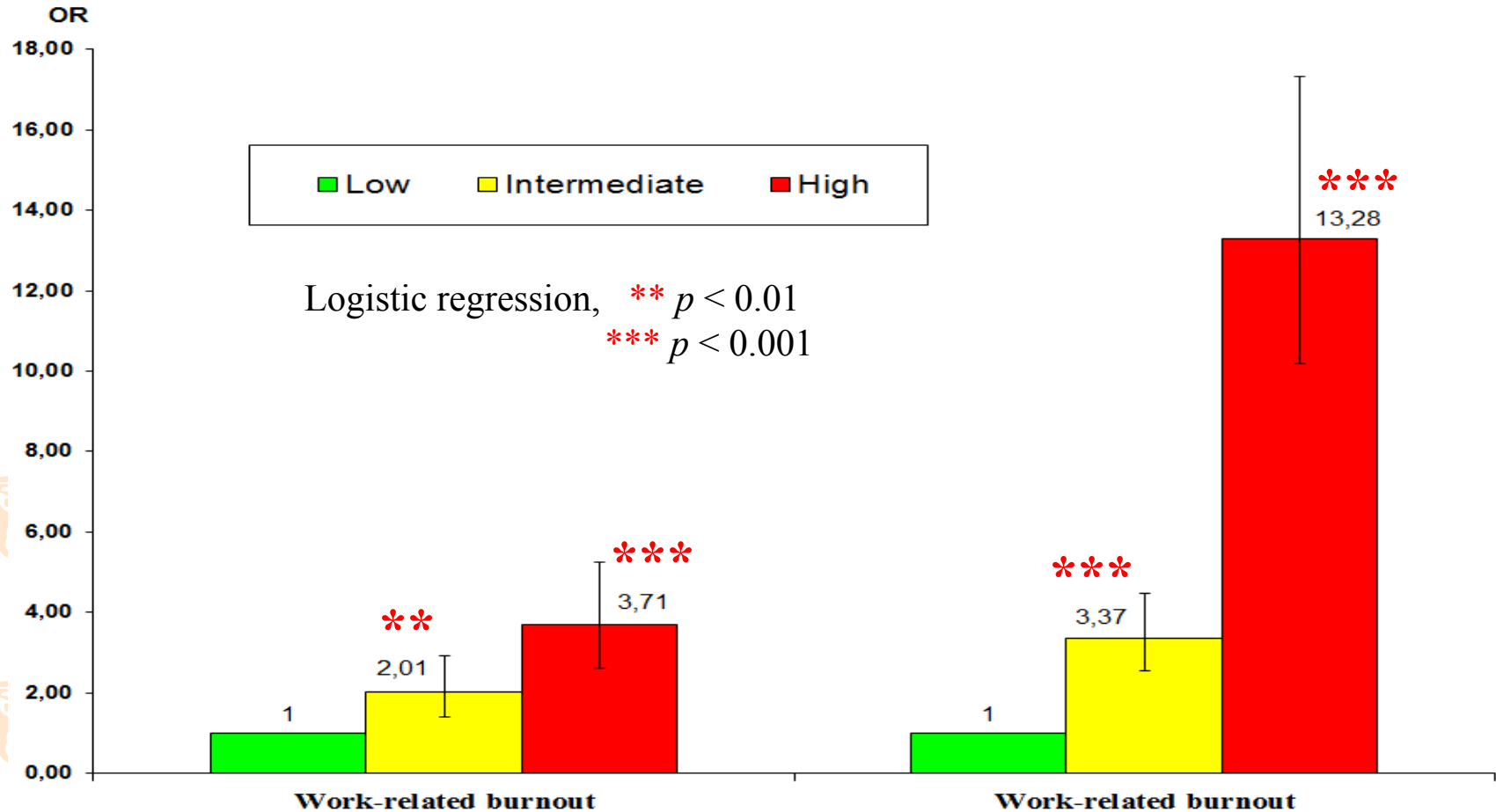
— Work-related Burnout

- Is your work emotionally exhausting?
- Do you feel burnt out because of your work?
- Does your work frustrate you?
- Do you feel worn out at the end of the working day?
- Are you exhausted in the morning at the thought of another day at work?
- Do you feel that every working hour is tiring for you?

Work-related burnout and mental disorders

General working population (n=2011)
Cross-sectional study

Hospital female nurses (n=3088)
Baseline cross-sectional study



Cronbach's alpha = 0.89

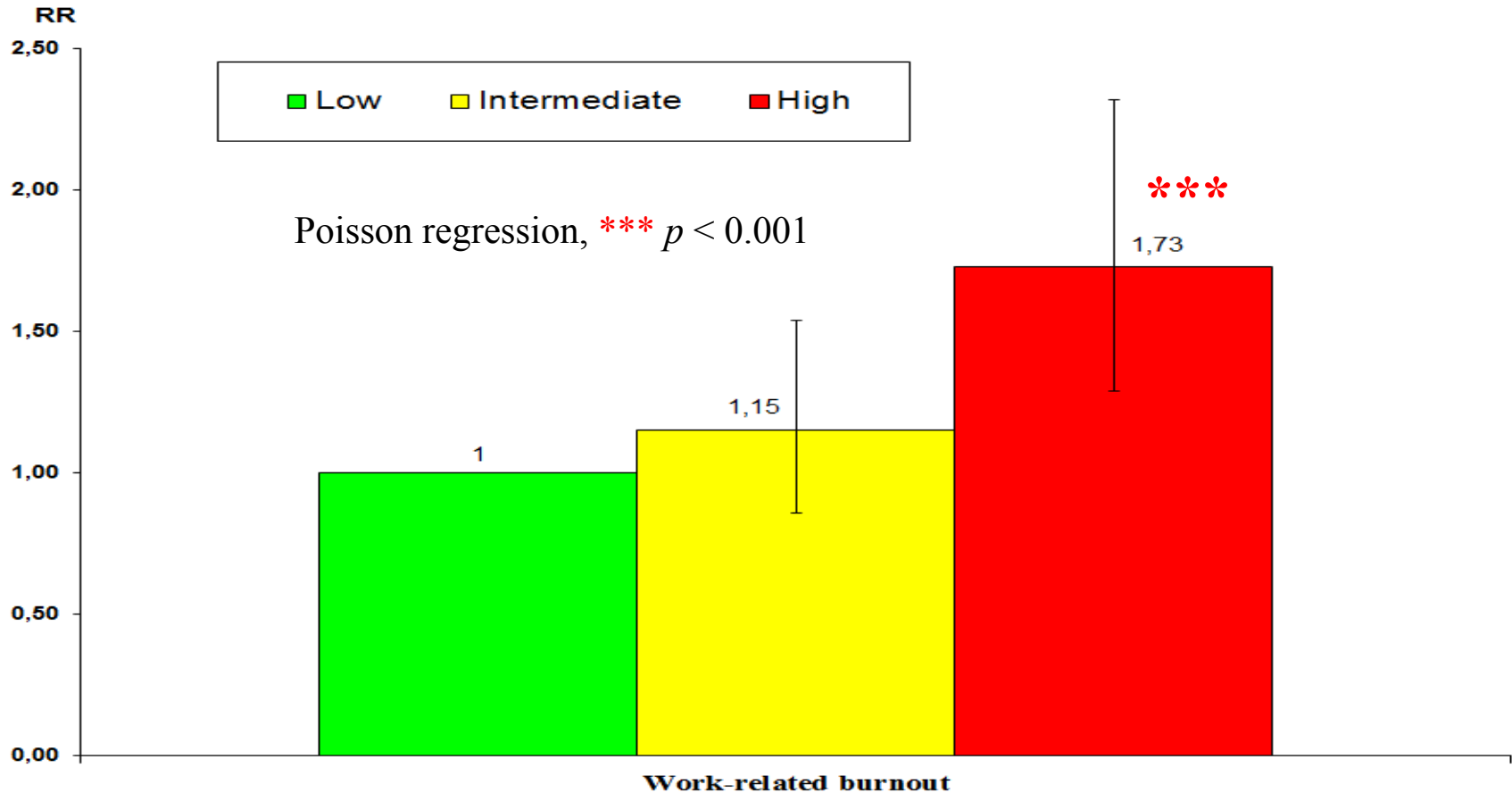
Adjusted for age, sex, SES, behaviors

Cronbach's alpha = 0.92

Adjusted for age, marital status, SES, working time, shiftwork, behaviors

Work-related burnout and mental disorders

Hospital female nurses (n=1289)
Prospective cohort study



Cronbach's alpha = 0.89

Adjusted for age, marital status, SES, working time, shiftwork, behaviors at baseline

Psychosocial Environment

- **Work settings vs. School settings**

↑↓
Adults **vs.** **Children**
↑↓

Copenhagen Burnout Inventory

— **Work**-related Burnout

- Is your **work** emotionally exhausting?
- Do you feel burnt out because of your **work**?
- Does your **work** frustrate you?
- Do you feel worn out at the end of the **working** day?
- Are you exhausted in the morning at the thought of another day at **work**?
- Do you feel that every **working** hour is tiring for you?

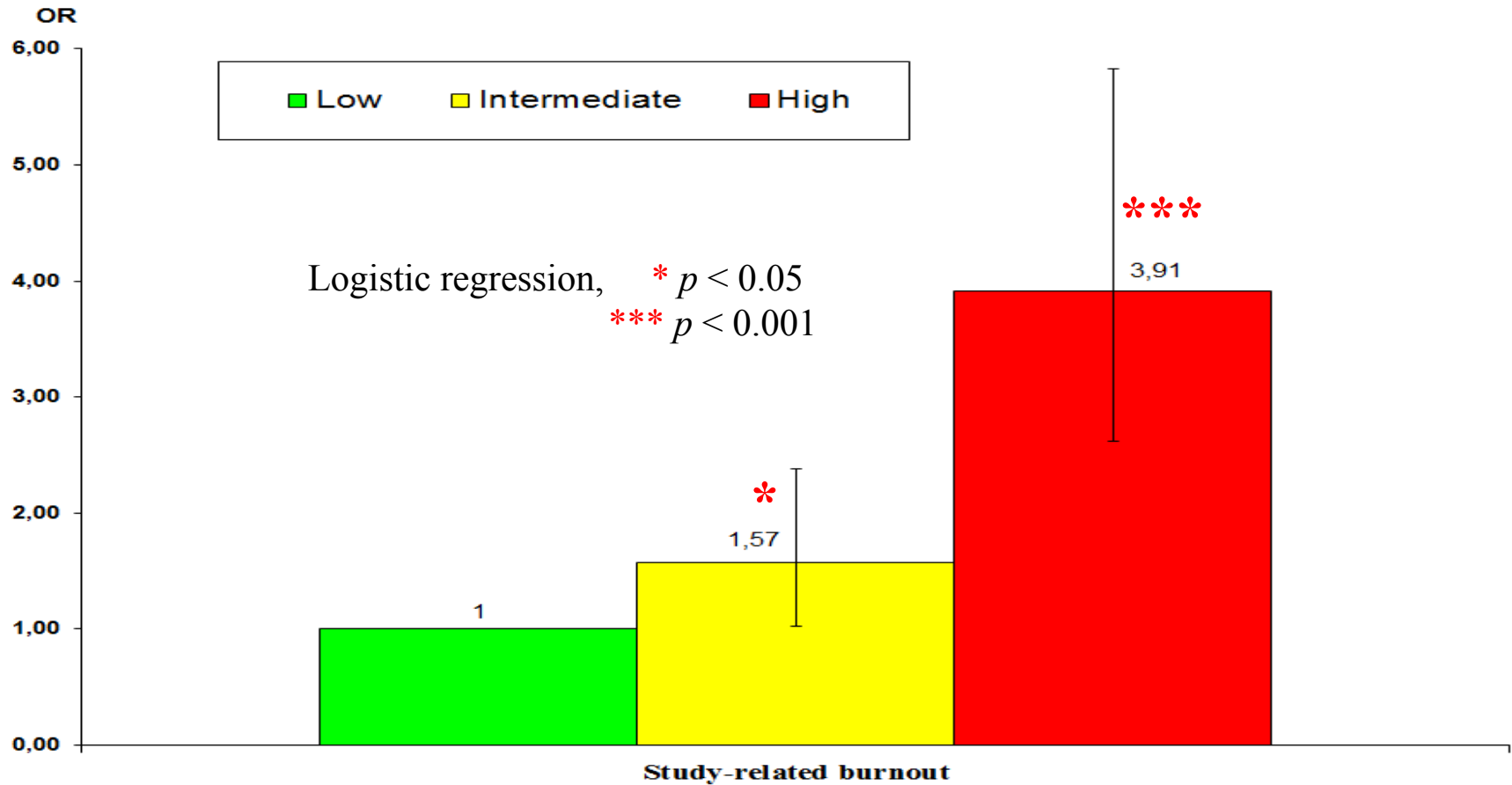
— **Study**-related Burnout

- Is your **study** emotionally exhausting?
- Do you feel burnt out because of your **study**?
- Does your **study** frustrate you?
- Do you feel worn out at the end of the **studying** day?
- Are you exhausted in the morning at the thought of another day at **study**?
- Do you feel that every **studying** hour is tiring for you?

Study-related burnout and psychosomatic symptoms

Middle-school students at grade 7 (n=949)

Cross-sectional study



Cronbach's alpha = 0.88

Adjusted for sex, SES, behaviors

Conclusion

- Work-related burnout measured by CBI is associated with poor health among workers, cross-sectionally and prospectively (*already well-known*).
- CBI-School Version seems a reliable and valid tool to measure study-related burnout, more studies are needed (*new knowledge*).

*Thank you
for your attention!*

