

7th International Workshop on the Copenhagen Psychosocial Questionnaire – COPSOQ

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Organization

The workshop is organized by Istanbul Medical Chamber (www.istabip.org.tr)

COPSOQ International Network

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Abstracts

Aspects of construct validity of Workplace Social Capital measured by COPSOQ III

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Purpose

The aim is to establish and evaluate the construct validity of a measure for Workplace Social Capital (WSC) based on the COPSOQ III domain.

Methods

We applied a Rasch analysis, including the six items from the scales for organizational justice, vertical trust and horizontal trust in COPSOQ III middle-long version. Data was collected at workplaces (N= 422 human service workers). Further, basic psychometric analyses were performed including data from a cross-sectional national survey (N=3213) and finally we analysed the relevance of aggregation to workplace level based on data collected workplaces.

Results

We found that the psychometric properties of the scale for WSC were satisfactory and the scale was valid for use at group level. Each individual item works as intended, the scale is unidimensional and functions invariantly for women and men, and for younger and older human service employees. In order to increase precision of the Workplace Social Capital scale we recommend the use of a metric score instead of the mean score in future research projects (based on a suggested conversion table).

Conclusions

The scale for Workplace Social Capital holds good construct validity for use at group level and can be useful for practical applications at workplaces as well as for research purposes. We suggest replication of the study in a broader, international sample for assessing higher generalisability.

The impact of organizational and social work environment on care quality in dentistry

Presentation of the outline of an ongoing project

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Dentistry has a demanding psychosocial work environment where time pressure is a main problem. Quality of work can be considered as one of the most valuable goals for human service workers and organizations as it is closely connected to the core of work. However, the potential impact of the work environment on dental care quality remains unknown, despite that dental diseases are still a major public health challenge.

The overall aim of the project is to investigate the relationship between work environment and dental care quality at the clinic level. We hypothesize that the quality of a technically demanding work task such as composite fillings in posterior teeth and initiation of preventive care are influenced by work load and interpersonal relationships at the clinic. Our specific aims are to analyze to what extent a) the objective longevity of dental fillings and b) initiation of preventive care are impacted by workload and interpersonal relationships at the clinic. Additionally, we will investigate whether any such effect is mediated by stress. We will also evaluate self-assessed care quality as an indicator of objective dental care quality at the clinic level.

Exposure data is based on a work environment survey conducted 2014-15 as part of a Swedish COPSOQ validation project. Prospective data on the outcomes has been obtained from The Swedish Quality Registry for Caries and Periodontal Disease. Data from 86 general public health dental clinics will be included in the analyses.

The project adds innovative knowledge on the complex interplay between working conditions in dentistry and oral public health.

Measuring an attitude: introduction of the Work Engagement Scale in COPSQ Germany

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BACKGROUND

At Paris conference in 2015 a new scale was proposed for use in COPSQ to open up the questionnaire for new topics. Other than health state or job satisfaction Work Engagement Scale should show employees' emotional and affective attitude towards their work. This attitude is currently discussed as one of the main influence factors on job performance.

METHOD

In Germany since 2017 the COPSQ contains Work Engagement in its standard version. Three items have been extracted from the Utrecht Work Engagement Scale (UWES, 2003). All items are Likert-scaled on five steps and the five steps set to values between 0 – 100 by FFAW GmbH. Until now, more than 75.000 employees in Germany have filled in the questionnaire with the new scale, so these cases can be analysed.

RESULTS

The Work Engagement Scale shows Cronbach's alpha of 0.86 for the three items and is thus highly reliable. In correlation to other COPSQ scales mainly concerning outcome of work strain, Work Engagement is rather related to work satisfaction than to health state factors. Correlation analysis with work strain factors makes clear that Work Engagement plays an individual role: as Schaufeli and Bakker have pointed out before, topics like meaning of work, possibilities for development and role clarity are closely connected to the scale (Pearson's $r = 0.38$ to 0.53).

DISCUSSION

Work Engagement in COPSQ "behaves" as it was expected. It is connected generally to job satisfaction outcomes, but it is also up to extract other sets of strain factors than those traditionally associated with job satisfaction. It can be read as expression of motivation with which work is conducted. Further research has to be done on a more complex modelling. From a more practical point of view an important question will be how companies get along with the additional information and will not only use but also take care for this important resource.

Working conditions as risk factors for early exit from work among 2,360 employees aged 30 to 59 years in Germany

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Purpose: To investigate the association between working conditions and global exit from work before statutory retirement age.

Methodology: In a cohort of 2,429 employees aged 30 to 59 years in Germany based on a random sample subject to social contributions in a nationwide register, personal interviews were conducted in 2011/12 (AAPOR participation 36%) and 2017 (AAPOR follow-up participation 69%) on global exit from paid employment (including unemployment, pension; ILO), age, gender, occupational grade (4 grades; ISCO), physical work load and psychosocial working conditions (COPSOQ). Excluded were 69 employees entering education/maternity leave or having missing information. Of the remaining 2,360 employees, 186 exited work (8%). Through multiple logistic regressions, associations of baseline working conditions with follow-up exit were estimated - controlled for baseline age, gender and occupational grade.

Results: Controlled for occupational grade, baseline high physical work load (OR 1.92; 95% CI 1.15-3.18), high amount of work (1.93; 1.14-3.28) and low quality of leadership (1.73; 1.09-2.75) were significantly associated with global exit from work 5 years later; high job insecurity was insignificantly associated (1.56; 0.94-2.61); whereas work pace, influence at work, opportunities for development were not.

Limitations: Information on exit from work was self-reported, although employment status had high agreement with register information.

Research/Practical Implications: Reduction in both physical and overall work load, as well as improvement in quality of leadership, may help to decrease global exit from work before statutory retirement age.

Originality/Value: This study of employees with a broad age range is the first of its kind in Germany.

Feedback on an assessment of psychosocial risks in a large French industrial company

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It is now been established that an efficient psychosocial risk assessment process articulates a quantitative approach and a qualitative approach. Similarly, the resulting prevention plan must necessarily combine generic actions and specific actions, identified with the groups identified by the questionnaire, for which priority and targeted action is needed.

Thus, between October 2018 and July 2019, we deployed, within a large French industrial group (4685 employees), an evaluation of Psychosocial Risks using the COPSQ questionnaire. After the survey phase, collective interviews were conducted with each of the 10 perimeters pointed out by the questionnaire in order to refine the diagnosis and identify the appropriate action plan.

We propose to share this experience, by reinterrogating the link between the results obtained by the questionnaire and those obtained from the collective and individual interviews: the groups identified by the analyzes were indeed in difficulty? If so, did these difficulties relate to the same topics as those highlighted by the COPSQ?

Psychosocial Risk Factors in health workers, from the province of Chaco, Argentina. Application of COPSOQ -ARG.

Factores de Riesgos Psicosociales en trabajadores de la Salud, de la provincia de Chaco, Argentina. Aplicación del COPSOQ –ARG.

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In this paper we will present the results of the application of COPSOQ-ARG, in health workers from the province of Chaco, Argentina. The work was carried out jointly between the GESAL -UNDAV (Group of Studies in Environmental and Labor Health - University of Avellaneda) and FESPROSA (Union Federation of Health Professionals of the Argentine Republic) between July and October of 2018. The short version was used of the COPSOQ-ARG, which responds centrally to the CUORE used in the different countries that make up the COPSOQ network. For its application, two (2) modules were formed. A first module registers the socio-demographic data of the surveyed sector; a second module is the questionnaire itself (COPSOQ-ARG). The sample was 159 health workers, public hospitals and Primary Health Care Services (PHC), being 69% women, while 27% were male and 4% were identified as "other" . The answers to the questionnaire were weighted from an "average", using the "semaphore" mode (green, yellow and red) to indicate the results of the answers. The dimensions that appear as psychosocial risk factors identified with "red" are those of "demands at work", with 39%; "interpersonal relationships and leadership" with 56%; "Labor instability" with 46%; "Double presence" with 39% in yellow and 41% in red; and finally justice, with 41% in yellow and 37% in red. The application of COPSOQ-ARG in the health sectors will make it possible to visualize the presence of these risk factors in workplaces and identify their consequences for the health of workers.

OFFENSIVE behaviors IN HUNGARY

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Introduction and goals: We report epidemiological data on the prevalence and sources of offensive behaviors and identify high risk groups.

Methods: Data source was a cross-sectional on-line survey in Hungary. The sample contained 13,104 actively working individuals, weighted to be representative of the working population according to sex, age groups, education, and occupational sectors. Four questions on offensive behaviors and the perpetrators of the Copenhagen Psychosocial Questionnaire (COPSOQ-II) were the primary outcome variables. The stress, burnout, and sleeping problems scales of the COPSOQ II: and the shortened version of the Beck Depression Inventory (BDI) and the Perceived Stress Scale (PSS4) were also included in the analysis to examine the health consequences of the offensive behaviors.

Results: 48.2% of the sample (44.3% of men and 52.7% of women) reported experiencing at least one offensive behavior (bullying, sexual harassment, threats of violence or physical violence). Frequent (weekly or more) exposure was 9.1% (7.7 for men and 10.7 for women). The highest prevalences were found in the health and social care, and defense sectors. Stress, burnout, sleeping troubles, and depression scores were significantly higher among the “occasionally bullied” compared to the “not bullied”; and among the “frequently bullied” compared to both previous groups. More negative outcomes were observed if the perpetrator was an “insider” compared to offensive behaviors coming from “outsiders” such as clients or patients. Younger people, women and employees lower in the hierarchy were more at risk.

Conclusions: Our results are in accordance with previous studies regarding the prevalence and health consequences of offensive behaviors. The risk of being exposed to offensive behaviors and their negative health outcomes are highly influenced by organizational factors.

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For better or for worse? Psychosocial work environment and direct participation practices

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Aim: To explore the relationship between the psychosocial work environment and labour management practices involving direct participation among salaried workers; to examine whether this relationship varies according to occupational group and sex.

Methods: Based on a representative survey of the wage-earning population in Spain (n=4911) using the Spanish version of the Copenhagen Psychosocial Questionnaire (COPSOQ-ISTAS21), ordinal logistic models were fitted in order to assess associations.

Results: The psychosocial work environment factors control, social support and rewards were significantly and positively associated with direct participation practices, after adjusting for ten indicators of other labour management practices (working hours, contractual relationship, promotion, salary and staffing) and three socioeconomic characteristics (occupational group, sex and age). No association was observed with the factor demands. When used simultaneously, delegative and consultative direct participation practices obtained more frequent and stronger associations with psychosocial work environment factors than when used separately. Stratifying the salaried population by sex and occupational group, associations were observed in all strata except for supervisors and higher professionals.

Conclusions: A better psychosocial work environment is associated with direct participation practices among lower level occupational groups and among women. Direct participation practices appear to be valid components of preventive interventions at the workplace level, and may help to reduce occupational health inequalities.

COPSOQ-Website: Facts and Frequently asked questions

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Background: The COPSOQ network runs a website which is the main platform for all kinds of information on COPSOQ and for networking of people within and outside the network. The website is hosted by FFAW in Germany. Contents are decided by the steering committee. Interested people find information on the network itself, about the questionnaire, validation studies, publication lists, the members, guidelines and information on the next conference as well as presentations and pictures of past COPSOQ-meetings. They have the opportunity to use the contact form to get in contact with the network and they can contact each other directly.

Content:

To present the structure of the website and to talk about frequently asked questions and how we (as FFAW in Germany hosting the website/ Steering committee) usually answer them.

To show and discuss the actual standard answers we give on incoming mails from the contact form of the website ordered by frequent topics.

Most questions are about:

- permission to use the questionnaire
- languages available of the questionnaire
- validation studies
- membership or cooperation in the network.

An Assessment of Psychosocial Conditions among Provincial Corrections Services

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An Occupational Stress Injury (OSI) committee for government provincial corrections services began to consider using an expanded version of the COPSOQ II Short questionnaire to survey all the corrections facilities in a Canadian province along with community parole workers and supporting departments. The joint management-union committee worked on selecting extra scales to be included. After almost 4 years of committee work, the survey was launched in December 2017. Over 8500 worker and management employees were eligible to participate and over a seven month collection period almost 3000 responded (34.5% response rate, the community workers had a 60% response rate). Results we collected and separate reports were produced for 24 correctional facilities, 4 provincial regions of community workers and 6 supporting departments. Dominant issues across the groups were emotional demands, lack of recognition and role conflicts. The survey included a free-text comment section at the end of the survey. These comments from 825 surveys (30%) were analyzed qualitatively by graduate students and their supervising professor from a business school. The main themes identified were relationships, offensive behaviours and workplace values. The OSI committee is now working on a strategy to facilitate custom interventions in each of the facilities, regions and departments.

A Longitudinal Analysis of Respondents to Two Canadian Population Surveys (2016 & 2019)

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In 2016 a polling company called EKOS was retained to conduct a psychosocial workplace conditions survey among a representative sample of working Canadians (in both official languages – English and French). A combination of the COPSOQ II Short version, COPSOQ III CORE version and symptom and offensive behaviour questions from the Long version was also included. Just over 4000 complete responses were collected. In March 2019 this same survey was administered again using the same polling company and again just over 4000 responses were collected. Just over 600 panel members responded to both surveys. This presentation will provide information on the reciprocal relationship between psychosocial exposures and health outcomes over time, to better understand the bi directional nature of the relationships between work and health among this group of workers.

Two Case Studies of Workplace Interventions using the COPSOQ Survey

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These two cases represent the extreme examples of performing psychosocial risk assessments in workplaces. The first case is a small (n=27) workplace servicing physical and mental health needs of homeless clients. The Joint Health and Safety Committee found the COPSOQ survey on the web and connected with the Clinic. The first survey had a 74% response rate and identified offensive behaviours and a lack of vertical trust as the main issues. After an intense consultation process the organization was restructure to provide workers with more influence in the decision making process. A repeat survey two years later (93% response rate) indicated improved trust and decreased reports of offensive behaviours. The second case is a mid-sized (n≈120; 90 fulltime) community healthcare provider which was characterized by its employees as having “toxic” psychosocial environment. The union sponsored survey had a 90% response rate among fulltime staff. Similar to the first case, the top issues were offensive behaviours and low vertical trust. When confronted with the survey results in coordination with group grievances and an over-time strike, the management replaced the Executive Director and the Human Resources Manager, along with a re-alignment of service districts designed to reduce time lost to travel.

Validation of the Bahasa version of the Copenhagen Psychosocial Questionnaire III in Indonesia

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In this study we translated and validated the Copenhagen Psychosocial Questionnaire, COPSOQ III in Indonesia. The translation process complied with the standards set by International Test Commission Guidelines for Test Adaptation (International Test Commission, 2010). A total of 1377 employees of a large Indonesian State Owned Company completed the Indonesian long version of the COPSOQ III (147 items grouped into 45 scales), Aon Hewitt Employee Engagement Survey and the Oxford Happiness Questionnaire (OHQ). Results indicated satisfactory reliability in most of the dimensions of the COPSOQ III. Construct validity of the COPSOQ III was also confirmed by significant correlations between hypothesized related dimensions of COPSOQ III with happiness and employee engagement (e.g., positive correlations with Possibilities for Development, Meaning at Work, Role Clarity, Quality of Leadership, Commitment to the Workplace, Quality of Work, Trust and Justice; and negative correlations with Insecurity over Employment and Working Conditions, Burnout, Cognitive Stress, and Depressive Symptoms). In general, our exploratory factor analysis showed favorable results which indicated factorial validity of the COPSOQ III. We conclude that the Bahasa version of COPSOQ III is a valid and reliable measure of psychosocial factors for Indonesian employees.

Keywords: COPSOQ III, validity, reliability, Happiness, Employee Engagement

Effect of leadership styles on psychosocial health

Dr. Cigdem Vatanserver

Objective

The leader's role and leadership style on employee health and safety are being researched in the last years (Zohar, 2002) . The increasing nature of psychosocial risks and absences due to them are also taken into consideration among policy makers (e.g. PRIMA-EF Consortium in Europe). This study aims to define and clarify the relation and intervening factors to effectively manage them.

Methodology

COPSOQ-3 short form and Bass' Multifunctional Leadership Style Inventory are used in this study.

Sample

The target sample is the app. 1000 office and production employees from 5 different locations of a Turkish industry group.

Findings and Results

At this stage, the research design is completed and agreed with related parts. The data will be collected in May and the results will be presented afterwards.

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Impact of Work-Related Demands on Burnout and Job Satisfaction: Evidence from Blue and White Collar Workers

Burcu KÜMBÜL GÜLER

The aim of the study is to assess work-related demands' impact on burnout and job satisfaction of blue and white collar employees. Data were collected from 563 employees (19,6 % women, 80,4 men) of food production industry in Izmir, Turkey. 398 of the employees are blue collar and 165 of them are white collar. As a measurement tool Turkish version of COPSOQ III was used and work pace, cognitive, quantitative and emotional demands were treated as independent variables. As dependent variables burnout and job satisfaction levels of both types of employees were also calculated. Independent samples t-test results reveal that there is a significant difference between white and blue collar employees in terms of cognitive demands and burnout. Cognitive demands are significantly higher for white collar employees while burnout is significantly higher for blue collar than white collar workers. In addition, linear regression results indicate different patterns of impact of work-related demands on burnout and job satisfaction for blue and white collar employees. The results of the study will be discussed in line with the literature.

Validity of Turkish Core Version of Copenhagen Psychosocial Risk Questionnaire

Ceyda Şahan, Hakan Baydur, Yücel Demiral

COPSOQ-Core is the shortest version of Copenhagen Psychosocial Risk Questionnaire, which includes 31 items in 20 dimensions compared to standard version which includes 88 items in 25 dimensions. It is important to test short questionnaires as the same manner to ascertain the shorter version is capturing the same information as their longer versions.

The aim of this study was test the validation of COPSOQ-Core and to comparison standard and core version of COPSOQ in Turkish language. The field study was maintained in four workplaces.

Concurrent validity of the COPSOQ Core version tested through correlations with Standard version. The Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy and Bartlett's Test of Sphericity were used to assess the suitability of the sample for factor analysis. Principal confirmatory component analysis and varimax rotation methods were used to identify the factor structure of COPSOQ-Core. The dimensions of COPSOQ-TR and COPSOQ-Core were compared by using Pearson correlation.

The study completed with 1076 participants. Sampling adequacy was considered adequate (KMO=0.846). The factor analysis of COPSOQ-Core identified 20 factors with eigenvalues higher than one and explained 88.3% of the total variance. All dimensions of COPSOQ-TR and COPSOQ-Core were strongly correlated with each other (between 0.79-1.00), except influence at work dimension, which is found to be 0.68. Study findings suggested that COPSOQ-Core can be a useful tool for rapid and valid psychosocial risks assessment

Keywords: assessment, work, scale, psychosocial risks

High Cognitive Demands as measured by the COPSOQ. A challenge or a stressor

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Demands at work are usually associated with stress, but for Cognitive Demands this view may not hold. The manual of the COPSOQ II says “It should be noted that high levels of cognitive demands are considered “healthy” and stimulating”. This clearly reflects a vision that workers experience cognitive demands as challenging. In the Demand-Induced Strain Compensation (DISC) Model (De Jonge & Dormann, 2003; 2006) high demands are, however, regarded as a stressor, unless they are accompanied by matching resources, cognitive resources. In this contribution we want to review the data from published validation studies to see which view holds. We also propose a conceptualization of Cognitive Resources with four items from the COPSOQ and test its reliability and validity. We will test various associations of Cognitive Demands, Cognitive Resources with some positive or negative work outcomes in data from a company in Indonesia.

Strategic collaboration between research and practice

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Since 2015 we've been working on the establishment of COPSOQ as a method for workplace assessments in Sweden, creating a webpage and spreading the word at seminars, conferences and through contacts with different stakeholders. In 2017 we came into contact with one of Sweden's largest occupational health service organizations and began a strategic collaboration. Together we conduct assessments of the work environment with COPSOQ. Data from the assessments are collected in a single database for future use within research in the field of work environment. At the moment the database is constituted by over 5000 individuals. The collaboration also provides opportunities for development of research-based tools and interventions for use in practice at workplaces. The presentation will further develop how the collaboration is constituted and what is to gain from a close, strategic collaboration between research and practice.

Validation of the long version of COPSOQ III for use in Estonia

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Introduction

COPSOQ II has been in use in Estonia for at least 10 years but was only seldom used at workplaces and it wasn't officially adapted and validated. At the beginning of this year the new version of Occupational Health and Safety Act was enforced in Estonia, which obliges the employers to conduct regular internal control of the working environment and risk assessment which includes psycho-social risk factors. So we are in need of a good instrument and we decided to take into use the new version of COPSOQ.

The aim

The aim of this study was to start the validation of the long version of COPSOQ III for use in Estonia and give the bases for developing middle and short versions of the questionnaire

Methods

Psychometric properties of the questionnaire were calculated. The location and variability of the data set were measured by calculating skewness and kurtosis. The scales internal consistency was assessed using the Cronbach's alpha coefficient. The maximum likelihood estimation with varimax rotation was used to identify the factor structure. Maximum likelihood estimation was selected as the CFA will follow. All analyses were performed using SPSS 23 and AMOS 23 software.

The pilot study sample included 472 respondents from different organisations. The sample contained the respondents from both, private and public sector organisations.

Results

All, except five scales, had satisfactory reliability, alpha ranging from .721 to .914. Four scales had alphas from .618 to .677 and one scale had very poor reliability, as .378. Ceiling and floor effects were present in scales where more than 15% of respondents assessed the items with lowest or highest possible scores. There were at least 7 such scales where floor effect was present. Although the reliability coefficients were satisfactory for most of the scales, the factor analysis didn't confirm the proposed factor structure for the scales within the four domains. Items from five scales didn't load as expected, and only two of these scales had problematic reliability coefficients. Most scales had low in domain intercorrelations, the highest were $r=0.545$. Between domains the highest correlation coefficient was $r=0.412$. Further analysis follows.

Conclusions

It seems that the COPSOQ III questionnaire is a reliable measure that it satisfies both the needs of theorists and practitioners, but it still needs more analysis.

Prevalence of psychosocial risks among employees in a public institution

Rodrigo Aguirre Cristi

Workers mental health is an increasingly important topic of interest for nowadays societies due to its impact on economic growth and population wellbeing. By the current normative (Law 16.744), Chilean organizations must assess and manage psychosocial risks at their workplace. In this context, a field study in a public institution (704 employees, nested in 20 units) was conducted to characterize the prevalence of psychosocial risks among its employees. Results from the quantitative stage showed higher values for 4 of the 18 variables included in the Chilean version of the COPSOQ questionnaire (ISTAS-21), namely: General health perception (SG1-SG5), Mental health vitality (SM1-VT4), Cognitive demands (CO3-CO5), and Sensory demands (ES1-ES4). Specifically, Quantitative (CU1-CU7) and Emotional (EM1-EE2) demands were negatively related to Mental health vitality and positively related to Cognitive stress (SR9-SR12). A qualitative stage was implemented to have an in-depth representation of the risks presented in each unit. Results from focus groups provide a complementary picture, showing that lack of organizational fairness and autonomy as the main sources of psychosocial risks for workers. These findings contribute by giving additional information to the validity and reliability of the questionnaire. Also, they bring valuable information to future interventions in psychosocial risks in the workplace.

Levels of psychosocial risk factors for health in each of the Portuguese long version of COPSOQ II scales

Susel Rosário, Miguel Lourenço, Denis Coelho, João Fonseca, Albert Nienhaus, José Torres da Costa, Armando Leitão, Miguel Gomes

Background The workplace psychosocial risk assessments are legally required in all European Union (EU) member states (Framework Directive 89/391/EEC) and widely considered to be a core element of occupational safety and health (OSH) management.

Objective To identify the levels of psychosocial risk factors for health in each of the Portuguese long version of COPSOQ II scales.

Methods The Portuguese COPSOQ II was issued to a total of 745 Portuguese employees from both private and public organisations across several economic sectors at a baseline and then 2 weeks later. The mean of each scale is presented according to the tertiles of each scale, in three equal parts. The interpretation of the COPSOQ II scales results was performed according to three score levels: red (more unfavourable for health), yellow (intermediate) and green (more favourable for health).

Results Of the 29 scales, 16 revealed a high percentage of workers exposed to a more favourable situation for health, with 5 scales standing out (Recognition = 62.4%, Role conflicts = 75.3%, Social support from supervisors = 60.2%, Mutual trust between employees = 72.0%, Social inclusiveness = 57.0%, Depressive symptoms = 64.5%). Also, out of the 29 scales, 10 showed a percentage of workers exposed in an intermediate situation; furthermore, they presented relatively high results for this level of risk. Of these, 4 scales (Quantitative Demands, Commitment to the workplace, Burnout, Self-efficacy) showed that, when associated with the level more unfavourable for health, reveal a very high risk to health.

Conclusions A high percentage (Quantitative Demands = 36.6%, Commitment to the workplace = 38.7%, Self-efficacy = 59.1%) of workers exposed to a more unfavourable situation for health, indicates the need for prevention to be managed in the workplace on the basis of all work-related risks and of all stakeholders in order to favour measures aimed at minimizing or even eliminating risk.

The influence of the psychosocial factors on the Portuguese workers' health and well-being

Susel Rosário, Miguel Lourenço, Denis Coelho, João Fonseca, Albert Nienhaus, José Torres da Costa, Armando Leitão, Miguel Gomes

Background Psychosocial risks are now widely recognised as one of the biggest challenges for occupational safety and health (OSH) and a major public health concern.

Objective To study the implications of the psychosocial factors of the work contexts in the health and well-being of workers through the Portuguese long version of COPSOQ II. The mean of each scale is presented according to the tertiles of each scale, in three equal parts. The interpretation of the COPSOQ II scales results was performed according to three score levels: red (more unfavourable for health), yellow (intermediate) and green (more favourable for health).

Methods The Portuguese COPSOQ II was issued to a total of 745 Portuguese employees from both private and public organisations across several economic sectors at a baseline and then 2 weeks later.

Results In the total of 29 scales, three of them showed a high percentage (Quantitative Demands = 36.6%, Commitment to the workplace = 38.7%) of workers exposed to a more unfavourable situation for health, especially Self-efficacy (Self-efficacy = 59.1%). The three scales that showed a high percentage of workers exposed to a more unfavourable situation for health, in which, appears to be associated with an important increase in burnout risk, indicating that there are more workers exhausted or/and at risk of developing burnout in Portugal. The fact that there are relatively high results in the scales Quantitative demands (36.6%), Commitment to the workplace (38.7%), Justice (24.7%) and Burnout (29.0%) could explain the high rate verified in the scale Self-efficacy (59.1%).

Conclusions The overall results are favourable for workers' health, seeing as out of the total of 29 scales, 16 (55.0%) are at the most favourable risk level for workers, 10 (34.0%) are in the intermediate risk level for workers and only 3 (10.0%) present more unfavourable results for workers. A periodic monitoring of the risk levels and the adoption of prevention measures will contribute to safe and healthy workplaces.

Initial Studies with COPSOQ III in Brazil

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There are psychometric parameters of COPSOQ I and II for the Brazilian context, in their medium and short versions. However, the purpose of this research is the third update of this instrument. Participants in the linguistic adaptation study were three translators, three specialists and 57 health workers, nurses and nurse technicians. Items have been translated and retro-translated. The results were analyzed according to the content validity coefficient (Cvc) and agreement among the specialists. Most items Cvc's were larger than 0.80. The agreement among specialists for the definition of scales was 94% and whether the item would be necessary or not in the instrument was 85%. The resulting long version of this step has 121 items, 33 core, and 41 scales. The highest scales in the pilot group were: Possibilities of development (PD), Meaning of work (MW), Clarity of function (CL), Sense of community at work (SW), Commitment to the workplace (CW), Work Engagement (WE), Job Satisfaction (JS) and Self-rated health (GH). The results obtained so far allow the initiation of scientific research with the COPSOQ III in Brazil with larger samples from the health area and other fields of work, searching for precision parameters, additional evidence of validity of the instrument in order to reach a standard average version of the questionnaire contemplating the items and core dimensions.

proposed study using the COPSOQ for individual behavioral intervention to reduce burnout and depression in a large healthcare system

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The COPSOQ is frequently used to identify psychosocial risk factors that can be changed at the organizational level to improve worker mental health. Less attention has been devoted to change at the level of the employee; however, both approaches are needed to optimally improve worker mental health. This presentation describes a proposed study using the COPSOQ for individual behavioral intervention to reduce burnout and depression in a large healthcare system. Employees reporting stress on a routine computerized health risk assessment will be asked to complete additional questions on job stressors (COPSOQ), burnout, and depression. Consenting individuals will be randomly assigned to a control group receiving general stress reduction materials, or an intervention group receiving individualized information guided by their COPSOQ responses. Individuals in the intervention group develop a personal hierarchy of COPSOQ dimensions related to job demands and resources, then generate behavioral action plans based on these hierarchies. Follow-up after three months will assess changes in COPSOQ, burnout, and depression, and we hypothesize larger changes in the intervention group compared to controls. One goal of this presentation is to facilitate discussion about valid approaches to using the COPSOQ as a framework in designing individual interventions for workplace mental health practice.