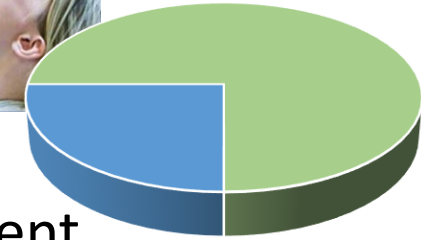# COPSOQ III
-A Scandinavian perspective

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Background

Difficulties in handling risks in the psychosocial work environment

Public human service organizations

- Employ many workers

- Complex and large organizations with complex challenges

Social and organizational factors were the second most common cause of reported occupational illnesses (demands and social relations)

→ New Swedish provisions on work environment in 2016

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(The Swedish Work Environment Authority)

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2016: New provisions, regulations and general recommendations in Sweden

**Organisational work environment**

Conditions and prerequisites for the work that include

1. management and governance
2. communication
3. participation, room for action
4. allocation of work tasks
5. demands, resources and responsibilities

Social work environment

Conditions and prerequisites for the work that include social interaction, collaboration, and social support from managers and colleagues.

(The Swedish Work Environment Authority. AFS:2015:4)

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Emphasis on upstream factors
and preventive work environment management
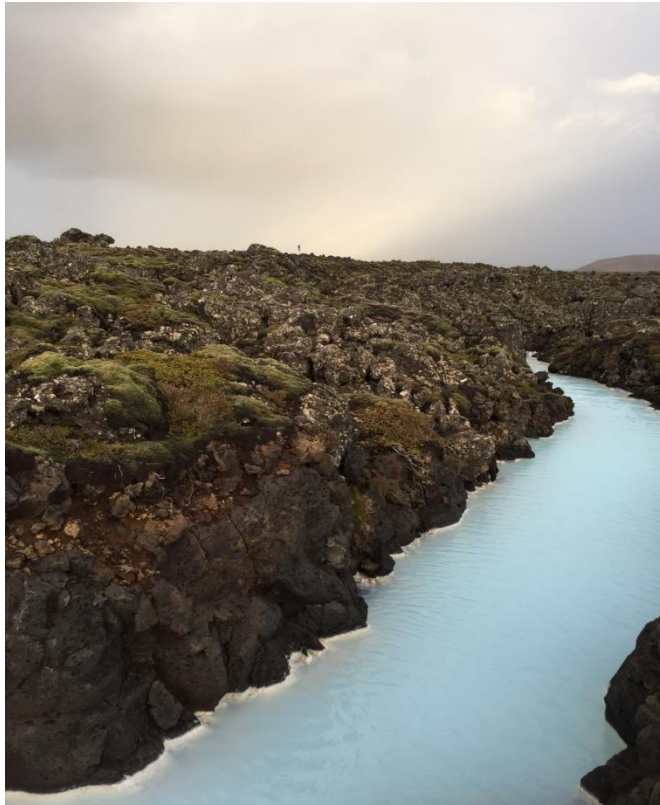
- A broader perspective
- The responsibility of leaders and organizations
- Point to employer responsibility and commitment as well as employee participation
- Arguments include costs, productivity and efficiency perspectives in addition to health-related issues

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(The Swedish Work Environment Authority. AFS:2015:4)

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COPSOQ III in Sweden

Tested in

- cognitive interviews
- dialogue with stakeholders
- workplace surveys

Work engagement

Work-family

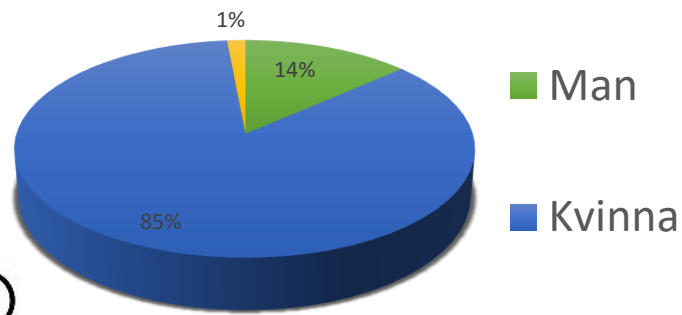Qualiy of work

Job insecurity

Cyber harassment
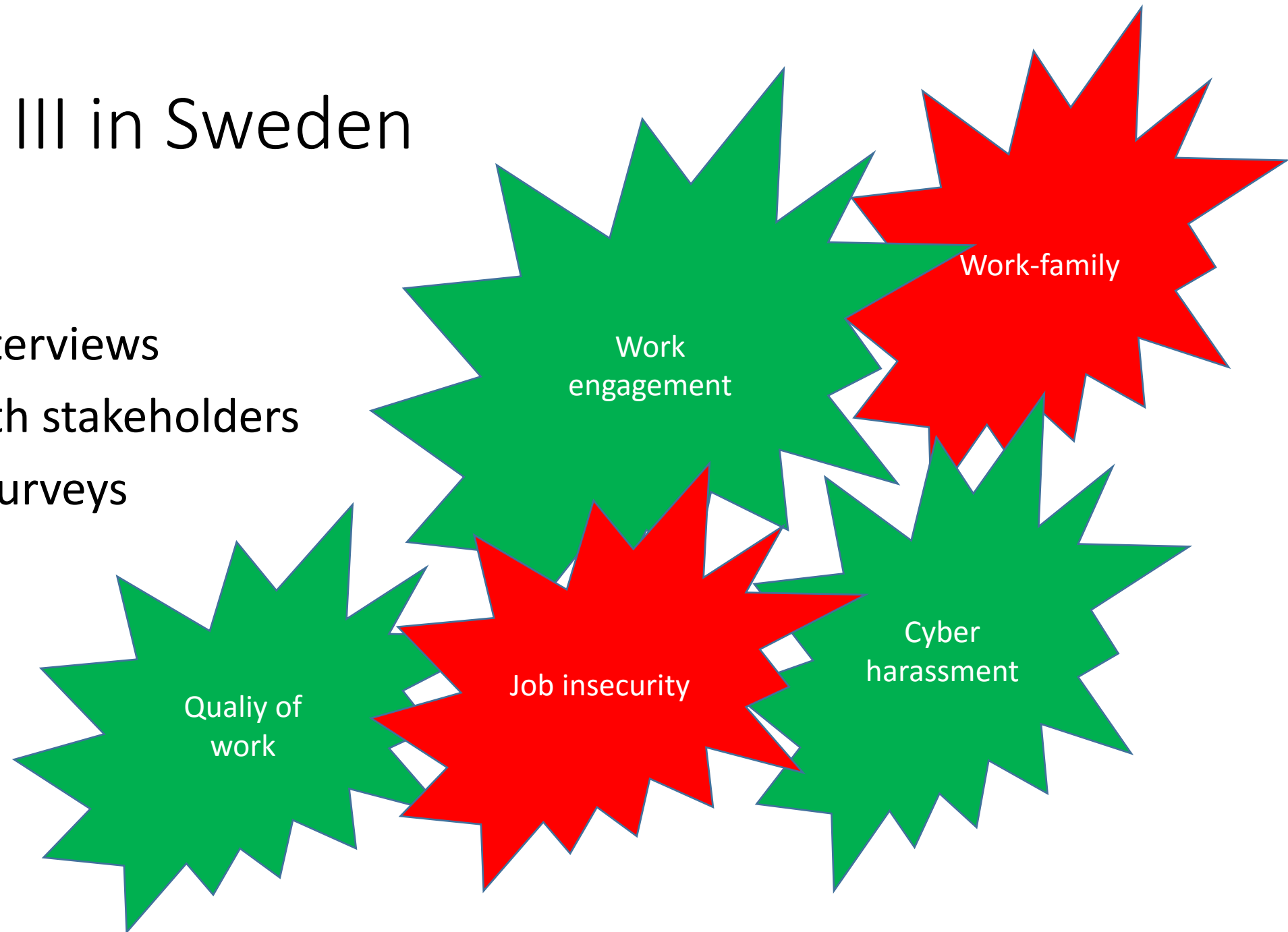
Data from social work

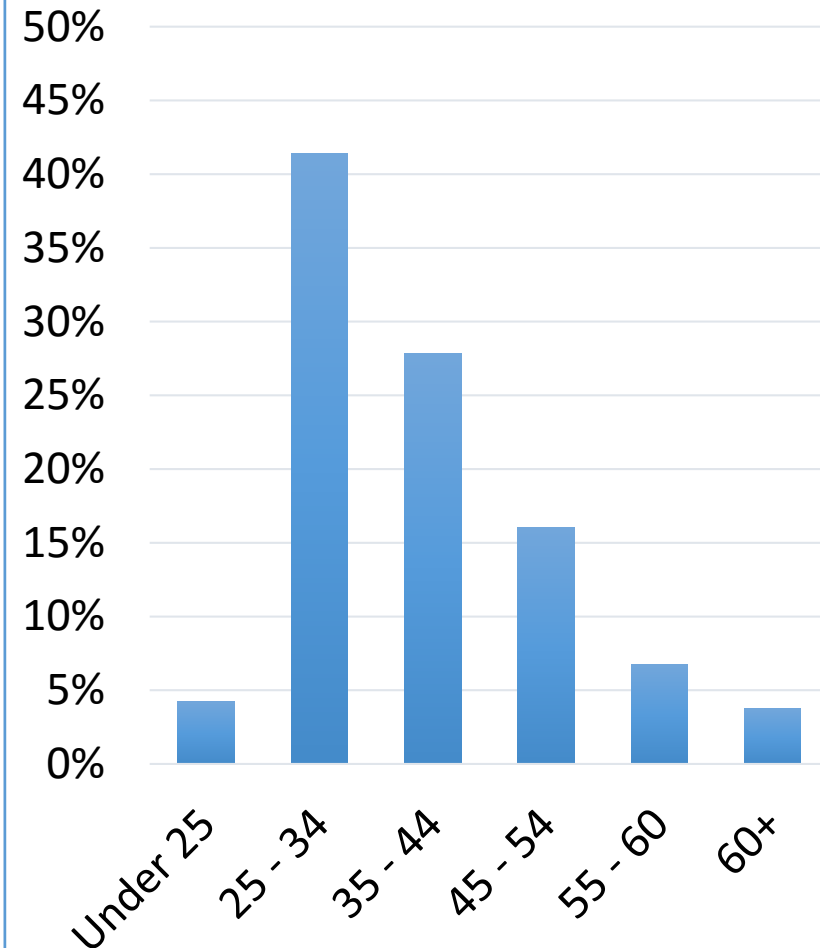The social department of the third largest municipality of Sweden: Malmö

1045 social workers and first line managers received a link to an online questionnaire

831 responded = 80%

Gender distribution

1%
14%
85%

- Man
- Kvinna

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Age distribution

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Scale characteristics

	Mean	St.Dev.	Floor	Roof	Missing	Cronbachs' alpha
Quality of work (2 items) N=828	62.6	18.1	0.6%	4.2%	0.4%	0.77
Work engagement (3 items) N=829	68.7	16.0	0.1%	1.4%	0.2%	0.83
Job insecurity (3 items) N=827	9.8	16.6	64.0%	0.5%	0.5%	0.75
Insecurity work (1 item) N= 825	15.0	23.9	63.1%	2.3%	0.7%	-

Comparison managerial /non managerial employees

	1st line managers (N= 96)	Non-managerial staff (N=721)	p
Quality of work	66.9	62.1	0.013
Work engagement	78.9	67.4	<0.001
Job insecurity	5.5	10.3	0.003
Insecurity work	11.5	15.5	0.118

Harrasment on social media, mails etc

- 24 Individuals out of 827 have experienced it during the last year (2.9%)


- colleagues
- superior
- subordinates
- clients
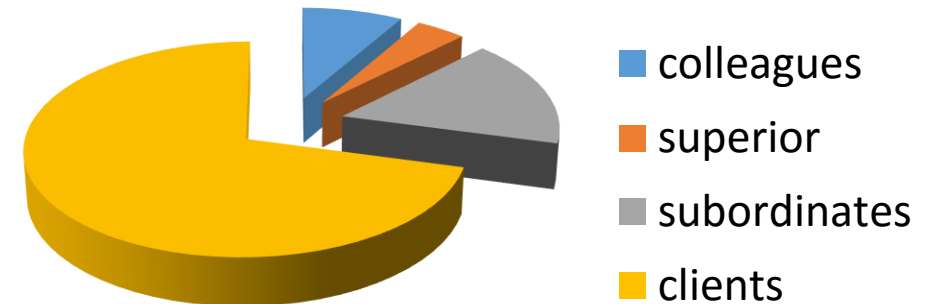
More frequent among first line managers than for non-managerial staff (4.2% versus 0.3 %)

Convergent and divergent validity

	Org. Justice	Quality of leadership	Work pace	Stress	Work ability score	Job satis-faction	Work engage-ment
Quality of work	0.41**	0.36**	-0.31**	-0.35**	0.26**	0.55**	0.46**
Work engagement	0.33**	0.31**	-0.10**	-0.39**	0.44**	0.49**	-

** correlation is significant at the 0.01 level (2-tailed)
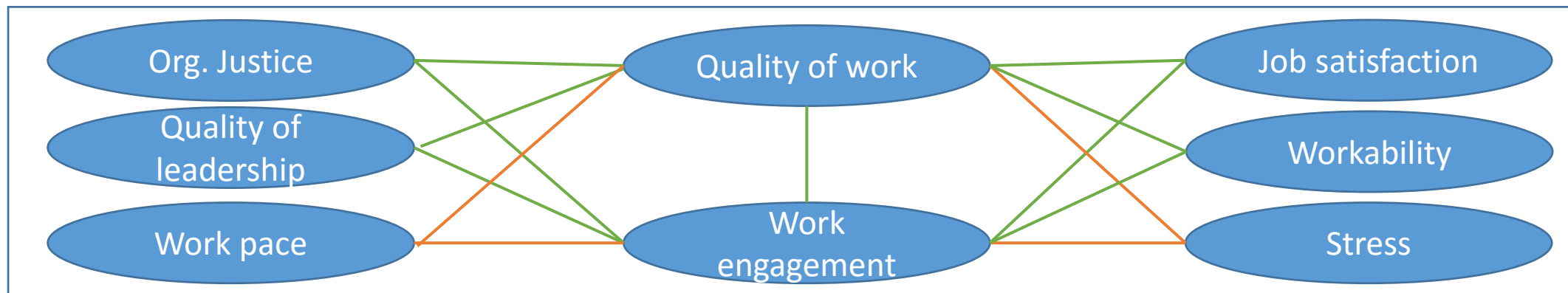
Conclusion

Psychometric characteristics and bivariate correlations to other scales corroborate construct validity of the scales for quality of work and work engagement

"A modern and relevant questionnaire of high quality"

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Practical relevance

Corroborated by

- Results from 37 cognitive interviews with employees from different sectors and occupations
- Dialogue with representatives from occupational health services, organizational consultancies, labour unions, The Swedish Work Environment Authority, Managers

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Thank you for your attention!