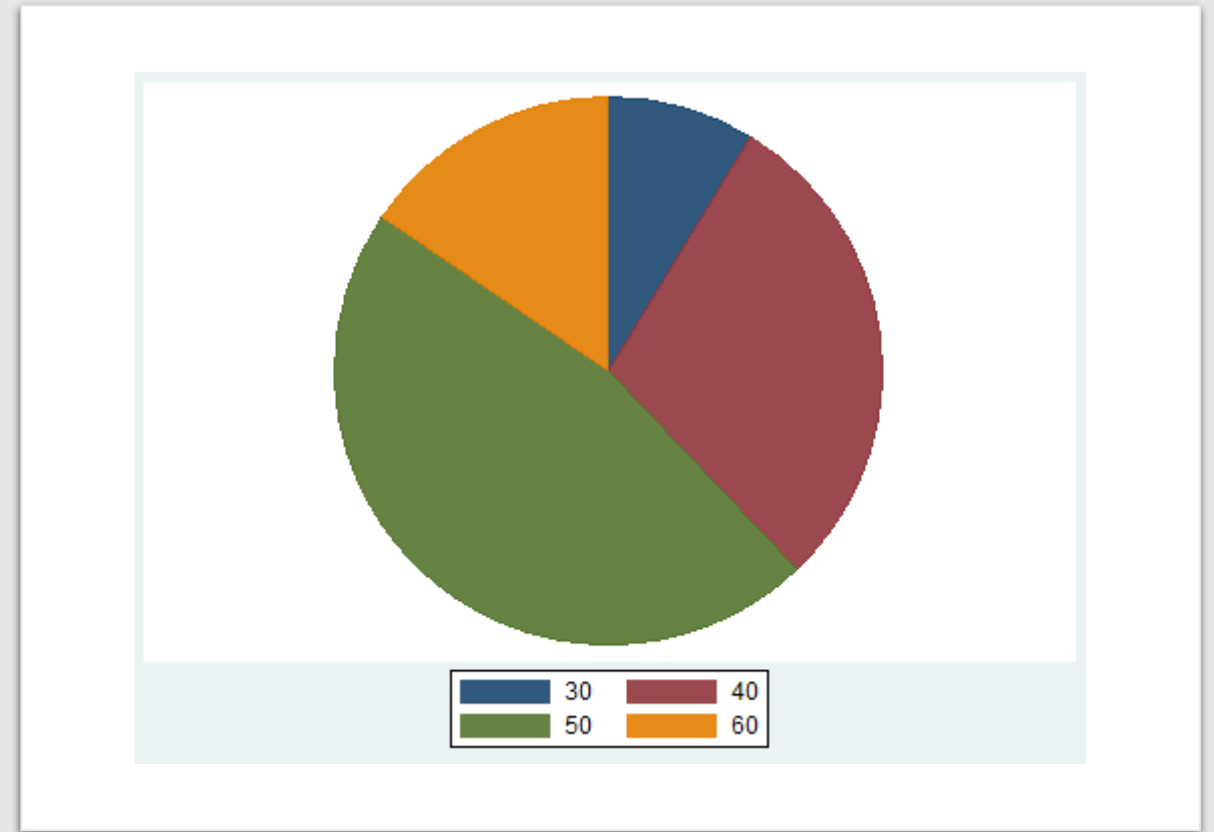
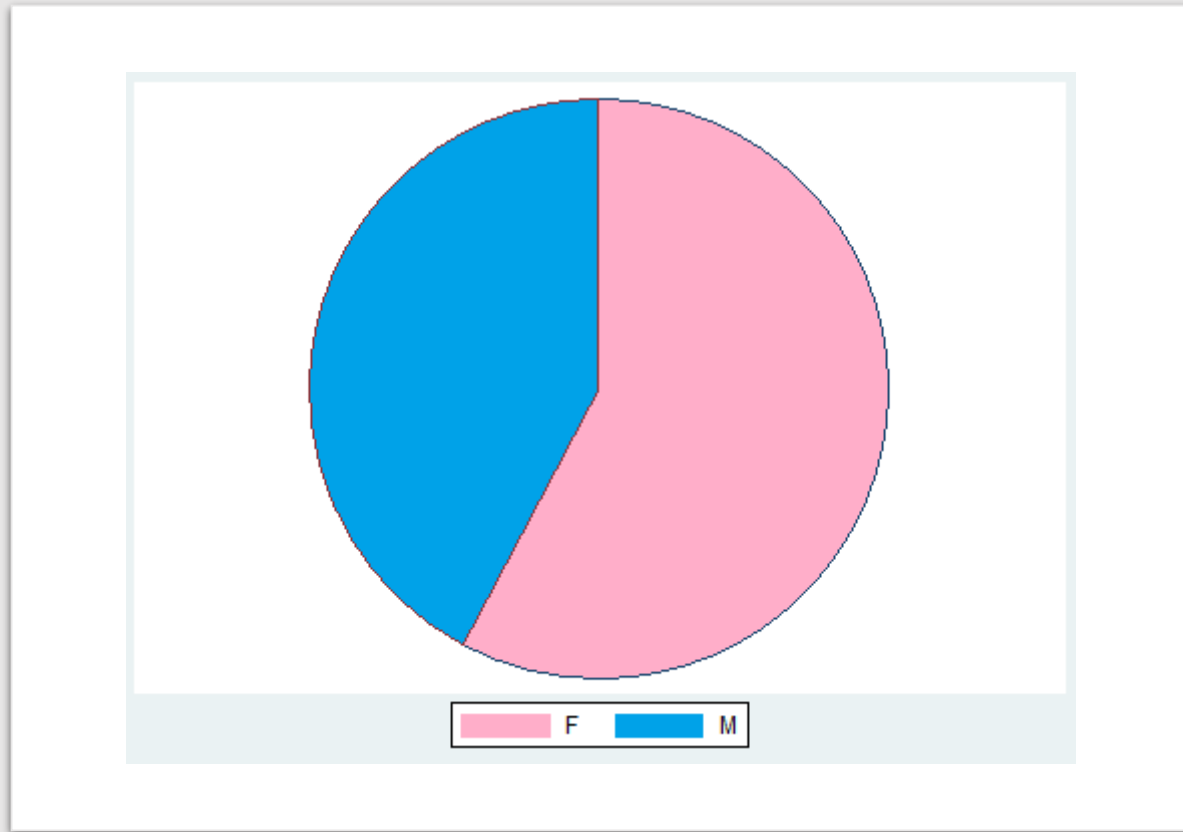




A Pilot Cross-Sectional Study of Public Servants in Portugal

(CoPsoQ III)

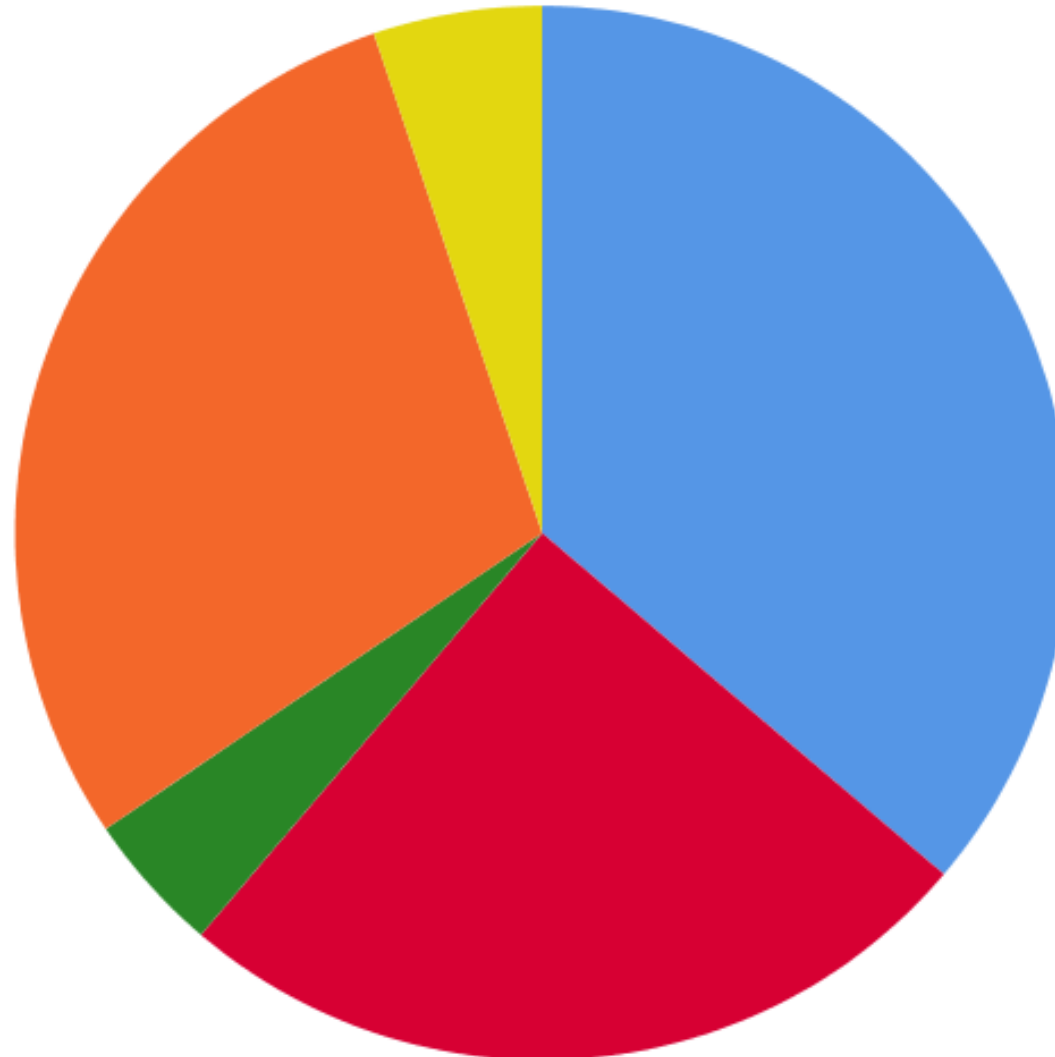
Denis A. Coelho – Universidade da Beira Interior, Covilhã



Gender and age ($m=46.7;sd=8.4$) ($N=116$)

Professional classification

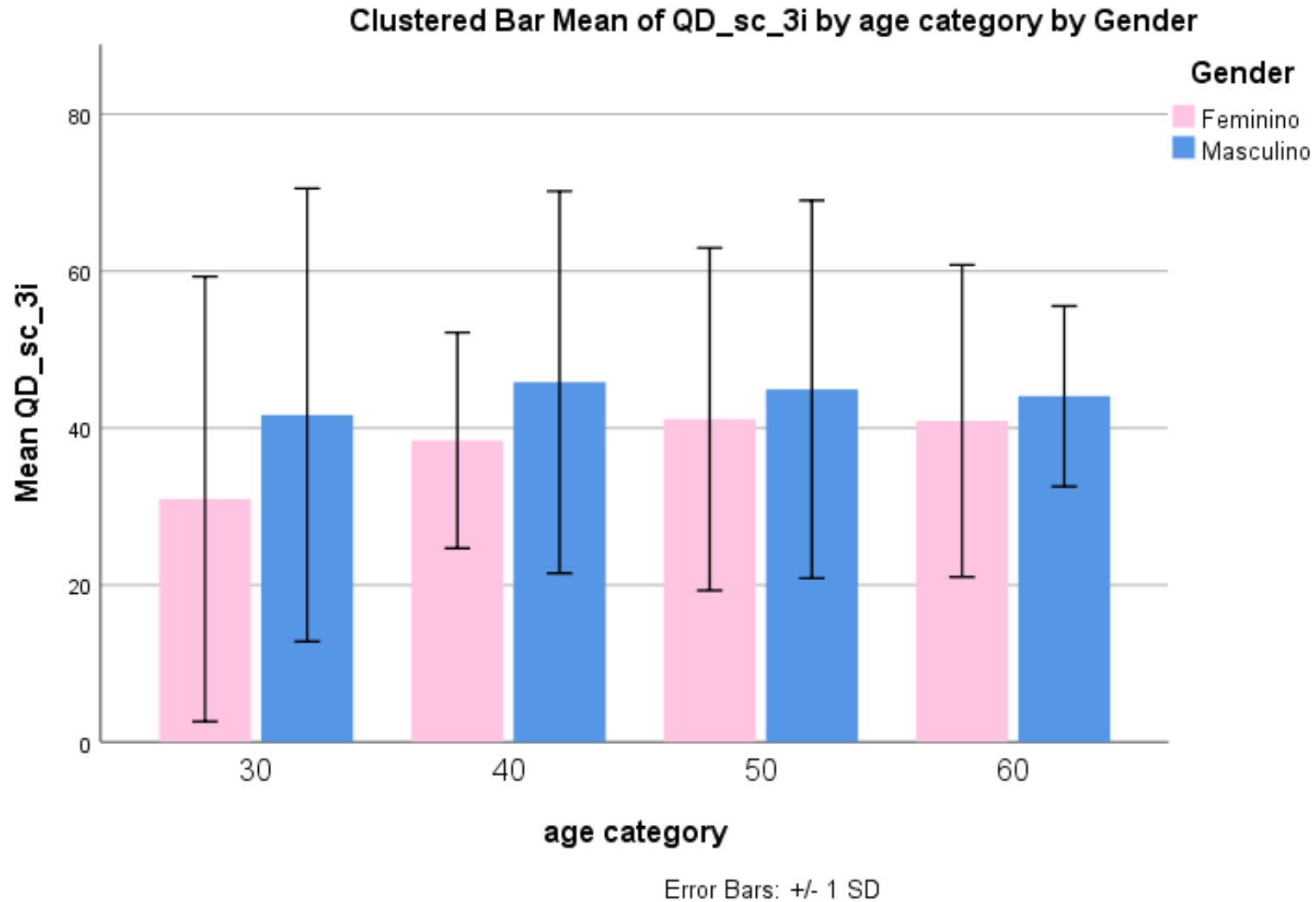
Pie Chart Count of job family



job family

- ESPECIALISTAS DAS ACTIVIDADES INTELLECTUAIS E CIENTÍFICAS
- PESSOAL ADMINISTRATIVO
- REPRESENTANTES DO PODER LEGISLATIVO E DE ÓRGÃOS EXECUTIVOS, DIRIGENTES, DIRECTORES E GESTORES EXECUTIVOS
- TÉCNICOS E PROFISSÕES DE NÍVEL INTERMÉDIO
- TRABALHADORES NÃO QUALIFICADOS

Quantitative Demands



QD – Quantitative Demands

WP – Work Pace

ED – Emotional Demands

HE – Demands for Hiding
Emotions

IN – Influence at Work

PD – Possibilities for Development

CT – Control over Working Time

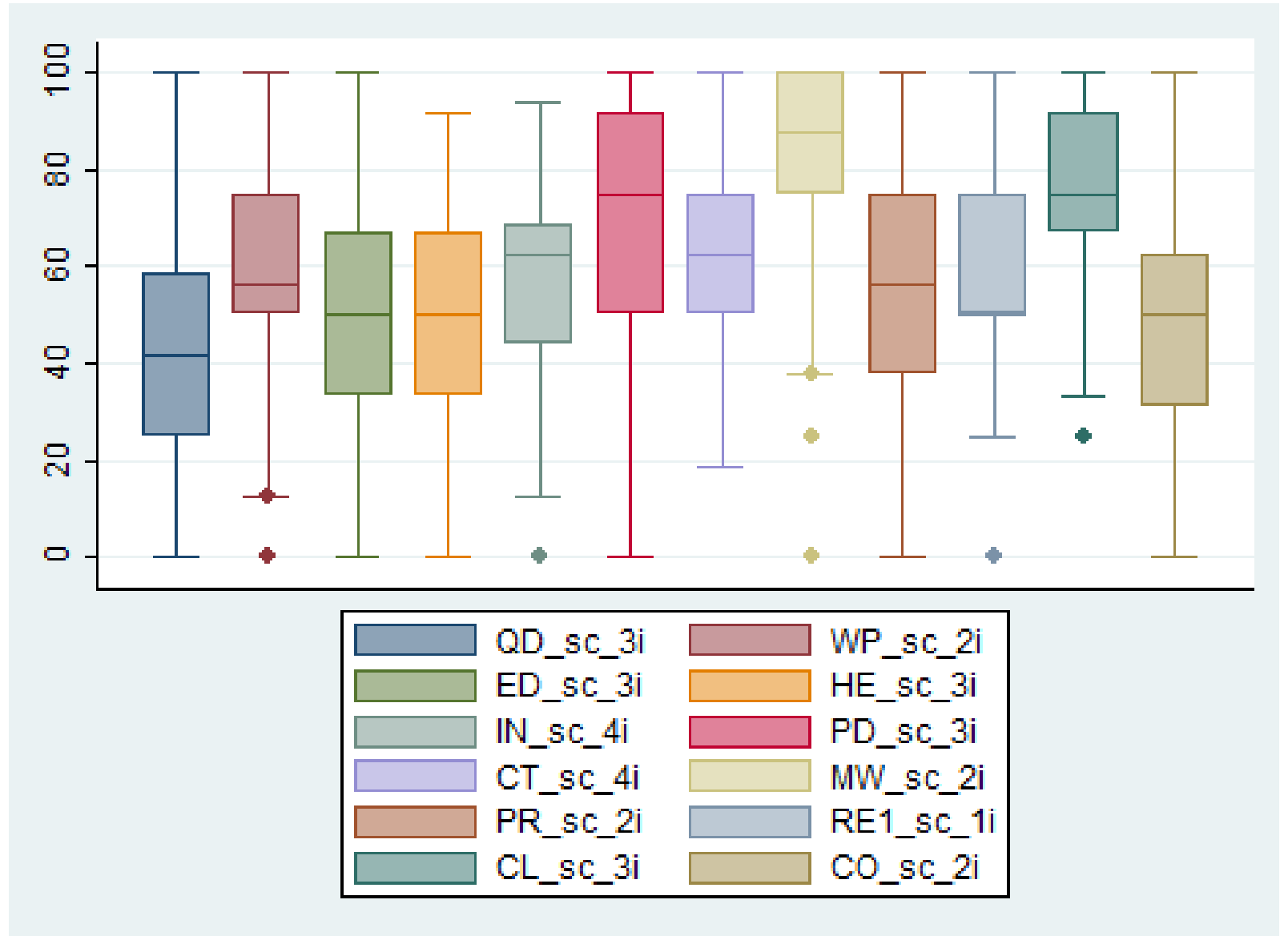
MW – Meaning of Work

PR – Predictability

RE – Recognition

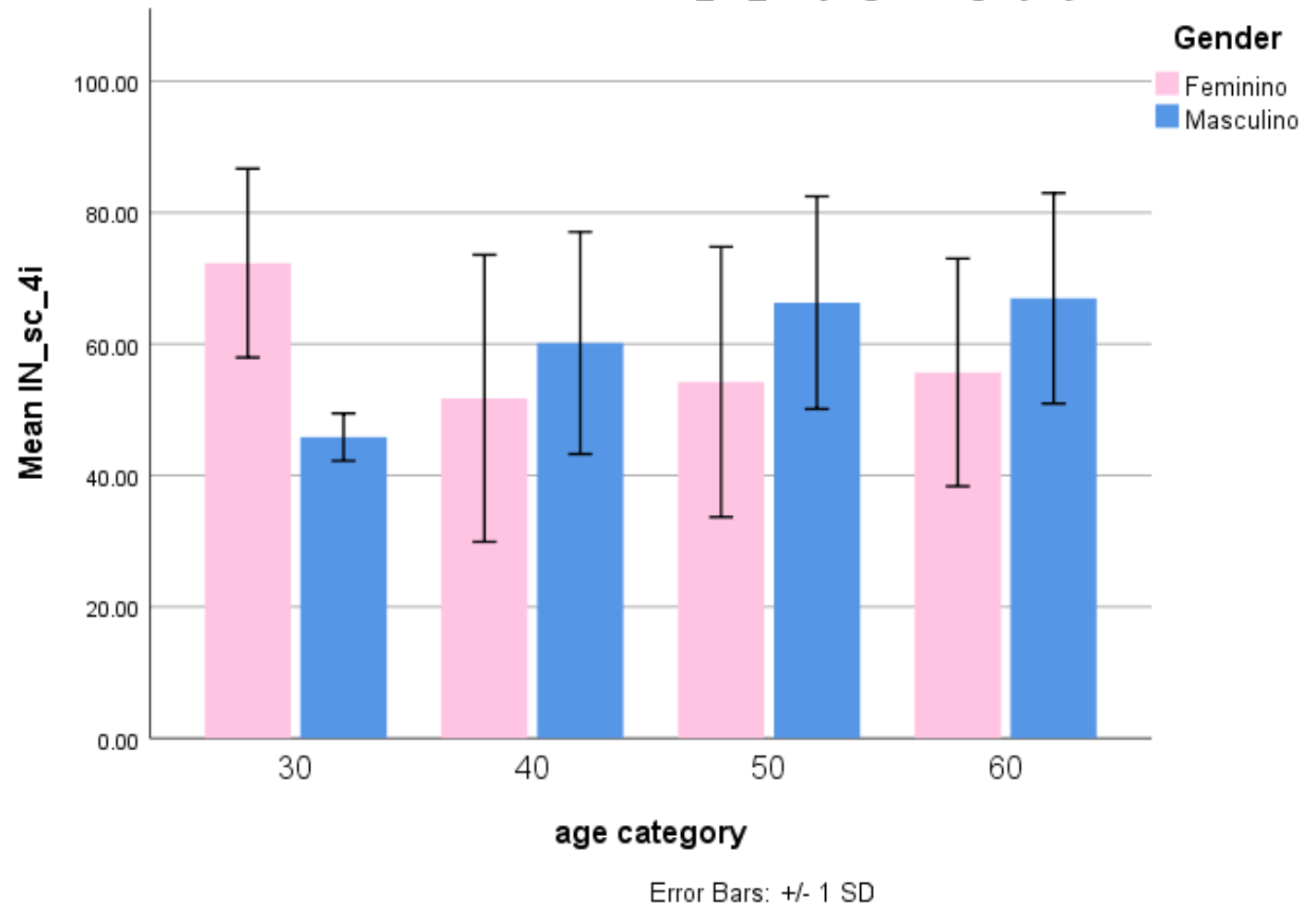
CL – Role Clarity

CO – Role Conflicts

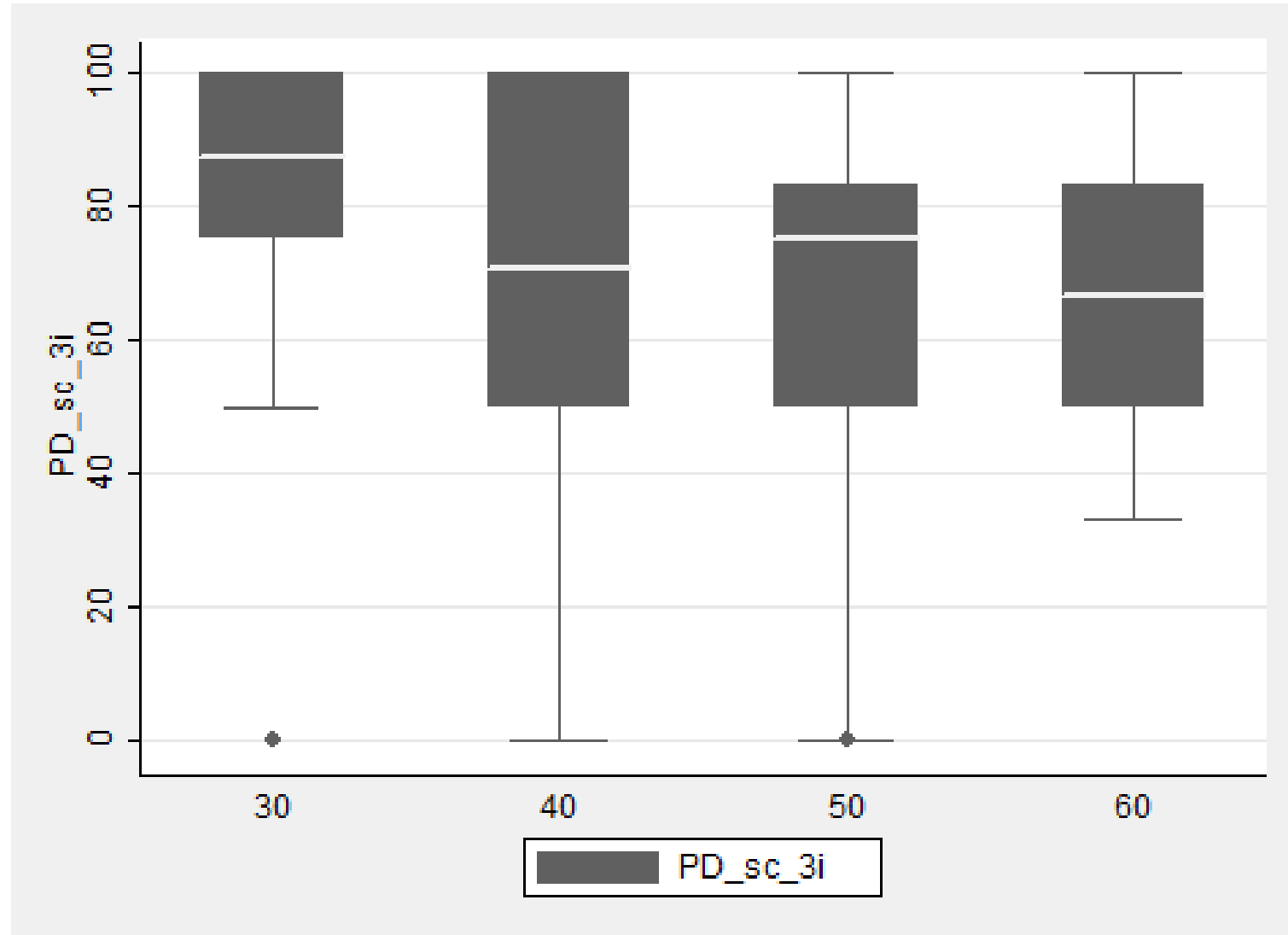


Influence at Work

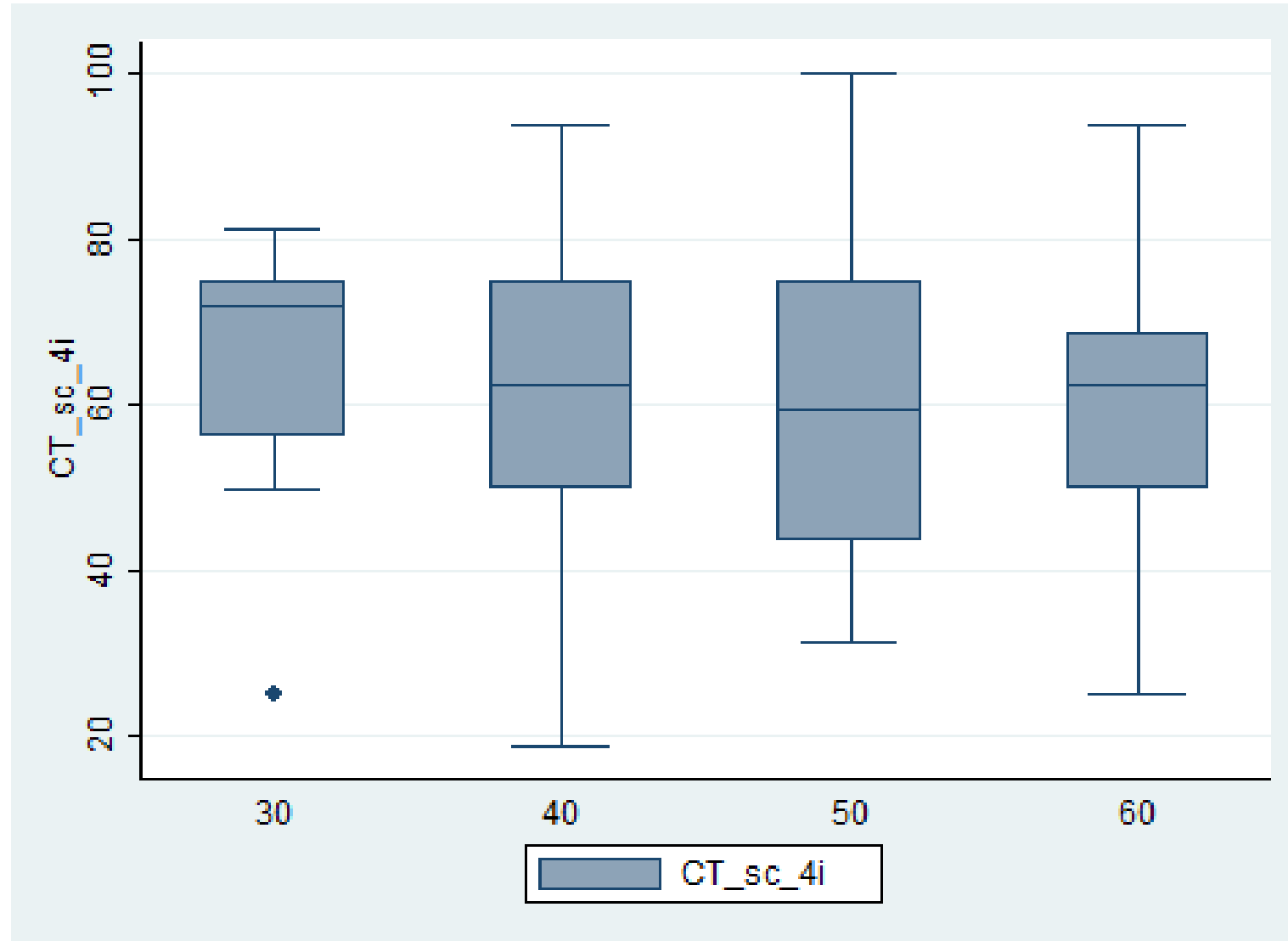
Clustered Bar Mean of IN_sc_4i by age category by Gender



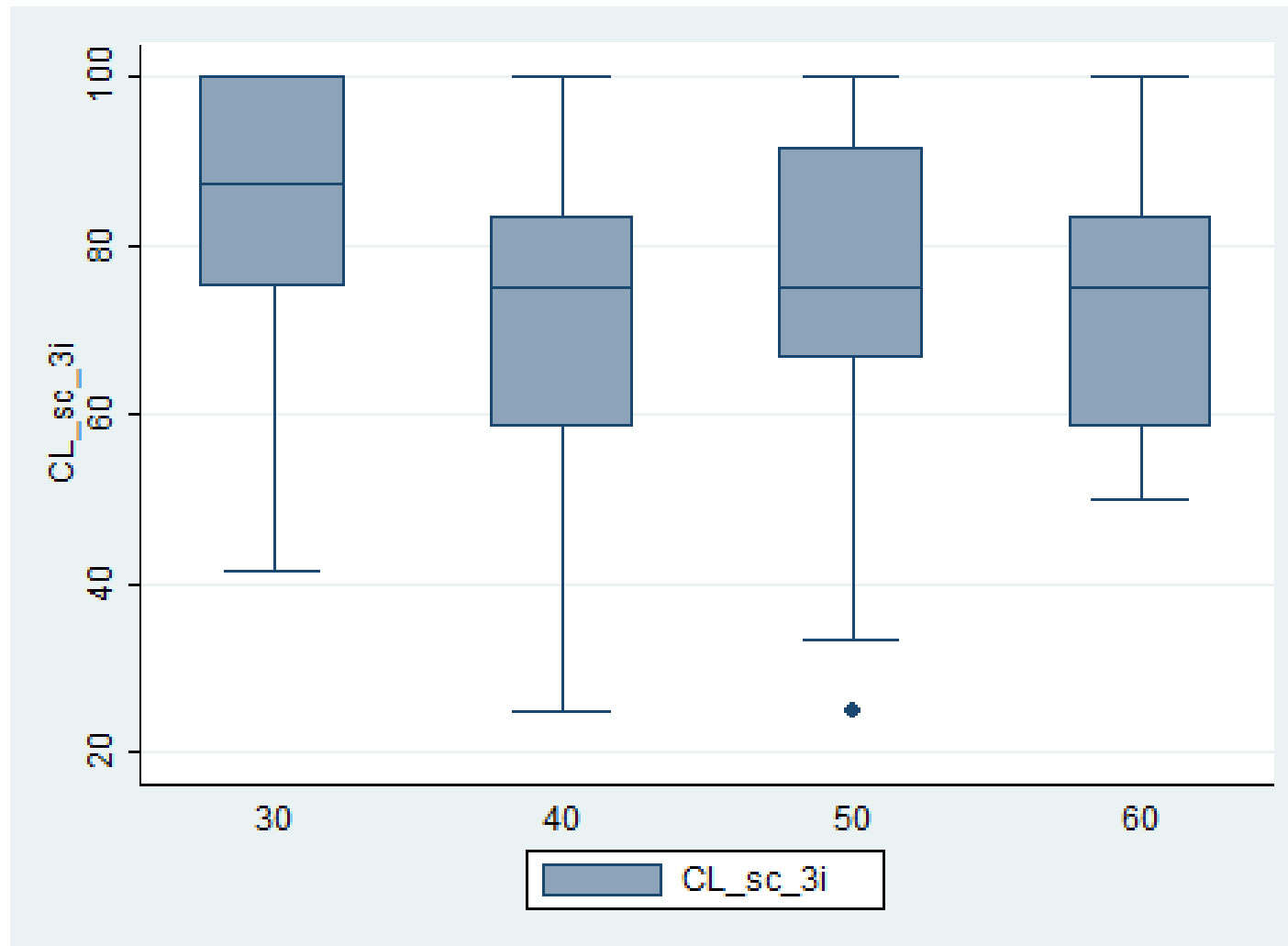
Possibilities for Development



Control over Working Time



Role Clarity



IT – Illegitimate Tasks

QL – Quality of Leadership

SC – Social Support from
Colleagues

SS – Social Support from
Supervisors

SW – Sense of Community at
Work

JI – Insecurity over Employment

IW – Insecurity over Working
Conditions

TE – Horizontal Trust

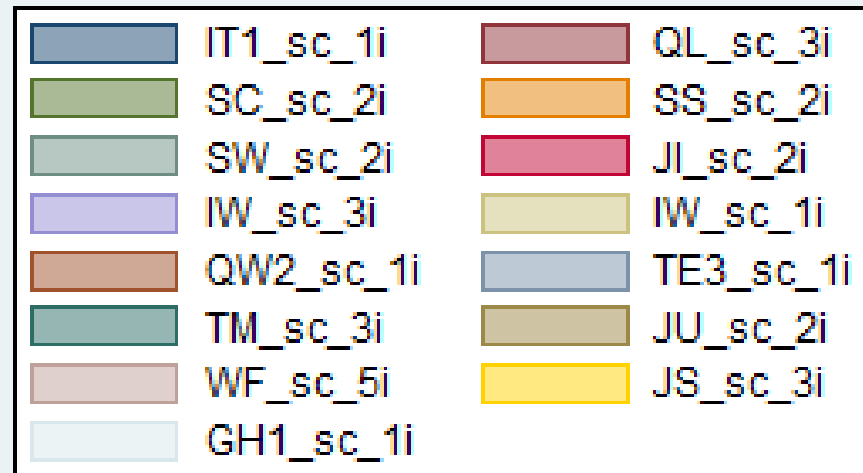
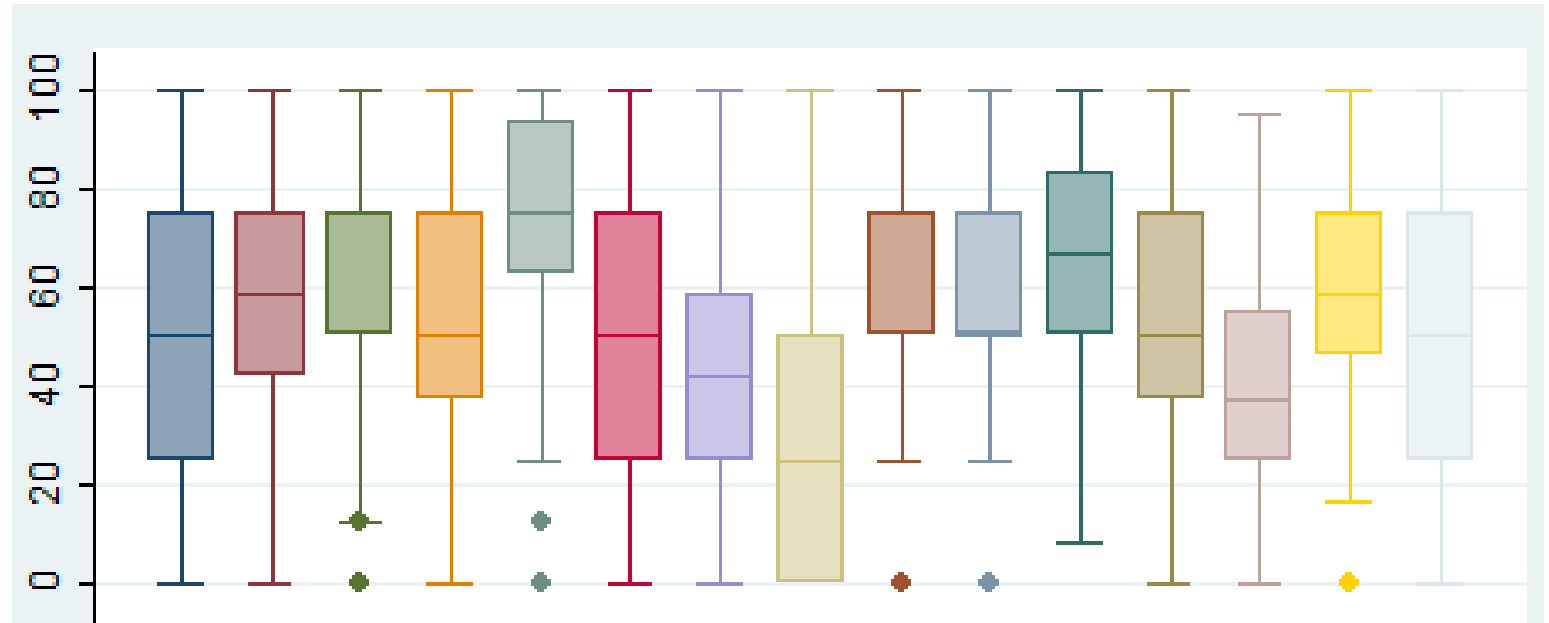
TM – Vertical Trust

JU – Organizational Justice

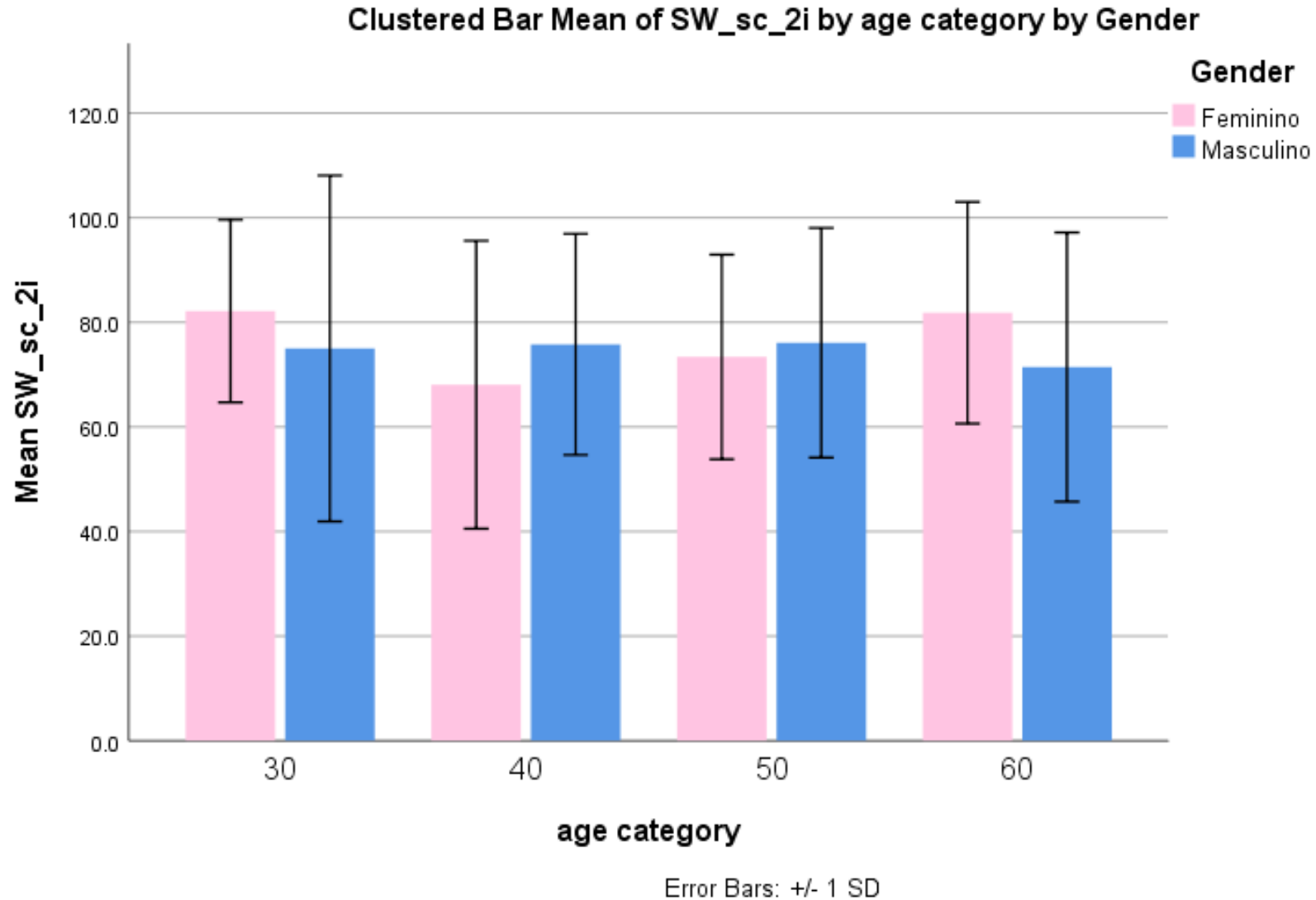
WF – Work Life Conflict

JS – Satisfaction with Work – Job
Satisfaction

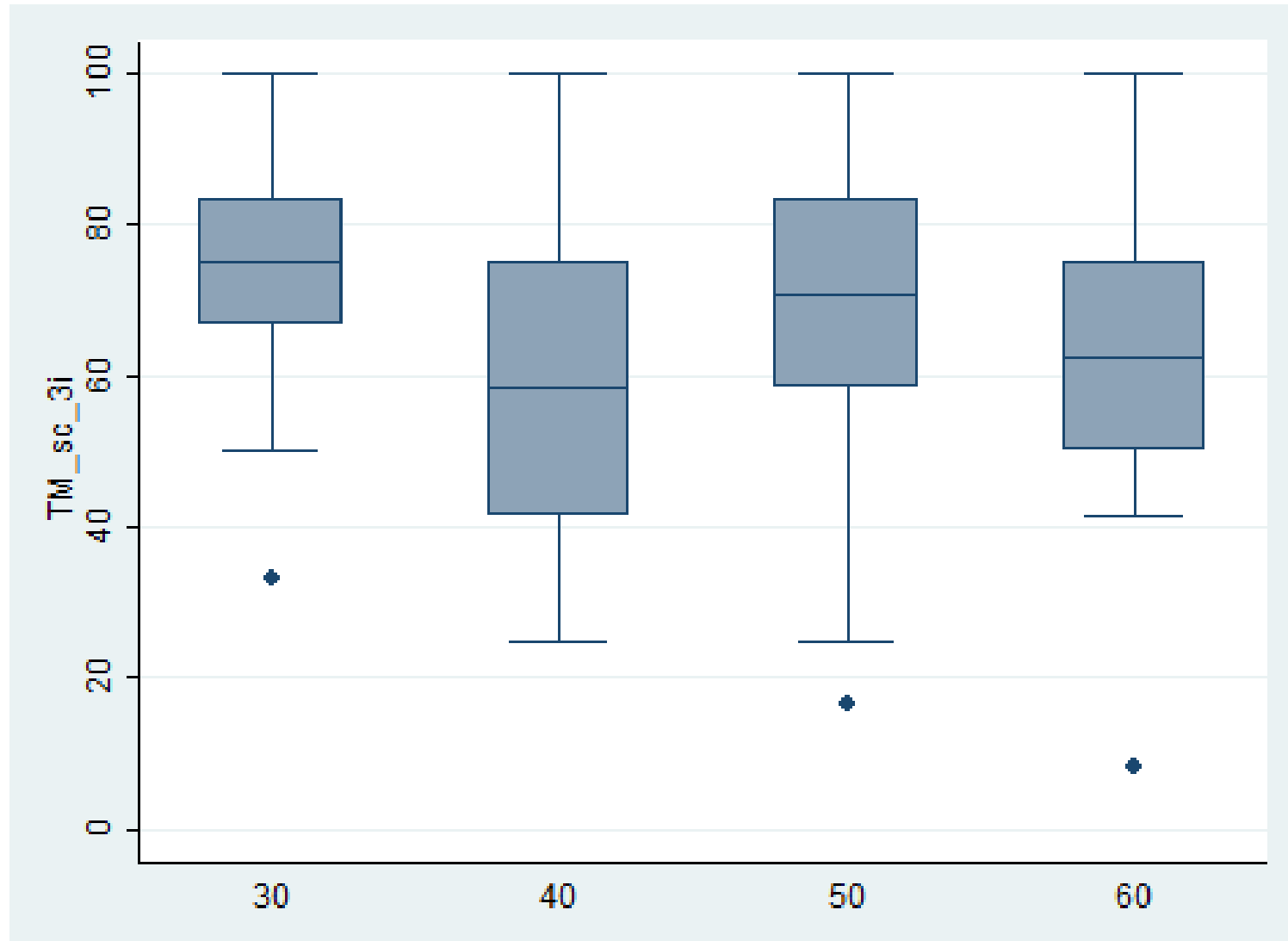
GH – Self Rated Health



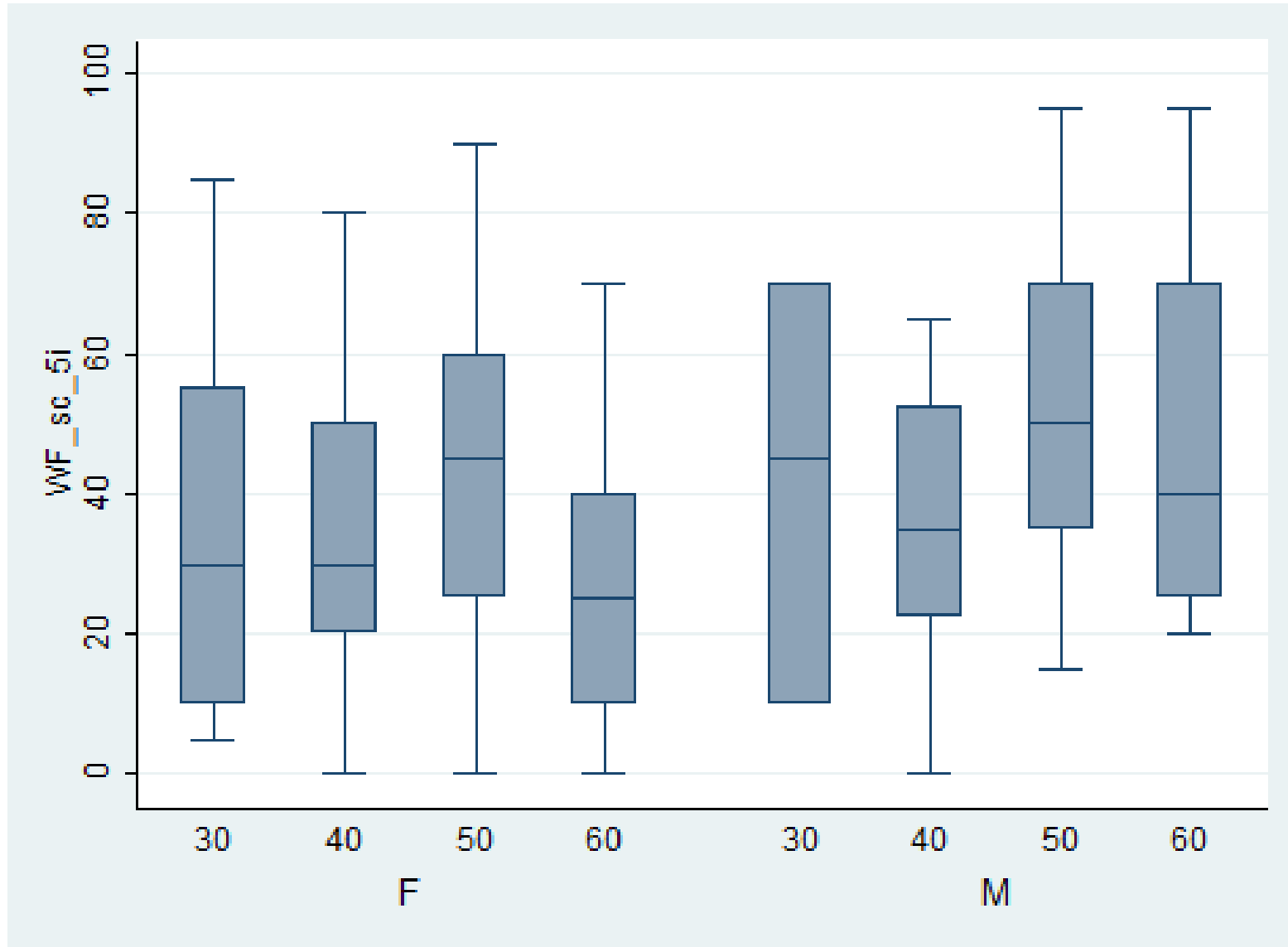
Sense of Community at Work



Vertical Trust



Work Life Conflict



Psychometric highlights

- Lowest correlations between short and middle length scale versions were:
 - 0.75 for IW – Insecurity over Working Conditions
 - 0.82 for IN – Influence at Work
 - 0.85 for CL – Role Clarity
 - 0.86 for JS – Satisfaction with Work – Job Satisfaction
 - 0.90 for SW – Sense of Community at Work

Psychometric highlights

- across the board in the short length variant, Cronbach's alpha above 0.67 in every case
- middle variant shows exception for HE with 0.58
- differences in Cronbach's alpha between short and middle variants:

QD 0.85 -> 0.85

ED 0.81 -> 0.73

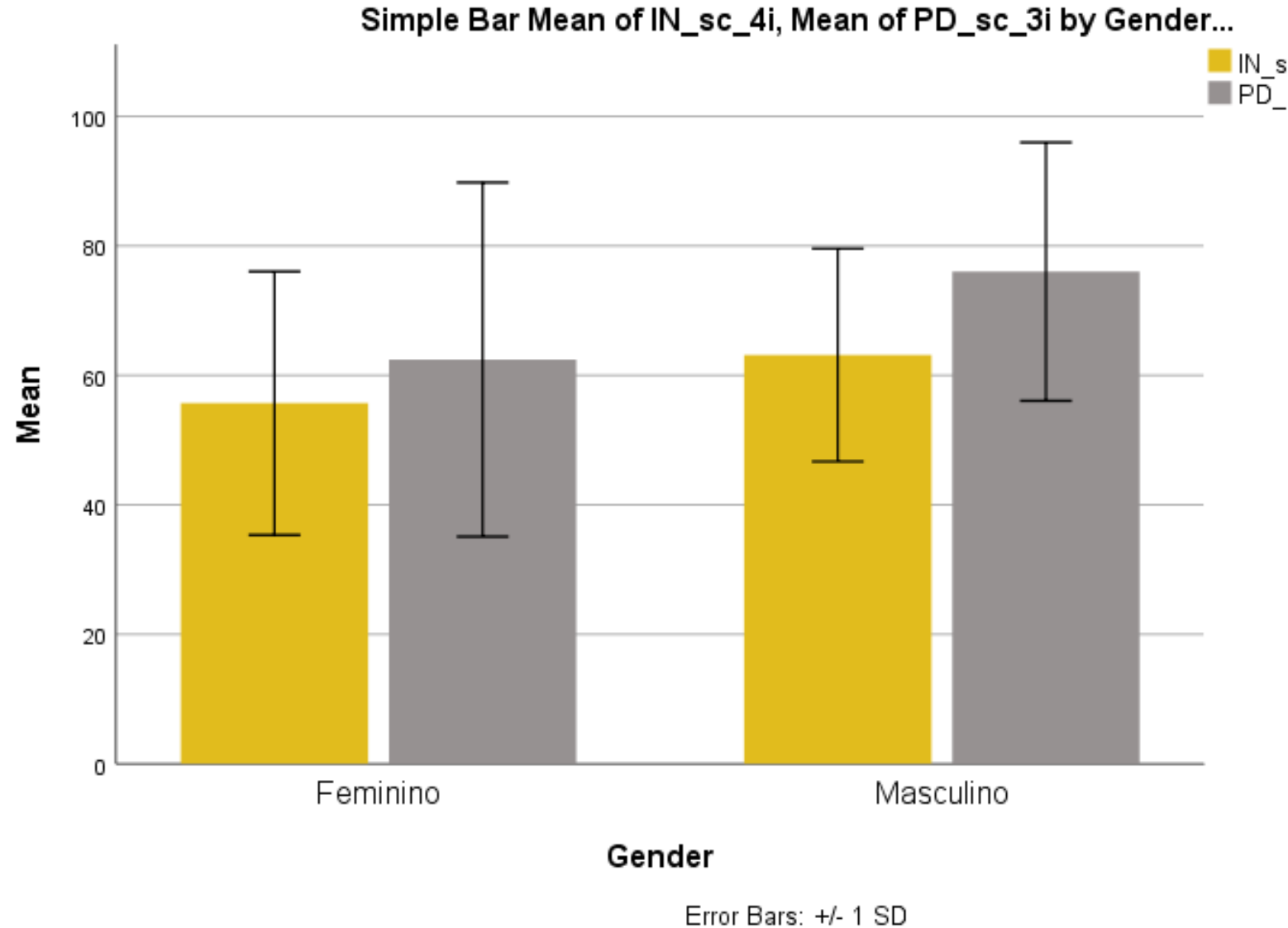
PD 0.89 -> 0.78

QL 0.87 -> 0.87

TM 0.83 -> 0.78

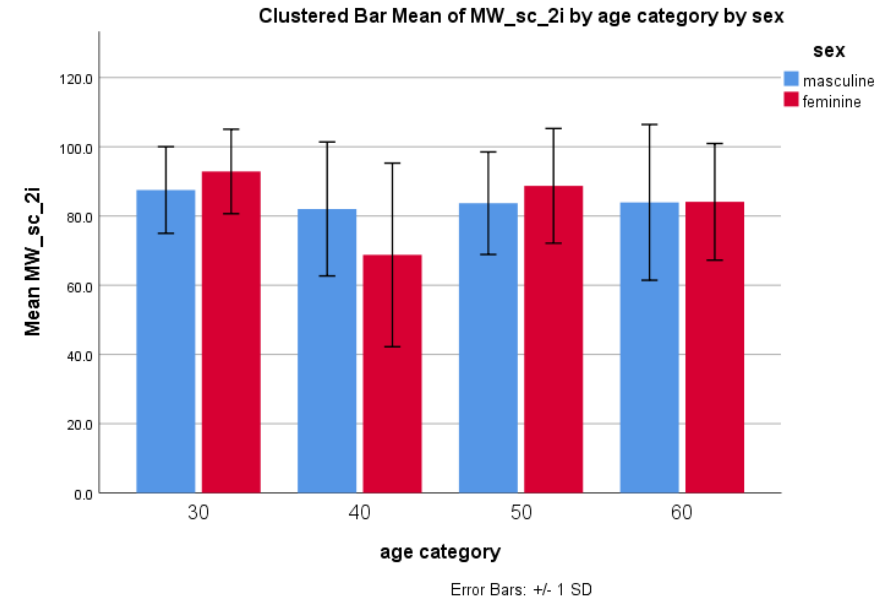
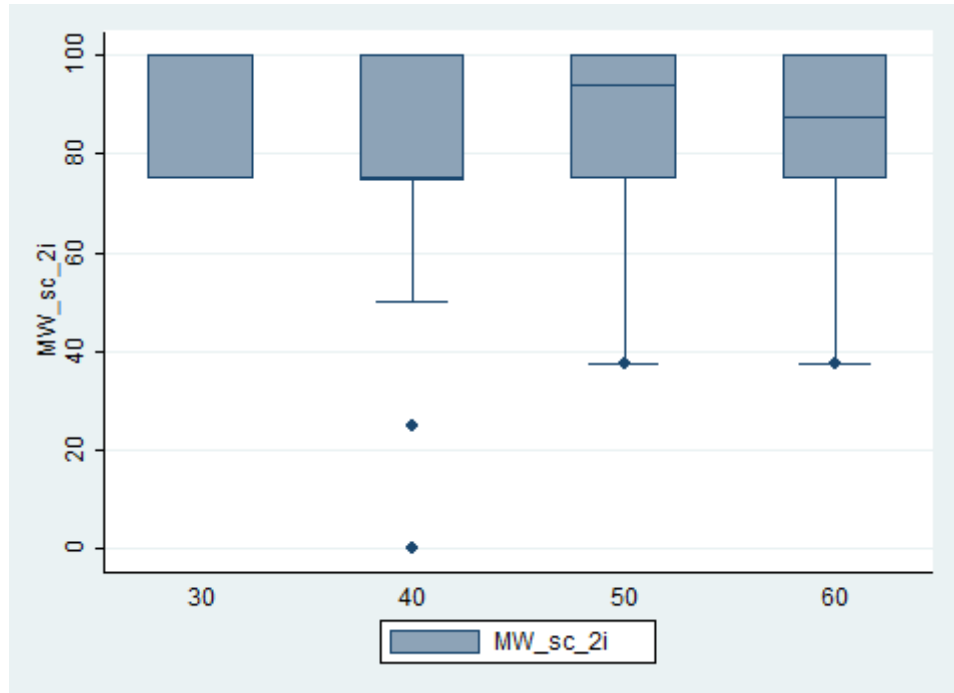
Independent Samples T-test (Gender)

- Significant differences across genders for:
- IN – Influence at Work
- PD – Possibilities for Development



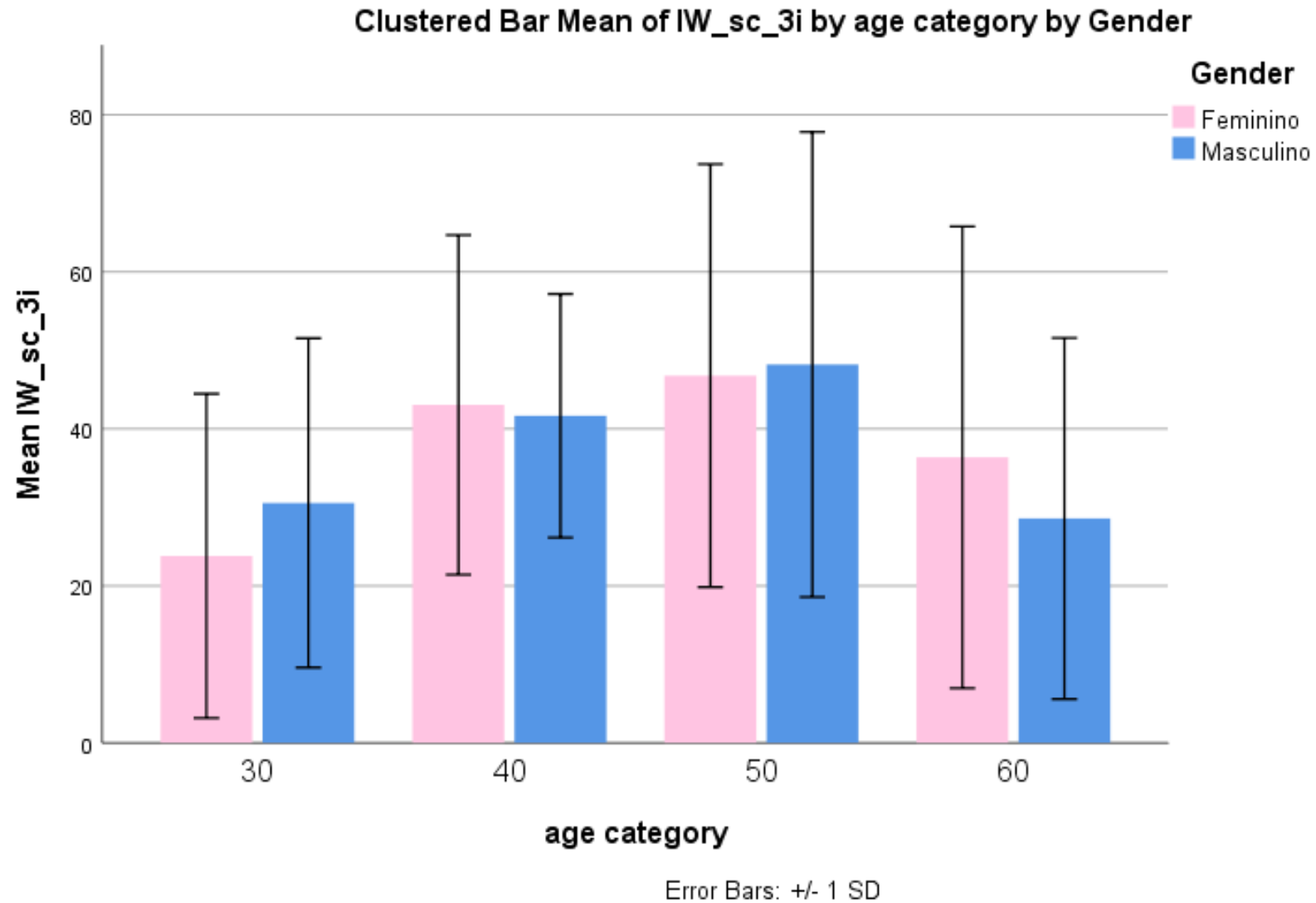
One way ANOVA (age groups)

- MW: $F(3,112)=3.358$ $p=0.021$ (40-50)
- RE: $F(3,112)=4.013$ $p=0.009$ (30-40)
- SC: $F(3,112)=2.795$ $p=0.044$ (30-50)
- JI: $F(3,112)=2.882$ $p=0.039$
- IW: $F(3,112)=3.024$ $p=0.033$

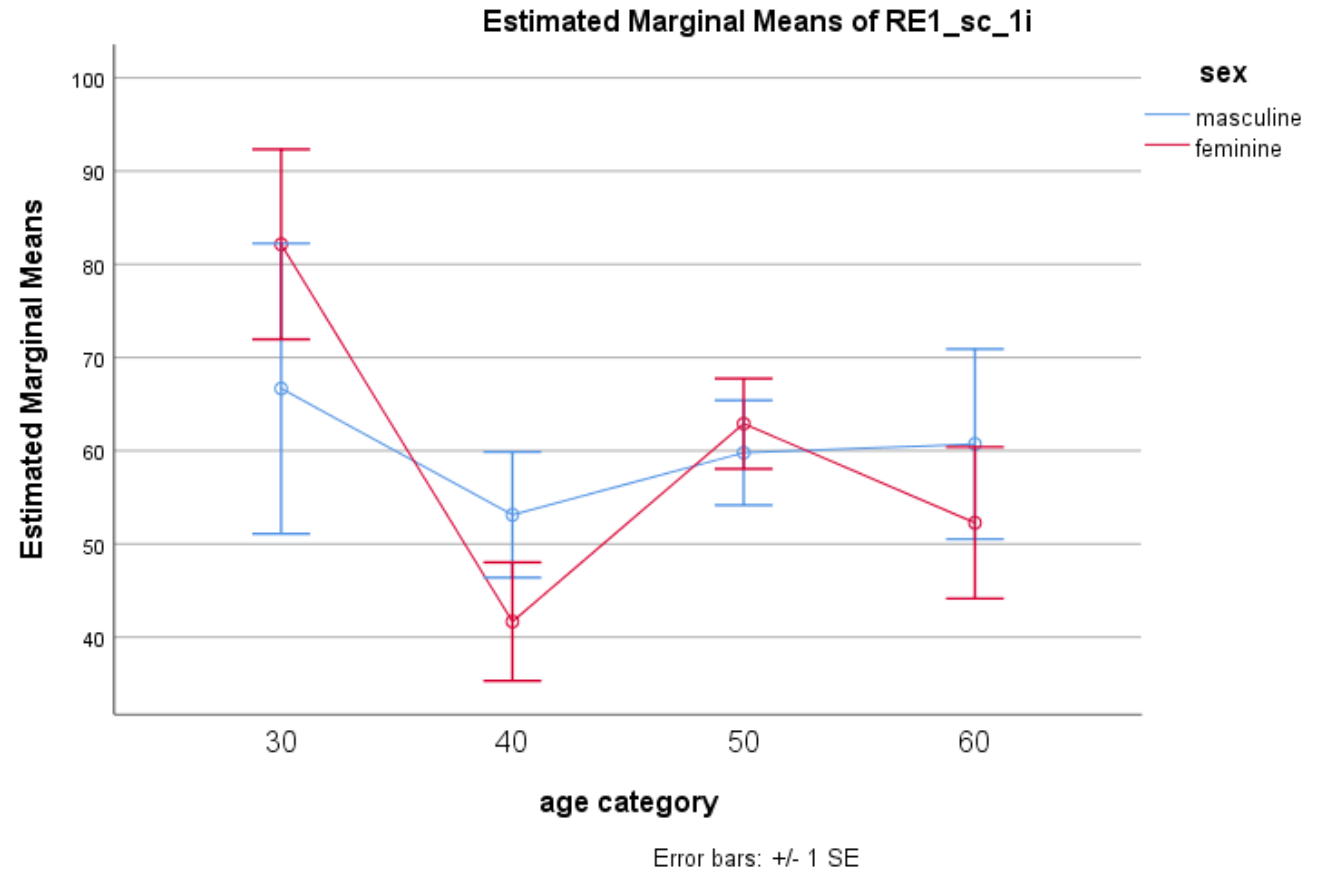
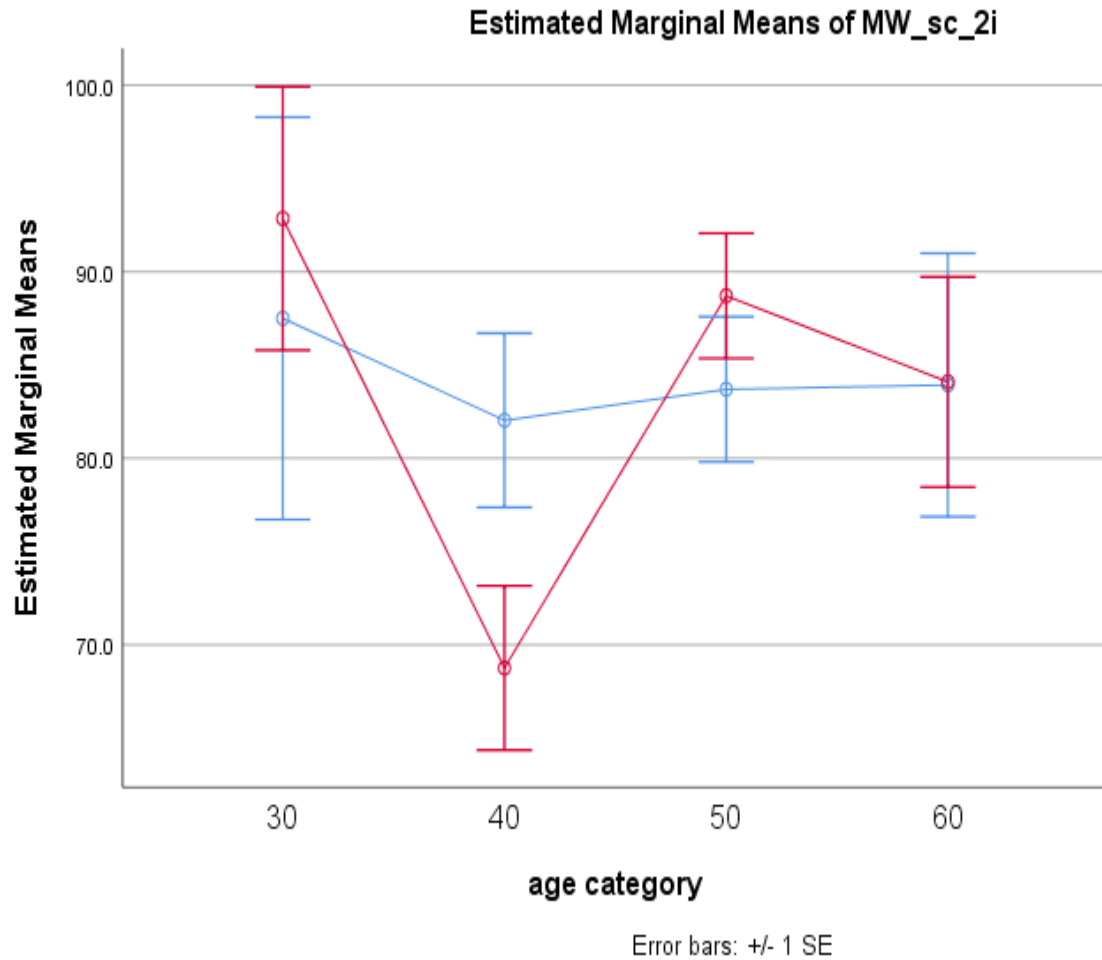


Meaning of Work

Insecurity over Working Conditions

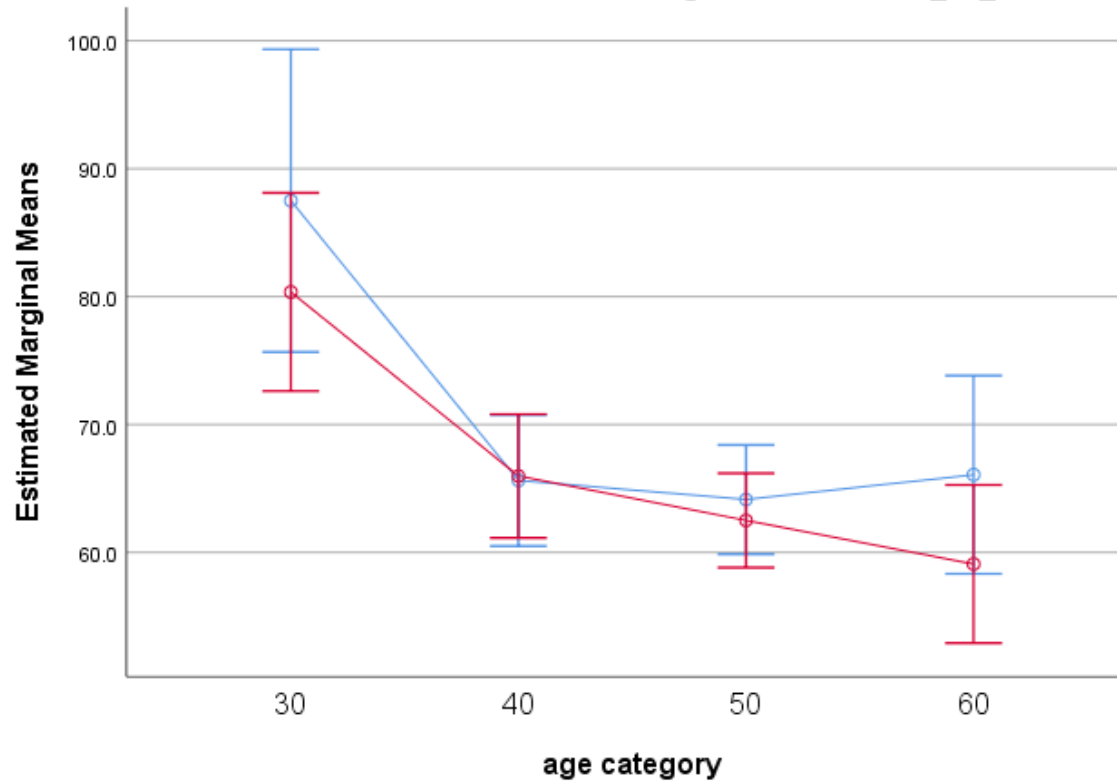


Mixed effects



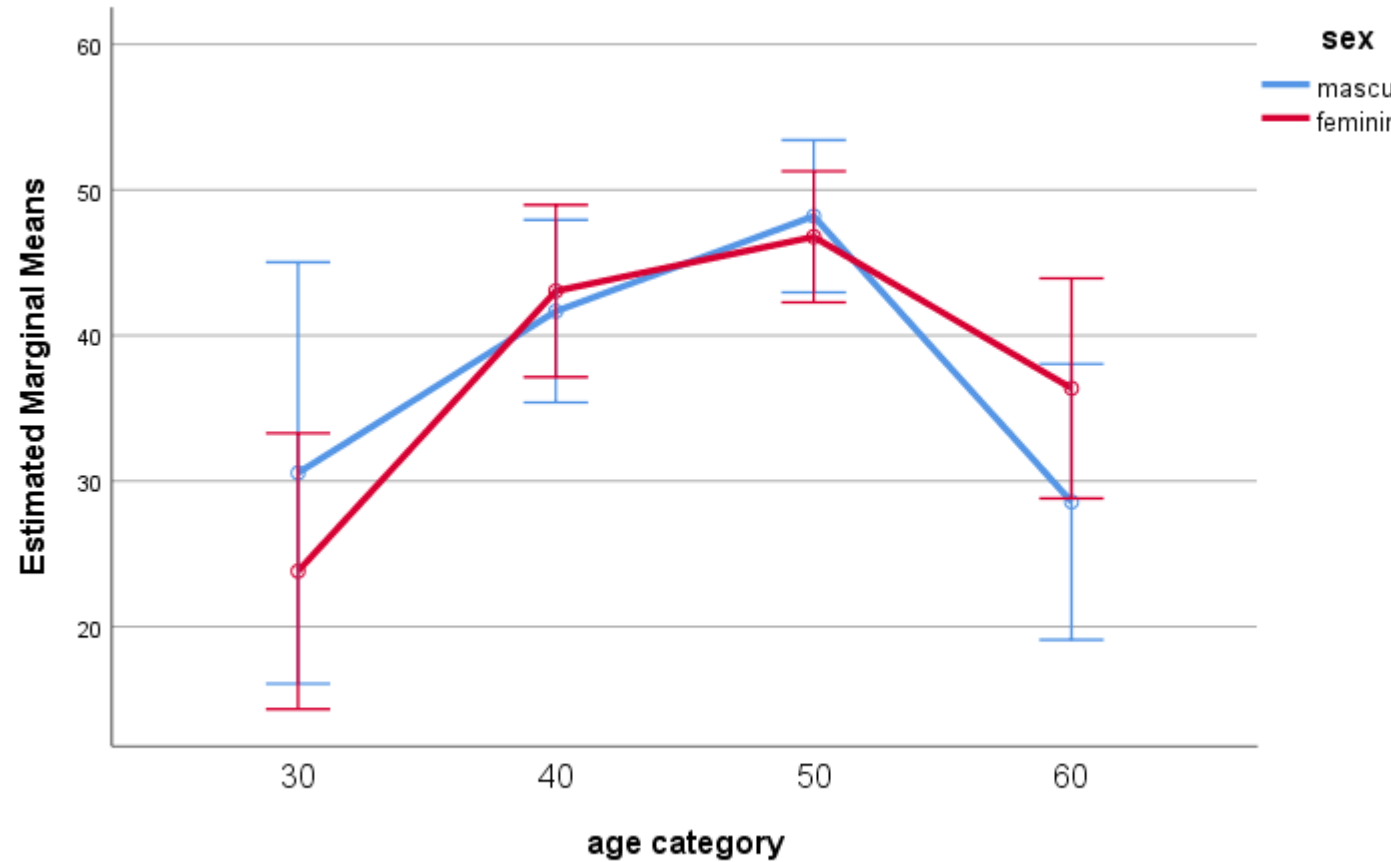
Mixed Effects

Estimated Marginal Means of SC_sc_2i



Error bars: +/- 1 SE

Estimated Marginal Means of IW_sc_3i



Error bars: +/- 1 SE

Thank you