

b a u a : COPSOQ III

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**What is new?
The CORE concept
Test of 7 versions
Perspectives**

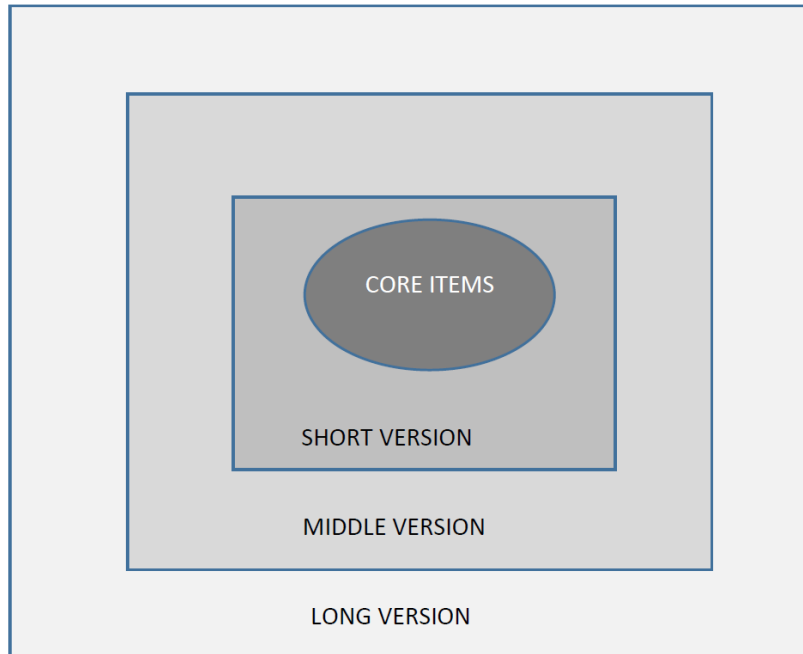
Background

- The Copenhagen Psychosocial Questionnaire (COPSOQ) (*Kristensen 2010; Pejtersen et al. 2010*) is aimed for
 - practical use in workplaces & research on work and health (*Nübling et al 2014*)
 - extensive coverage of psychosocial factors
- Used in 40 countries, of which 17 versions have been validated (<https://www.copsoq-network.org/validation-studies/>)
- Widely used in research; 400 peer reviewed papers (*Nolle 2018*)

Background

- Need for third version:
 - International flexibility
 - Trends
 - Theoretical concepts
 - International experience
- International workshops 2013-2017 in Gent, Paris and Santiago de Chile & intermediate Delphi processes

The new CORE concept



- **One or two items per dimension/scale**
- **Allow national adaptations**
- **Mandatory** in all national versions, whether short middle or long
- **Cannot stand alone**

What is new : Trend and concept based

- Trends, new dimensions:
 - Control over working time (*reintrod.*)
 - Quality of work
 - Job insecurity
 - Insecurity over working conditions
 - Harrassment in social media
- Concepts, new dimensions:
 - Illegitimate tasks (SOS)
 - Work engagement (JD-R)

What is new: Experience based

- New dimensions:
 - Demands for hiding emotions (*reintrod.*)
- Abandoned dimensions:
 - Social inclusiveness
- Item modifications
 - Emotional demands, Influence at work, Possibilities for development, Recognition, Role conflicts, Quality of leadership, Social support, Commitment to the workplace, Job satisfaction, Work life conflict, Vertical trust, Bullying, Stress
- Resulting COPSQ III:
 - 45 dimensions within 8 domains covering 148 items
 - <https://www.copsoq-network.org/assets/Uploads/annex1-Dimensions-and-items-in-the-COPSQ-III-questionnaire-060718.pdf>

The test: Populations

- Seven populations with 23,361 employees during 2016-2017 in
 - Canada
 - Spain
 - France
 - Germany
 - Sweden
 - Turkey



The test – thanks to:

- Josefin BJÖRK, Centre for Work Life and Evaluation Studies (CTA), Malmö University, Sweden
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 - Hugo WESTERLUND, The Stress research institute, Stockholm University, Sweden
- 23,361 participating workers and numerous work places
- And the whole COPSOQ network

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The test: Variables

- All 24 international middle dimensions
- And 2 selected long scales (Commitment to the workplace and Work Engagement)
- Forward backward translations of English original from May 2016

The test: Results on Cronbach's α

- Scales α 's ranged from 0.64 to 0.87
- $\alpha < 0.7$ in only 3 of 23 scales:
 - Commitment to the Workplace ($\alpha=0.64$; 95% CI 0.61 – 0.67)
 - Demands for Hiding Emotions ($\alpha=0.66$; 95% CI 0.58 – 0.73)
 - Control over Working Time ($\alpha=0.69$; 95% CI 0.57 – 0.78)

The test: Floor and ceiling effects

- Floor effects >15%
 - Illegitimate Tasks (18%)
 - Job Insecurity (19%)
- Ceiling effects >15%
 - Sense of Community at work (30%)
 - Social Support from Colleagues and from Supervisor (21% and 25%)
 - Meaning of Work and Quality of Work (25% and 26%)
- Floor and ceiling effects reflected very high or low mean values of the dimensions

The test: Missings and intercorrelations

- Fractions of missing generally very low
- Distinctiveness: Most intercorrelations low to medium
 - Of 378 intercorrelations, 7 >0.6 – none >0.69)
 - >0.6 : Recognition, Predictability, Social Support from Supervisor, Quality of Leadership, Organizational Justice and Vertical Trust

Discussion

- COPSOQ is generally reliable and contains distinctive measures
- Only few scales need consideration:
 - Commitment to the Workplace (more items needed?)
 - Demands for Hiding Emotions (item Kind to Everyone to be considered)
 - Control over Working Time (national context: Items on Take holidays and Leaving workplace to be considered)

Perspectives: What could be done in the future

- Validity and reliability
 - further national tests
 - test retest
 - external validity
- Use of COPSQ in different practical contexts
 - psychosocial risk assessment & organizational development
 - need for documenting and exchanging experience
- Social capital
 - measurement, practical and research opportunities
- Current trends in the working environment
 - COPSQ III covers a lot, but ...
 - Need for developing new measures of – and due to – e.g. digitalization

Conclusion: COPSOQ III

- Updated
- Truly international & flexible
- Reliable

- Questionnaire to be found at:
 - <https://www.copsoq-network.org/assets/Uploads/annex1-Dimensions-and-items-in-the-COPSOQ-III-questionnaire-060718.pdf>

- Guidelines to be found at:
 - <https://www.copsoq-network.org/assets/Uploads/COPSOQ-network-guidelines-for-the-use-of-COPSOQ-III-290618sig.pdf>

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Occupational Health Clinics for Ontario Workers



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Additional slides

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Validation studies* of national versions** of COPSOQ

- Australia
- China
- Iran
- Turkey***
- Romania
- Hungary
- Poland
- Sweden
- Denmark
- Germany
- Belgium
- France
- Italy
- Spain
- Canada***
- Peru
- Uruguay
- Argentina
- Chile



*Except countries where competing translations exist.

**Can comprise several languages such as in Spain and Canada

***COPSOQ III validation.

The two national COPSOQ III validations ...

Sahan C, Baydur H, Demiral Y. A novel version of Copenhagen Psychosocial Questionnaire-3: Turkish validation study. Archives of Environmental & Occupational Health. 2018;1-13.

RESEARCH ARTICLE

WILEY 

Dissecting the effect of workplace exposures on workers' rating of psychological health and safety

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 Check for updates

ARCHIVES OF ENVIRONMENTAL & OCCUPATIONAL HEALTH
<https://doi.org/10.1080/19338244.2018.1538095>

A novel version of Copenhagen Psychosocial Questionnaire-3: Turkish validation study

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Abstract

Objectives: To validate the factor structure of the Copenhagen Psychosocial Questionnaire (COPSOQ) in a North American population and dissect the associations between psychosocial factors and workplace psychological health and safety.
Methods: Confirmatory factor analysis and multivariate linear regression were used to determine the associations between COPSOQ dimensions and a global rating of

Ramkissoon A, Smith P, Oudyk J. Dissecting the effect of workplace exposures on workers' rating of psychological health and safety. American Journal of Industrial Medicine. 2019;62:412-21.

ABSTRACT

Purpose: The aim of the study was to adapt the Copenhagen Psychosocial Questionnaire Version-3 (COPSOQ-3) into the Turkish language.

Methods: This is a methodologic study. The field study occurred in four workplaces (call center, hospital, plastic and metal industries). 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. The principal component analysis and varimax rotation methods were used to identify the factor structure. The internal consistency was assessed using the Cronbach's alpha coefficient.

Results: In total, 1076 respondents' questionnaires were evaluated. Fifty-eight percent of the participants were men and the mean age was 31.1 ± 7.7 . Sampling adequacy was considered adequate (KMO = 0.929). The factor analysis of the Turkish COPSOQ (COPSOQ-TR) identified 19 factors with eigenvalues higher than one and explained 66.1% of the total variance. The Cronbach's alpha values of 23 dimensions were over 0.70. The Cronbach's alpha values of control over working time and predictability were 0.54 and 0.66, respectively. The model was an excellent fit (Chi-Square = 8514.5, $\chi^2/df = 2.48$, RMSEA = 0.038, SRMR = 0.053, CFI = 0.98).

Conclusions: Findings show that COPSOQ-TR is a reliable and valid instrument that can be a useful tool to measure psychosocial risks in the Turkish language.

ARTICLE HISTORY

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KEYWORDS

Assessment; psychosocial risks; scale; work

| DOMAIN | DIMENSION |
|--|---|
| Demands at work | Quantitative demands |
| | Work pace |
| | Cognitive demands |
| | Emotional demands |
| Work organization and job contents | Demands for hiding emotions |
| | Influence at work |
| | Possibilities for development |
| | Variation of work |
| Interpersonal relations and leadership | Control over working time |
| | Meaning of work |
| | Predictability |
| | Recognition |
| | Role clarity |
| | Role conflicts |
| | Illegitimate tasks |
| | Quality of leadership |
| | Social support from supervisor |
| Social support from colleagues | |
| Work individual Interface | Sense of community at work |
| | Commitment to the workplace |
| | Work engagement |
| | Job insecurity |
| | Insecurity over working conditions |
| | Quality of work |
| | Job satisfaction |
| Work life conflict | |
| Social capital | Vertical trust |
| | Horizontal trust |
| | Organizational justice |
| Conflicts and offensive behaviour | Gossip and slander |
| | Conflicts and quarrels |
| | Unpleasant teasing |
| | Harassment in social media |
| | Sexual harassment |
| | Threats of violence |
| | Physical violence |
| | Bullying |
| Health and well being | Self-rated health |
| | Sleeping troubles |
| | Burnout |
| | Stress |
| | Somatic stress |
| | Cognitive stress |
| Personality | Depressive symptoms |
| | Self-efficacy |

Int. middle
with core
items

Int. middle
without core
items

Long version