What is new?
The CORE concept
Test of 7 versions
Perspectives
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 COPSOQ III:**
  - 45 dimensions within 8 domains covering 148 items
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
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 $\alpha$

- Scales $\alpha$'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 COPSOQ 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
  - COPSOQ 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:

- Guidelines to be found at:


• Nolle I (2018) List of Publications with COPSOQ published in peer-reviewed indexed journals https://www.copsoq-network.org/assets/Uploads/Literaturliste-Mai18-Netzwerk-peer-reviewed-only-V1.pdf Freiburg, Germany:


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…


RESEARCH ARTICLE

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

Avinash Ramkissoon MPH1,2 | Peter Smith PhD, MPH1,2,3 | John Oudyk MSc, CI

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 identify the factors that determine the associations between COPSOQ dimensions and a global rating of psychological health and safety.

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<th>DIMENSION</th>
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Int. middle with core items
Int. middle without core items
Long version