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# COPSOQ III in Germany

## First experiences and insights

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### FFAW

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COPSQ validation in Germany, definition of „**German standard version**“ in **2005**: one set of item and scales for all purposes/enterprises, no short/middle/long!

Use for scientific research and risk assessment with some additional COPSQ (e.g. vertical trust) and non-COPSQ items (e.g. presenteeism): surveys in some hundred enterprises of all sizes and professions, **database of n > 250,000 cases until end of 2016**

**In 2017 new German standard version launched** based on COPSQ III (CORE-concept plus old and new additional scales, e.g. physical demands): data collection of n = 13,011 cases

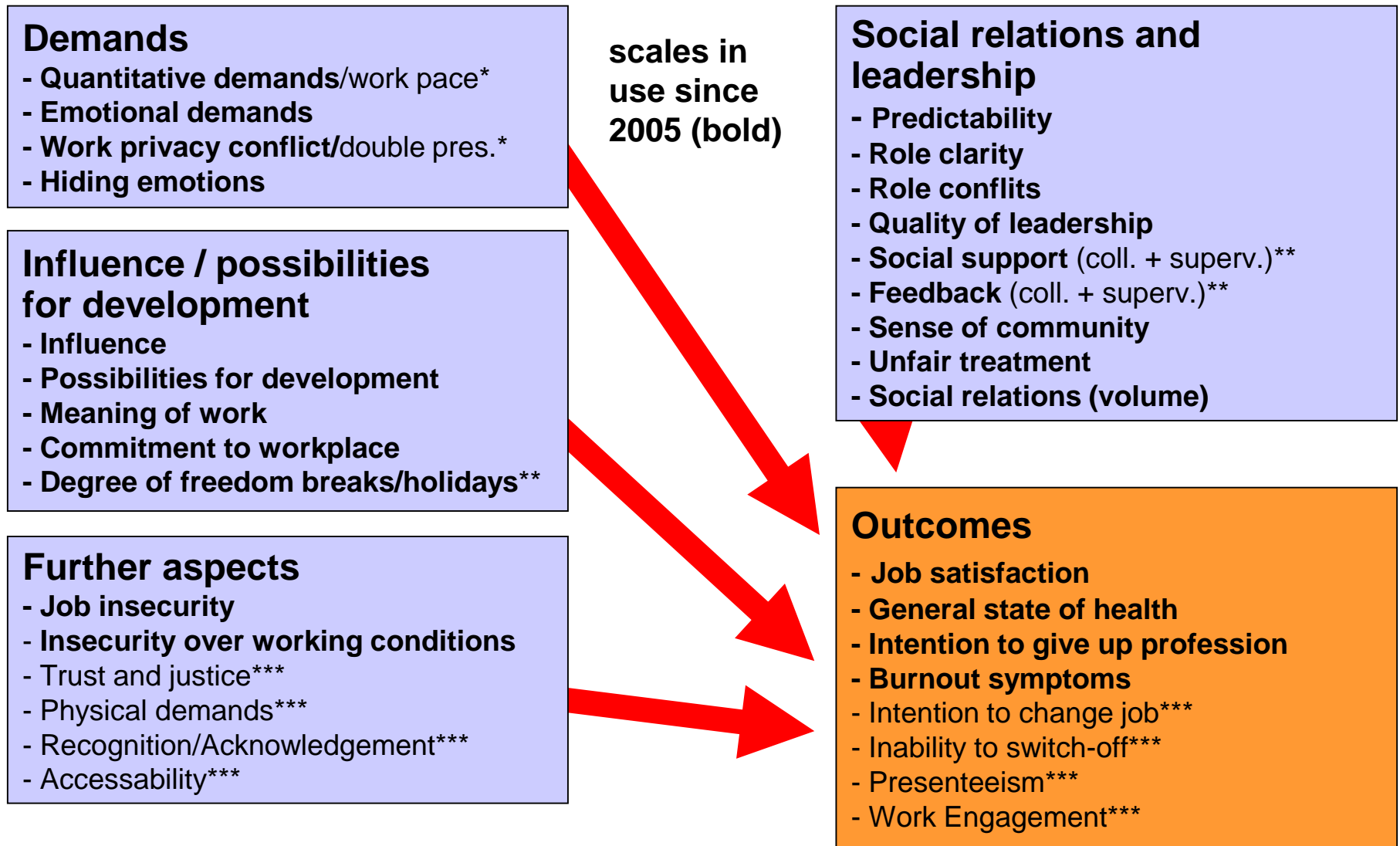
- OSH law of 2013 says „do risk research“, but does not say how
- German standard version of 2005 is a well established tool
- Enterprises and scientific community should be able to trust in the new standard version of 2017 (e.g. expect continuity)

Concept is one of

- a) an obligatory set of items (CORE) and
- b) optionally/additionally recommended items from long/middle versions of COPSOQ (could be called FRINGE)

Scale	Name	Level	Item	Source	Question	FFAW
Influence at work	IN	CORE	INX1	CORE	Do you have a large degree of influence on the decisions concerning your work?	Yes
			IN2	LONG	Do you have a say in choosing who you work with?	No
			IN3	MIDDLE	Can you influence the amount of work assigned to you?	Yes
			IN4	MIDDLE	Do you have any influence on what you do at work?	Yes
			IN5	LONG	Can you influence how quickly you work?	No
			IN6	MIDDLE	Do you have any influence on HOW you do your work?	No

➤ The means identity of COPSOQ in space (international comparability) and time (longitudinal perspective).



\* some COPSOQ items to be tested, no results reported

\*\* scale building differs from COPSOQ mainstream (CORE)

\*\*\* additional COPSOQ and non-COPSOQ scales

## Sociodemographic characteristics of the study population

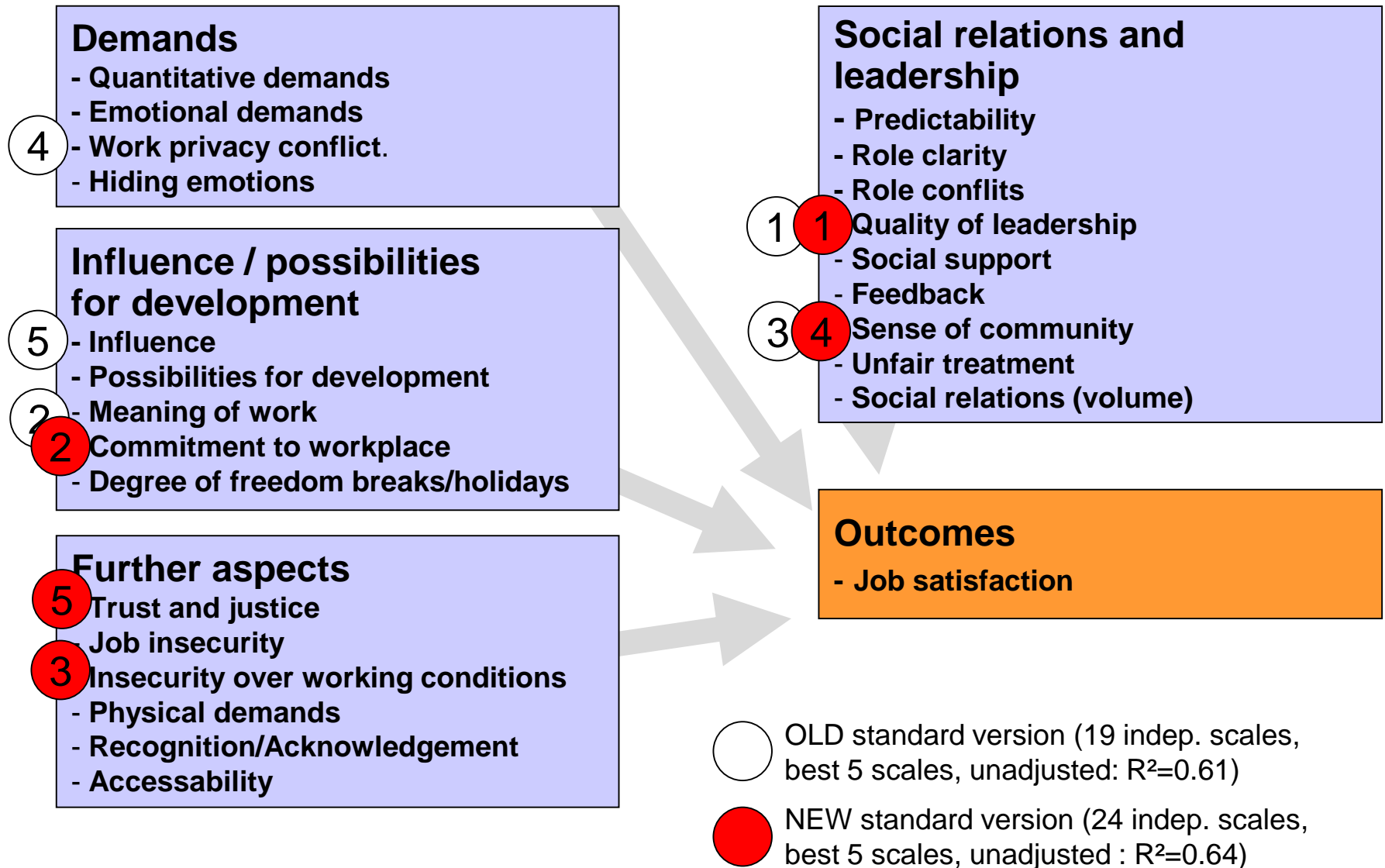
	N	%
<b>SEX</b>		
Women	5,340	41
Men	7,385	57
Other, no answer	286	2
<b>AGE</b>		
Below 25	777	6
25-34	2,861	22
35-44	3,089	24
45-54	3,952	30
55 and more	2,206	17
No answer	125	1
<b>OCCUPATION (ISCO 2008 1 digit)</b>		
1 "Managers"	414	3
2 "Professionals"	2,365	18
3 "Technicians and associate professionals"	3,453	27
4 "Clerical support workers"	1,553	12
5 "Service and sales workers"	1,619	12
6 "Skilled agricultural, forestry and fishery workers"	135	1
7 "Craft and related trades workers"	1,182	9
8 "Plant and machine operators, and assemblers"	653	5
9 "Elementary occupations"	227	2
No answer	1,410	11

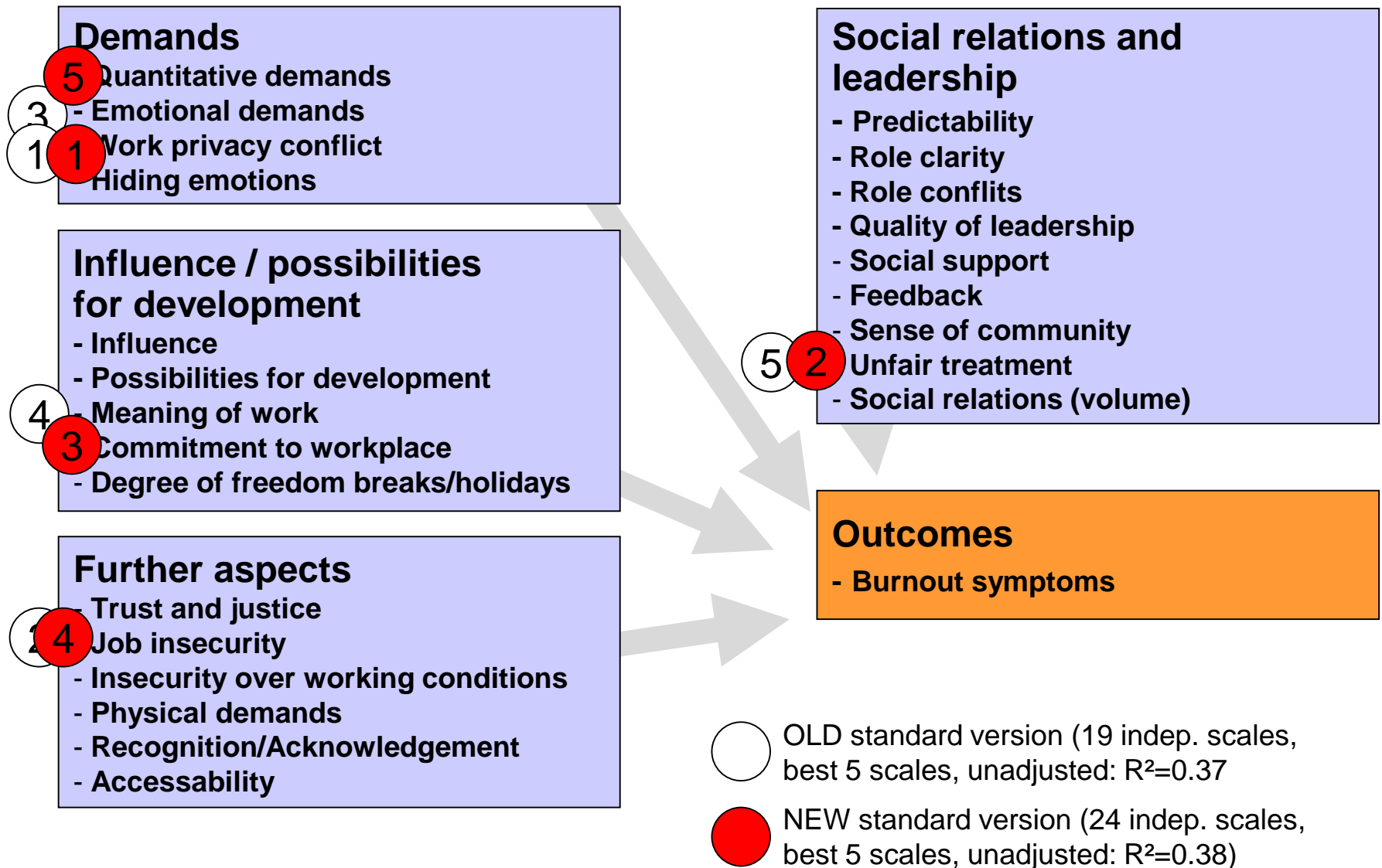
**n = 13,011**

from risk assessment surveys in enterprises, 59,8 % online  
40,2 % paper-version, many more structural characteristics were asked, e.g. leadership position, full/part time, work on weekends/night time...

# COPSOQ scales' characteristics (more than CORE)

We provide a standard questionnaire for Germany, i.e. NO middle/long V		Alpha	Mean	SD	Floor %	Ceiling %	Correlation to CORE
Polarisation of item "Do you have to deal with other people's personal problems as part of your work?"							
Quantitative demands		0,5	44,1	28,1	4,1	3,0	1
Work pace		0,3	0,8	10,2	0,8	10,2	1
Emotional demands	ED	0,7	44,7	28,1	10,2	1,9	1
Demands for hiding emotions	HE	0,8	44,2	26,3	10,9	4,1	-
Influence at work	IN	0,8	44,9	23,3	6,0	0,8	0,82
Possibilities for development	PD	0,7	61,7	27,7	3,5	13,5	1
Control over working time	CT	0,3	60,7	26,2	3,5	13,5	-
Questions concerning influence on breaks and holidays do not go well with overtime work		0,9	74,3	22,2	2,9	2,9	1
Recognition	RE	-	48,7	28,0	12,4	7,6	1
Role clarity	CL	0,8	71,3	19,3	0,7	10,8	0,83
Role conflicts	CO	0,8	44,0	23,2	6,9	2,4	1
Illegitimate tasks	IT	-	44,7	26,1	11,8	6,1	-
Quality of leadership	QL	0,9	53,8	25,3	4,1	4,6	0,94
Social support from colleagues	SC	0,7	64,7	19,2	0,6	2,5	0,8
Social support from supervisors	SS	0,8	61,0	23,7	1,9	3,4	0,88
Sense of community at work	SW	0,9	77,8	18,6	0,6	24,7	0,91
Work engagement	WE	0,9	63,3	19,9	0,7	4,5	-
Insecurity over employment	JI	0,8	30,5	24,1	17,8	0,9	0,97
Insecurity over working conditions	IW	0,8	29,7	25,1	18,2	2,1	0,8
Horizontal trust	TE	--	-	-	-	-	-
Vertical trust	TM	0,7	67,5	19,9	1,0	9,5	1
Organizational justice	JU	0,8	54,3	20,9	2,1	3,7	1
Work life conflict	WF	0,9	33,5	25,0	12,5	1,2	1
Satisfaction with work – job satisfaction						1,4	0,79
Self rated health						5,9	1
Bullying/ unfair treatment	BU	-	20,6	25,0	49,2	1,3	-
Burnout symptoms	BO	0,8	49,4	20,9	2,3	1,4	-







**Practical (on conducting risk assessment): general response on new German standard version of COPSOQ is positive. Some reasons:**

- Update: for enterprises it means being up to date (new subjects in, old out)
- Compatibility: new version contains about 75% of old version's items even when scales are build differently - FFAW offers transformation of data from former surveys to their customers
- Special benefit: due to high compatibility FFAW offered usage of new version in combination with new reference values (last update was 2013)

**Methodological (rather scientific issues): very interesting data, i.e. chances and challenges...**

- Deep analysis: extensive statistical testing seems necessary e.g. review all items and scales (COPSOQ CORE, Fringe and non-COPSOQ)
- Reflection: adjustment/validation of models, e.g. regression models (statistically and theoretically)
- Start dissemination: make use of new standard version in national and **international/global projects of scientific research!**