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COPSOQ III in Germany First experiences and insights

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FFAW Freiburger Forschungsstelle für Arbeitswissenschaften GmbH

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COPSOQ 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 COPSOQ (e.g. vertical trust) and non-COPSOQ 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 launchend based on COPSOQ 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)

FFAW

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	ltem	Source	Question	FFAW
Influence a work	t 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).

Standard COPSOQ in Germany since 1/2017

scales in

use since

2005 (bold)

Demands

- Quantitative demands/work pace*
- Emotional demands
- Work privacy conflict/double pres.*
- Hiding emotions

Influence / possibilities for development

- Influence
- Possibilities for development
- Meaning of work
- Commitment to workplace
- Degree of freedom breaks/holidays**

Further aspects

- Job insecurity
- Insecurity over working conditions
- Trust and justice***
- Physical demands***
- Recognition/Acknowledgement***
- Accessability***

* some COPSOQ items to be tested, no results reported ** scale building differs from COPSOQ mainstream (CORE) *** additional COPSOQ and non-COPSOQ scales Social relations and leadership

- Predictability
- Role clarity
- Role conflits
- Quality of leadership
- Social support (coll. + superv.)**
- Feedback (coll. + superv.)**
- Sense of community
- Unfair treatment
- Social relations (volume)



- Job satisfaction
- General state of health
- Intention to give up profession
- Burnout symptoms
- Intention to change job***
- Inability to switch-off***
- Presenteeism***
- Work Engagement***

Sociodemographic characteristics of the study population

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

n = 13,011

%

41

57	
2	from risk assessment
	surveys in enterprises,
6	59,8 % online
22	40,2 % paper-version,
24	many more structural
30	characteristics were
17	asked,
1	e.g. leadership position,
3	full/part time, work on
18	weekends/night time
27	-
12	
12	

COPSOQ scales' characteristics (more than CORE) FFAW

We provide a standard quest	ionnaire for Germany,		N.4	<u></u>	Floor %	Ceiling %	Correlation to
i.e. NO middle/long V	plarisation of item	isation of item "Do you have to deal with other					CORE
		le's personal problems as part of your work?"			4,1	3,0	1
Work pace pe	opie s personal p	e's personal problems as part of your work?			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		F itom o	nlv: mean	48 5 Stddy	27.7 <u>1</u>
Control over working time	СТ	0,3	n	CORE item only: mean 48,5 Stddv. 27, three more Fringe items left			
Questions concernir	na influence on hr	eaks and ⁹	7, three	e more Fi	inge items	ien	0,93
	•	5	60,7	26,2	3,5	13,5	
holidays do not go v	veil with overtime	work _B	52,6	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 taske	IT	-	44,7	26,1	11,8	6,1	-
Quality of leadership	QL	0,9	53,8	25 <i>,</i> 3	4,1	4,6	0,94
Social support from colleague	s SC	0,7	64,7	19,2	0,6	2,5	0,8
Social support from superviso	rs 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 condi	tions 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	Work life conflict WF		33,5	25,0	12,5	1,2	1
Satisfaction with work – job satisfaction					1,4	0,79	
Self rated health	True, really s	True, really strong floor effect, but at least a "good					0,75
Bullying/ unfair treatment	BU	-	20,6	25,0	49,2	5,9 1,3	
Burnout symptoms	BO	0,8	49,4	20,9	2,3	1,3	-
		0,0		20,0	2,3	±, ·	

Freiburg research center for occupational sciences 2017

¿Continuity? Lin. regression on Job satisfaction

Demands

- Quantitative demands
- Emotional demands
- **4**)- Work privacy conflict.
 - Hiding emotions

Influence / possibilities for development

- 5)-Influence
 - Possibilities for development
 - Meaning of work
 - Commitment to workplace
 - Degree of freedom breaks/holidays

Further aspects

- Trust and justice
- Job insecurity
- **3** Insecurity over working conditions
 - Physical demands
 - Recognition/Acknowledgement
 - Accessability

Social relations and leadership - Predictability - Role clarity - Role conflits

- Quality of leadership
- Feedback
- Sense of community
- Unfair treatment
- Social relations (volume)

Outcomes

- Job satisfaction



3

OLD standard version (19 indep. scales, best 5 scales, unadjusted: R²=0.61)



NEW standard version (24 indep. scales, best 5 scales, unadjusted : R²=0.64)

¿Continuity? Lin. regression on Burnout symptoms FFAW

Demands

5 Quantitative demands - Emotional demands 1 Vork privacy conflict Hiding emotions

Influence / possibilities for development

- Influence
- Possibilities for development
- Meaning of work
- **3** Commitment to workplace
- Degree of freedom breaks/holidays

Further aspects

- Trust and justice
- **4** Job insecurity
 - Insecurity over working conditions
 - Physical demands
 - Recognition/Acknowledgement
 - Accessability

Social relations and leadership

- Predictability
- Role clarity
- Role conflits
- Quality of leadership
- Social support
- Feedback
- Sense of community
- 52
- Unfair treatment
- Social relations (volume)

Outcomes

- Burnout symptoms



OLD standard version (19 indep. scales, best 5 scales, unadjusted: R²=0.37



NEW standard version (24 indep. scales, best 5 scales, unadjusted: R²=0.38)

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!