

Prevalence of Psychosocial Risks Among Employees in a Public Institution of Chile

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- My name is Rodrigo Aguirre C. from Chile.
- I am a organizational Psychologist, with 15 years of professional experience in chilean public service, specialized in design, implementation and survey studies in Human Resources (work environment, culture change, development leadership, psychosocial risk in workplace).
- I work now in Agriculture Ministry of Government of Chile.

Context

- Workers mental health is an increasingly important topic of interest for nowadays societies due to its impact on economic growth and population wellbeing.

Context

- By the current normative (Law 16.744), Chilean organizations must assess and manage psychosocial risks at their workplace.

Study

- A field study in a public institution (704 employees, nested in 20 units) was conducted to characterize the prevalence of psychosocial risks among its employees.

Results (1)

- Results from the quantitative stage showed higher values for 4 of the 18 variables included in Chilean version of the COPSOQ questionnaire (ISTAS-21):
- **General health perception** (SG1-SG5),
- **Mental health vitality** (SM1-VT4),
- **Cognitive demands** (CO3-CO5),
- **Sensory demands** (ES1-ES4).

Results (1): Quantitative Stage.

	N	Mean	Standard Deviation
General health perception	704	2,85	0,72
Mental health vitality	704	2,43	0,76
Somatic Stress	704	0,94	0,76
Cognitive Stress	704	1,23	0,85
Quantitative demands	704	1,46	0,81
Cognitive demands	704	2,28	0,89
Emotional demands	704	1,77	1,01
Sensory demands	704	3,45	0,63
Control over Working time	704	1,94	0,94
Possibilities for Development	704	1,15	0,77
Integration of the workers in the company	704	1,17	0,83
Role Clarity	704	0,60	0,68
Role Conflicts	704	1,16	0,76
Quality of Leadership	704	1,62	1,02
Social Support from SC Colleagues	704	1,31	0,82
Job Insecurity	704	1,68	1,22
Insecurity over Working Conditions	704	1,41	1,30
Work Life Conflict	704	1,86	1,02

Variables scale: 0-4 or 4-0

Results (2):
Quantitative
Stage.

- Quantitative (CU₁-CU₇) and Emotional (EM₁-EE₂) demands were negatively related to Mental health vitality and positively related to Cognitive stress (SR₉-SR₁₂).

Results (2): Quantitative Stage.

	General health perception		Mental health vitality		Somatic Stress		Cognitive Stress	
	Coef (B)	P-value	Coef (B)	P-value	Coef (B)	P-value	Coef (B)	P-value
Quantitative demands	-0,13	0,00	-0,23	0,00	0,13	0,00	0,25	0,00
Cognitive demands	0,06	0,23	0,05	0,00	-0,09	0,01	-0,07	0,00
Emotional demands	-0,07	0,05	-0,23	0,00	0,19	0,00	0,27	0,00
Sensory demands	0,07	0,02	0,09	0,01	0,05	0,24	-0,15	0,00
Control over Working time	-0,02	0,57	0,06	0,03	-0,01	0,77	-0,10	0,00
Possibilities for Development	0,01	0,76	0,04	0,23	-0,03	0,51	-0,10	0,06
Integration of the workers in the company	-0,04	0,33	-0,12	0,00	0,00	0,93	0,03	0,31
Role Clarity	-0,04	0,31	-0,06	0,04	0,05	0,21	0,12	0,01
Role Conflicts	0,05	0,28	0,04	0,31	0,07	0,17	-0,03	0,50
Quality of Leadership	-0,01	0,78	-0,04	0,23	0,03	0,41	0,02	0,61
Social Support from SC Colleagues	-0,07	0,10	-0,07	0,04	0,09	0,00	0,04	0,24
Job Insecurity	-0,06	0,01	-0,05	0,08	0,05	0,03	0,04	0,06
Insecurity over Working Conditions	-0,03	0,19	-0,04	0,24	-0,02	0,52	0,02	0,51
Work Life Conflict	-0,09	0,00	-0,11	0,00	0,11	0,00	0,19	0,00
R2	0,15	0,00	0,46	0,00	0,29	0,00	0,40	0,00

Dependent variables : General health perception / Mental health vitality / Somatic stress / Cognitive Stress.

Results (3):

Qualitative Stage

- A qualitative stage was implemented to have an in-depth representation of the risks presented in each unit.
- Results from focus groups provide a complementary picture, showing a lack of organizational fairness and autonomy as the main sources of psychosocial risks for workers.

Conclusion

- These findings contribute in giving additional information to the validity and reliability of the questionnaire.
- Also, they bring valuable information to future interventions in psychosocial risks in workplace.

Annex (1):

Factorial Analysis

- To make a regression model it was necessary to use a factorial analysis (SPSS).
- All the item'factor selected obtained appropriate values in the reliability analysis (Cronbach's alfa up to 0,7).

Annex (2): Variables Adjustment

ISTAS 21 - Long Version - (Chile)			
Original Version	Adjutment Version	Item Code	Detail
General health perception	General health perception	SG1 - SG5	All included
Mental health	Mental health vitality	SM1 - SM5	All included
Vitality		VT1 - VT4	All included
		Somatic stress	SR1 - SR8
Setterlind's scale stress	Cognitive stress	SR9 - SR12	All included
Quantitative demands	Quantitative demands	CU1-CU7	All included
Cognitive demands	Cognitive demands	CO1-CO8	Removed CO1;CO2;CO6;CO7;CO8
Sensory demands	Sensory demands	ES1 -ES4	All included
Emotional demands	Emotional demands	EM1-EM2	All included
Hide emotional demands		EE1-EE2	All included
Influence	Influence	IN1-IN7	All removed
Control over working time	Control over working time	CT1- CT4	All included
Possibilities for development	Possibilities for development	PD1-PD7	All included
Meaning of work	Meaning of work	ST1- ST3	All removed
Integration of the workers in the company	Integration of the workers in the company	IE1-IE4	All included
Role clarity	Role clarity	RL2- RL4	All included
Role conflicts	Role conflicts	CR1- CR5	All included
Quality of leadership	Quality of leadership	CL1 - CL6	All included
Quality of relationship with the managers		RS1 - RS5	Removed RS1; RS5
Social support from colleagues	Social support from colleagues	RC1-RC6	All included
Appreciation	Appreciation	ET1; ET5	Removed ET1;ET4;ET5
Job insecurity	Job insecurity	IC1- IC5	All included
Insecurity over working conditions	Insecurity over working conditions	IT1-IT3	All included
Work life conflict	Work life conflict	DP1-DP2	All included

Annex (3):

Statistic Topic of the Study

- The sample of the study is not random sample.
- The 20 units were selected for a discretion of the normative (law 16.744), Chilean organizations. When some unit of the organization presents a case of mental health.



Thank you.