

The use of the COPSOQ in the Flemish region of Belgium: first experiences and results

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Belgian study population

- start October 2003
- 998 subjects addressed
- public sector
 - municipalities, Province, social sector (incl. nursing homes), schools, police
- East-Flanders region

Data collection

- sent to home address
- returned in pre-stamped envelope to researcher
- reminder after 1 month
- Teleform – scanning
- SPSS

Population characteristics

- 781 subjects (78.3 % participation rate)
- 65.1 % women
- mean age (yrs): 41.7 (range: 19 - 63)

Scale reliability

<u><i>Demands</i></u>	<u><i>no. of items</i></u>	<u><i>Cronbach's α</i></u>
Quantitative demands	7	0.85
Emotional demands	3	0.83
Demands for hiding emotions	2	0.60
Sensorial demands	5	0.75
Cognitive demands	8	0.89

Scale reliability

Active and developmental work

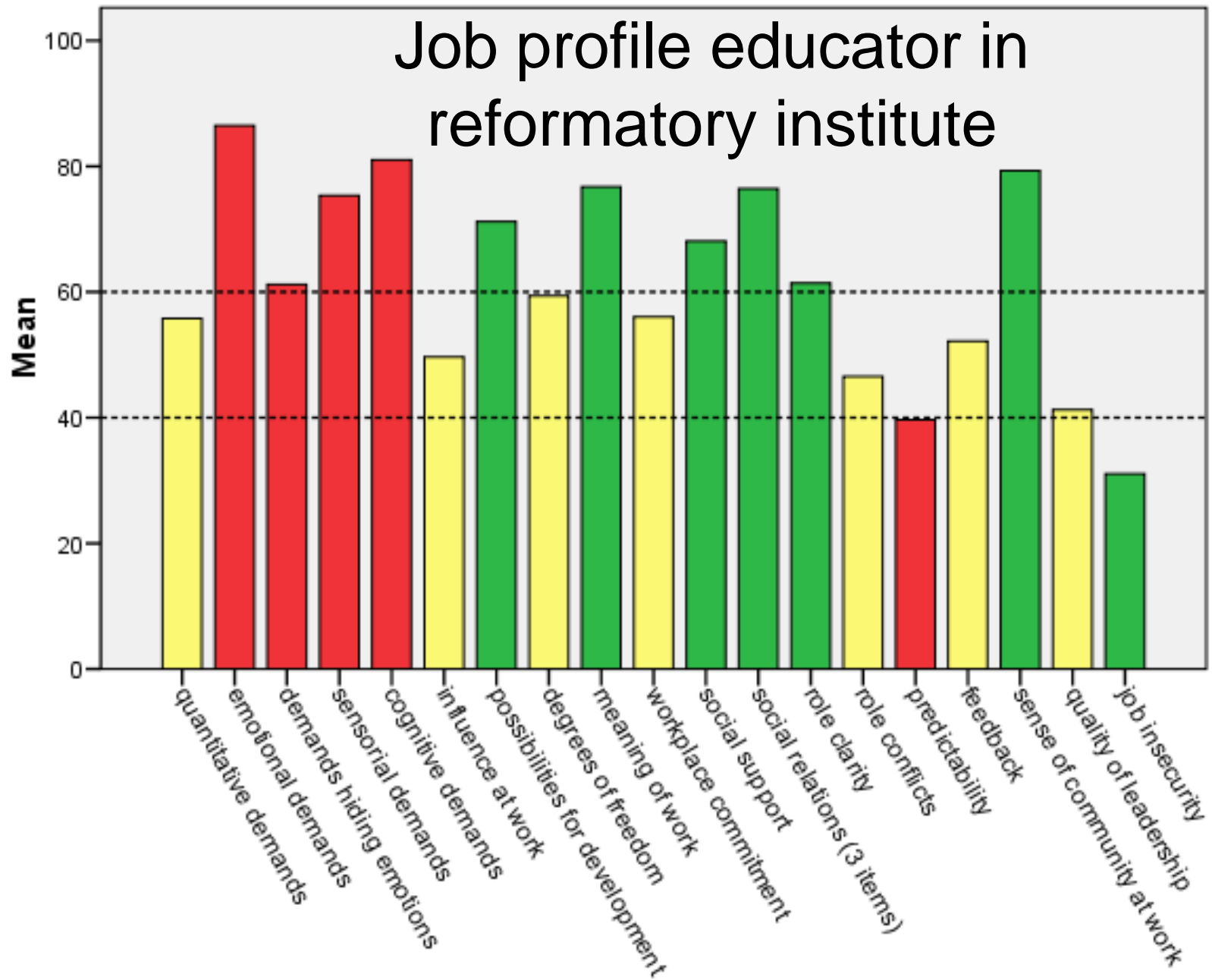
	<u>no. of items</u>	<u>Cronbach's α</u>
Influence at work	10	0.79
Possibilities for development	7	0.84
Degrees of freedom	4	0.66
Meaning of work	3	0.80
Workplace commitment	4	0.62

Scale reliability

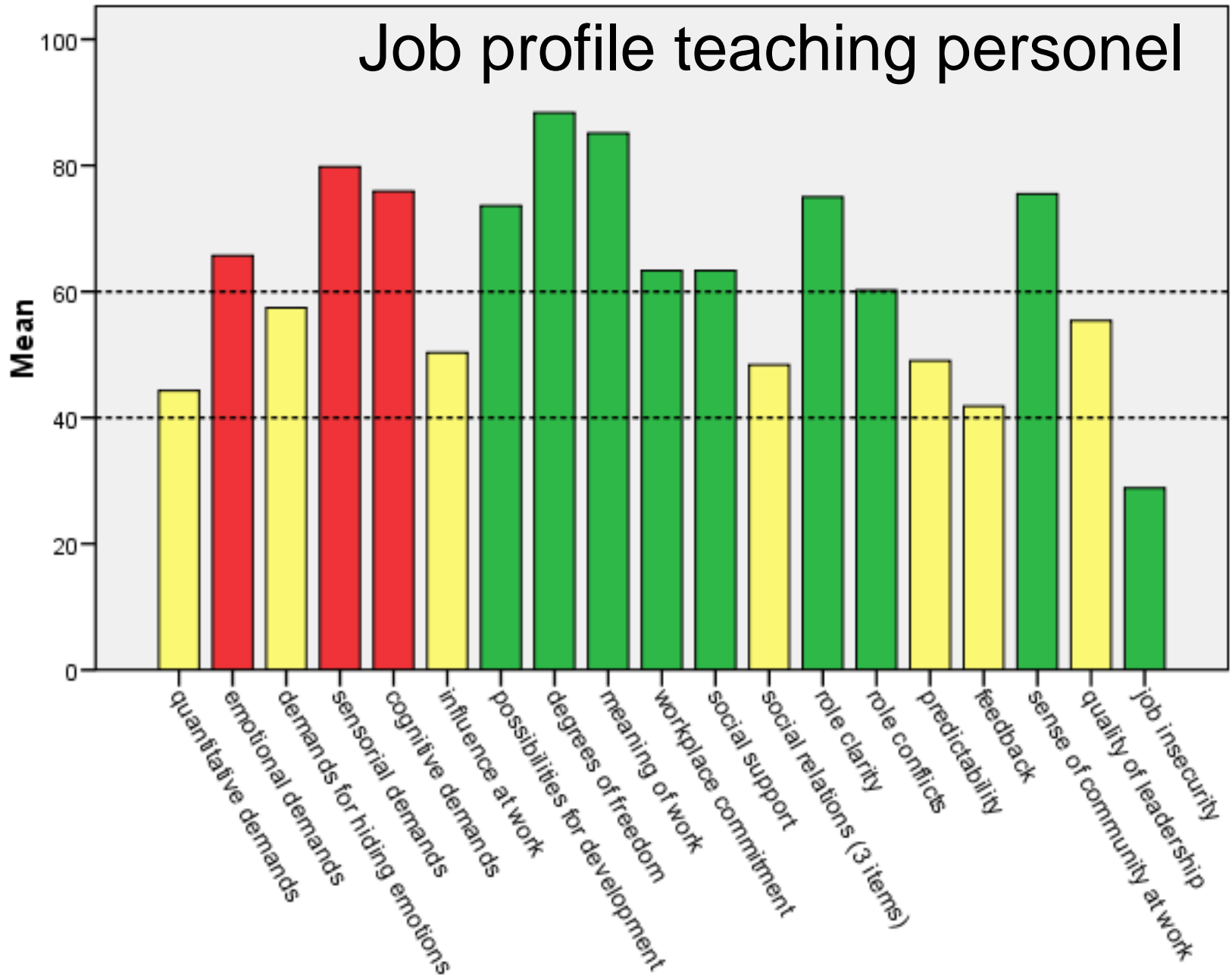
Interpersonal relations and leadership

	<u>no. of items</u>	<u>Cronbach's α</u>
Social support	4	0.77
Social relations	2 (3)	0.50 (0.56)
Role clarity	4	0.76
Role conflicts	4	0.82
Predictability	2	0.72
Feedback	2	0.61
Sense of community at work	3	0.84
Quality of leadership	8	0.94
<u>Job insecurity</u>	4	0.65

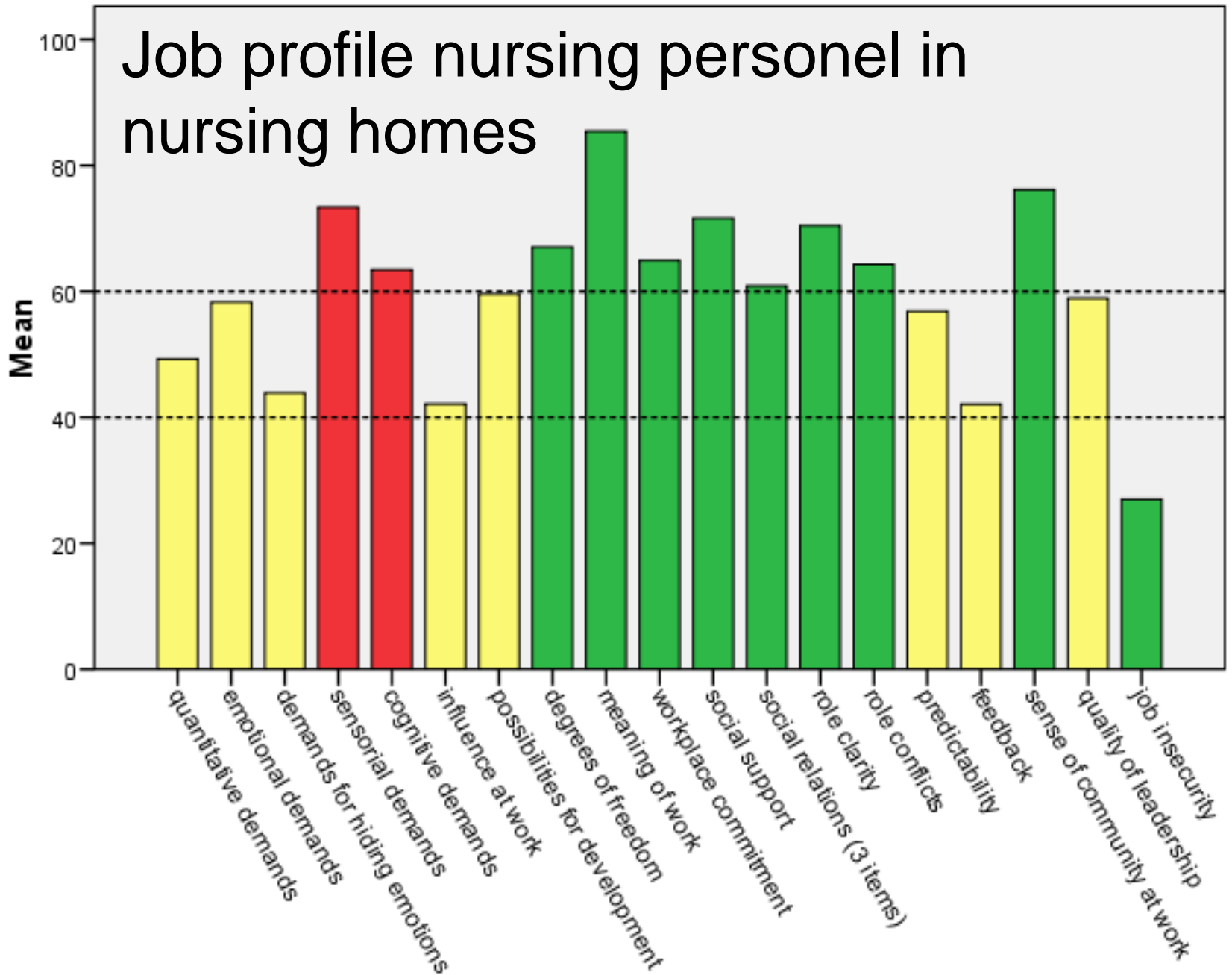
Job profile educator in reformatory institute



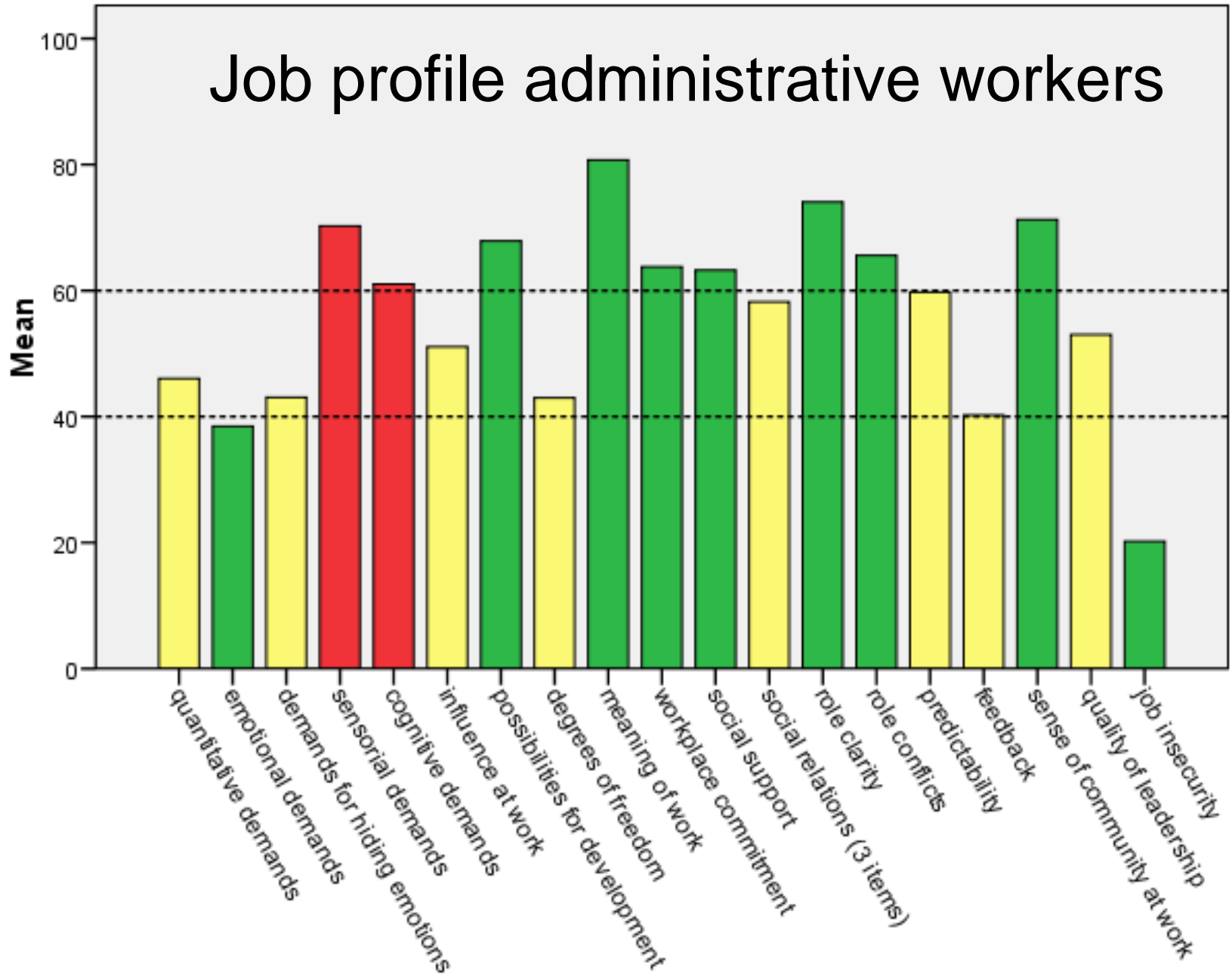
Job profile teaching personnel



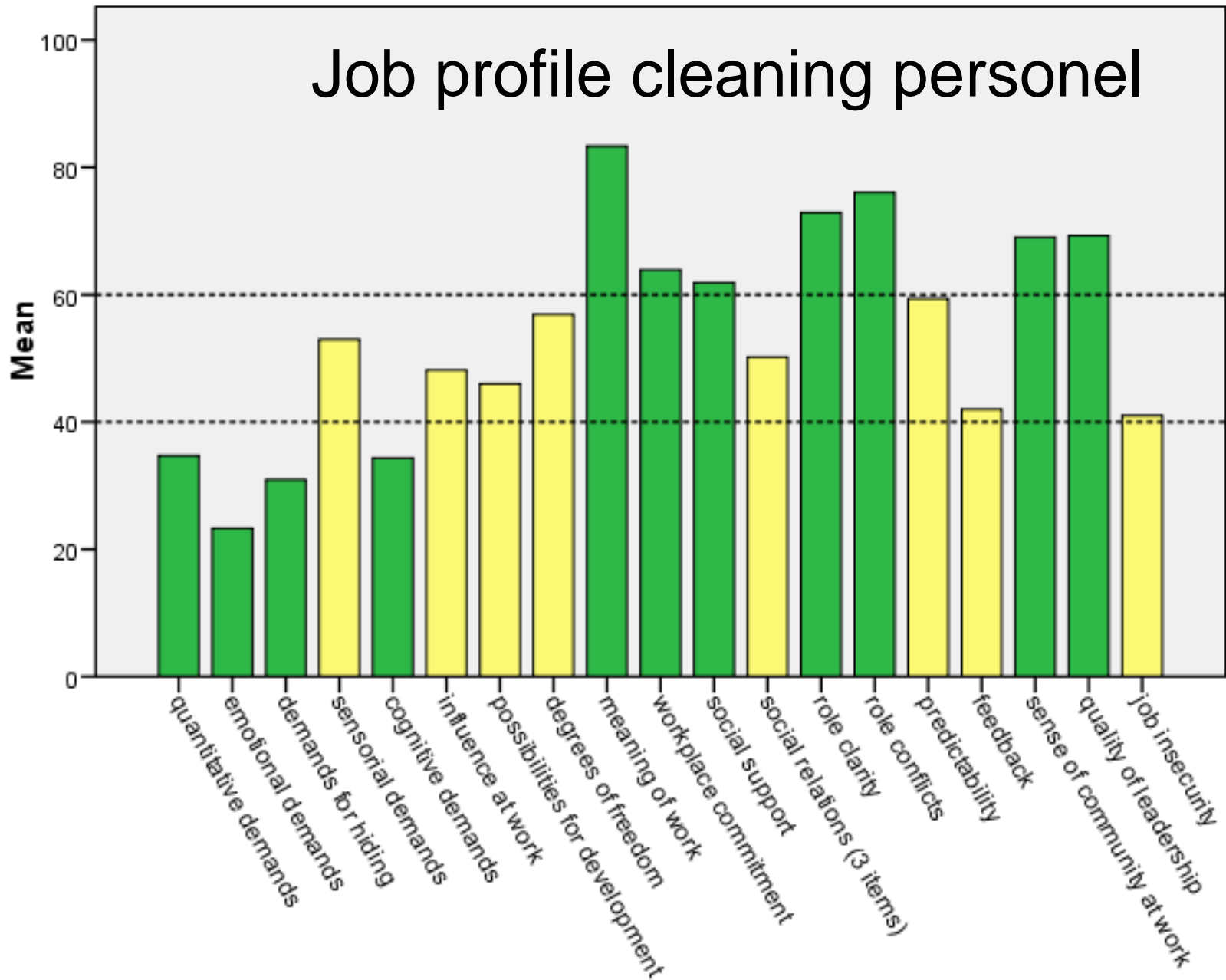
Job profile nursing personnel in nursing homes



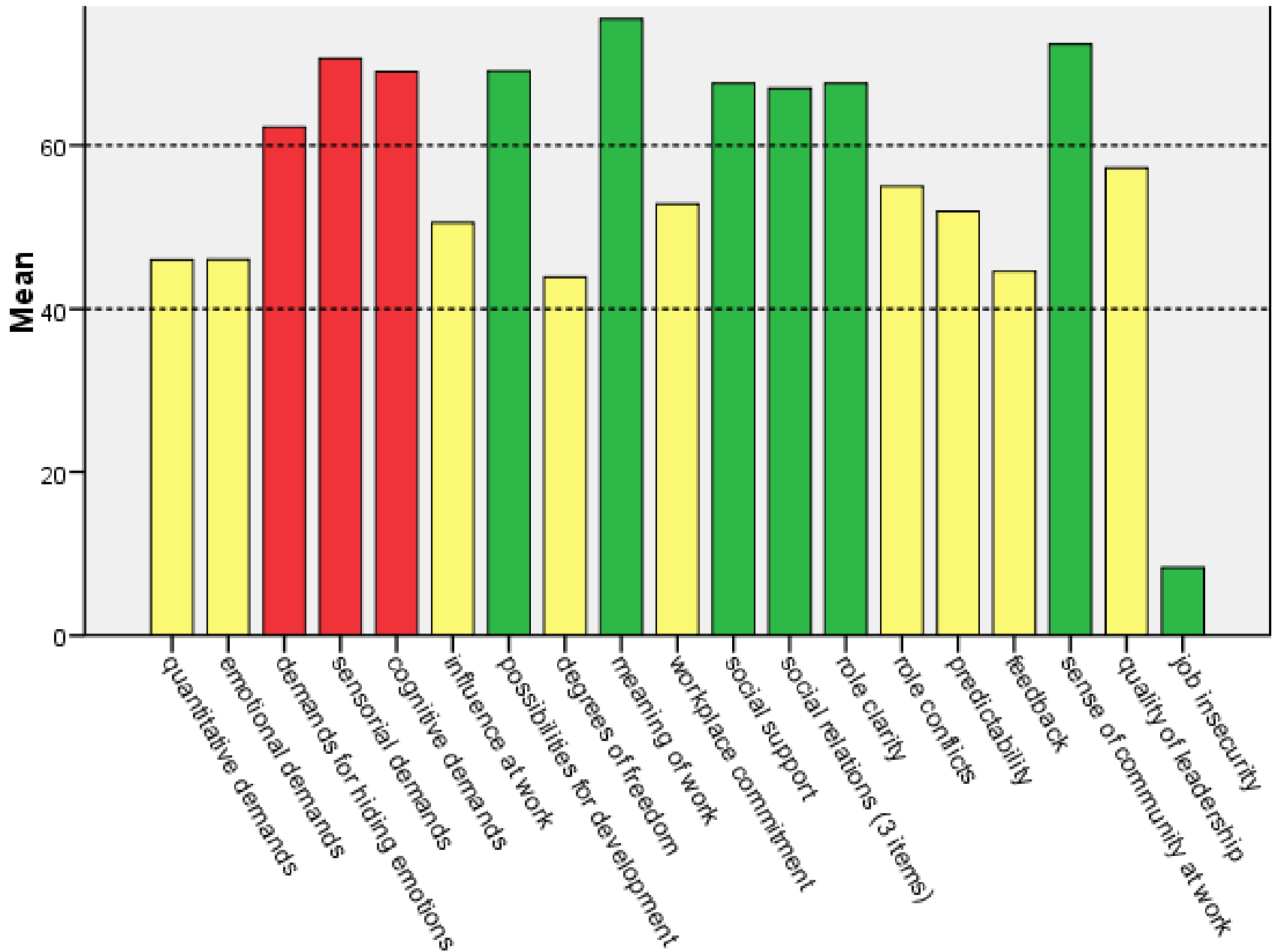
Job profile administrative workers



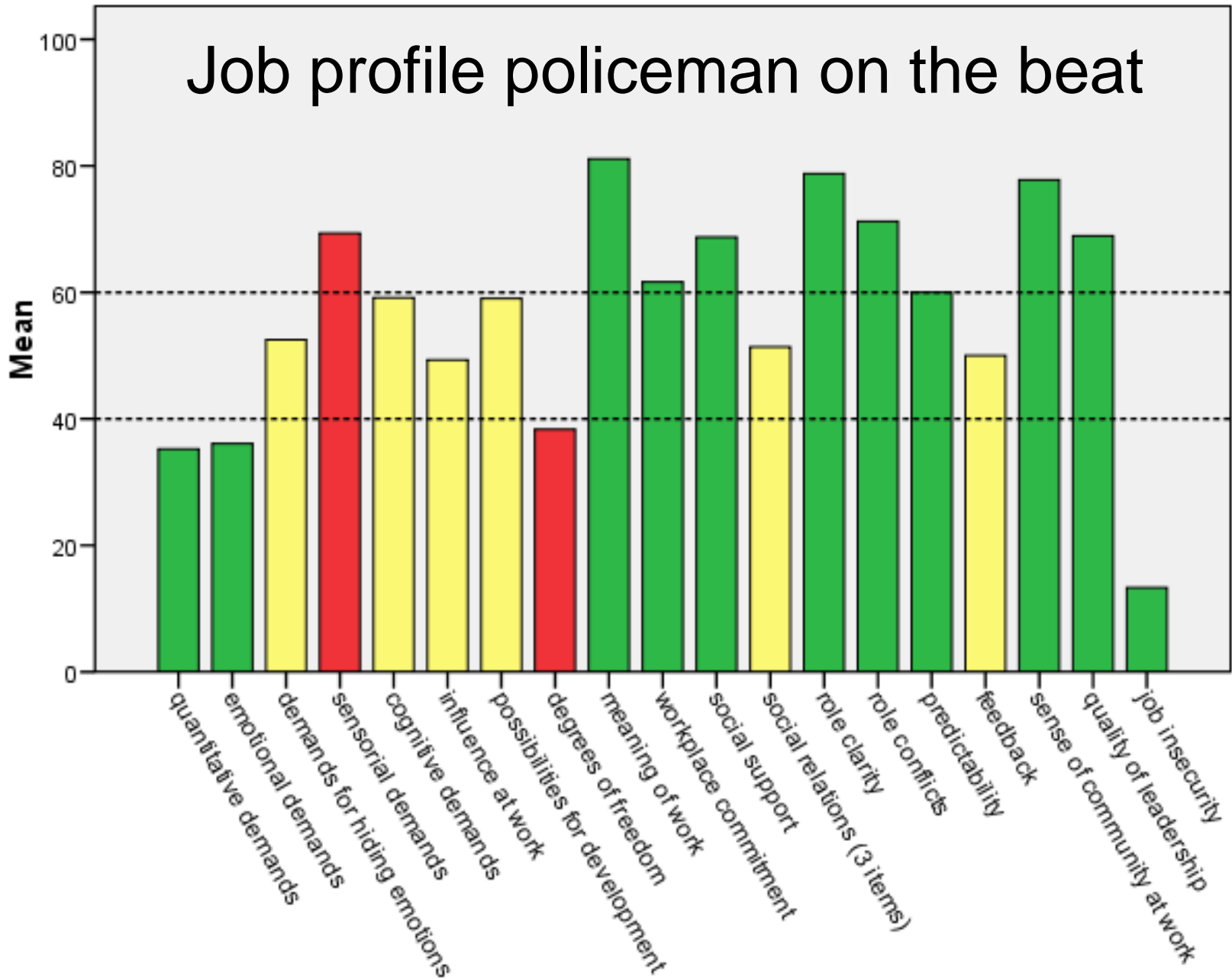
Job profile cleaning personnel



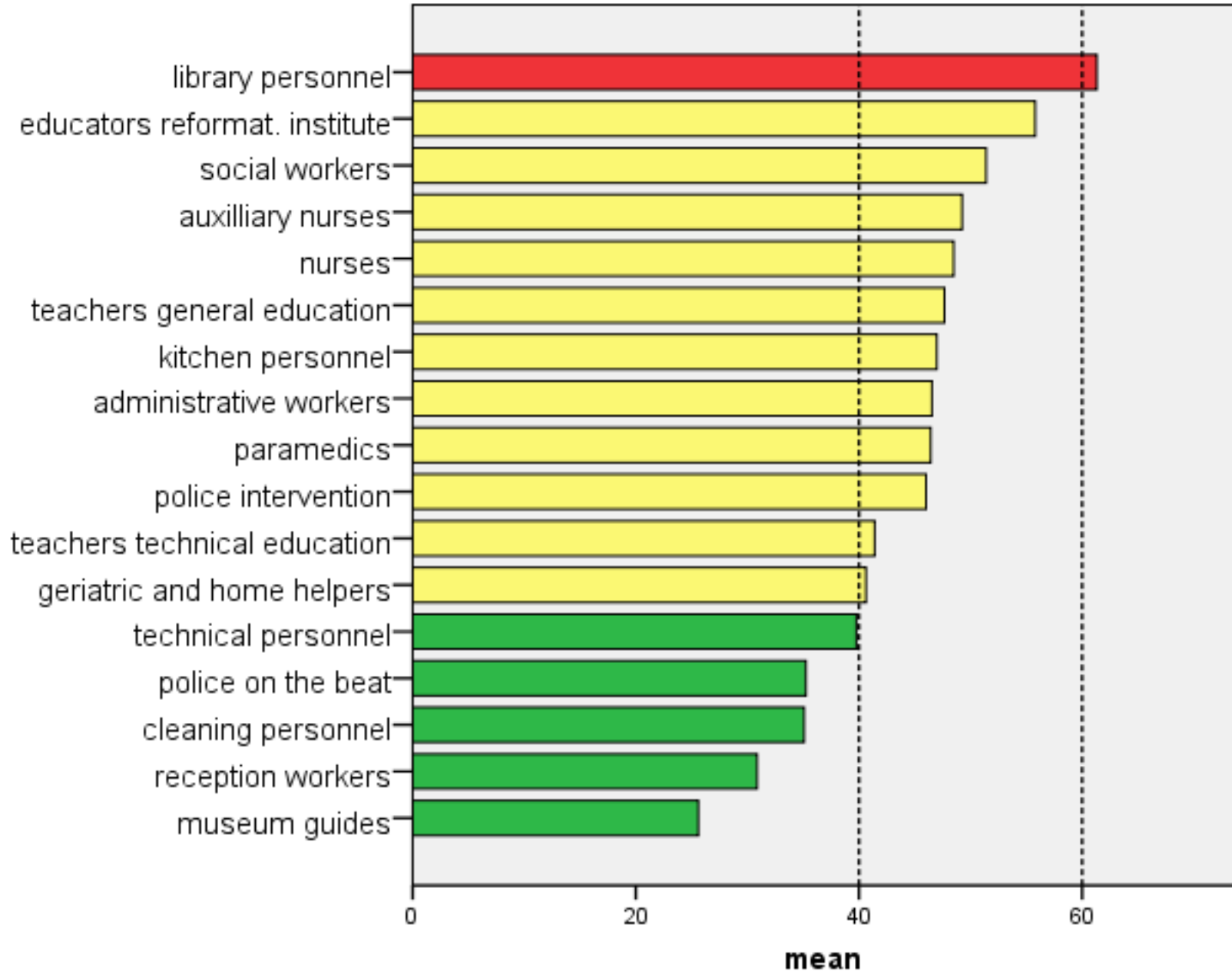
Job profile policemen intervention and detectives



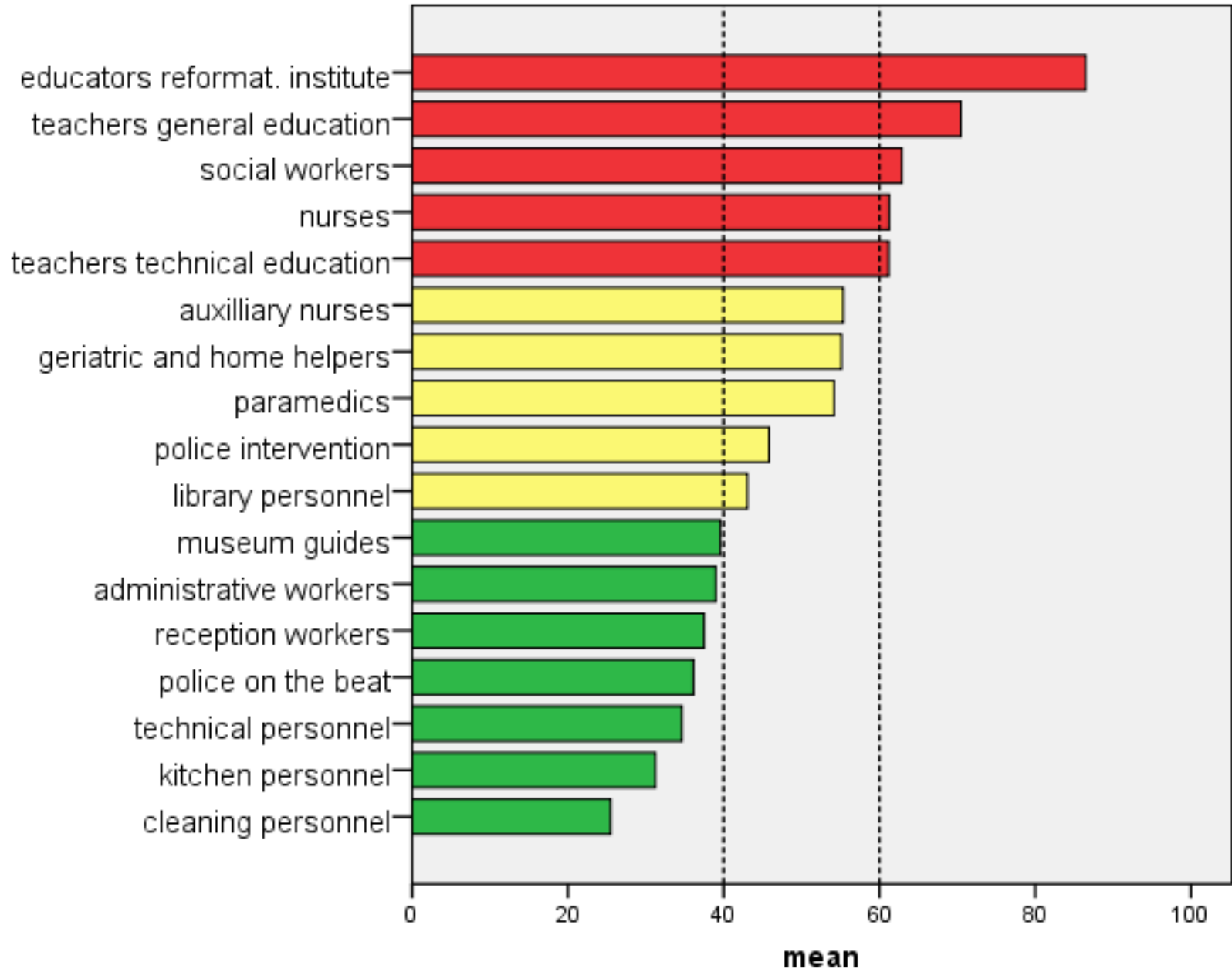
Job profile policeman on the beat



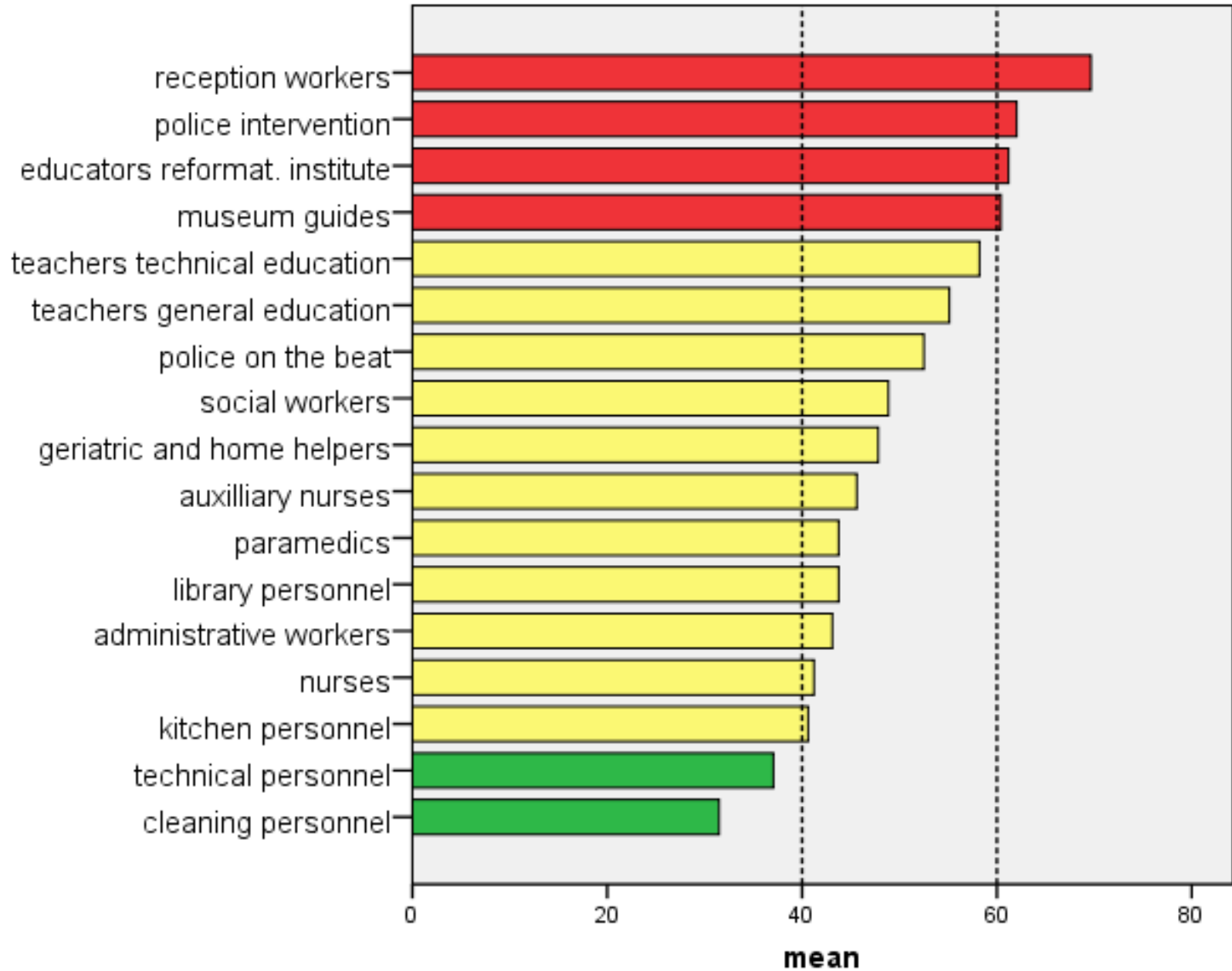
Quantitative demands by job



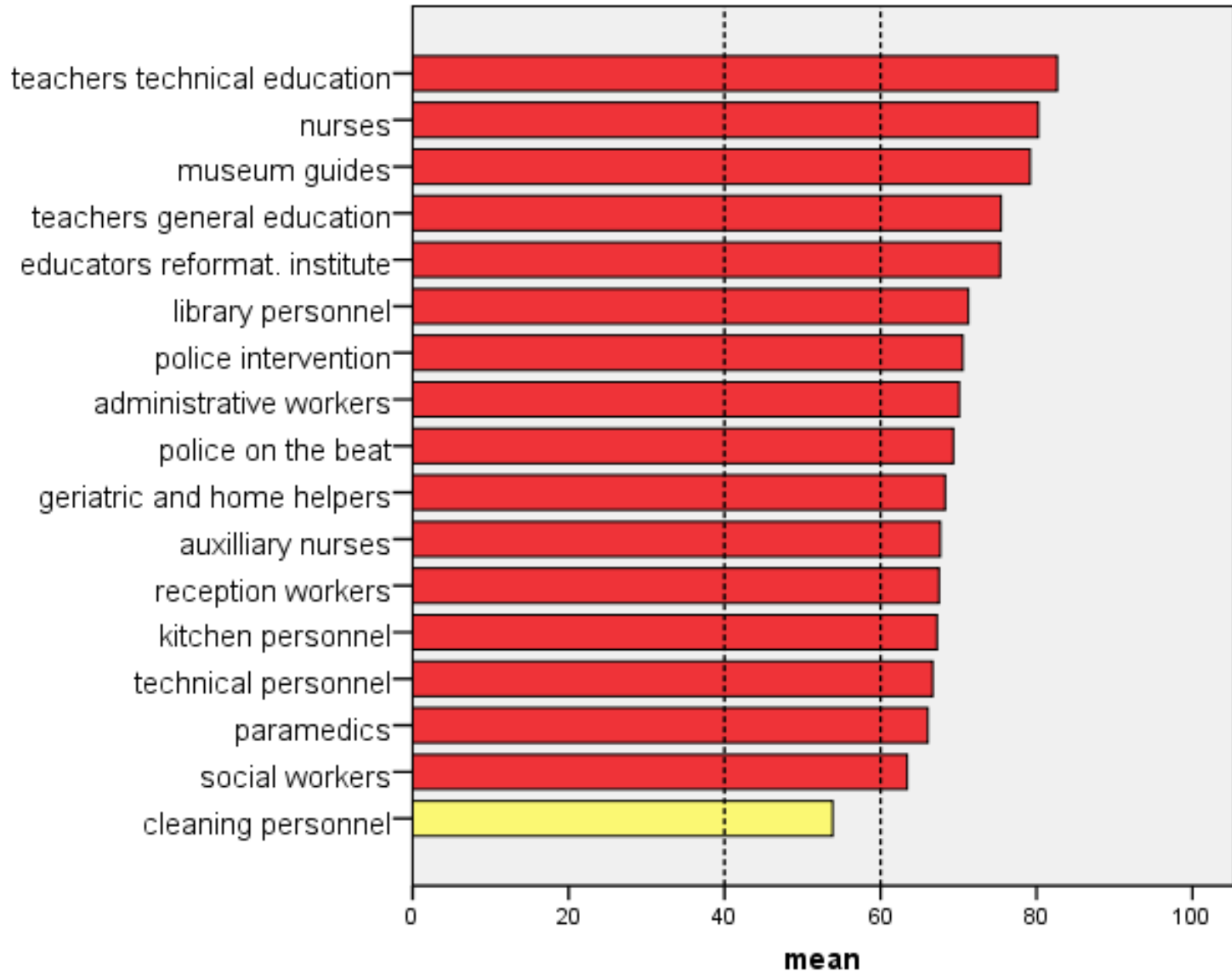
Emotional demands by job



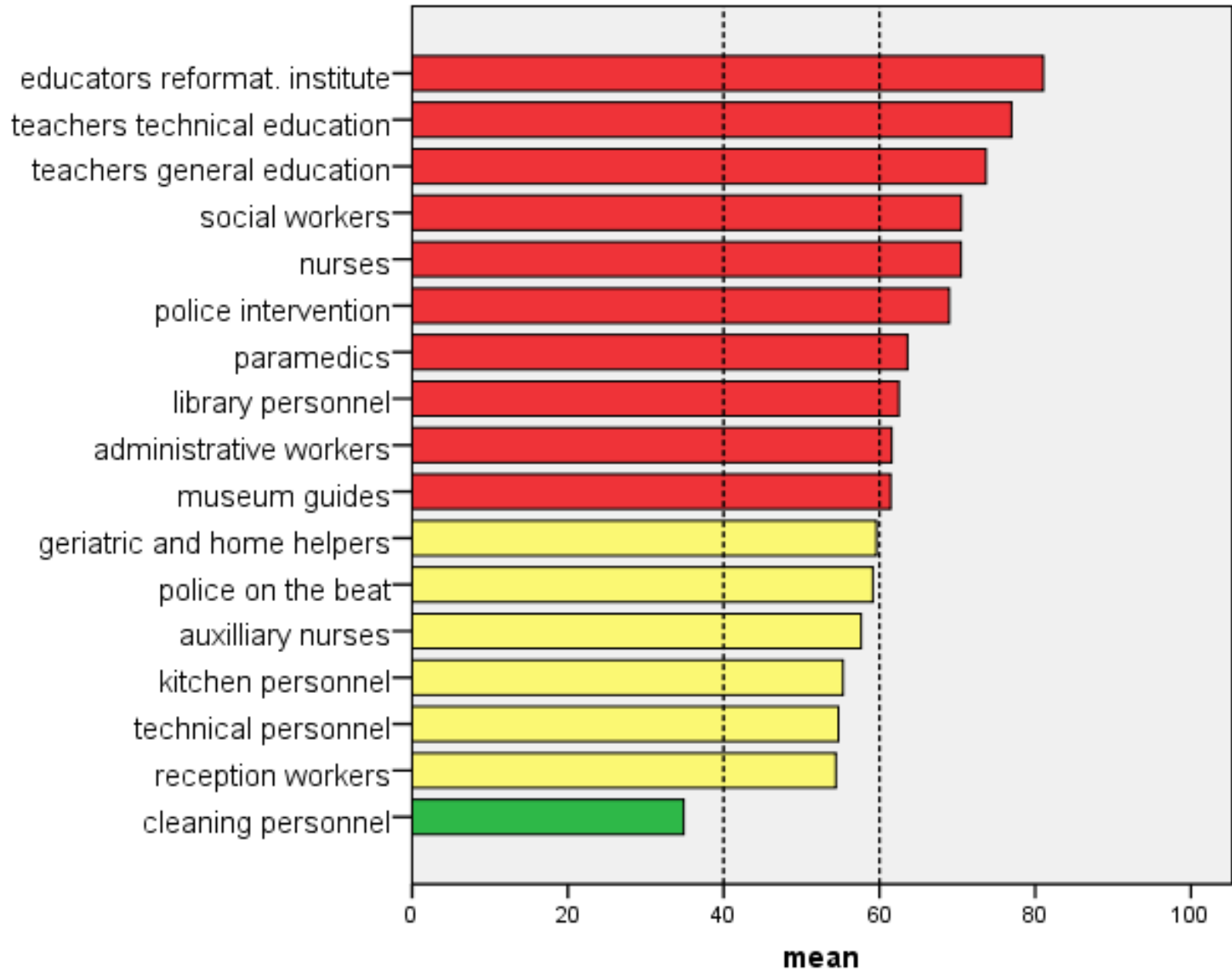
Demands for hiding emotions by job



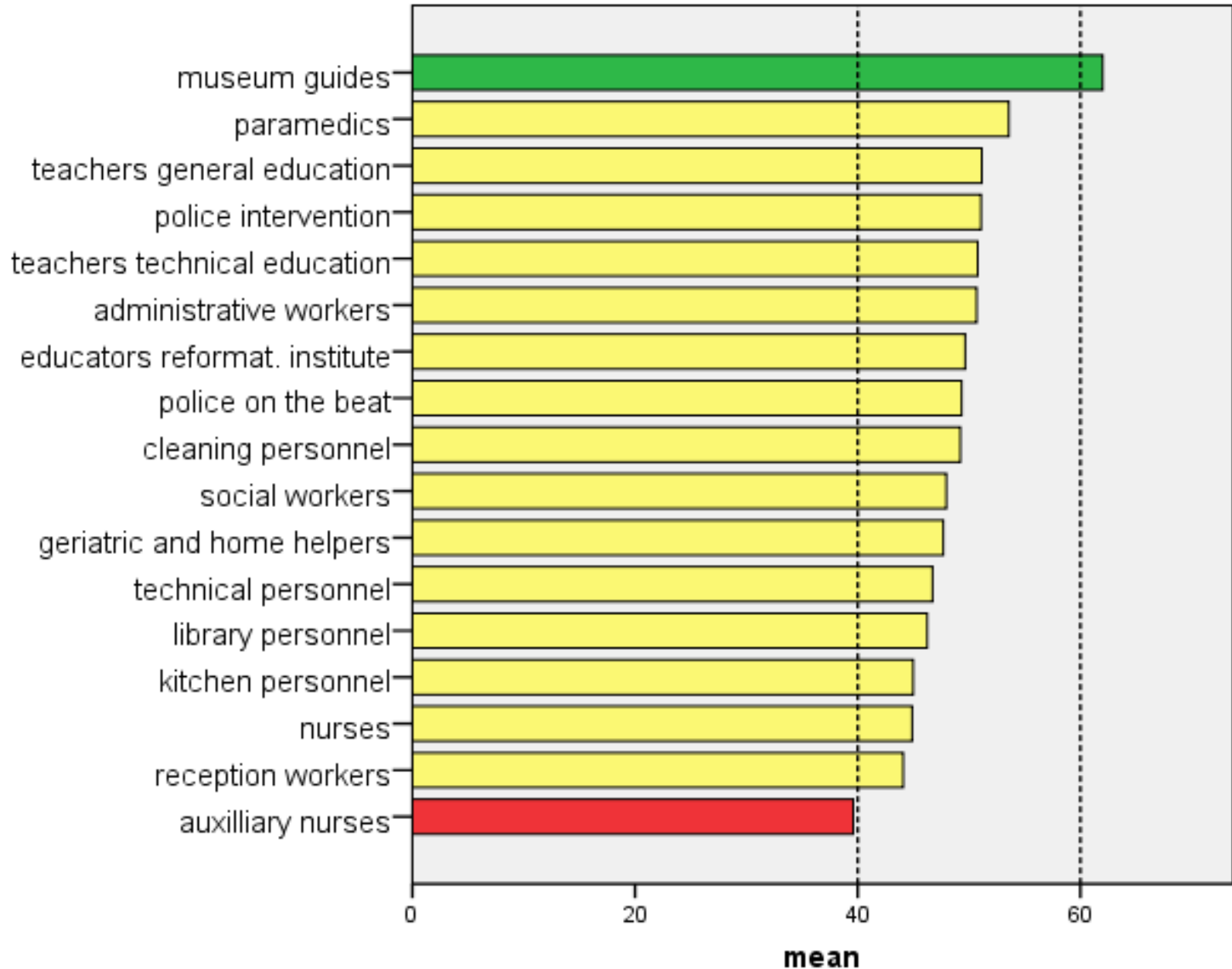
Sensorial demands by job



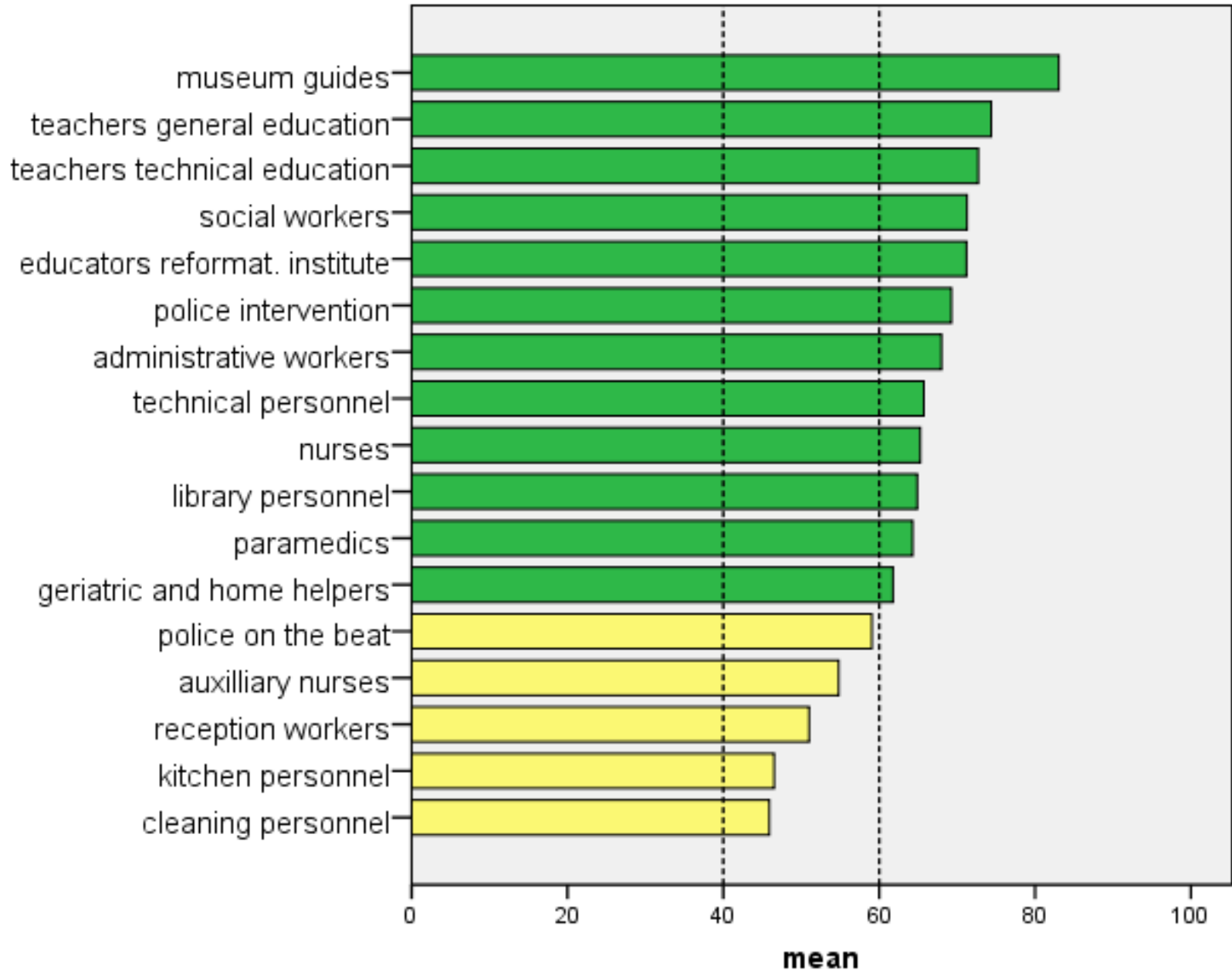
Cognitive demands by job



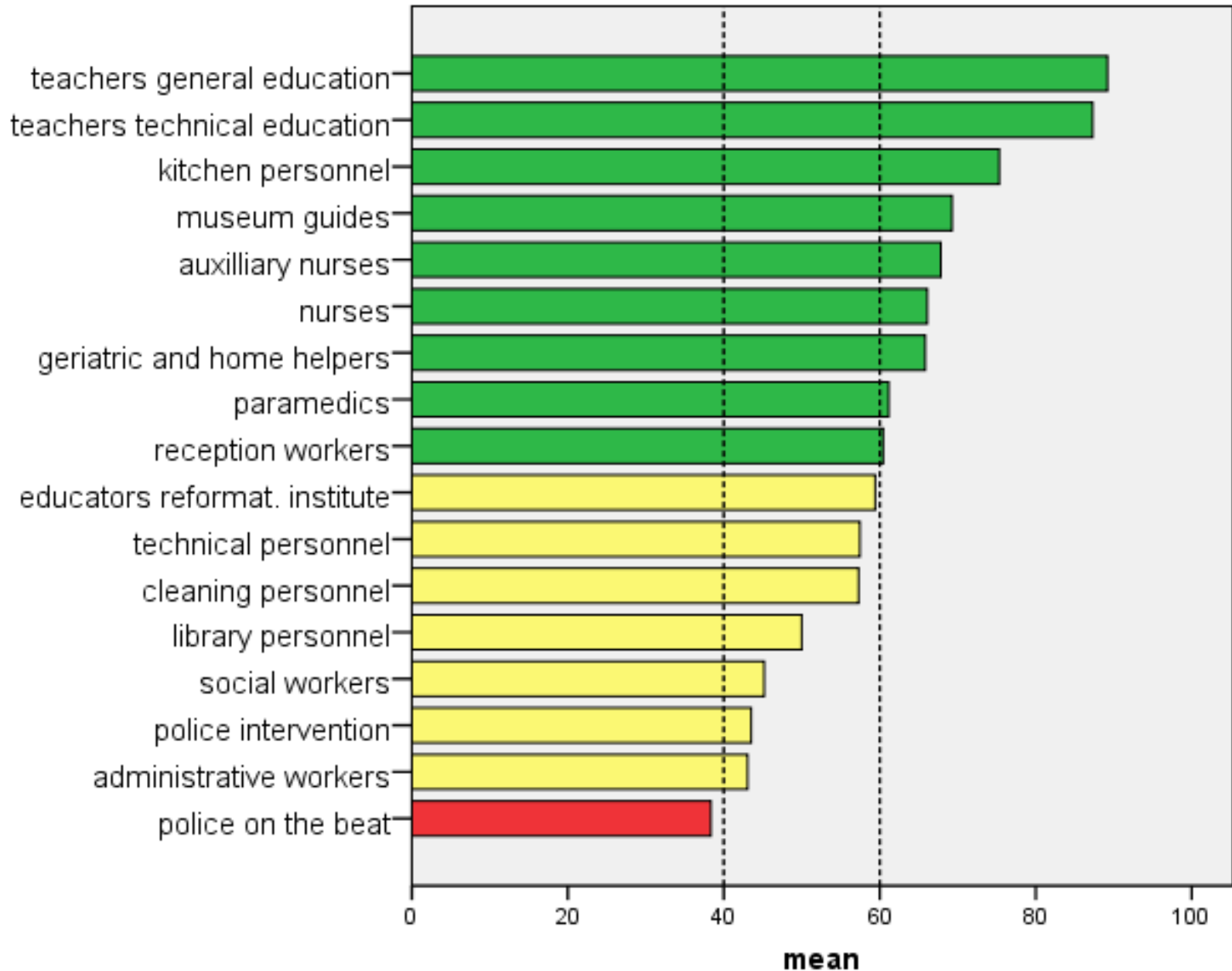
Influence at work by job



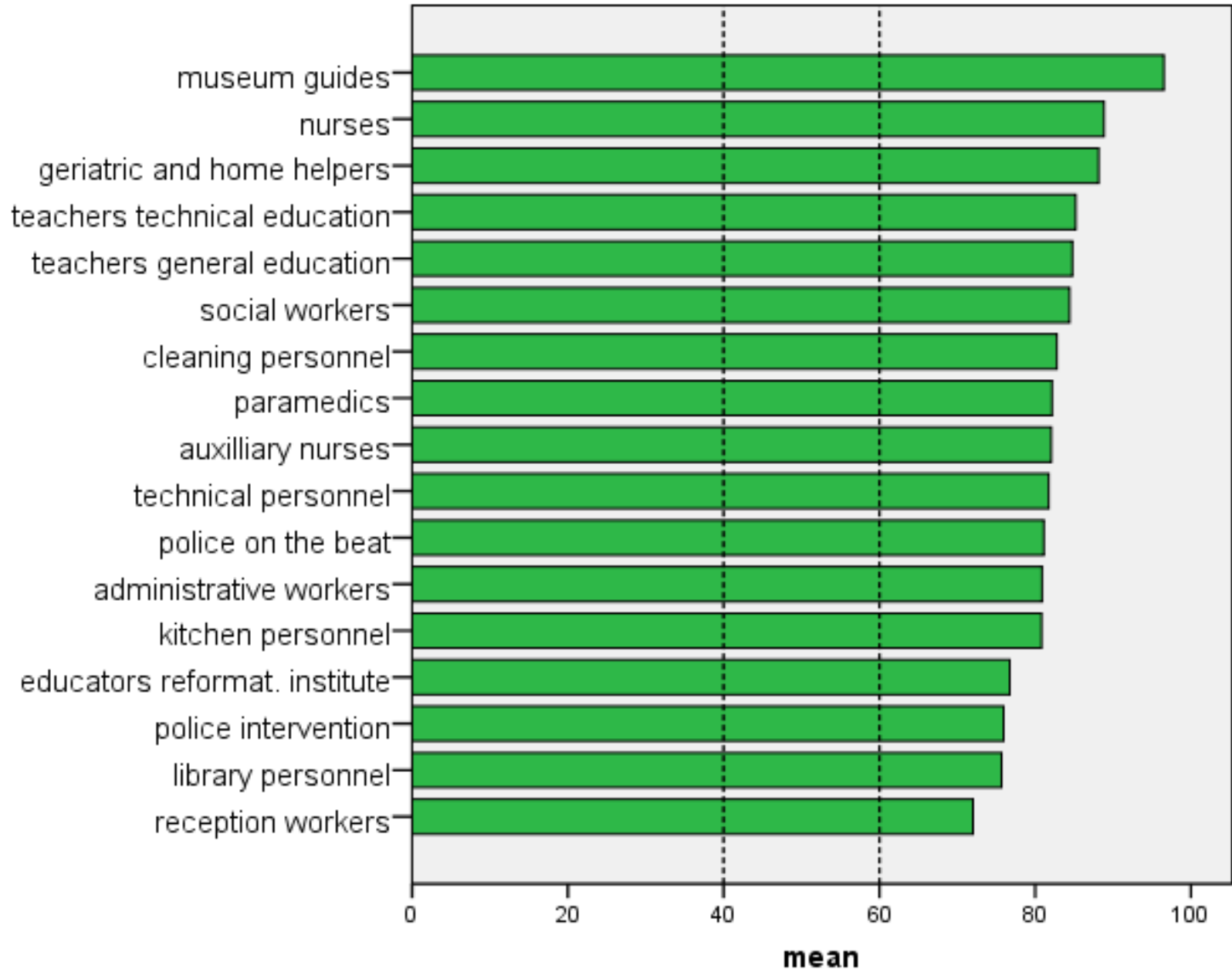
Possibilities for development by job



Degrees of freedom by job



Meaning of work by job



Workplace commitment by job

