



**2nd International workshop**  
on the Copenhagen Psychosocial Questionnaire  
**COPSOQ**

Freiburg, Sep 9–10, 2009



*2nd international COPSOQ workshop*

*Freiburg / Germany*

*9th – 10th September 2009*



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- Participants of 2nd workshop
- Some background information
- Scientific programm
- Ongoing projects in Germany



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## Participants (who are not here)

- USA: **Ted Haines, Bernadette Stringer:** Ted suffered an MI (myocardial infarction) last week, slowly recovering
  - Iran: **Narges Arsalani** (no visa, remember Jian Li 2007)
  - Sweden: **Bjorn Søderfeldt** (Hanne Berthelsen is here)
- 
- I forwarded best wishes to Ted and regrets to Narges and promised: all the proceedings
  - Ted: "What are 'clinically significant' differences in COPSOQ results?"
  - Narges: "Validation of a questionnaire measuring psychosocial work demands among Iranian nurses."



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## Participants (who are here)

- Sri Lanka: Indika Pathira
- China: Jian Li
- Chile: Nadia Saavedra, Juan Perez, Manual Parra
- Argentina: Cecilia Cornelio
- Spain: Clara Llorens, Ariadna Galtés, Salvador Moncada
- Belgium: Marc de Meester, Philippe Kiss
- France: Emilie Dupret, Christine Bocéréan
- Sweden: Hanne Berthelsen
- Denmark: Jakob Bjørner, Jan Petersen, Tage Kristensen
- Germany: Hans- Martin Hasselhorn, Bettina Gauggel, Tommi Nübling, Martin Vomstein, Ariane Haug, Mirjam Körner, Lukas Fervers, Martina Michaelis, Ulrich Stößel, Friedrich Hofmann, Matthias Nübling
- Organisation: Eva Franz, Angela Glückler, Georg Reschauer



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## Some background information

Questions: ask anybody with „Germany“ on the badge

## Post conference programme

- \* Pizza
- \* Walk around (city, hills)

List: Today at lunch



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## Scientific programme (see on your places)

Time slots: we tried to serve everybody according to the time „ordered“ – please stay within it!

Wednesday: recent experiences

Thursday: work with enterprises and future plans

Maybe shifting: Esp, Ger -> measurement to action



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„my“ goals ... and your goals - hopefully!

- See what is done with COPSOQ all over the world
- Subjective – objective: Convergent validity, external validity
- Practical experiences: working with enterprises
- International comparisons: let us use the strength of the COPSOQ network!



# Ongoing projects in Germany

- Benita and Hans-Martin (Wuppertal): **Organisational effects** of a COPSOQ assessment (this afternoon or tomorrow morning)
- Gathering data in the **cooperation model** science – enterprises (ca. 45.000); inclusion of representative data
- Public use **online-database** (JEM) with profession specific reference values
- Survey in all **schools** in Baden-Württemberg and Bremen (2 regions in Germany) (4200 + 150 schools, 110.000 + 6.000 teachers) with expanded COPSOQ
- **International networking** and projects (here!)



## 2nd International workshop on the Copenhagen Psychosocial Questionnaire **COPSOQ**

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### Demands

- Quantitative demands
- Emotional demands
- Demands for hiding emotions
- *Work - privacy conflict*

German COPSOQ  
Standard: 87 Items  
ca. 15-20 Min  
[www.copsoq.de](http://www.copsoq.de)

### Influence and development

- Influence at work
- Degree of freedom at work
- Possibilities of development
- Meaning of work
- Workplace commitment

### Further parameters

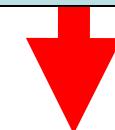
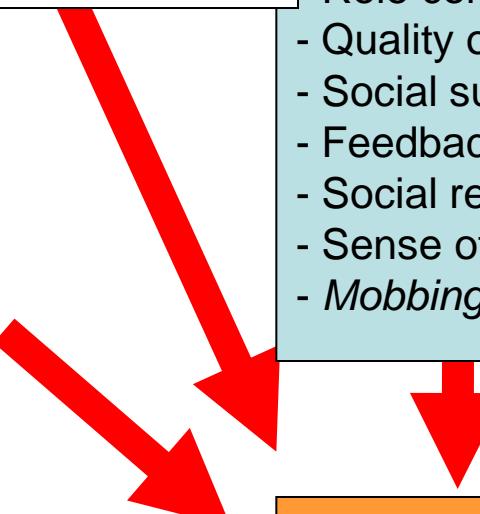
- Job insecurity

### Supplementary scales

- conflicts with clients
- shift work
- teacher scales
- ...

### Interpersonal relations and leadership

- Predictability
- Role clarity
- Role conflicts
- Quality of leadership
- Social support
- Feedback
- Social relations
- Sense of community
- *Mobbing*



### Strain (effects, outcomes)

- Job satisfaction
- *Intention to leave*
- General health
- *Burnout*
- Cognitive stress
- *Satisfaction with life*

MN/FFAS

C



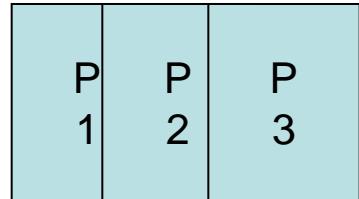
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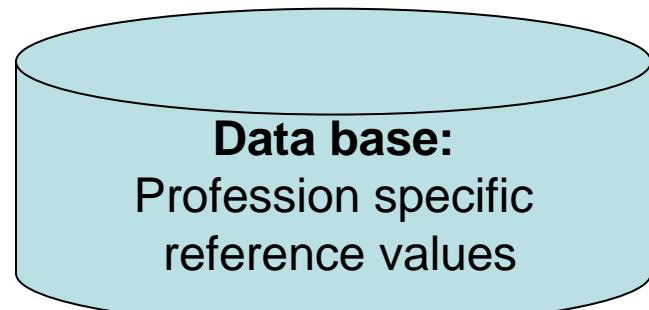


## Data collection: Cooperation model: science - enterprises

### 2. Performance survey



### 7. Improvement actions



### 4. Data analysis

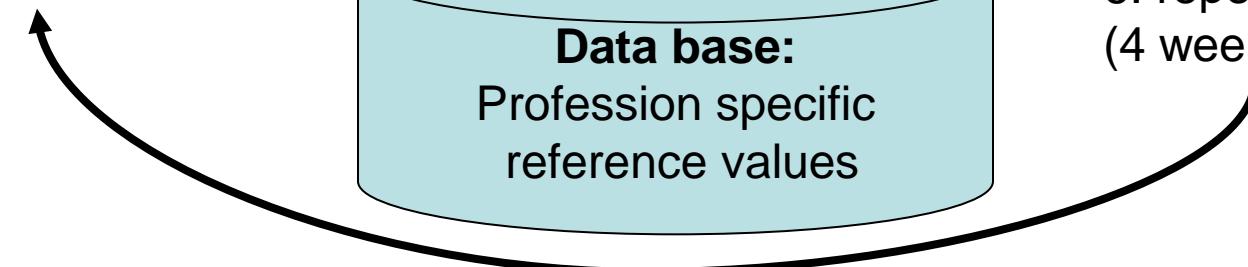


1. materials  
(online Q, p&p Q-sets)

3a. Q or online-data  
3b. Direct online feedback

5. Comparison with reference data  
Inclusion in database

6. report + CD  
(4 weeks)





Online database: [www.copsoq-datenbank.de](http://www.copsoq-datenbank.de)

# Profession specific reference values

Sponsored by BAuA (Federal Institute for Occupational Safety and Health)

# Ready by end of 2009

COPSOQ

# datenbank

Copsoq Datenbankabfrage – bitte wählen Sie die einzelnen Kategorien

[Home](#)  
[Datenbankabfrage](#)  
[Funktionsweise](#)  
[Informationen](#)  
[Kontakt](#)  
[Impressum](#)

Berufsabschnitte:	alle	<input type="button" value="?"/>
Branchen:	alle	<input type="button" value="?"/>
Altersgruppe:	alle	<input type="button" value="?"/>
Geschlecht:	alle	<input type="button" value="?"/>
Erhebungsjahr:	alle	<input type="button" value="?"/>

values „on the fly“

N=2561 (COPSOQ main study)

## MW, SD, valid N

	MW	SD	N
Quantitative Anforderungen	57	17	2538
Emotionale Anforderungen	63	21	2537
Emotionen verbergen	52	21	2544

Fertig

Example:

Professional group (rough): Vg: 84-85: health care

Professional group (fine): 8410: physician

**COPSOQ**

**datenbank**

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Berufsabschnitte:	Vg: Gesundheitsdienstberufe (84-85)	
Berufsklassen:	8410 Ärzte/Ärztinnen o.n.F., Praktische Ärzte/Ärztinnen	
Branchen:	alle	
Altersgruppe:	alle	
Geschlecht:	alle	
Erhebungsjahr:	alle	
Erhebungsart:	alle	
Rücklauf:	alle	
Repräsentativität:	alle	

Copsoq-Datenbankabfrage vom 01. September 2009 14:47:39

Gesamtzahl der abgefragten Datensätze: 30

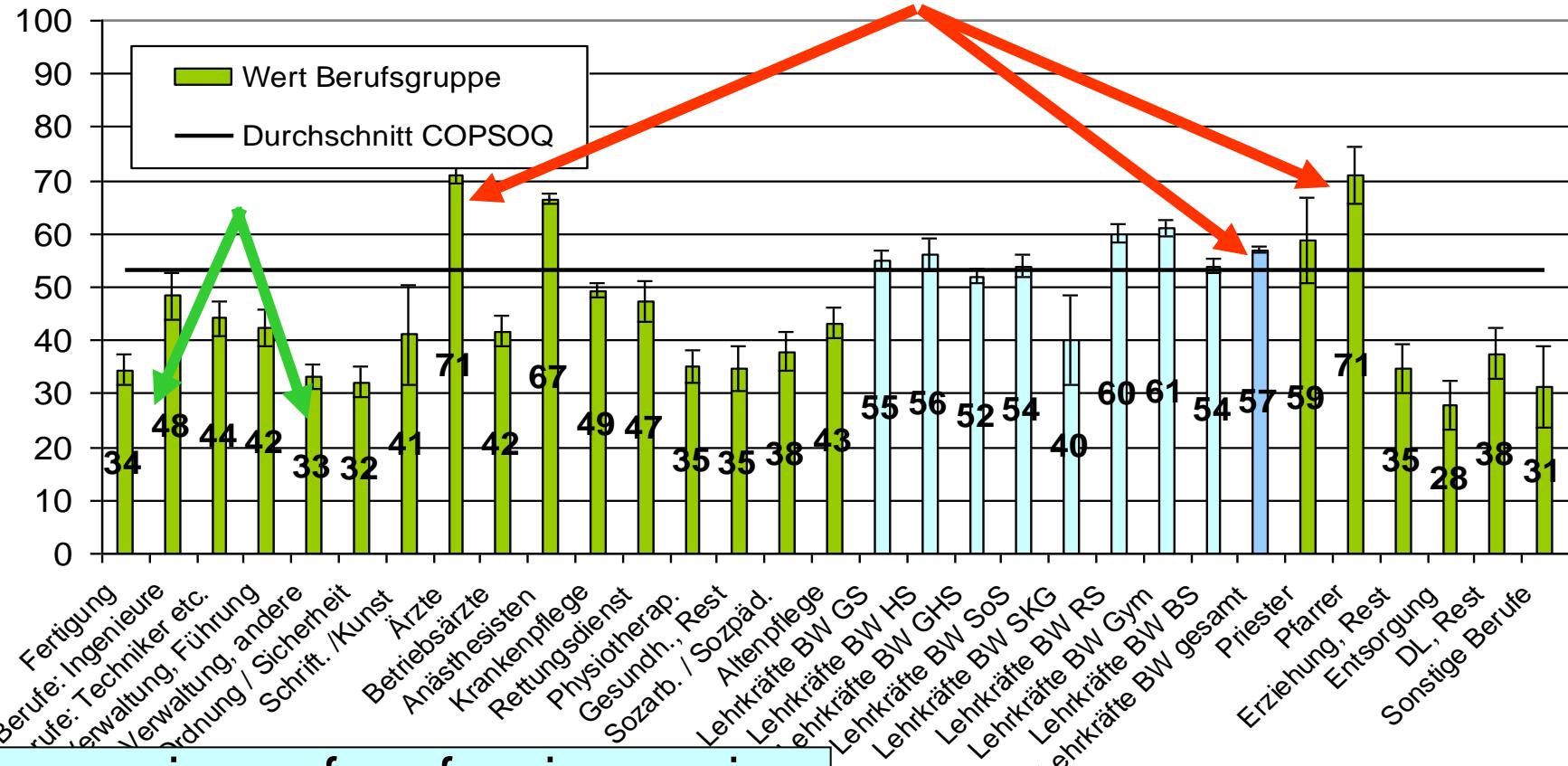
values „on the fly“  
N=30

	MW	SD	N
anforderungen	72	17	30
forderungen	71	24	30
Emotionen verbergen	51	16	30
Work-Privacy Conflict	59	30	30
Einfluss bei der Arbeit	43	15	30

Fertig



## Scale: Work- privacy (family) conflict



Comparison of professions using  
the COPSOQ-database  
(also in cooperation model)

in (KdB 92)

for each of the 25 scales

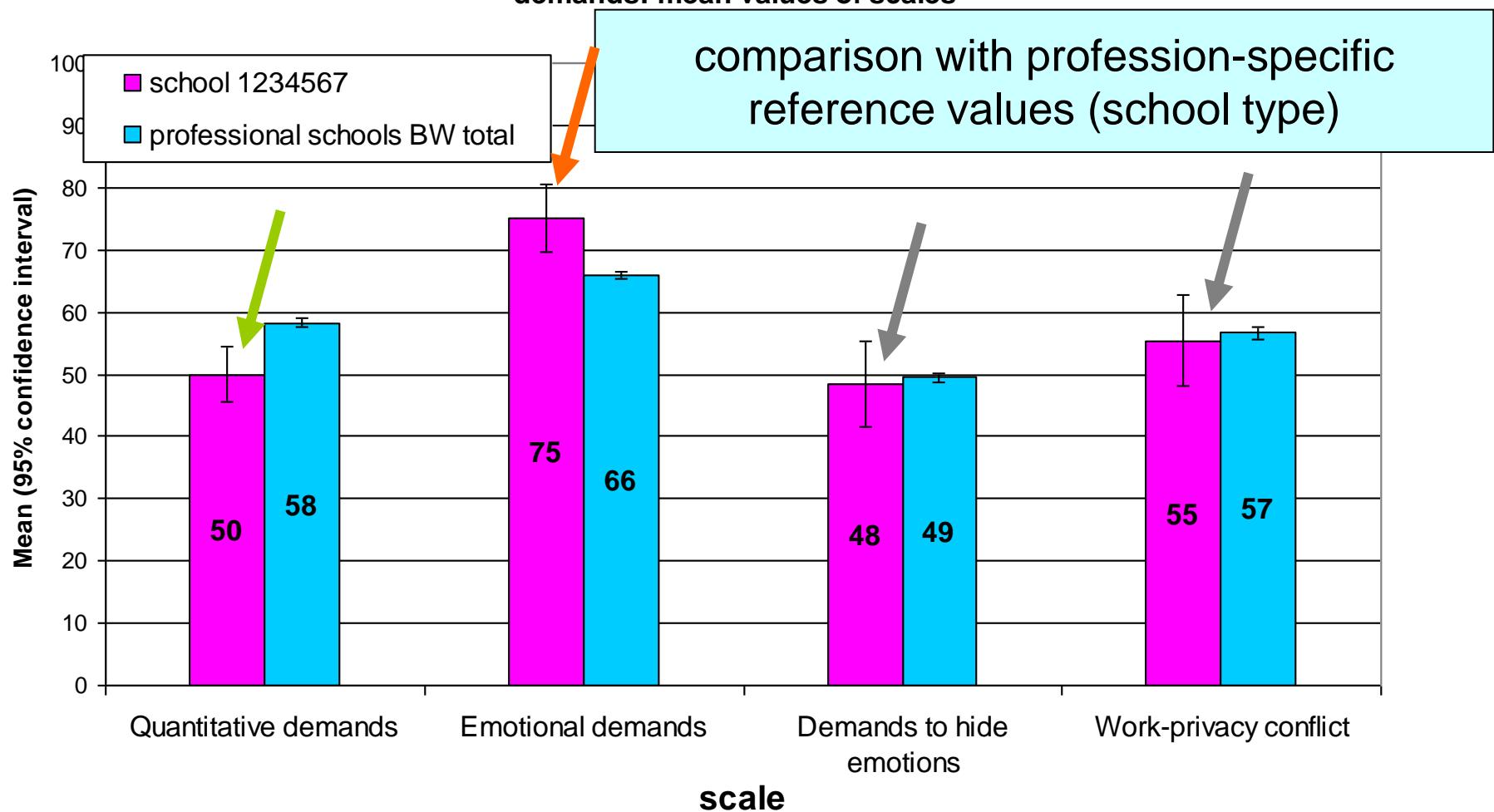


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**demands: mean values of scales**





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A new name?

~~FRPSOQ?~~

~~MermaidPSOQ ?~~

~~TSKPSOQ? NÜPSOQ~~



All discarded due to lack  
of pronouncability and modesty.

*Let's go with COPSOQ!*