2nd international COPSOQ workshop

Freiburg / Germany

9th – 10th September 2009
• Participants of 2nd workshop

• Some background information

• Scientific programm

• Ongoing projects in Germany
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.”
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
Some background information

Questions: ask anybody with „Germany“ on the badge

Post conference programme
* Pizza
* Walk around (city, hills)
List: Today at lunch
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
„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!)
Demands
- Quantitative demands
- Emotional demands
- Demands for hiding emotions
- Work - privacy conflict

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

Strain (effects, outcomes)
- Job satisfaction
- Intention to leave
- General health
- Burnout
- Cognitive stress
- Satisfaction with life

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

German COPSOQ Standard: 87 Items
ca. 15-20 Min
www.copsoq.de
Data collection: Cooperation model: science - enterprises

2. Performance survey

Enterprise

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

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

Data base:
Profession specific reference values

4. Data analysis

FFAS

5. Comparison with reference data
   Inclusion in database

6. report + CD (4 weeks)

7. Improvement actions
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

values „on the fly“

N=2561 (COPSOQ main study)

MW, SD, valid N
Example:
Professional group (rough): Vg: 84-85: health care
Professional group (fine): 8410: physician

values „on the fly“
N=30
Comparison of professions using the COPSOQ-database (also in cooperation model) for each of the 25 scales.
demands: mean values of scales

comparison with profession-specific reference values (school type)
A new name?

FRPSOQ?

MermaidPSOQ?

TSKPSOQ? NÜPSOQ?

All discarded due to lack of pronunciability and modesty.

Let’s go with COPSOQ!