

# **THE COPSOQ IN FRANCE :**

## **Adaptation and application of the short version**

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THE COPSOQ IN FRANCE

# Evolution of the questionnaire

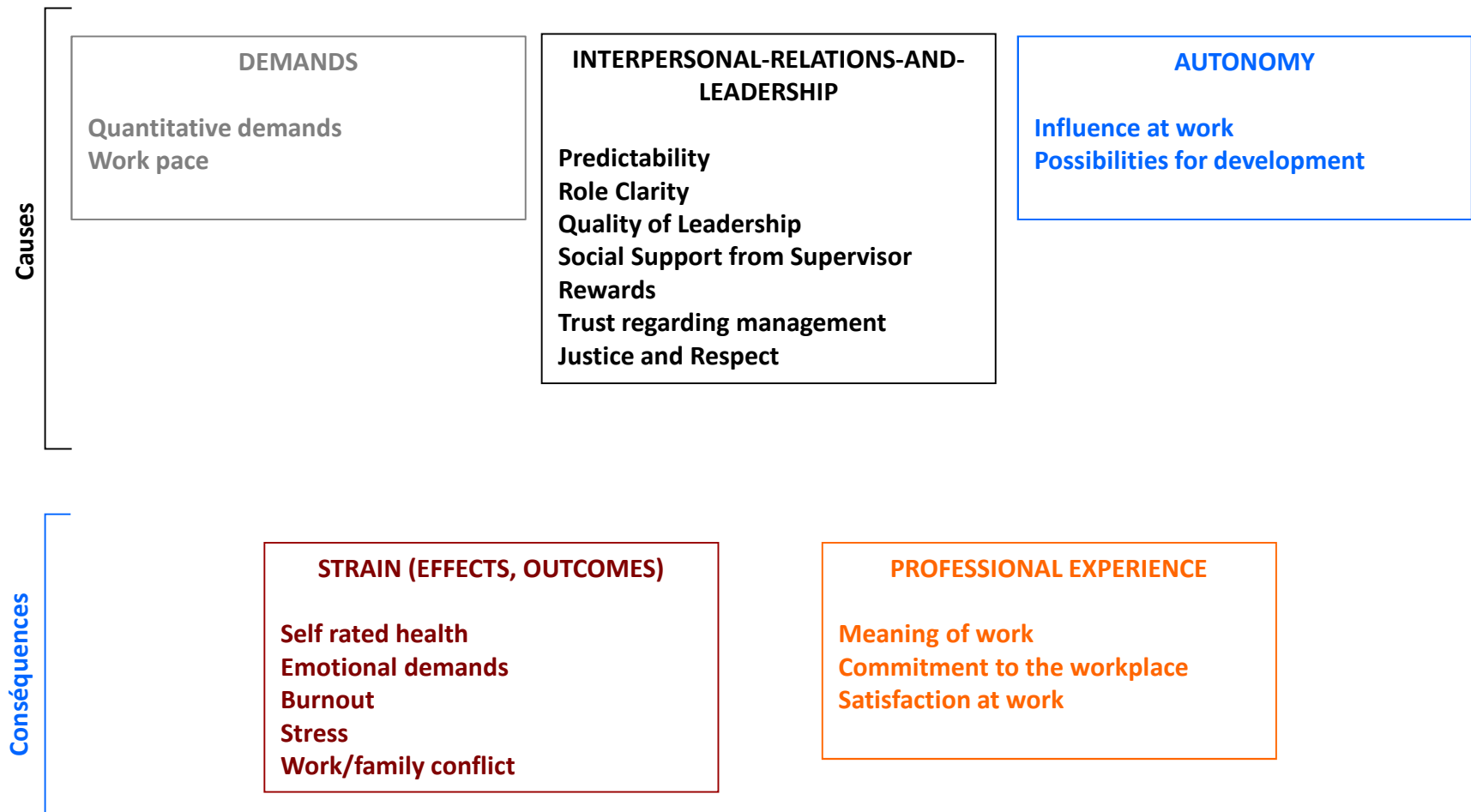


# Psychosocial risk dimensions

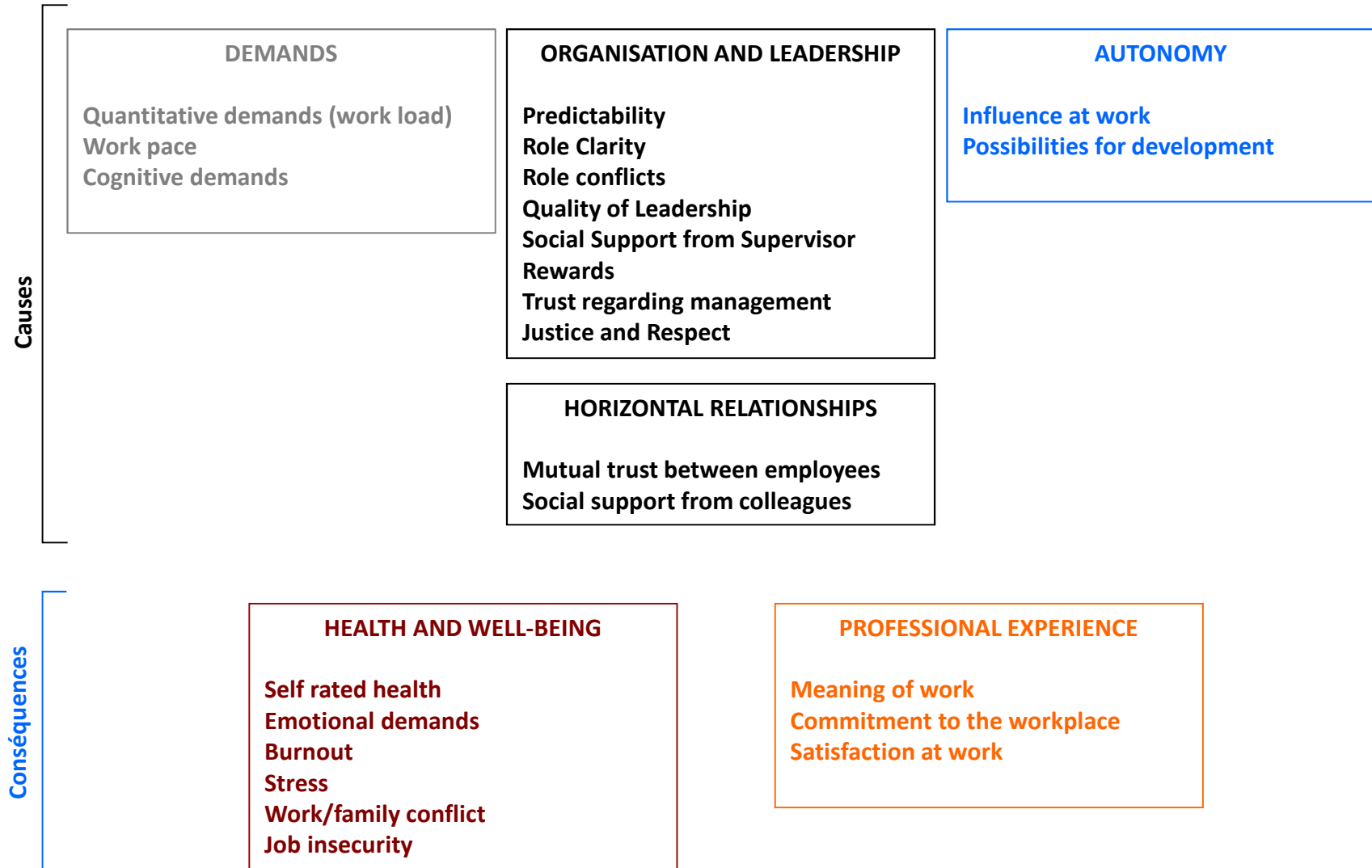
INDICATEURS DARES DECEMBRE 2010	
<b>WORK DEMANDS</b>	Amount of work
	Time pressure
	Work complexity
	Problems with combining work and personal life
<b>EMOTIONAL DEMANDS</b>	Relationship with the public
	Fear at work
<b>SELF SUFFICIENCY AND INFLUENCE AT WORK</b>	Freedom to decide how to do the job
<b>REWARDS AND SOCIAL SUPPORT</b>	Cooperation and social support from colleagues
	Cooperation and social support from superiors
	Violence
	Recognition and sense of purpose of the work
<b>VALUE (ROLE) CONFLICT</b>	Obligation to work in a way that <b>strikes the dedication</b> : Ethical Conflict
	Lack of time to <b>perform quality work</b>
<b>JOB INSECURITY</b>	Feel unable to do the same job until retirement age



# 19 scales in the French short version of the COPSOQ

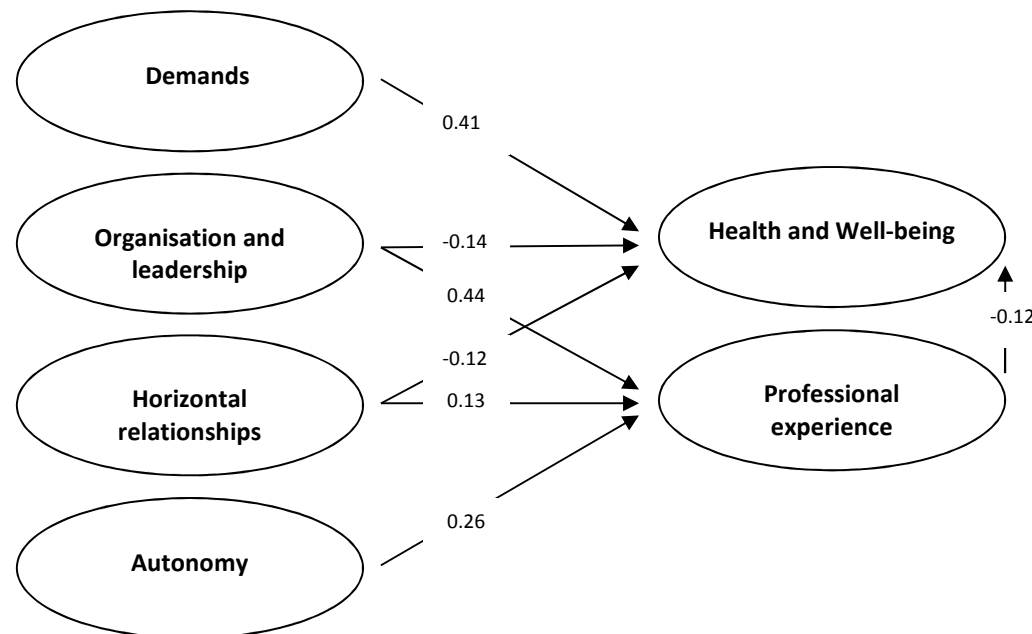


# 24 scales in the French short version of the COPSOQ



# COPSOQ's validation

- The data was collected in 2010 from a large French company of Aircraft industry located in ten cities (3166 participants).
  - Reliability analysis
  - Confirmatory Factor Analysis based on the scales ( $X^2$  (ddl = 144) = 1796,  $p < .001$ ; RMSEA = 0.06; AGFI = .92)
  - Confirmatory Factor analysis based on domains show the following relations between domains “causes” and “consequences” ( $X^2$  (ddl = 2) = 3.26,  $p = .02$ ; RMSEA = 0.014; AGFI = .99)



# COPSOQ's validation

- Concurrent validity
  - anxiety and depression (HADS)
  - stress (EVA = Echelle Visuelle Analogique) : an item assessing current stress at work (10-point self-evaluation scale)
    - correlation between “Health and Well-being” and “anxiety” scores :  $-.71$  ( $p < .001$ )
    - correlation between “Health and Well-being” and “depression” scores :  $-.59$  ( $p < .001$ )
    - correlation between “Health and Well-being” and “stress” scores :  $-.67$  ( $p < .001$ )
- Known group comparison
  - Analysis of variance showed that :
    - women obtain an average score less satisfactory in “Health and Well-being” domain than men;
    - oldest employees (being more than 55 years old) also have an average score of "Health and Well-being" less well than the other age groups;
    - middle and senior executives obtain an average score less satisfactory in “Demands” domain than the others groups;
    - middle and senior executives who are managers have an average score in “Demands” domain as well as in “family/work conflict” scale than executives without management function;
- In conclusion, all scales except the two scales about relations with the colleagues differentiate the persons according to their genre, their age and their professional status.



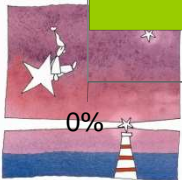
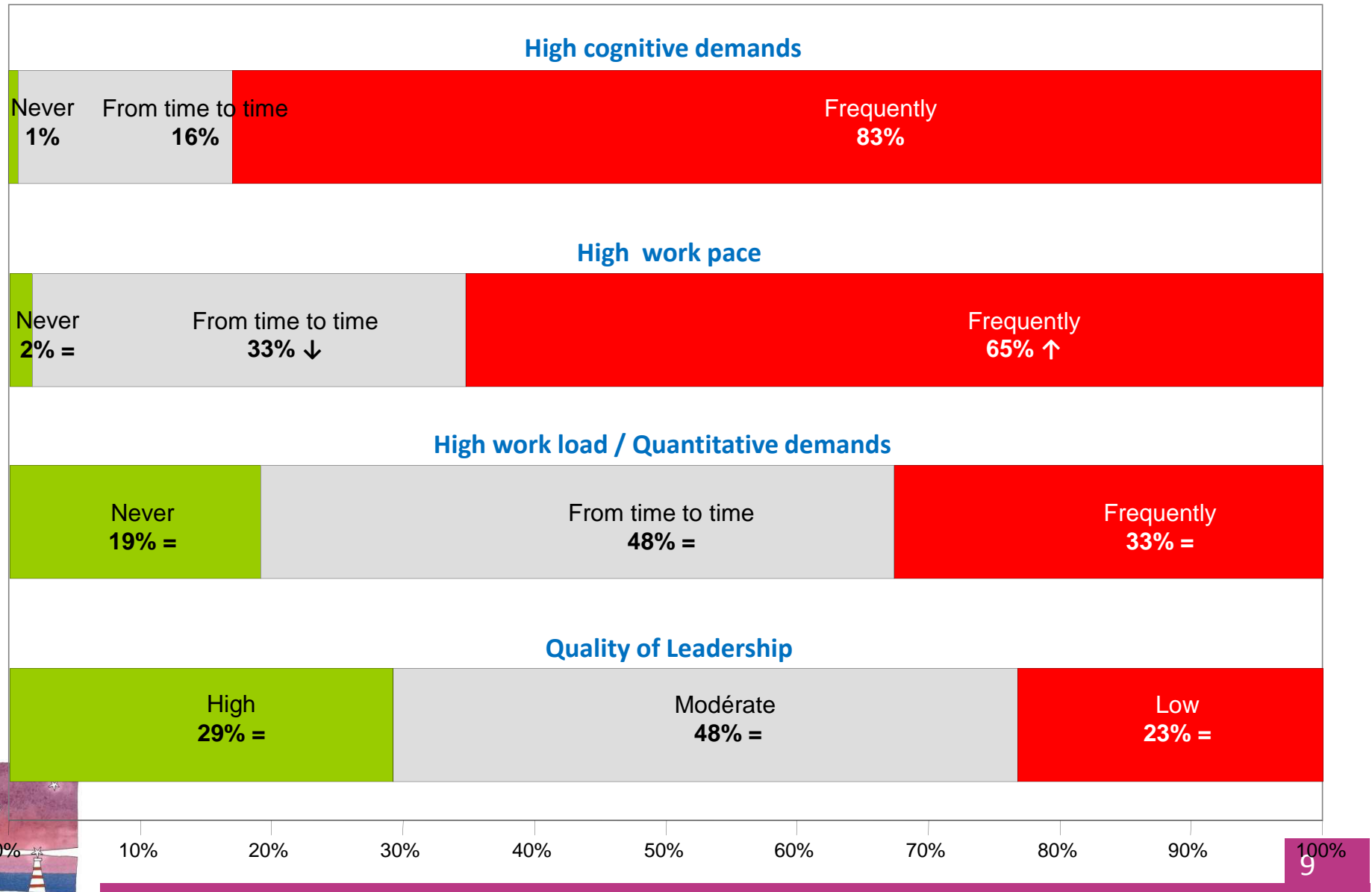
THE COPSOQ IN FRANCE

# Application of the questionnaire

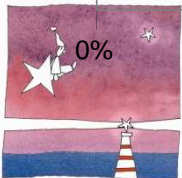
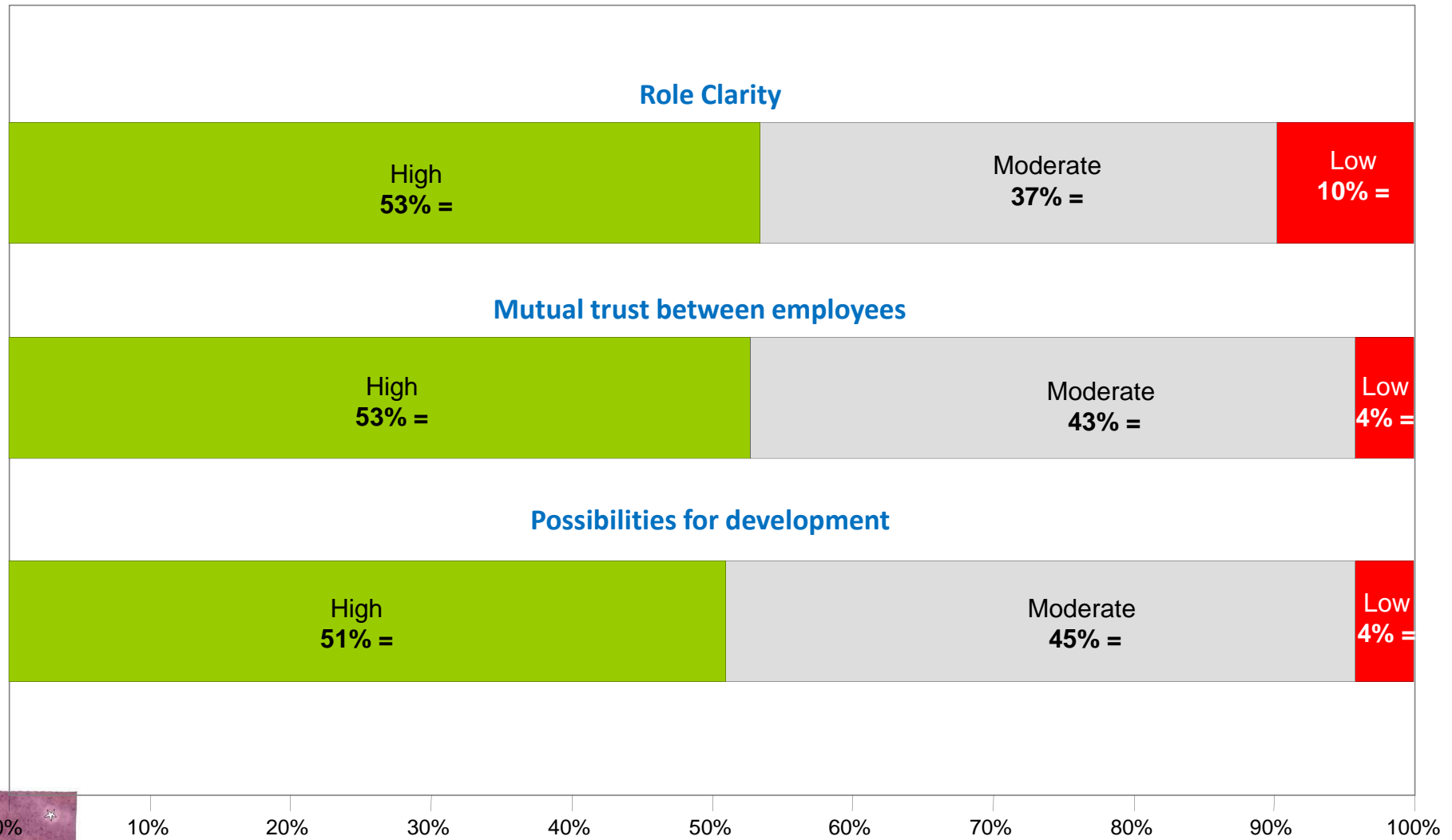




# Weaknesses and areas for improvement



# Strengths highlighted by respondents



# Multiples regressions

- The scales which predict best the score of perceived stress are :
  - quantitative demands ( $\beta = .48$ )
  - role conflict ( $\beta = -.14$ )
  - rewards ( $\beta = -.13$ )
  - influence at work ( $\beta = -.10$ )

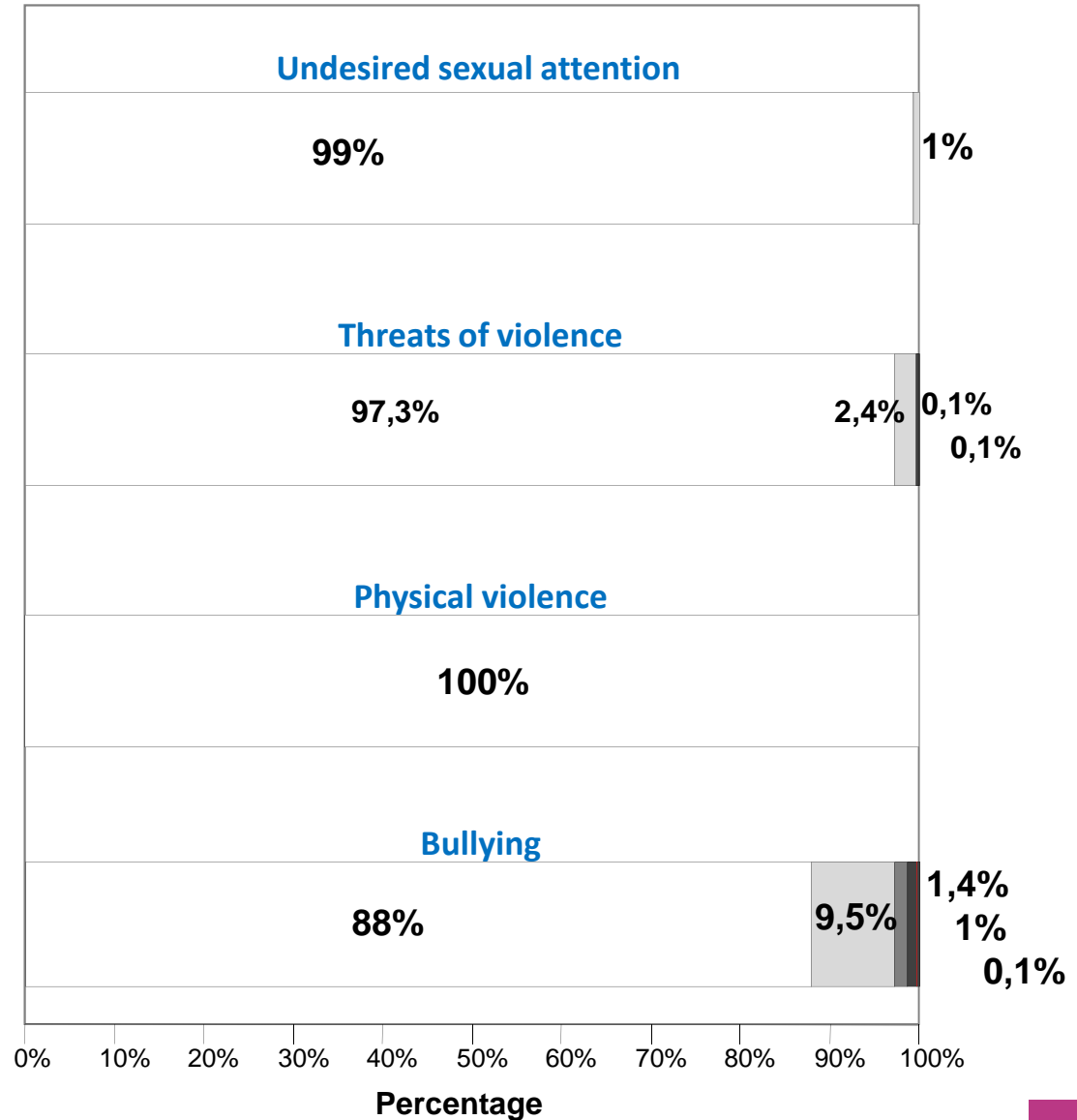


# Profile of respondents

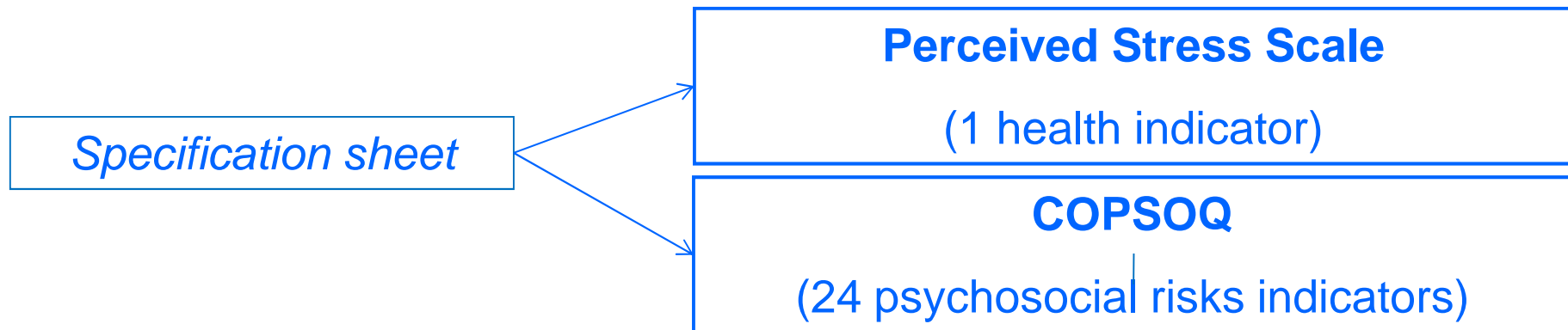
## Offensive behaviours

Have you been exposed to ... at your workplace during the last 12 months?

- No
- Yes, a few times
- Yes, monthly
- Yes, weekly
- Yes, daily



# Methodology



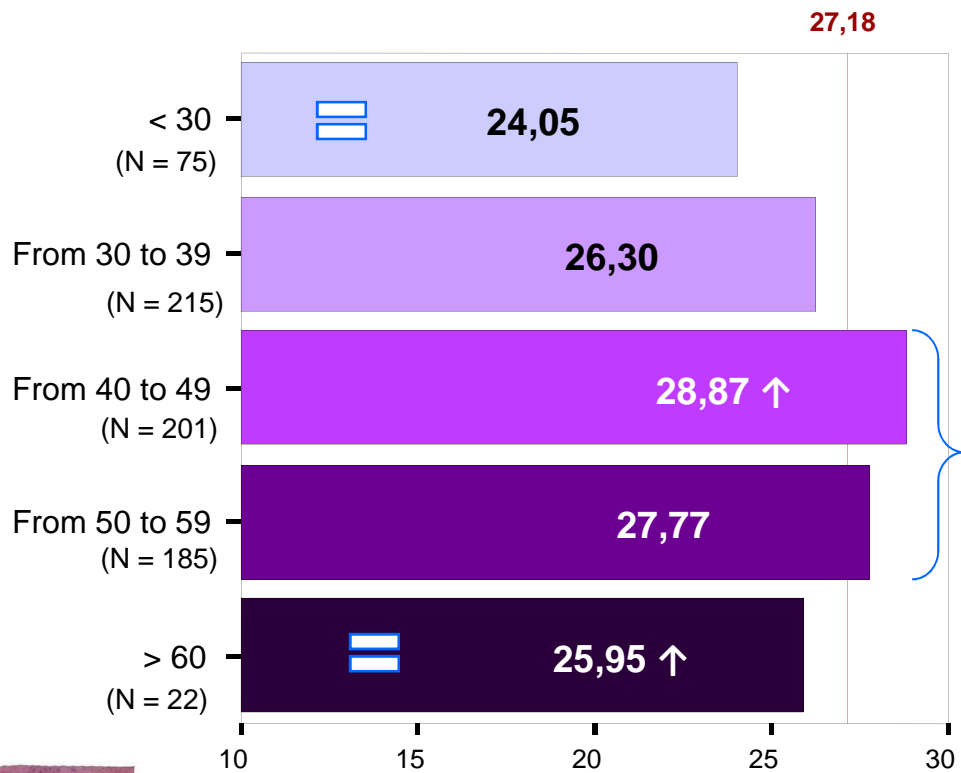
☞ The twenty four indicators of the psychosocial environment (COPSOQ) as well as the perceived stress are crossed with each identification criteria (age, status, gender...).

Only statistically significant analysis are presented.

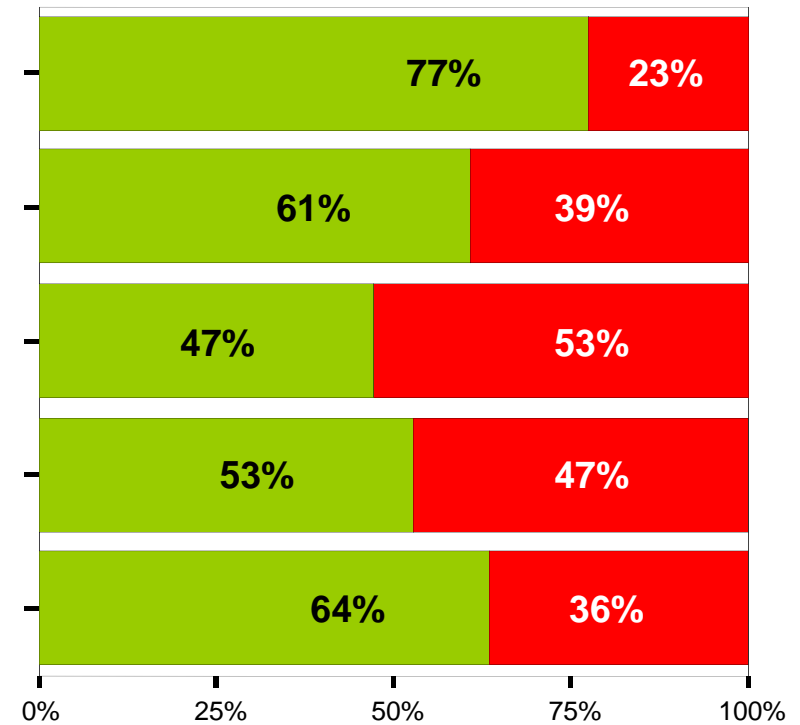


# Analysis of the variable « age »

**Stress**  
Analysis with means



**Stress**  
Analysis with cut-off



■ ≤ 28   ■ ≥ 29



# Analysis of the variable

« age »

COPSOQ scales	<30 (N=75)	30-39 (N=215)	40-49 (N=201)	50-59 (N=185)	>60 (N=22)
Quantitative demands (work load)			×		
Work pace			×		
Cognitive demands			×		
Influence at work					
Possibilities for development					
Predictability					
Rewards			×	×	
Role Clarity					
Equité			×	×	
Role conflicts					
Quality of Leadership			×	×	
Social Support from Supervisor			×	×	
Trust regarding management			×	×	
Social support from colleagues				×	
Mutual trust between employees				×	
Commitment to the workplace			×	×	
Satisfaction at work				×	
Meaning of work					
Self rated health			×	×	
Emotional demands			×	×	
Burnout			×		
Stress			×		
Work/family conflict			×	×	
Job insecurity			×	×	



# Topics that come out from the open-ended questions, sorted by frequency

You can write your further comments about your working conditions (organizational and physical environment), stress, health, etc ...





# Analysis of the open-ended questions

## *Subculture : « Management »*

38 of 68 people have added free comments (NB: one person can express him/herself on several topics)

Topics	Sub-themes	N
Positive or neutral comments	-Good working conditions	12
Quantitatives demands	-Workload	7
	-Work pace / Emergency	1
	-Pressure / Requirement	3
	-Lack of human / material resources ; Turnover	1
	-Too many meetings / mails / information	1
Organisation of work	-Difficulties associated with mutations / job change	1
	-Complexity of procedures	3
	-Lack of priority management / planning	6
	-Lack of predictability in short / medium term within the company	2
Relationship between employees and management	-Quality of leadership	1
	-Lack of recognition	1
	-Relations between employees and management	1
Relationship between employees and management	-Job dissatisfaction / lack of motivation : feeling of not being able to do the work expected	2

