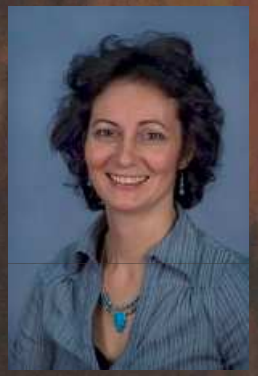
CULTURAL ADAPTATION OF COPSOQ IN HUNGARY



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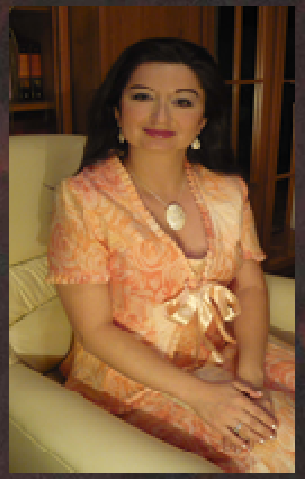
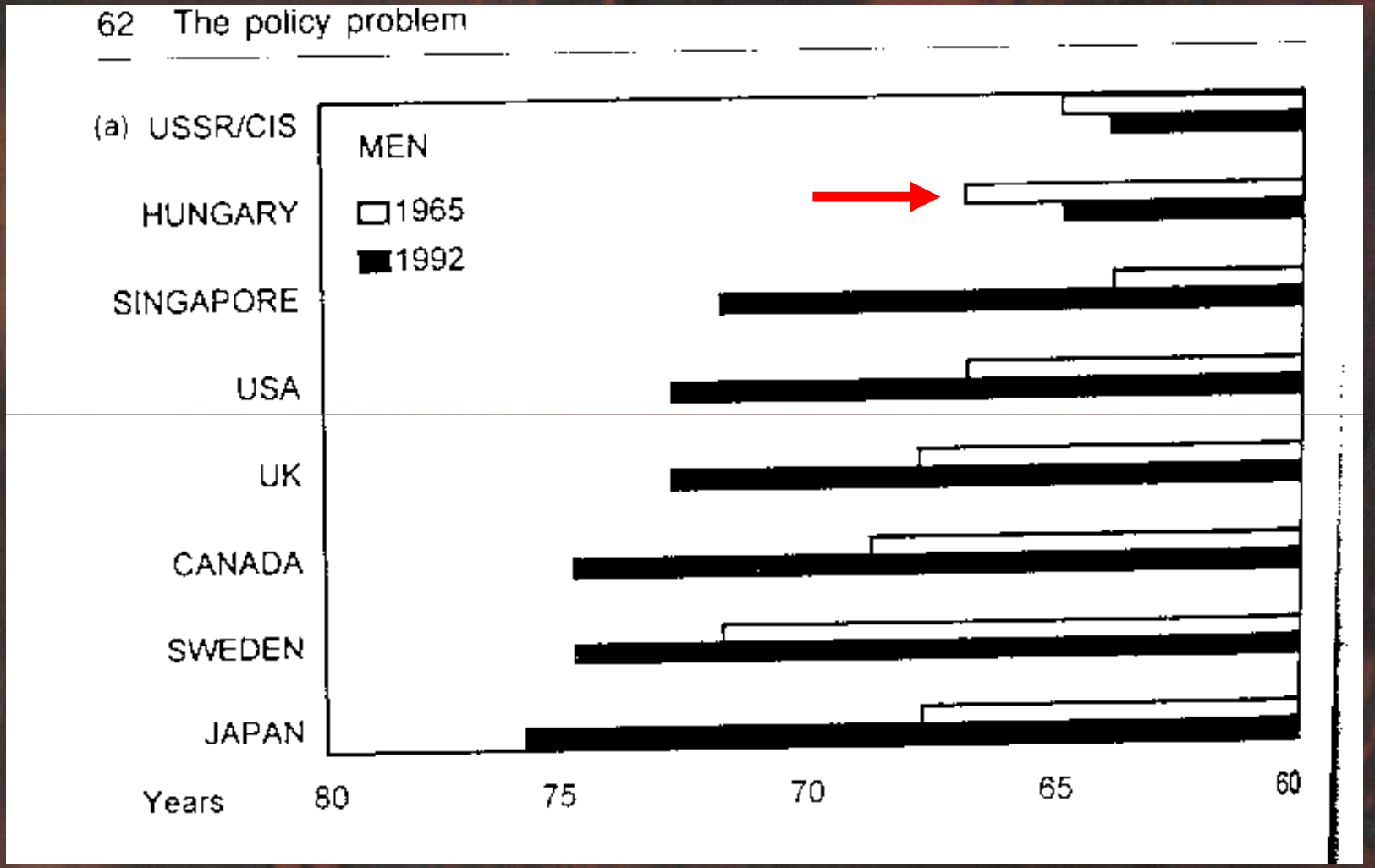


Background

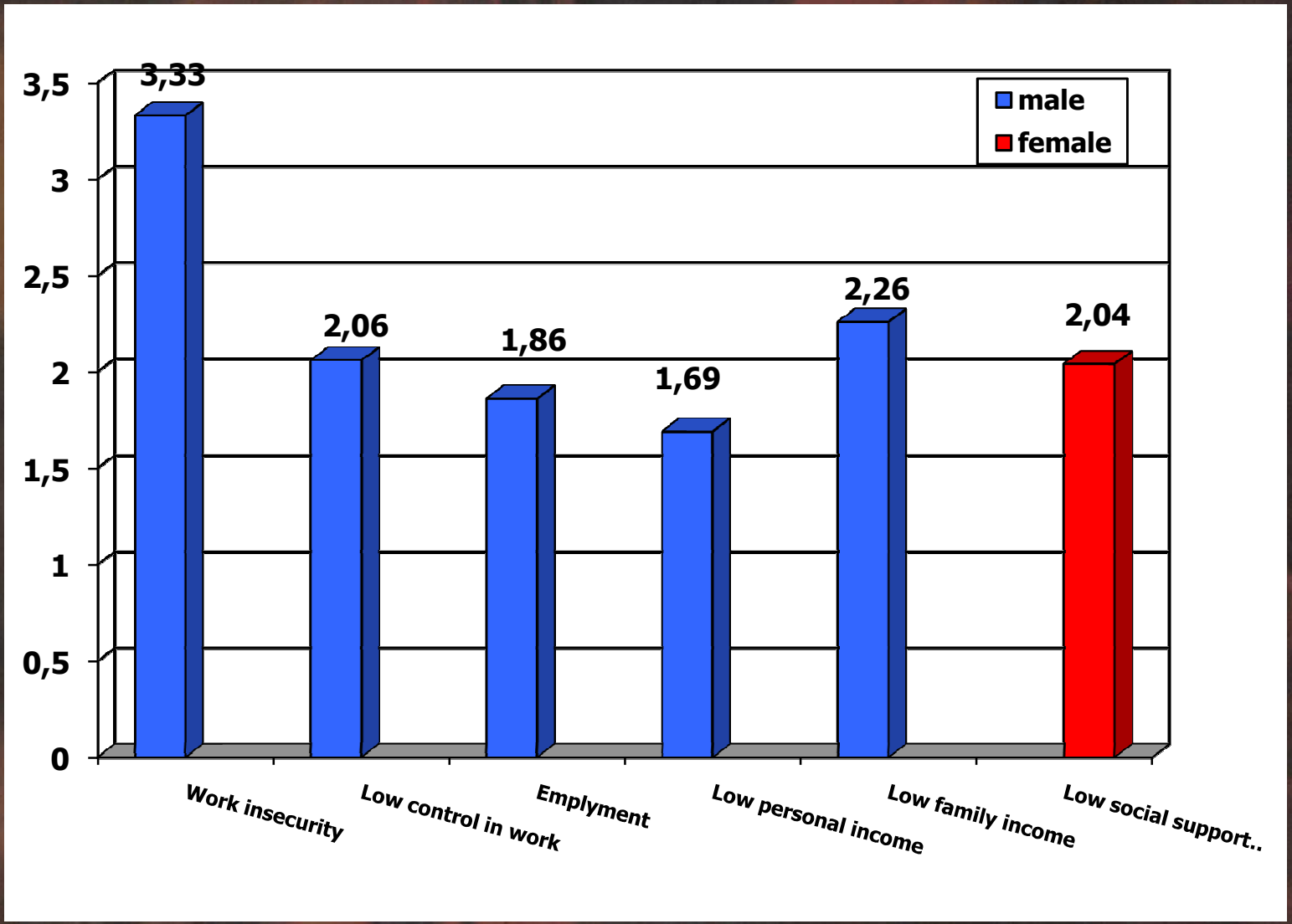
- High prevalence of morbidity and premature mortality in Hungary, especially among middle aged men (45-65 years)
- Work related stress is an important risk factor
- Environmental strain and insufficient coping
- Law **on occupational safety and health:** since 2008 includes „suitable and sufficient assessment of the psychosocial risks at the workplace”.
- No appropriate screening instrument.

Life expectancy of men in 1965 and 1992



Marmot M : The social pattern of heath and disease In.Health and Social Organization, Edited by D Blane, E Brunner, R Wilkinson

Work related factors and the risk (OR) of premature mortality (40-69 years of age in 2002) according to the Hungarostudy Epidemiological Panel (HEP) 2005 follow up study



Stress management interventions

- Individual focused
- Coping skills training
- Cognitive behavioral methods
- Complex, structured, manualised
- Small group training (8-12 persons)
- Duration: 16 hours
- Limitation: no change in work load, no organisational responsibility

Williams Life Skills program

Virginia and Redford Villiams, Duke Univ, NC, USA

Translation and cultural adaptation (2004-2005)

Facilitator training and supervision: >120 persons

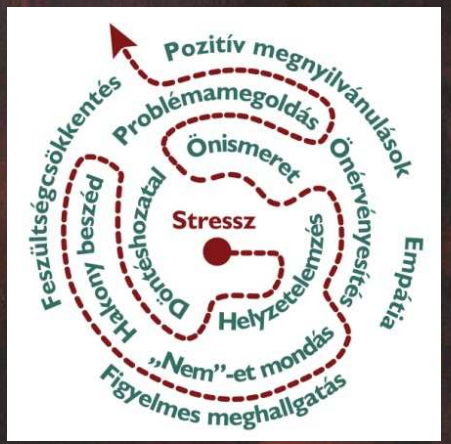
Various target groups: > 2000 participants

Self-help DVD

Fits into existing systems

Scientific evidences of effectiveness

www.williamslifeskills.com



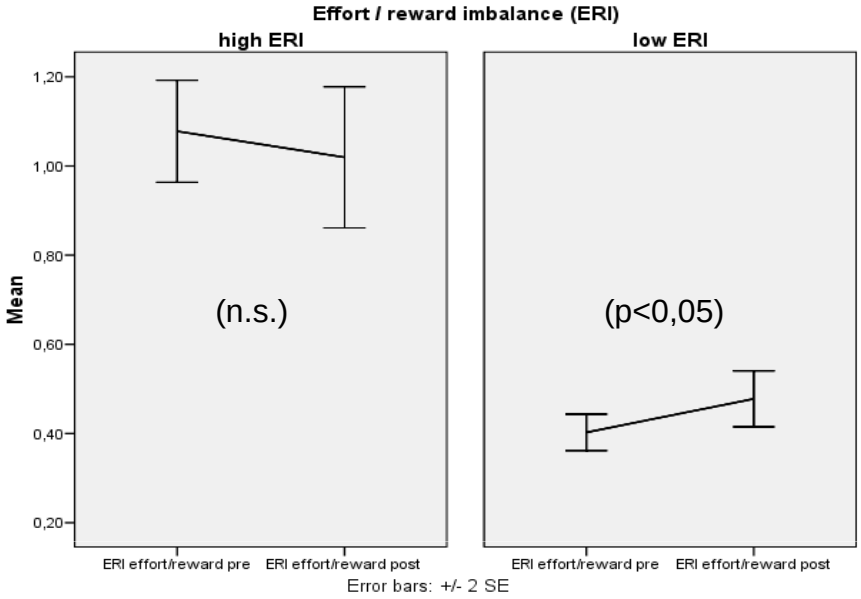
Effectiveness studies

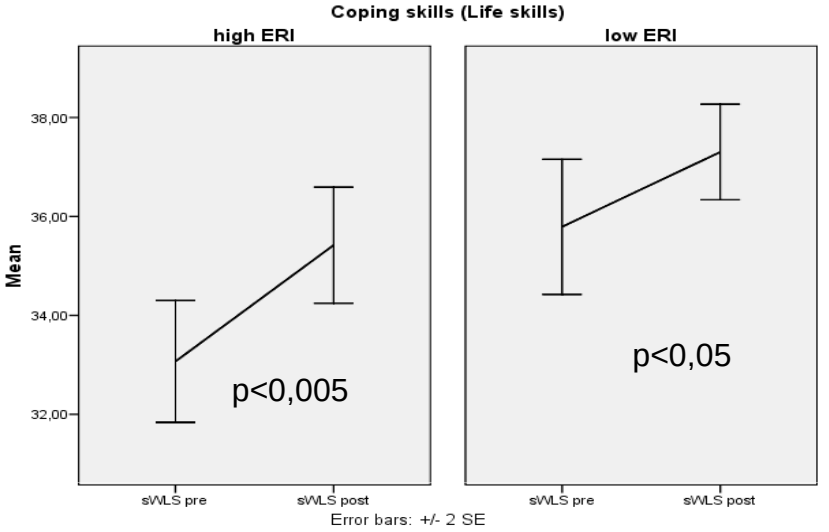
Study 1. voluntary working participants N= 89 /119

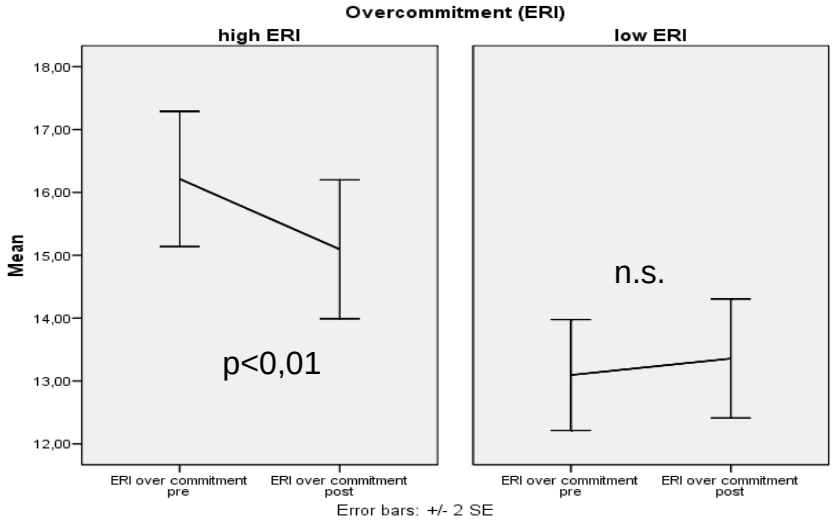
Study 2. intervention at the workplace N= 302 /472

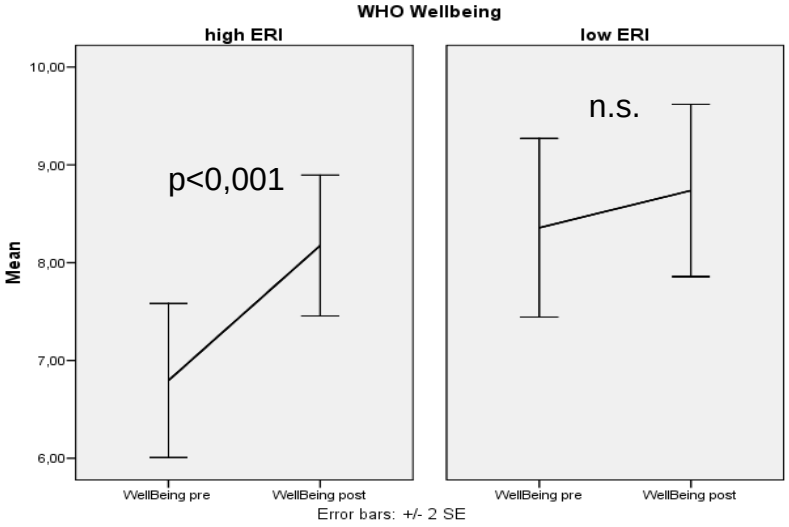
- **ERI** Siegrist Effort-Reward Imbalance
- **JCQ** Karasek Job Content Questionnaire
- **MOAQ** Michigan Organizational Assessment Q.
- **WFC** Carlson Work-Family Conflict
- **PSS10** Cohen Perceived Stress Scale
- **STAI-T** Spielberger Trait Anxiety
- **BDI** Beck Depression Inventory, shortened
- **PHQ15** subjective somatic complaints
- **WHO** WHO Well-Being, 5 item

Intervention effects in low and high work stress groups

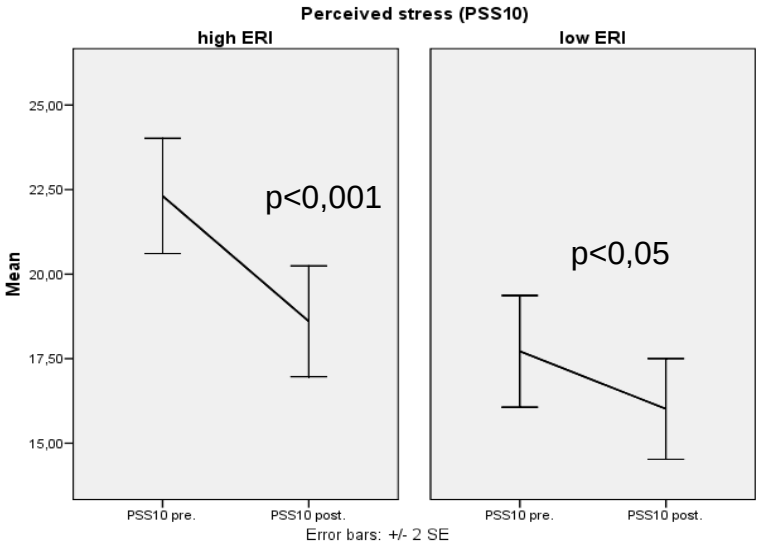


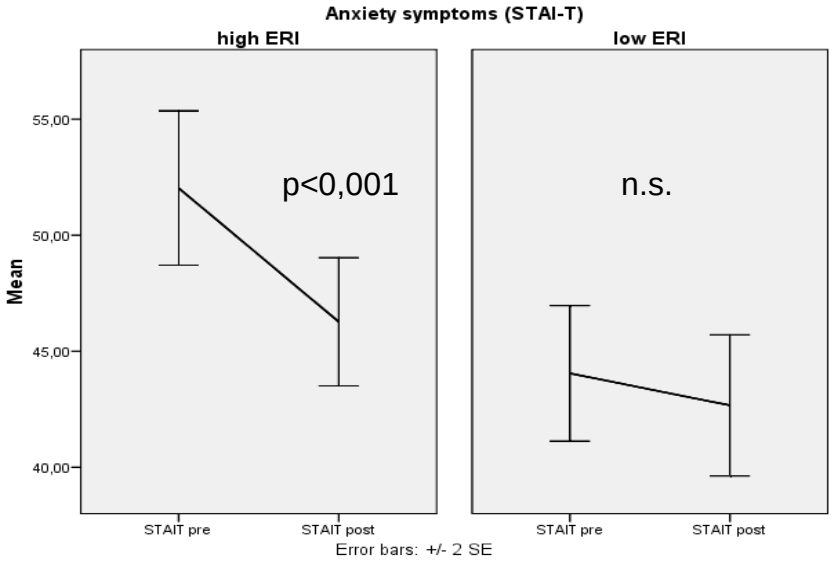


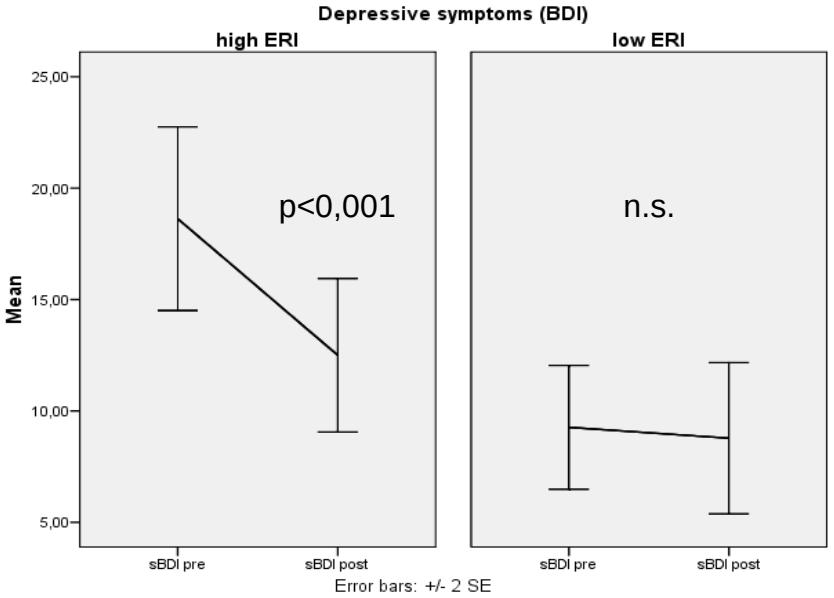


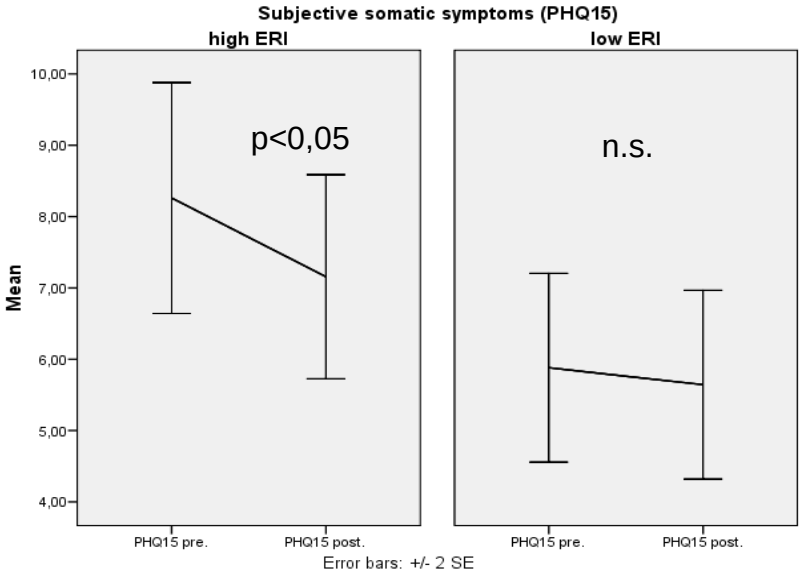


Intervention effects in low and high work stress groups

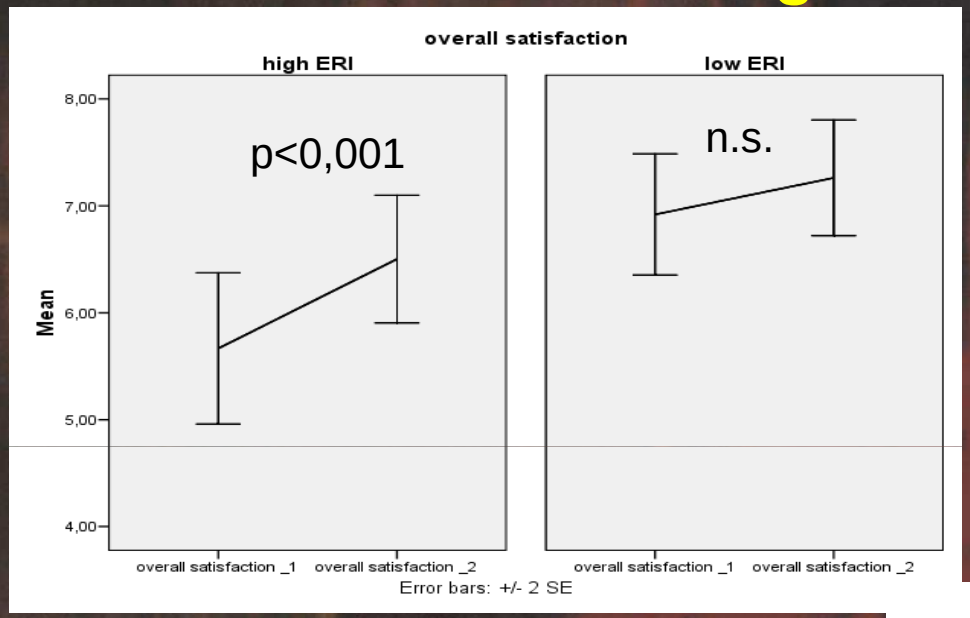


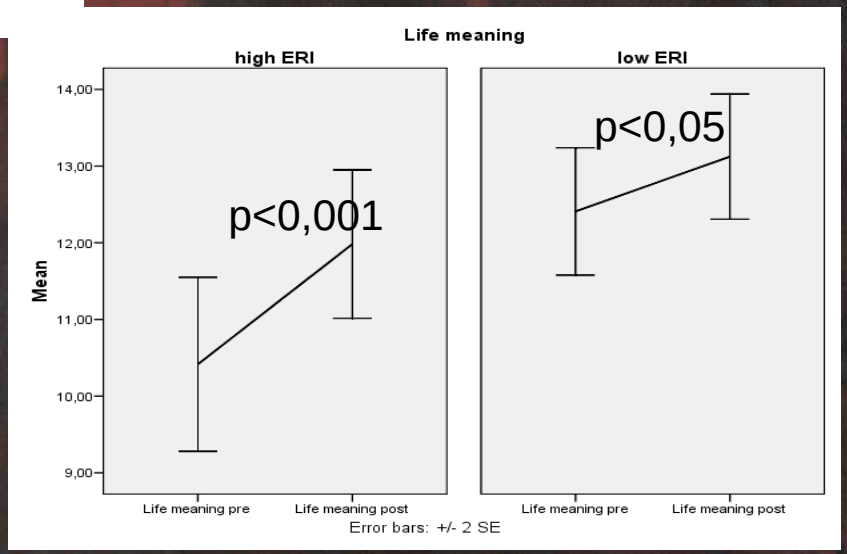






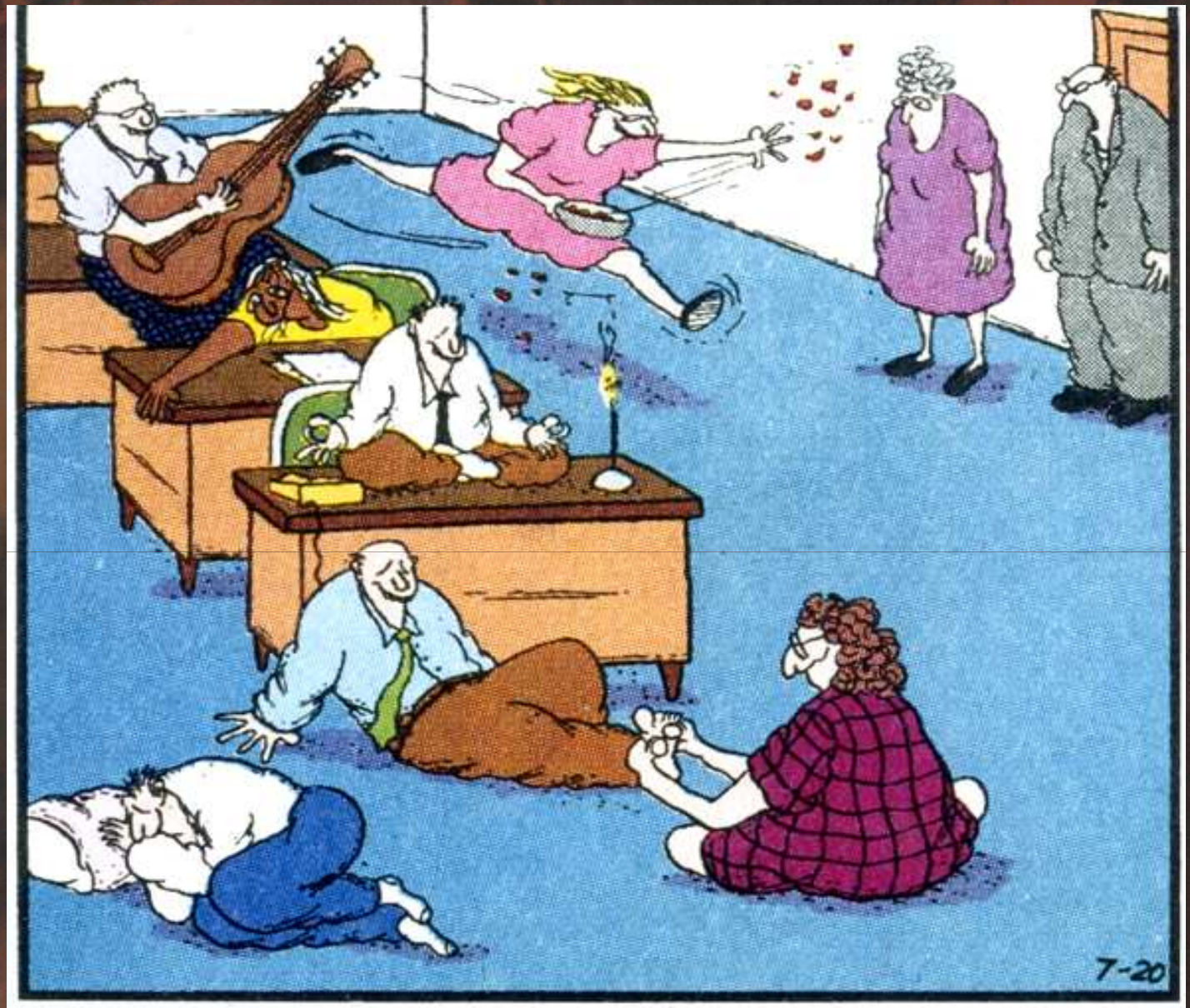
Intervention effects on coping skills in the low and high work stress groups





Hans Selye Mental Health Program, one-year follow up 302 /472 (64%) participants from 34 organizations from diverse sectors (business, energy, police, education, healthcare and social care)

		SMI 1 (N=98)		SMI 2 (N=110)		Lecture (N=94)	
		t	p (Sig.)	t	p (Sig.)	t	p (Sig.)
Work-related stress indicators	**JCQ**	0.463	0.664	-0.762	0.448	0.112	0.911
	ERI index	1.910	0.058	1.764	0.081	0.443	0.659
	MOAQ	0.701	0.485	-0.170	0.865	0.375	0.709
Work-family conflict	**WFC**	4.562	**<0.001**	3.751	**<0.001**	0.280	0.780
	FWC	2.524	**0.013**	3.488	**0.001**	0.357	0.722
Stress-related symptom	**PSS10**	2.268	**0.026**	2.940	**0.004**	1.567	0.120
	STAI-T	2.733	**0.008**	3.828	**<0.001**	1.906	0.060
	WWB-5	-0.692	0.490	-1.208	0.230	-1.682	0.096
	PHQ-15	3.281	**0.001**	4.181	**<0.001**	2.093	**0.039**



"Joyce, get that idiot who gave the stress-management seminar on the phone!"

Translation and validation of COPSOQ

3 independent forward translations

3 independent reviewers

Consensus version

Back translation

Linguistic validation with 10 persons

Reliabilty validation in a voluntary sample of 200

Validation sample

On-line questionnaire

Personal mailing lists

245 respondents

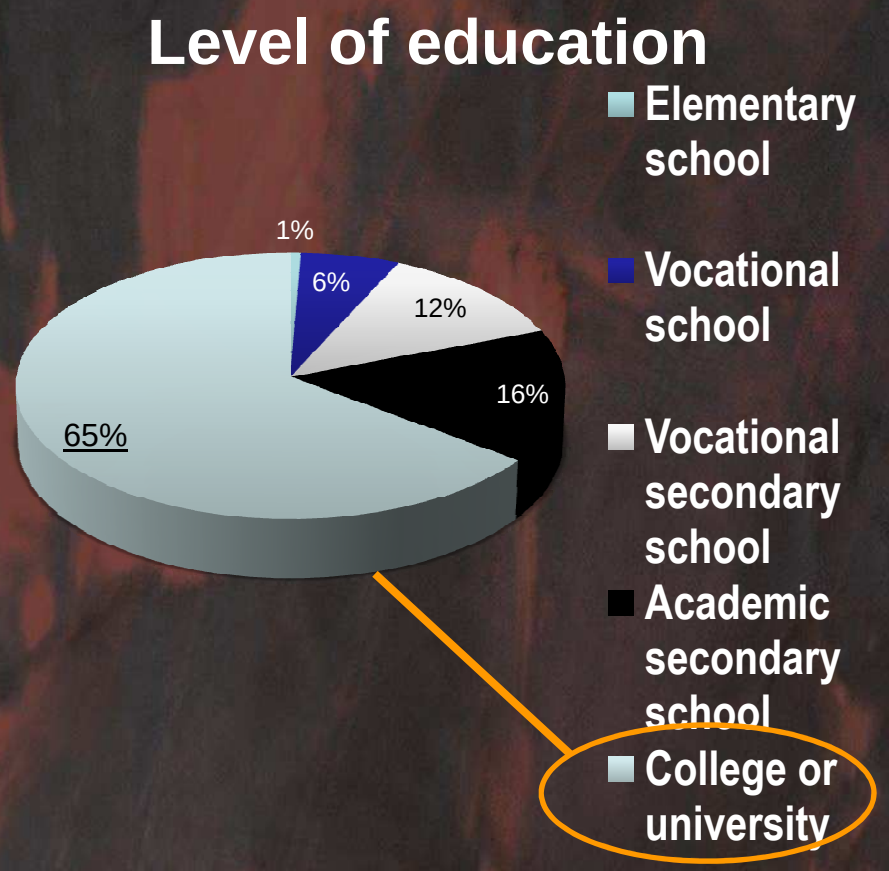
162 complete data

Men 46 (28,4%)

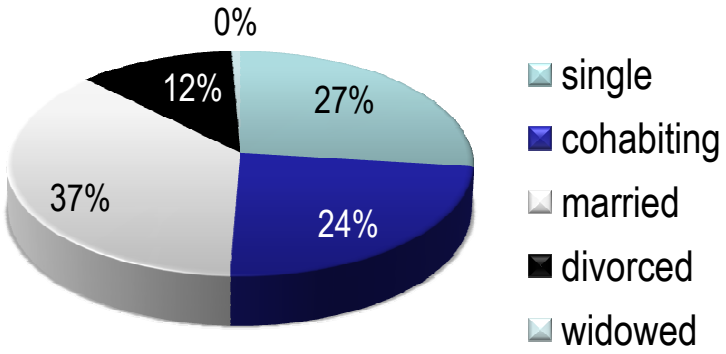
mean age: 36,5 +-10,1

Women 116 (71,6%)

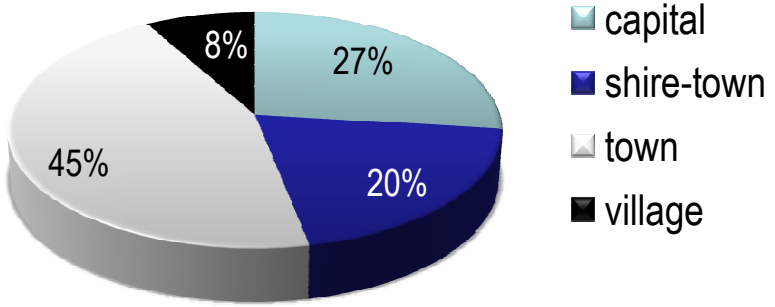
mean age: 35,9 +-10,6



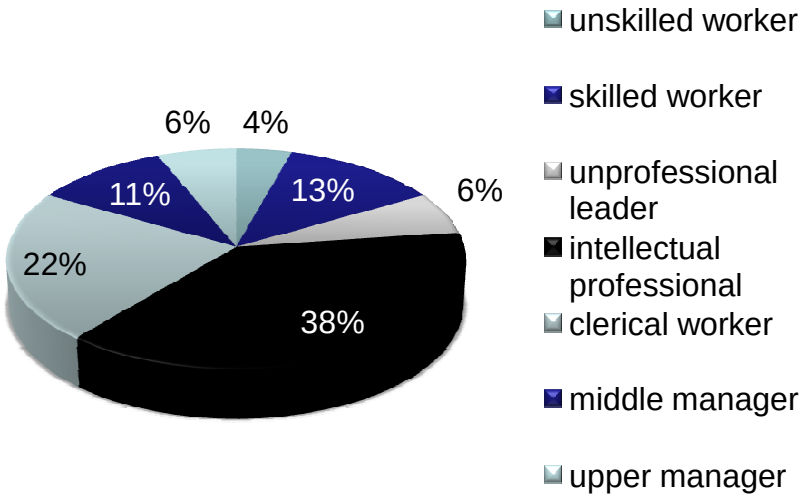
Marital status



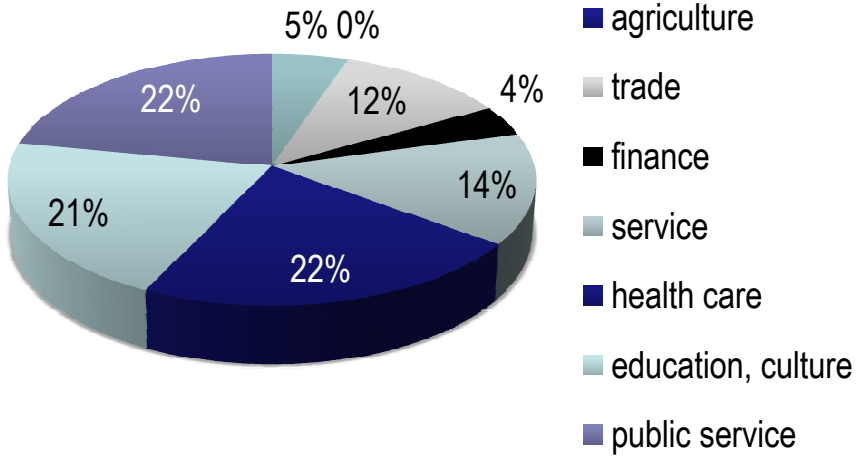
Habitation



Type of job

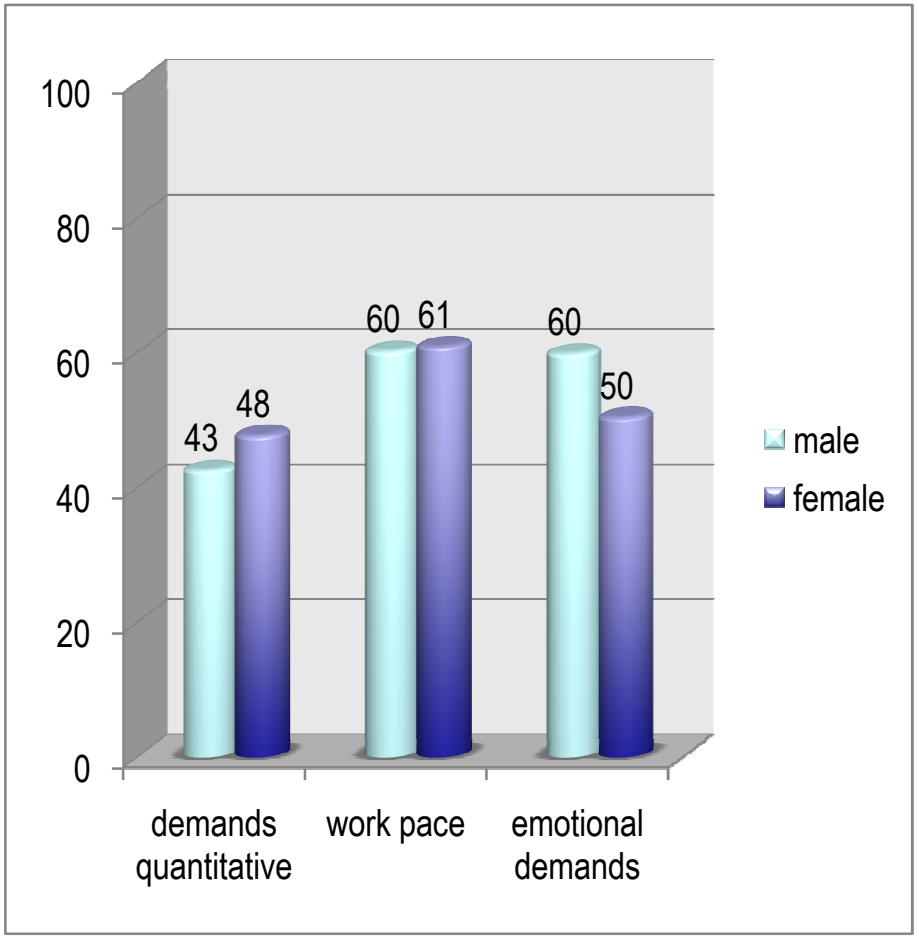


Work sector

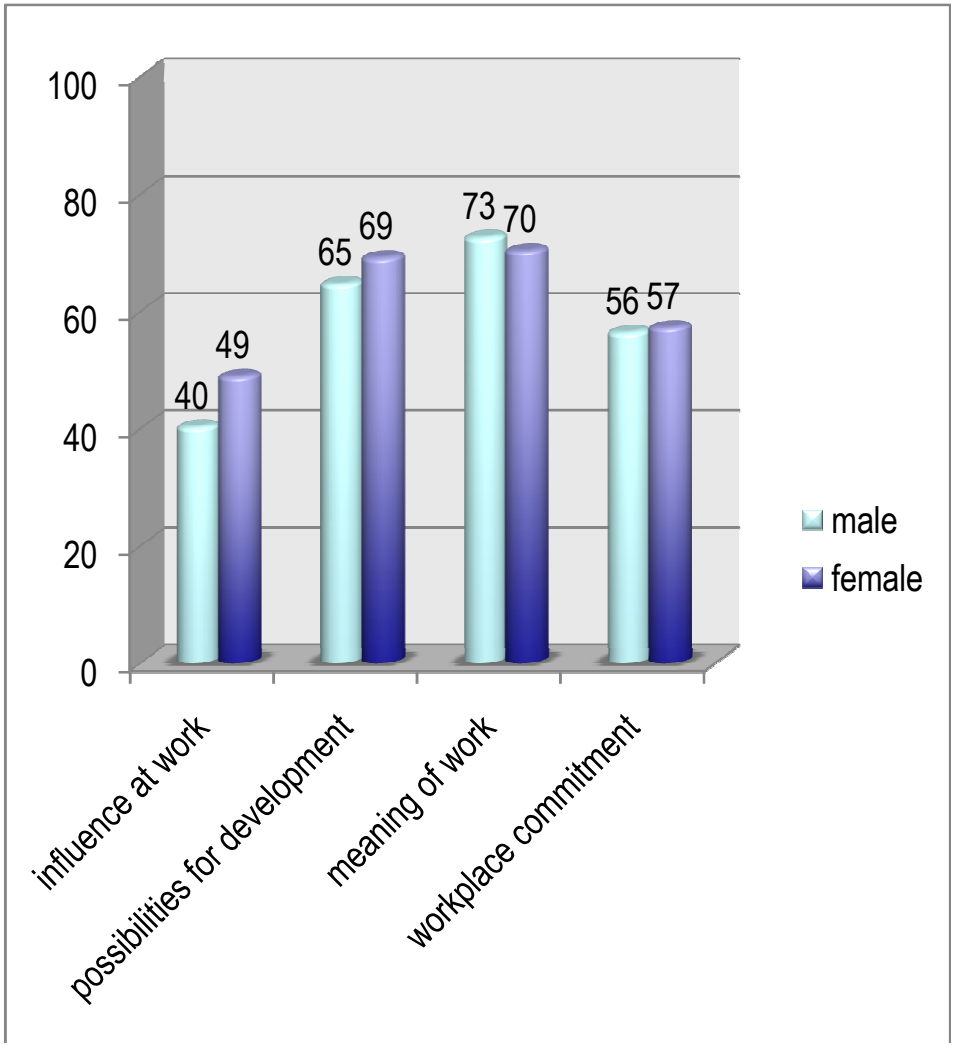


Mean values of the subscales

Demands

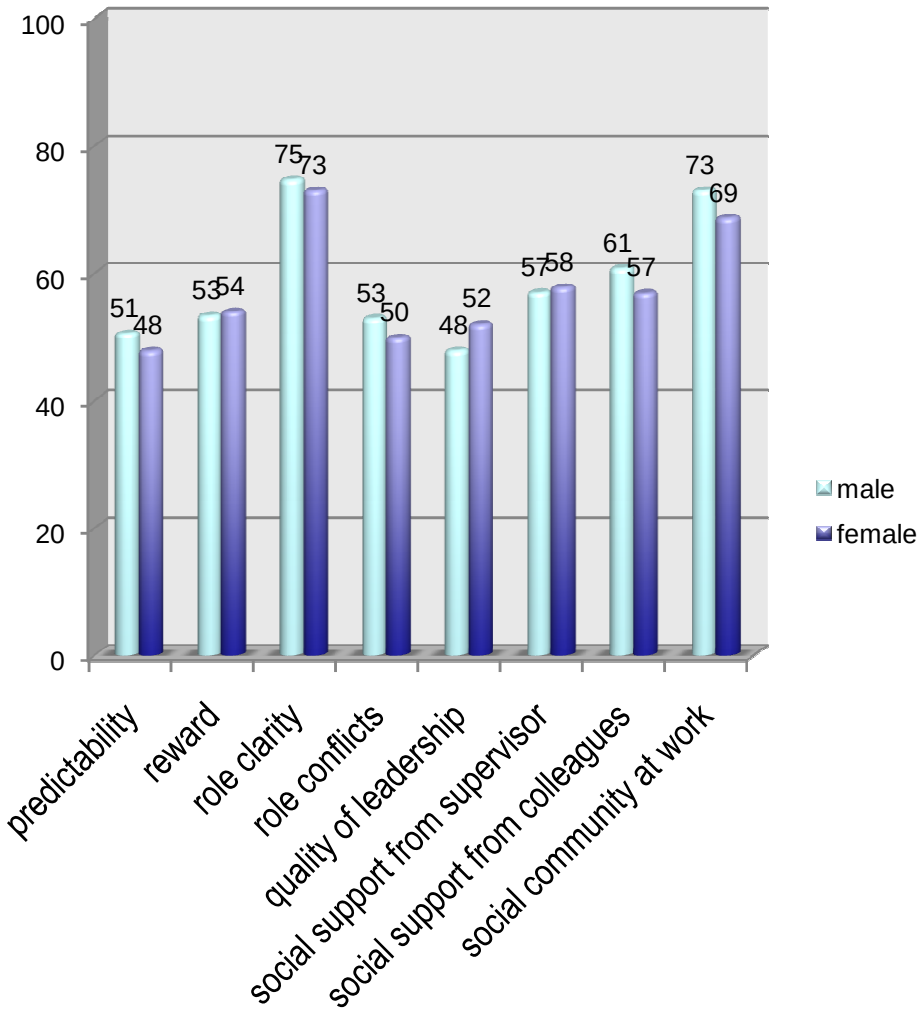


Influence and development

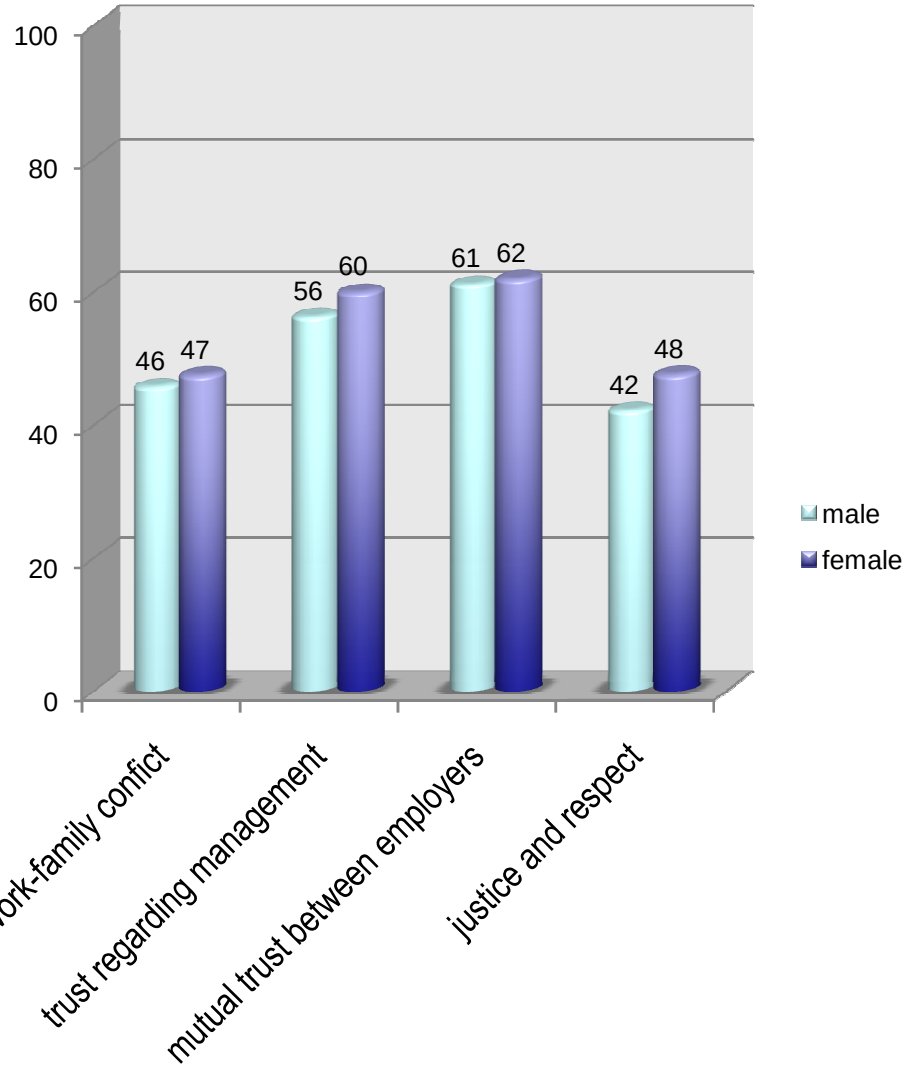


Mean values of the subscales

Relationships, leadership

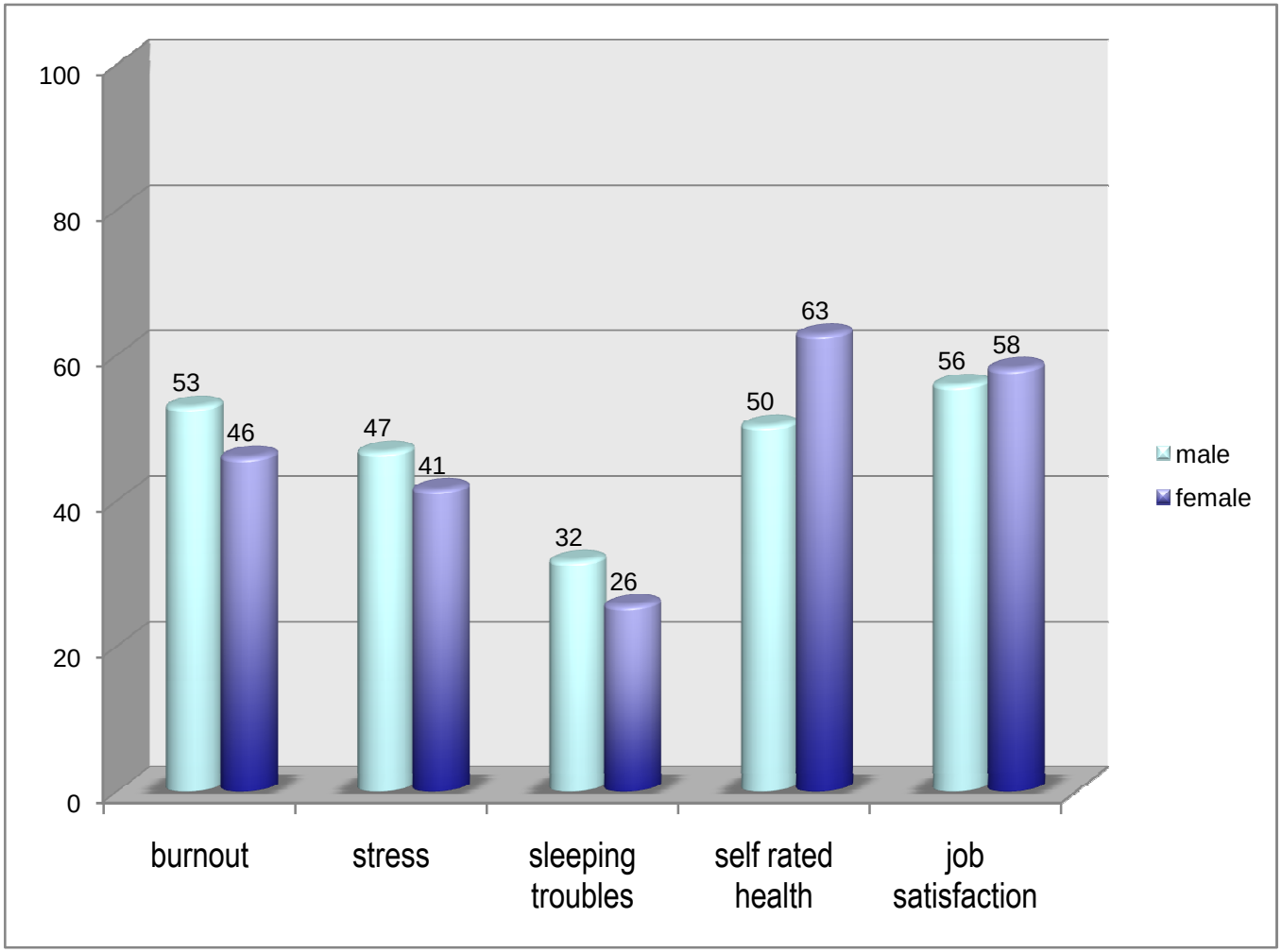


Trust and justice



Mean values of the subscales

Psychological and somatic health consequences



Internal consistency of the subcales

subscale	Cronbach α	N of Items	Subscale α	Cronbach α	N of Items
quantitative demands	0,799	4	soc. support from supervisor	0,880	3
work pace	0,867	3	soc. support from colleagues	0,728	3
emotional demands	0,727	4	social community at work	0,752	3
influence at work	0,799	4	job satisfaction	0,774	4
possibilities for development	0,721	4	work-family confict	0,848	4
meaning of work	0,852	3	trust regarding management	0,739	4
workplace commitment	0,858	4	mutual trust bw employers	0,657	3
predictability	0,693	2	justice and respect	0,772	4
reward	0,870	3	burnout	0,891	4
role clarity	0,707	3	stress	0,911	4
role conflicts	0,606	4	sleeping troubles	0,862	4
quality of leadership	0,888	4			

Cross validation: JCQ

JCQ demand		JCQ control	
work pace	,718(**)	development poss.	,688(**)
quantitative demands	,587(**)	influence at work	,598(**)
work-family confict	,601(**)	meaning of work	,541(**)
role conflicts	,586(**)	reward	,522(**)
stress	,586(**)	job satisfaction	,515(**)
burnout	,569(**)	workplace commitment	,479(**)
emotional demands	,380(**)	trust in management	,452(**)
		predictability	,395(**)

Cross validation: ERI

ERI effort

work-family confict	,609(**)
demands quantitative	,631(**)
work pace	,452(**)

ERI reward

reward	,753(**)
justice and respect	,682(**)
job satisfaction	,656(**)
predictability	,638(**)
quality of leadership	,610(**)
workplace commitment	,607(**)
trust in management	,588(**)
support from supervisor	,531(**)
development	,494(**)
influence at work	,479(**)

Cross validation: social

JCQ support		ERI overcommitment	
community at work	,745(**)	work-family confict	,677(**)
reward	,625(**)	burnout	,633(**)
supp. from colleagues	,603(**)	stress	,620(**)
workplace commitment	,570(**)	sleeping troubles	,486(**)
trust in management	,542(**)		
mutual trust employers	,533(**)		
justice and respect	,523(**)		
quality of leadership	,522(**)		
job satisfaction	,507(**)		

Cross validation: outcomes

Perceived stress

stress	,730(**)
burnout	,651(**)
work-family confict	,520(**)
job satisfaction	-,582(**)
trust in management	-,515(**)
self rated health	-,511(**)

WHO well-being

burnout	-,669(**)
stress	-,616(**)
workplace commitment	,573(**)
self rated health	-,571(**)
reward	,514(**)
job satisfaction	,546(**)
trust in management	,558(**)
work-family confict	-,447(**)

Conclusions, questions for discussion

The Hungarian version shows a good reliability in the pilot sample

Any subscale treshold values indicating high risk?

Target groups for further investigation?

International comparison?

International research cooperation?

Thank you for your attention!

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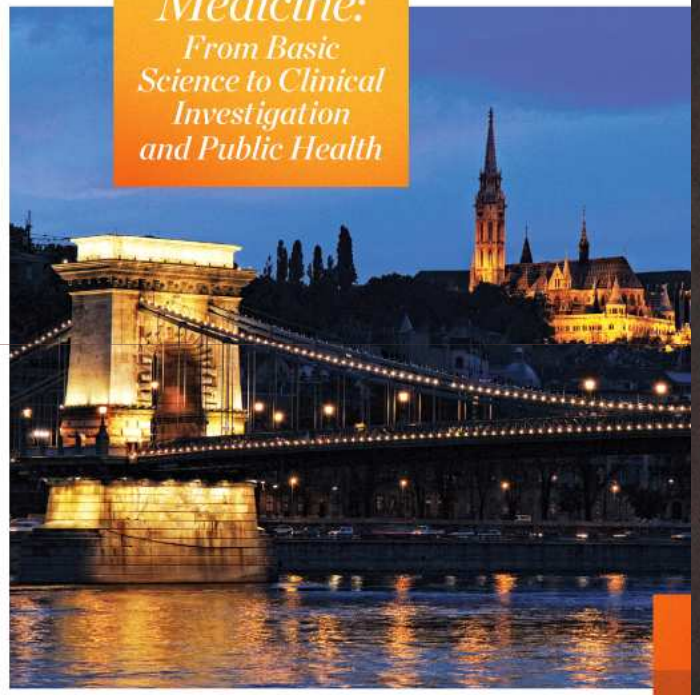
12th International Congress of Behavioral Medicine

Behavioral Medicine: From Basic Science to Clinical Investigation and Public Health



29 August – 1 September 2012 Budapest Hilton, Hungary

COPSOQ symposium in Budapest?