

Moving on from COPSQQII – a report on the Danish update

Thomas Clausen, NRCWE, tcl@nrcwe.dk

September 19, 2013



DET NATIONALE
FORSKNINGSCENTER FOR ARBEJDSMILJØ

Agenda

- Personal considerations
- Purpose of the project
- Reflections on 'the good item'
- Dilemmas in updating a questionnaire
- How did we do it?!
- What did we do?
 - What's new?
 - What has been updated?
- Testing the questionnaire
- Time-line
- Where do we go from here...

On the personal side...

- **Clausen T**, Andersen LL, Holtermann A, Jørgensen AFB, Aust B, & Rugulies R. (2013) Do self-reported psychosocial working conditions predict low back pain after adjustment for both physical work load and depressive symptoms? A prospective study among female eldercare workers. *Occupational and Environmental Medicine* Online First, 17 June 2013. <http://pmid.us/23775865>.
- **Clausen, T**, P Tufte & V Borg (2012) Why are they leaving? Causes of actual turnover in the Danish eldercare services. Article first published online: 18 October 2012. *Journal of Nursing Management*.
- **Clausen, T**, A Hogh, IG Carneiro & V Borg (2012) Does psychological well-being mediate the association between experiences of acts of offensive behaviour and turnover among care workers? A longitudinal analysis. Article first published online: 17 August 2012. *Journal of Advanced Nursing*.
- **Clausen, T**, J Kristiansen, JV Hansen, JH Pejtersen & H Burr (2012) Exposure to disturbing noise and risk of long-term sickness absence among office workers: a prospective analysis of register-based outcomes. Online first 14 August 2012. *International Archives of Occupational and Environmental Health*.
- **Clausen, T**, K. Nielsen, IG Carneiro & V Borg (2012) Job demands, job resources and long-term sickness absence in the Danish eldercare services: a study of register based outcomes. *Journal of Advanced Nursing*. 68: 127-136.
- **Clausen, T**, A Hogh & V Borg (2012) Acts of offensive behaviour and risk of long-term sickness absence in the Danish eldercare services: a prospective analysis of register-based outcomes. *International Archives of Occupational and Environmental Health*, 85: 381-387.
- **Clausen, T**, M Friis Andersen, KB Christensen & T Lund (2011) Return to work among long-term sickness absent employees in eldercare - a prospective analysis of register-based outcomes. *International Journal of Rehabilitation Research* 34: 249-254.
- **Clausen, T** & V Borg (2011) Job demands and job resources as predictors of experience of meaning at work: a longitudinal multi-level analysis. *Journal of Managerial Psychology*, 26: 665-681.
- **Clausen, T** & V Borg (2010) Do positive work-related states mediate the association between psychosocial work characteristics and turnover? A longitudinal analysis. *International Journal of Stress Management* 17: 308-324.
- **Clausen, T** & V Borg (2010) Psychosocial work characteristics as predictors of affective organizational commitment: A longitudinal multi-level analysis of occupational well-being. *Applied Psychology: Health and Well-being*, 2: 182-203.
- **Clausen, T**, KB Christensen & V Borg (2010) Positive work-related states and long-term sickness absence: a study of register based outcomes. *Scandinavian Journal of Public Health*, Vol. 38 (suppl 3): 51-58.
- **Clausen, T**, KB Christensen, T Lund & J Kristiansen (2009) Self-reported noise exposure as a risk factor for long-term sickness absence. *Noise and Health*, 11: 93-97.
- Holtermann A, **T Clausen**, MB Jørgensen, PJ Mork, LL Andersen (In press) Should physical activity recommendation depend on state of low back pain? *European Journal of Pain*
- Jørgensen MB, K Nabe-Nielsen, **T Clausen**, A Holtermann (In press) Independent Effect of Physical Workload and Childhood Socio-economic Status on Low Back Pain among Health Care Workers in Denmark. *Spine*
- Andersen LL, **T Clausen**, R Persson & A Holtermann (In press) Perceived physical exertion during healthcare work and prognosis for recovery from long-term pain in different body regions: Prospective cohort study. *BMC Musculoskeletal Disorders*
- Holtermann A, **T Clausen**, MB Jørgensen, A Burdorf, LL Andersen (2012) Patient handling and risk for developing persistent low-back pain among female health care workers. *Scandinavian Journal of Work, Environment and Health*. Online first.
- Rasmussen CDN, MB Jørgensen, **T Clausen**, LL Andersen, J Strøyer, A Holtermann (In press) Does self-assessed physical capacity predict development of low back pain among health care workers? A 2 year follow-up study. *Spine*
- Andersen LL, **T Clausen**, R Persson & A Holtermann (2012) Perceived physical exertion during healthcare work and risk of chronic pain in different body regions: Prospective cohort study. Online first 9 August 2012. *International Archives of Occupational and Environmental Health*.
- Andersen LL, **T Clausen**, H Burr & A Holtermann (In press) Threshold of musculoskeletal pain intensity for increased risk of long-term sickness absence among female healthcare workers in eldercare. *PLoS ONE*.
- Andersen LL, **T Clausen**, R Persson & A Holtermann (2012) Dose-response relation between perceived physical exertion during healthcare work and risk of long-term sickness absence. *Scandinavian Journal of Work, Environment and Health*. Online first.
- Holtermann A, **T Clausen**, B Aust, OS Mortensen & LL Andersen (2012) Risk for low back pain from different frequencies, load mass and trunk postures of lifting and carrying among female healthcare workers. Online first 15 may, 2012 *International Archives of Occupational and Environmental Health*.
- Jensen JN, Holtermann A, **T Clausen**, OS Mortensen, IG Carneiro & LL Andersen (2012) The greatest risk for low-back pain among newly educated female health care workers; body weight or physical work load? *BMC Musculoskeletal Disorders* 2012, 13:87
- Holtermann A, **T Clausen**, B Aust, OS Mortensen & LL Andersen (2012) Does occupational lifting and carrying among female health care workers contribute to an escalation of pain-day frequency? *European Journal of Pain*. Online publication.
- Andersen LL, **T Clausen**, IG Carneiro & A Holtermann (2012) Spreading of chronic pain between body regions: Prospective cohort study among healthcare workers. *European Journal of Pain*. Online publication.
- Tufte, P, **T Clausen** & K Nabe-Nielsen (2012) Client-related work tasks and meaning of work: results from a longitudinal study among elder care workers in Denmark. *International Archives of Occupational and Environmental Health*, 85: 467-472.
- Andersen LL, **T Clausen**, OS Mortensen, H Burr & A Holtermann (2011) A prospective cohort study on musculoskeletal risk factors for long-term sickness absence among healthcare workers in eldercare. *International Archives of Occupational and Environmental Health*. Published online 11 October, 2011

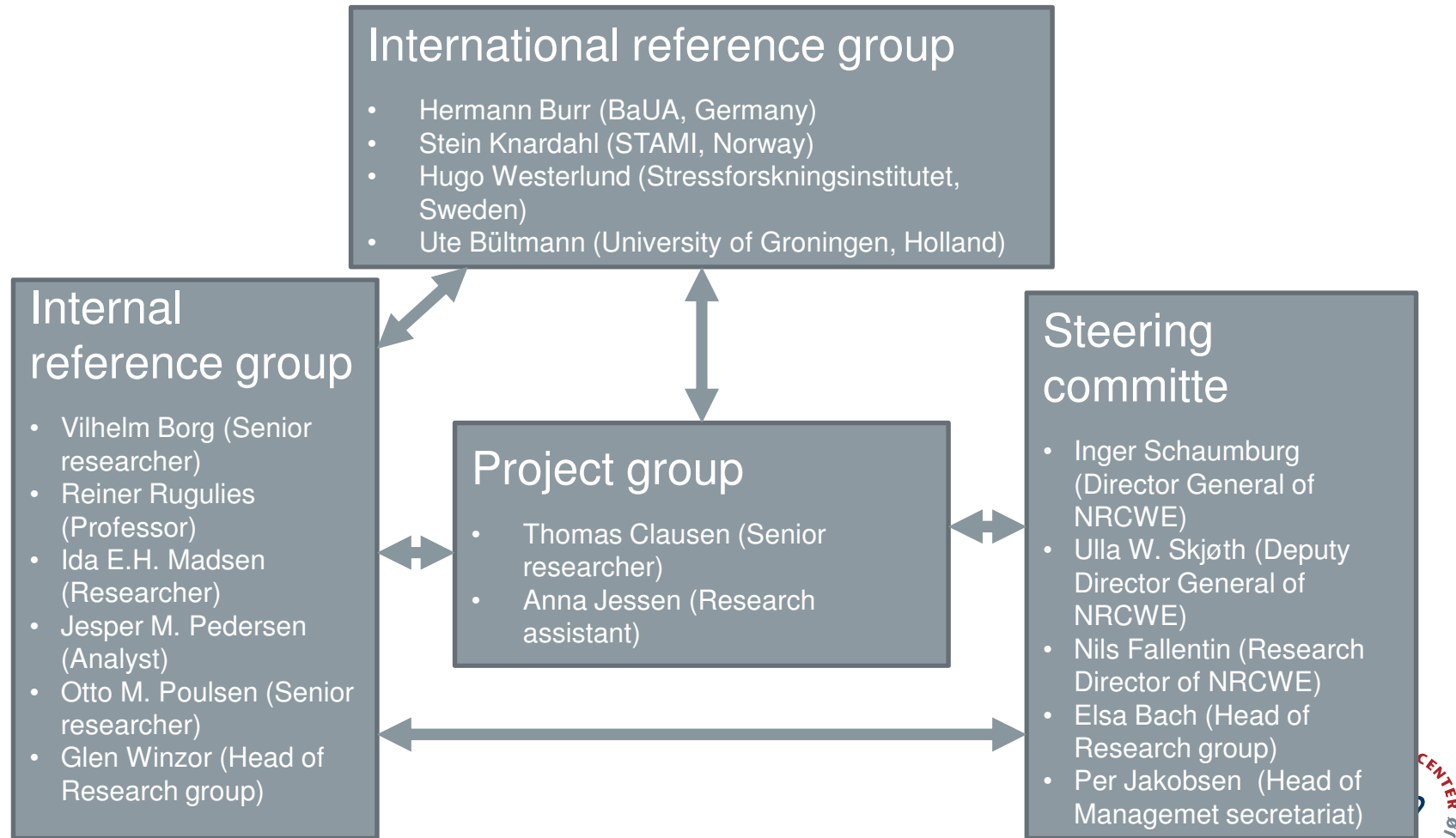


Purpose of the project

- To update the questionnaire on psychosocial work environment so that it is able to measure important issues in the psychosocial work environment in today's workplaces
- And to do so in a language that matches the way the psychosocial work environment is articulated in today's workplaces
- And to provide specific add-on questionnaires for specific job groups



Project organisation



What is a good item?

- Items must have face validity
 - Items must be easy to understand
 - Items should not contain a simultaneous assessment of exposure and strain
 - Avoid asking about more than one thing in an item
 - Items should be precise and neutral in their wording so that they come as close as possible to the empirical phenomenon that we wish to assess
- > Reduce the degree of cognitive and emotional processing in the response situation



Dilemmas in updating a questionnaire

- Need for development vs. need for continuity

Methods: How did we do it

- Thorough review of the literature
- Focus group interview in 15 workplaces in different occupations
- Thorough review of scales and items in COPSOQII
- Psychometric evaluation of the COPSOQII-data that were collected in 2004



What is new?

- Illegitimate tasks
- Possibilities for performing core tasks
- Changes in the workplace
- Innovation in performing work tasks
- Work without boundaries
- Social capital (bonding, linking)
- Influence on working hours

And what about the 'old' scales?

Demands at work

	To be kept in un-changed form	Kept in changed form (1 item kept)	Kept in changed form (2 items kept)	Kept in changed form (3 items kept)	Kept in changed form (all items changed)	To be excluded
Demands at work						
Quantitative demands						
Work pace						
Cognitive demands						
Emotional demands						
Demands for hiding emotions						

And what about the 'old' scales?

Work organization + job content

	To be kept in un-changed form	Kept in changed form (1 item kept)	Kept in changed form (2 items kept)	Kept in changed form (3 items kept)	Kept in changed form (all items changed)	To be excluded
Work organization and job content						
Influence at work						
Possibilities for development						
Variation						
Meaning at work						
Commitment to the workplace						
Predictability						

And what about the 'old' scales?

Interpersonal relations and leadership

	To be kept in un-changed form	Kept in changed form (1 item kept)	Kept in changed form (2 items kept)	Kept in changed form (3 items kept)	Kept in changed form (all items changed)	To be excluded
Interpersonal relations and leadership						
Recognition and rewards						
Role clarity						
Role konflikts						
Quality of leadership						
Social support from colleagues						
Social support from management						
Feedback						
Social community						

And what about the 'old' scales?

Work-individual interface

	To be kept in un-changed form	Kept in changed form (1 item kept)	Kept in changed form (2 items kept)	Kept in changed form (3 items kept)	Kept in changed form (all items changed)	To be excluded
Work-individual interface						
Job insecurity						
Job satisfaction						
Work-family conflict						
Family-work conflict						

And what about the 'old' scales?

Values at work

	To be kept in un-changed form	Kept in changed form (1 item kept)	Kept in changed form (2 items kept)	Kept in changed form (3 items kept)	Kept in changed form (all items changed)	To be excluded
Values in the workplace						
'Vertical' trust						
'Horizontal' trust						
Justice						
Social responsibility/discrimination						

Stability or change?

- High level of stability at the thematic level (scale-level)
- Not-so-high level of stability at the level of the individual items

Test of the questionnaire

- Right now: cognitive interviewing to test comprehensibility of items
- Early 2014: test of the questionnaire in a stratified sample of Danish employees – with an in-built test-retest design
- Mid-2014: Follow-up among participants in initial test to test predictive validity



Time-line

- September 2013: participation in COPSQQ-workshop
- September-October 2013: Cognitive interviewing
- January-March 2014: Quantitative test of the questionnaire
- August-September 2014: Follow-up on quantitative test

- Mid 2015: Documentation of the revised questionnaire is published in a monograph in Danish and in one or two articles that will be submitted for publication in journals with peer review



Where do we go from here?

- Possibilities for further cooperation?

