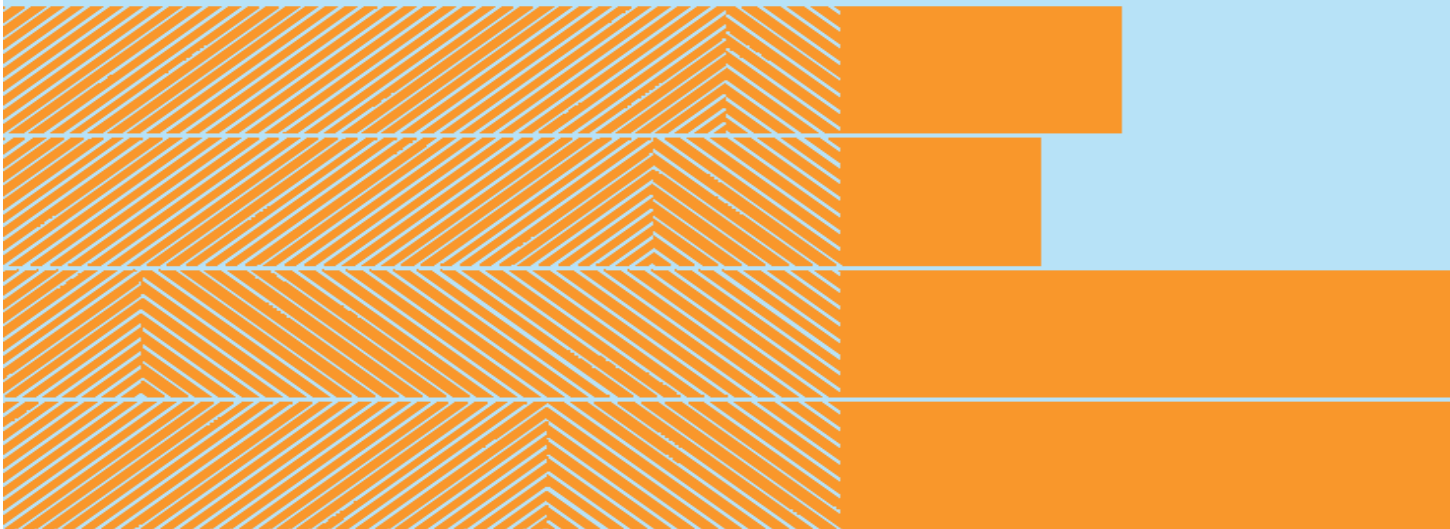


Matthias Nübling
Hans-Joachim Lincke

Integrating COPSOQ-Items and scales into a representative study

„Quality of work in Germany – favoured and experienced“



Study 8/2012 - 7/2014

Background

Facing demographic change, quick change of working-conditions, partly a lack of skilled workers, it is important to have knowledge at hand about the present factors that influence the quality of work - so measures could be developed that keep workability/employment high on certain ground

Method

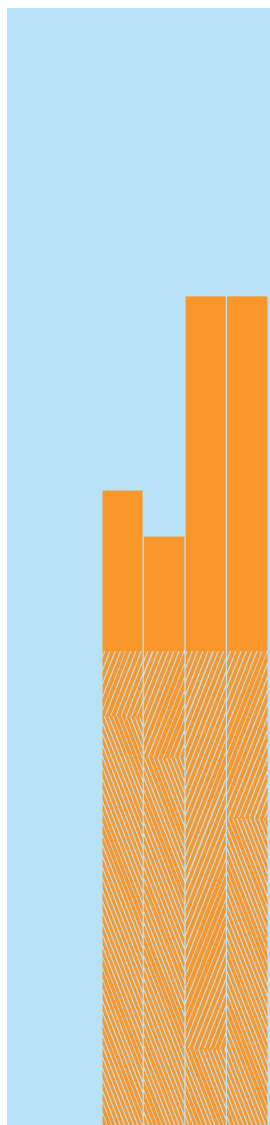
CATI on 5.000 employees with social insurance contributions, working at least 10 hrs/Week

Instrument

Items taken from validated scales (e.g. COPSOQ, FFP-Index, WAI, EWCS, SF12) and a similar study carried out in 2006

Analysis

Draw differences between favoured and experienced quality (qualities) of work from linear regression models, direct comparison of items and subgroup analysis



Team

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Funding

Federal Ministry of Labour and Social Affairs (BMAS)

Advisory board

Scientists on different subjects (e.g. labour, economy, psychology, work science, gender studies), but also trade unionists and employers' representatives

Current state



Year	2012					2013												2014							
Month of project	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
General planing, preparation questionnaire	█	█	█																						
Programming CATI-questionnaire				█																					
Pretest					█																				
1. Report, discussion with advisory board						█																			
Main field phase CATI (N=5.000)							█	█	█	█	█	█													
2. Report, discussion with advisory board												█		Gent, Sept. 2013											
Data management, analysis													█	█	█	█									
3. Report, discussion with advisory board																		█							
Final calculations, results to BMAS																			█	█	█	█	█		
Presentation, publication																								█	

Development of the questionnaire

Demands

- Pay attention to hints from advisory board
- Shorten after pretest (from 40 to 30 min CATI due to budget)
- Keep compatibility to other studies

Transformation

- No general cutting
- Removing of items due to statistical *and* contextual reasons
- No additional items, intake only in exchange
- Discussing the removal/keeping of every single item

Result

- Questionnaire can still claim to reach target of study
- No Scales/topics got lost completely even with fewer items
- Highly accepted questionnaire by advisory board
- Questionnaire still offers opportunity to confound panel design

Content of



Demands (COPSOQ)

- Quantitative d
- Emotional der
- Hiding emotio
- Work-privacy

Influence & po for developme

- Influence at w
- Possibilities fo
- Degree of free
- Meaning of w
- Commitment t

Social re (COPSOQ)

- Predictab
- Role-clear
- Role-conflic
- Quality of lea
- Social suppor
- Feedback (2/4
- Social relation
- Sense of com
- Mobbing/bully

Akronym	Instrument/Studie	Referenzliteratur
ALLBUS	Allgemeine Bevölkerungsumfrage der Sozialwissenschaften 2000	GESIS 2012
Zeitarbeit	Arbeitsqualität in Zeitarbeitsverhältnissen (Entwurf)	RWI/ISG 2013
BIBB/IAB	Erwerb und Verwertung beruflicher Qualifikationen 1998/99	Jansen et al. 2001
CBI	Copenhagen Burnout Inventory	Kristensen et al. 2005
COPSOQ	Copenhagen Psychosocial Questionnaire	Nübling et al. 2005
COPSOQ II	Copenhagen Psychosocial Questionnaire II	Pejtersen et al. 2010
DS	Demographische Standards 2004	Statistisches Bundesamt 2004
WZ	Klassifikation der Wirtschaftszweige 2008	Statistisches Bundesamt 2008
EQ-5D	Gesundheitsbezogene Lebensqualität	EuroQol Group 1990
FFP-Index	FFP-Index	Wiener et al. 2012
INQA	INQA-Studie „Was ist gute Arbeit?“ 2006	Fuchs 2006
IS	Interessierte Selbstgefährdung	Krause et al. 2012
ISSP	Internat. Social Survey Programme 1997	Zentralarchiv 1997
lidA	leben in der Arbeit 2011	Schröder et al. 2013
Nationale Kohorte	Nationale Kohorte der Helmholtz-Gemeinschaft (Entwurf)	Wichmann et al. 2012
NEXT	Nurses early exit study	Hasselhorn et al. 2003
S-MGA	Mentale Gesundheit bei der Arbeit	IAB o.J.
SOEP	Sozio-oekonomisches Panel 2008	Wagner et al. 2008
WAI	Work Ability Index	Ilmarinen et al. 2004
WeLL	Weiterbildung als Bestandteil lebenslangen Lernens	Bender et al. 2008
WHC	World Health Check	Gadinger et al. 2012

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Content of questionnaire (BMAS)

Demands (COPSOQ)

- Quantitative demands (4/4)
- Emotional demands (1/3)
- Hiding emotions(1/2)
- Work-privacy conflict (2/5)

Influence & possibilities for development (COPSOQ)

- Influence at work (3/4)
- Possibilities for development (1/4)
- Degree of freedom (4/4)
- Meaning of work (1/3)
- Commitment to working place (2/4)

Social relations & leadership (COPSOQ)

- Predictability (2/2)
- Role-clarity (0)
- Role-conflicts (0)
- Quality of leadership (3/4)
- Social support (2/4)
- Feedback (2/4)
- Social relations (0)
- Sense of community (2/3)
- Mobbing/bullying (1/1)

Strain (Outcomes)

- Job satisfaction (7/7)
- General health state (1/1)
- Burnout symptoms (6/6)
- Intention to leave (1//1)
- Cognitive stress (0)
- Satisfaction with life(0)

- Days off work by disease (1)

COPSOQ-scales German standard version

Additional aspects (COPSOQ)

- Insecurity at work (3/4)
- Trust and fairness (4/4)

Structural variables

- Socio-demographic (e.g. age, sex, household, private life)
- Type of job (e.g. position, function, full-time/part-time)
- Work-place characteristics (e.g. company size, workers representatives)

FFP-Index

- Family and work-life (10)

Additional constructs

- Technological conditions (2)
- Physical conditions (5)
- Suffering from physical work (1)
- Disturbances at work (1)
- Uninsufficient techn. equipment (1)
- Anti-discrimination (1)

Prospect



- **From a first glance to diligent analysis**
- **(Re)calculation and calculation of further regression models**
-> eg. including structural variables
- **Group-results to define target groups for later measures**
-> eg. cross-tabulations, statistics on averages
- **Comparison between COPSQ-related data in BMAS study (n = 5,000 cases) and COPSQ in ffas-database (n > 100,000 cases)**
-> e.g. adaption of scales, weighting variables
- **General discussion of possible methodological biases between study's results and results in other studys like preceeding study of 2006**
-> e.g. sampling, wording, CATI vs. online/paper-pencil

We expect highly interesting results for use and further spread of COPSQ.

We'll be happy to show you some at our next COPSQ-Network meeting 2015 in Paris!