



PRINCIPAL
HEALTH & WELLBEING SURVEY

Monitoring the occupational health,
safety and wellbeing in Australian
school principals

using the COPSQQ-II

Philip Riley, Christelle Devos

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The Impetus for the research

1. *The changing role of school leaders*
2. *Significant turnover of school principals*
3. *80% decline in application rates by genuine candidates for School Principal positions*
4. *The Whitehall I & II studies* >100 studies; 1960s – present day.

“concurrent low decision latitude and high demands cannot moderate the stress caused by the high demands through time management or learning new skills, and so become subject to high stress at work and are at increased risk of disease” (Kuper & Marmot, 2003, p. 147).

Younger people appear to be at greater risk of coronary heart disease than their older colleagues (Kuper & Marmot, 2003).

The Survey Instruments

“On-line survey”

- School demographic items
 - TIMMS (Williams et al., 2007)
 - PISA (Thomson, Bortoli, Nicholas, Hillman, & Buckley, 2011)
 - My School (ACARA, 2011)
 - International Confederation of Principals surveys
- Personal demographic items
- Quality of life
 - *AQoL-8D* (Richardson et al., 2009)
- Psychosocial coping
 - *COPSOQ-II* (Pejtersen, Kristensen, Borg, & Bjorner, 2010)
 - Alcohol Use Disorders Identification Test (Babor et al., 2001)
- Potentially 495 items depending on participant responses
- Able to complete in multiple sessions
- Mean completion time 1 hour

Research Questions

I. Is the initial factor structure of the COPSOQ-II replicated among Australian school principals?

→ Summary of EFA and CFA

II. Are the means of the COPSOQ-II dimensions similar or different than those found in previous samples?

→ Analyses of the means

III. Do the COPSOQ-II dimensions predict other outcomes?

→ Regression analyses

IV. Can recognizable occupational health, safety and wellbeing subgroups of principals be identified through the survey? What are the characteristics of those groups?

→ Cluster analyses

I. Internal structure of the COPSOQ-II: Summary of the factor analyses

- Four types of analyses: EFA per dimension, EFA per domain, CFA per domain, EFA of all items together
- Summary in order to identify weaker items and inter-correlated dimensions

Item	EFA per dimension	EFA per major domain	CFA per major domain	EFA on all items
HE1		Loading = .79	$\beta = .52$	Loading = .74
PD1	Loading = .59	Loading = .65 (last item)	$\beta = .52$	Loading = .39
VA2 (VA2)		Loading = .87 (VA1 = .62)	$\beta = .39$	Loading = .78 (VAI = .56)
CW4		Loading = .57 (last item)	$\beta = .52$	Loading = .42 (mix with MW)
CO1		Loading = .74 (last but one item)	$\beta = .50$	Loading = .62 (last item)
J14		Loading = .60 (last item)	$\beta = .54$	Loading = .57 (last item)
JS2		Loading = .69 (last item)	$\beta = .53$	Loading = .65
TM1		Loading = .52 (on TE)	$\beta = .58$	Loading = .53 (mix with SW – TE)
TM2		Loading = .61 (mix with JU)	$\beta = .58$	Loading = .41 (mix with JU)
TM3		Loading = .48 (mix with JU)	$\beta = .51$	Loading = .35 (mix with JU)
SI1	Loading = .55	Loading = .46 (mix with TM- JU)	$\beta = .40$	Loading = .39 (mix with TM- JU)
SE2	Loading = .57	Loading = .60 (last item)	$\beta = .45$	Loading = .57 (last item)
SE3		Loading = .62 (last but one item)	$\beta = .56$	Loading = .58 (last but one item)
SO1 SO2 (SO3 SO4)		Loading SO1 = .72 Loading SO2 = .68 Loading SO3 = .57 Loading SO4 = .53	$\beta = .55$ $\beta = .63$	(mix with other well-being items) Loading SO1 = .50 Loading SO1 = .58 Loading SO3 = .44 (last item) Loading SO4 = .61

Possibilities for development

- **PD1: Does your work require you to take the initiative?**
- PD2: Do you have the possibility of learning new things through your work?
- PD3: Can you use your skills or expertise in your work?
- PD4: Does your work give you the opportunity to develop your skills?

Social inclusiveness

- **SI1: Are men and women treated equally at your workplace?**
- SI2: Is there space for employees of a different race and religion?
- SI3: Is there space for elderly employees?
- SI4: Is there space for employees with various illnesses or disabilities?

Self-efficacy

- SE1: I am always able to solve difficult problems, if I try hard enough.
- **SE2: If people work against me, I find a way of achieving what I want.**
- SE3: It is easy for me to stick to my plans and reach my objectives.
- SE4: I feel confident that I can handle unexpected events.
- SE5: When I have a problem, I can usually find several ways of solving it.
- SE6: Regardless of what happens, I usually manage.

	Do items mix on the same factor?		Inter-correlations	Covariance in CFA
	In the EFA per major domain	In the EFA on all items		
CW (commitment to the workplace) and MW (meaning of work)	Yes	Yes	$r = .63$.79
QL (quality of leadership) and SS (social support from supervisor)	Yes	Yes	$r = .71$.80
JU (justice) and TM (trust in management)	Yes	Yes	$r = .69$.97
PR (predictability) and RE (rewards)	Yes	PR1 alone & PRE2 with CL – RE with QL/SS	$r = .57$.66
DS (depression) and ST (stress)	Yes	Yes	$r = .69$.81
CD (cognitive demands) and ED (emotional demands)	No	Yes	$r = .56$.77

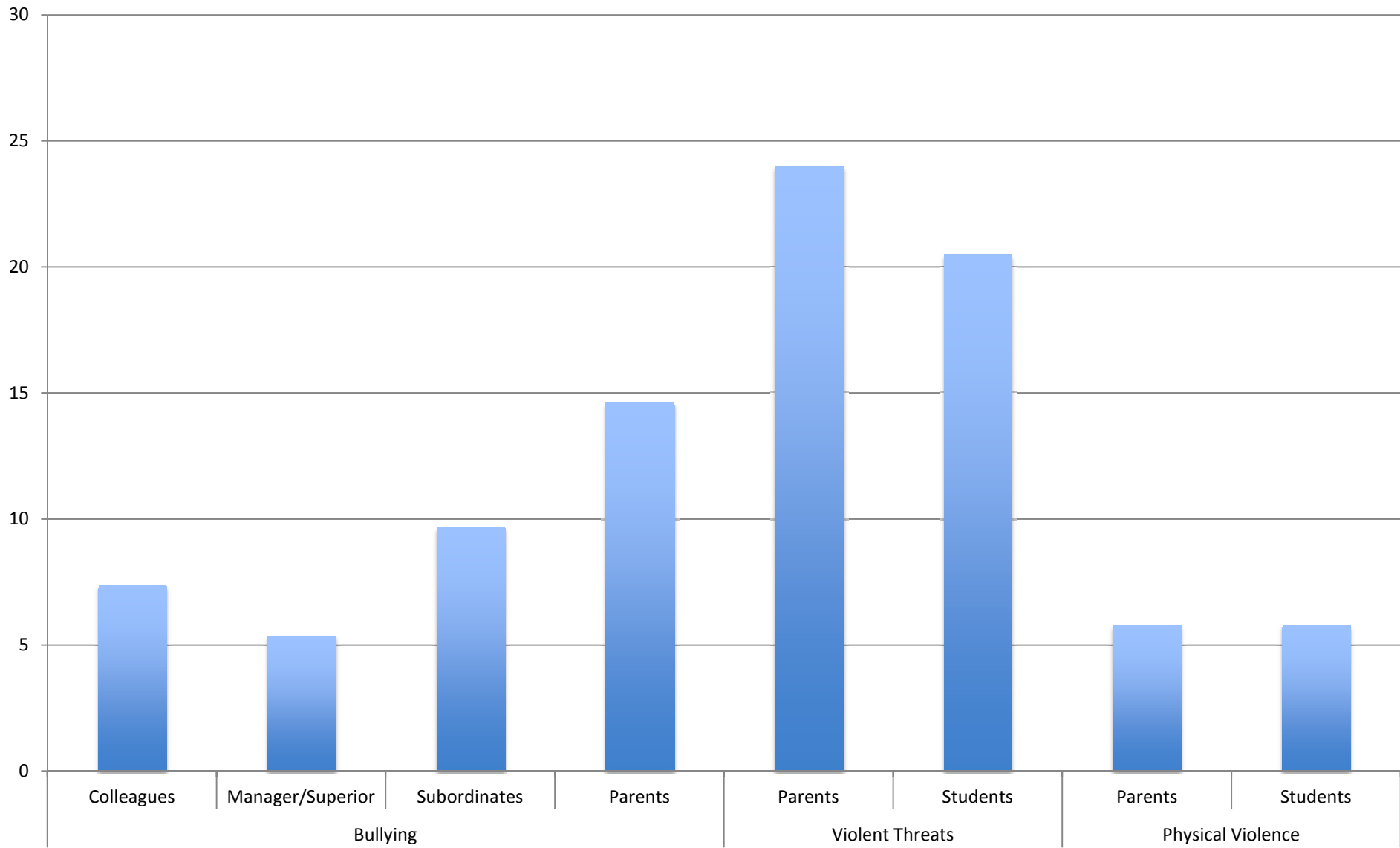
II. Analysis of the means

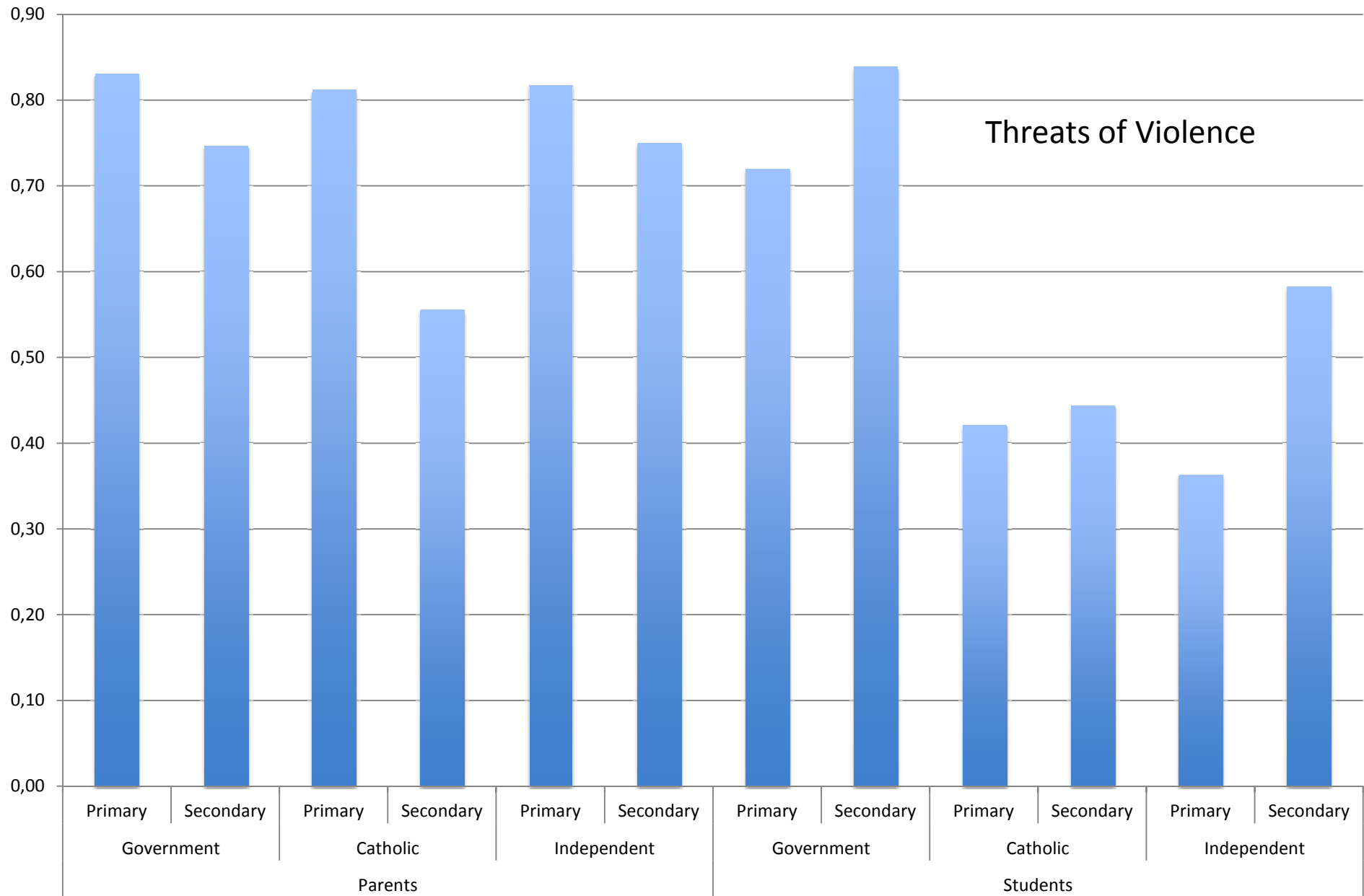
1. Offensive Behaviours

Subscales of the COPSOQ-II

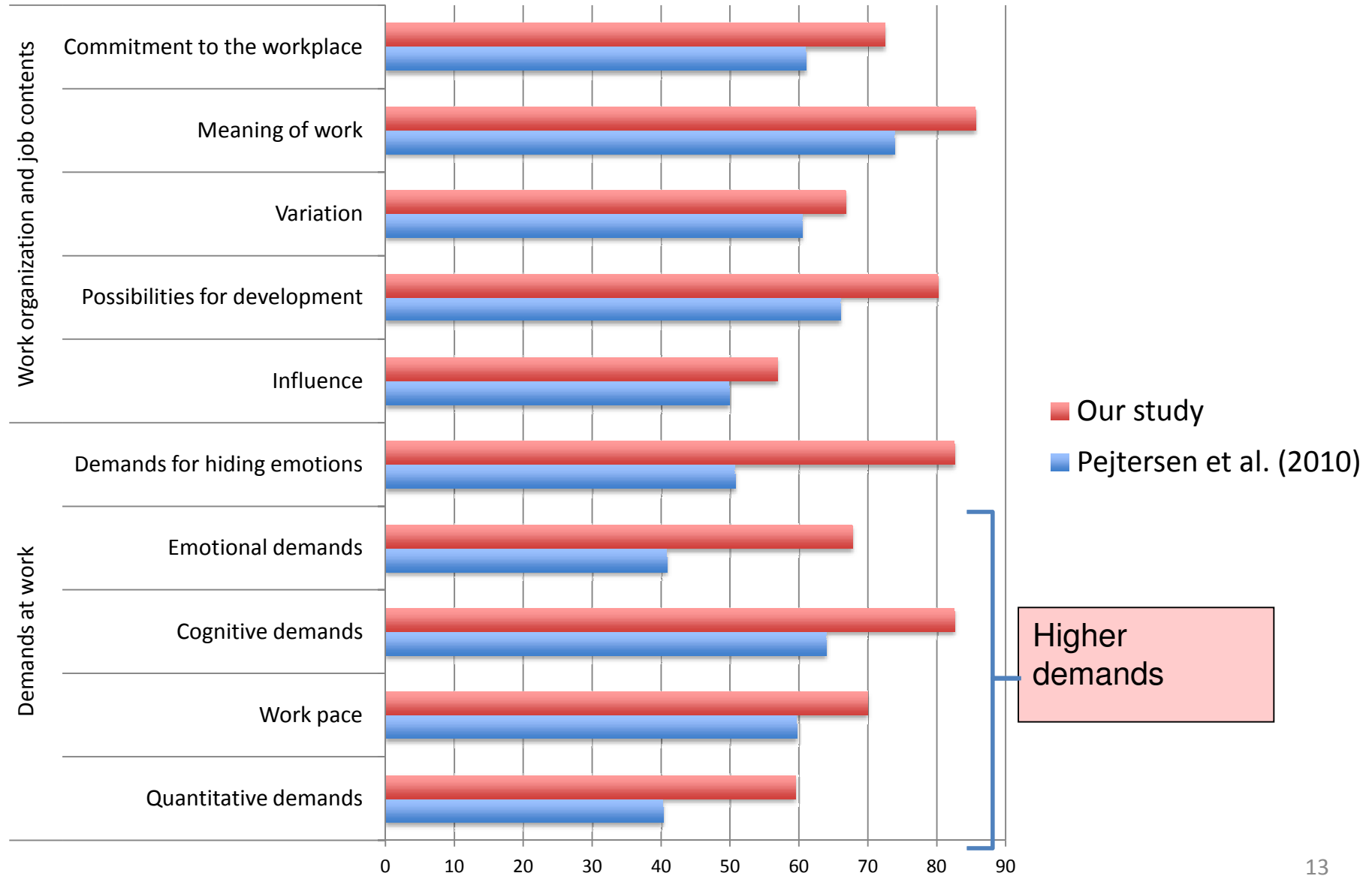
Prevalence (%)	Sexual Harassment	Threats of Violence	Actual Physical Violence	Bullying by Colleague or Superior	Unpleasant Teasing	Conflicts and Quarrels	Gossip and Slander
Principals	2.64	37.76	26.98	34.16	6.83	61.55	46.43
Population	2.90	7.80	3.90	8.30	8.30	51.20	38.90

Offensive Behaviour (%)

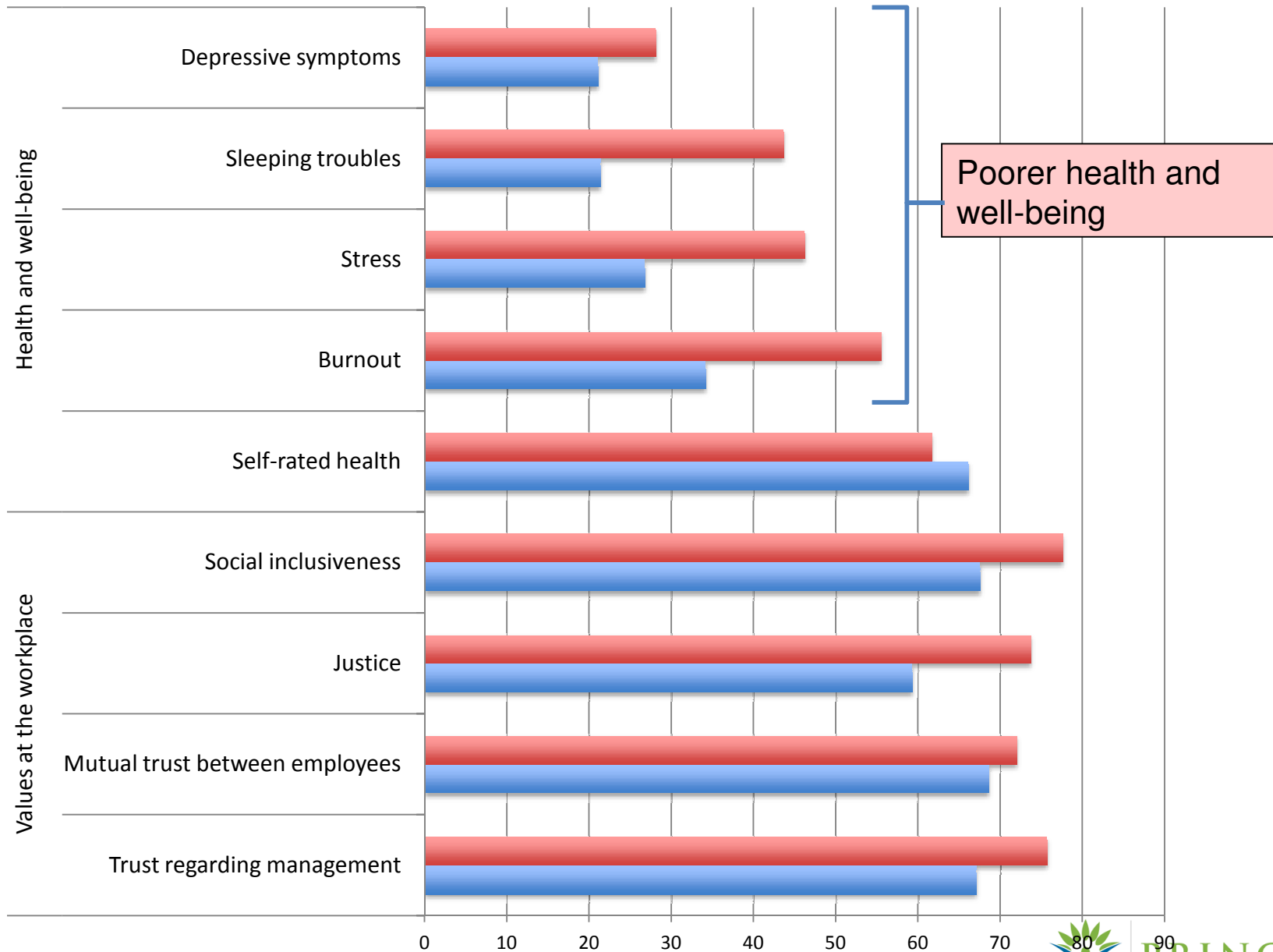




2. Other dimensions







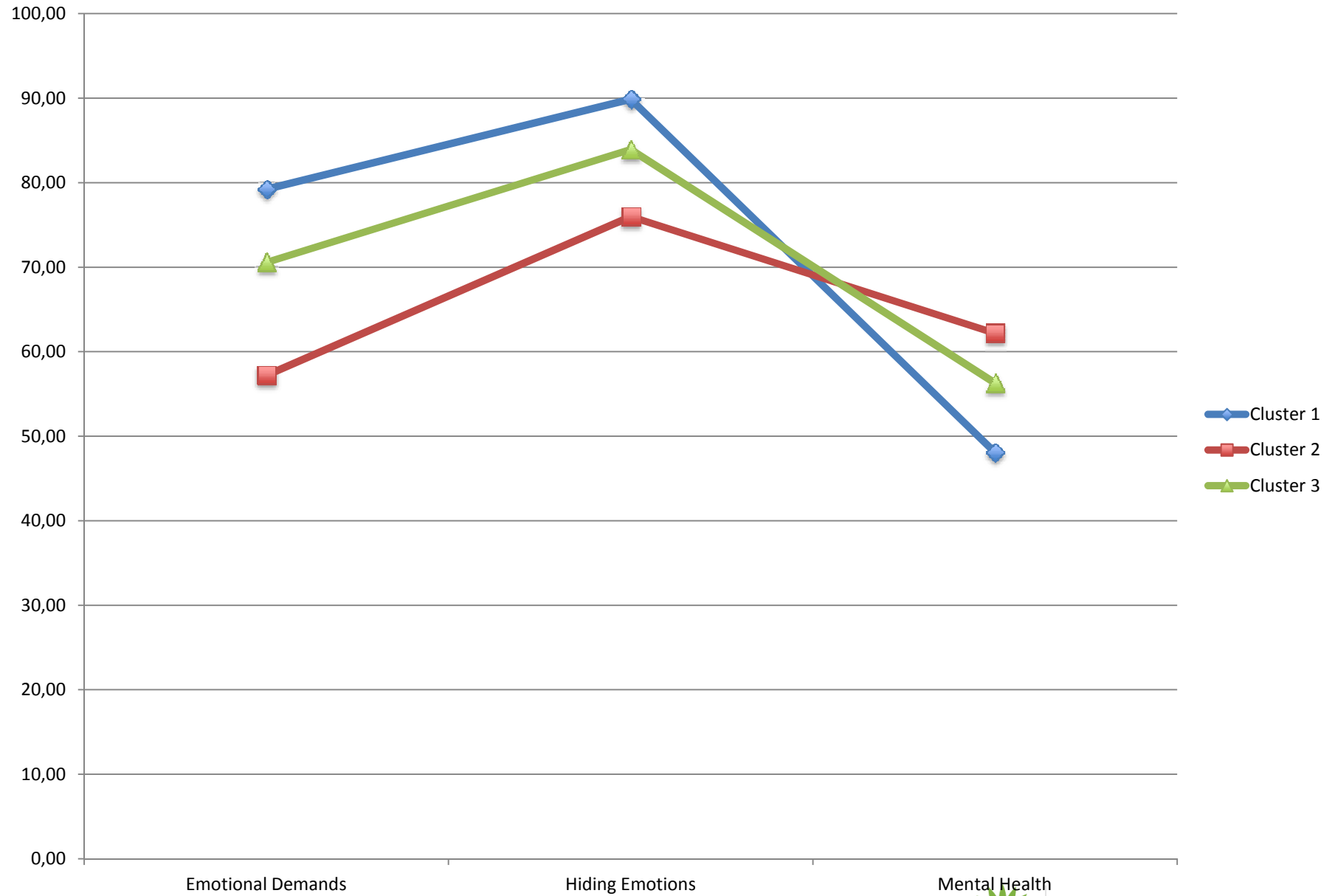
III. External validity analyses

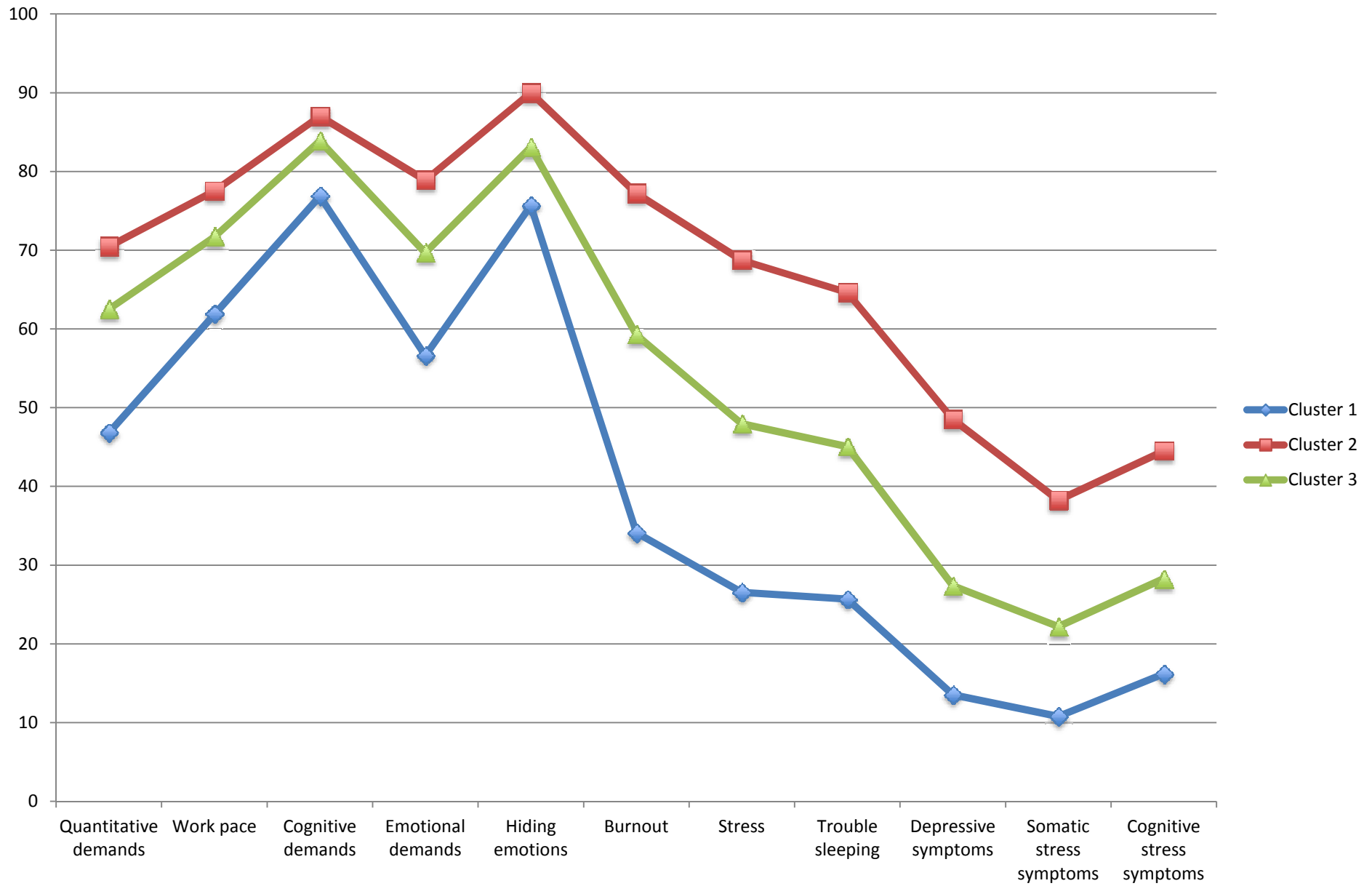
Hierarchical multiple regression for demographic and work environment variables on the mental health subscale of the AQoL-8D

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Gender	.035	.033	.025	.017	.003	.043*
Age	.076**	.072**	.073**	.058**	.055**	.052**
School Type		-.006	.008	-.007	.004	.01
Sector		.059**	.068**	.023	.008	-.005
Location		-.055*	-.054*	-.063	-.057**	-.061**
Hours worked (terms)			-.054*	.006	.017	.012
Hours (holidays)			-.064**	-.011	-.012	-.015
COPSOQ Emotional Demands				-.378***	-.344***	-.334***
COPSOQ Hiding Emotions				-.094***	-.083***	-.078***
Threats of Violence					-.039	-.036
Physical violence					.021	.02
Bullying					-.161***	-.159***
AUDIT alcohol score						-.15***
Change in R ²	.008**	.005*	.010***	.169***	.025***	.024***
Cumulative R ²	.007	.010	.019	.188	.211	.235

- The total variance in Mental Health subscale scores 23.7%, $F(1, 1987) = 53.437, p < .001$.
- Each step contributed statistically significant unique contributions
- Step 4, Emotional Demands and Hiding Emotions, contributed 16.9 % unique variance (Emotional Demands $\beta = -.378, p < .001$; Hiding Emotions ($\beta = -.094, p = .001$) R^2 change = .173, F change (2, 1991) = 214.419, $p < .001$. Inspection of mean scores revealed a number of differences in Mental Health that appear more related to work practices and situations than demographic differences.

IV. Profiles of school principals: Cluster analyses





Thank you for your attention!

philip.riley@monash.edu

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