



Bundesanstalt für Arbeitsschutz und Arbeitsmedizin

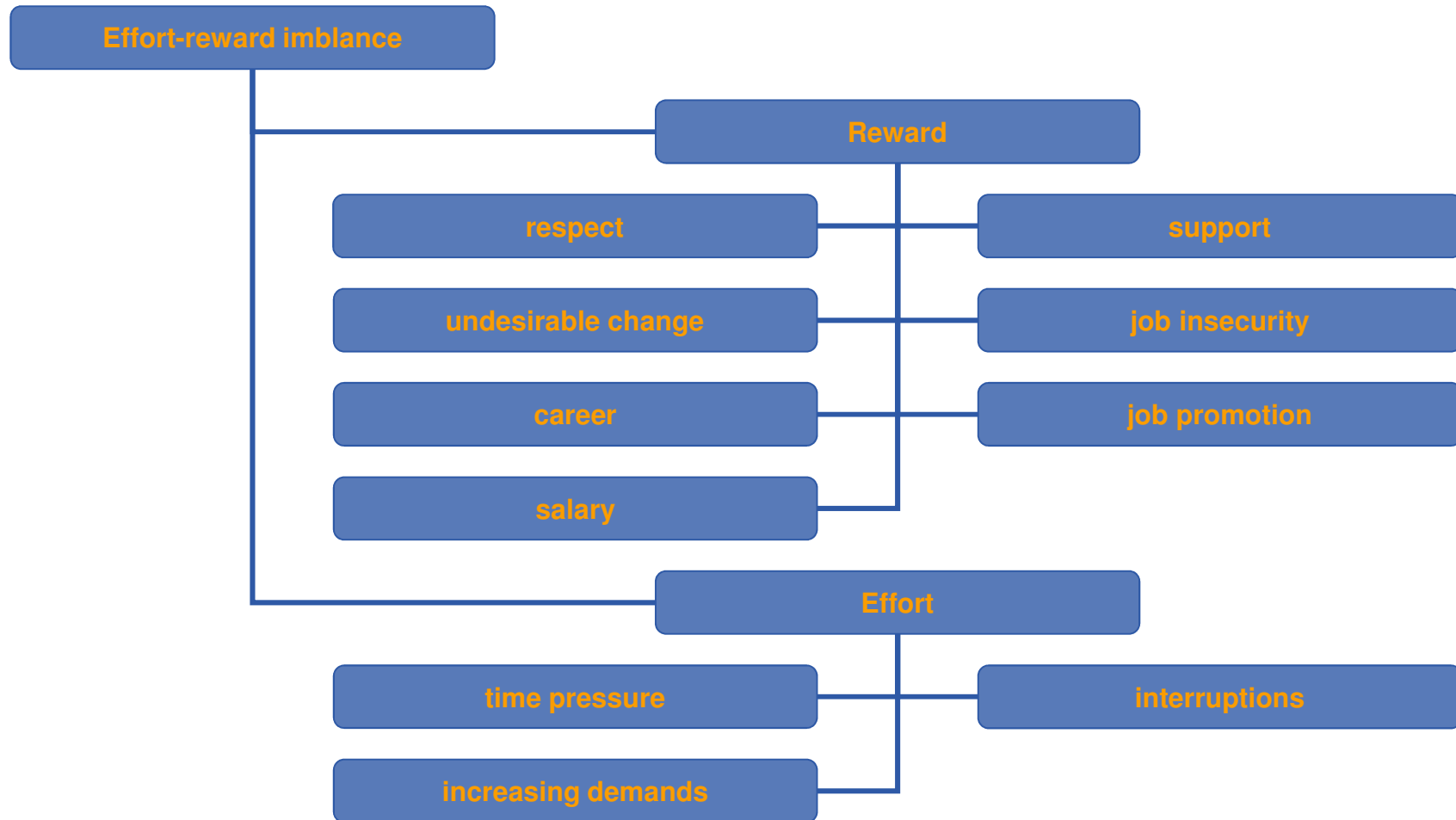
A taxonomy of psychosocial aspects in the working environment based on standardised assessment tools: Concordance analyses and comparison with COPSOQ.

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Overview

- Assessment of psycho-social exposition: old tradition vs. going on new tracks
- Poor fit between expectations from practice- and theory-driven instruments
- Deductive selection: Theory → dimensions → items
- Inductive reasoning: Items → new *taxa* → classification
- New insights for the COPSOQ-Community ?

Top-Down view: i.e. ERI



Bottom-up-view from practice: Criteria for good measurement:

Need for a selection of employment/working conditions that are:

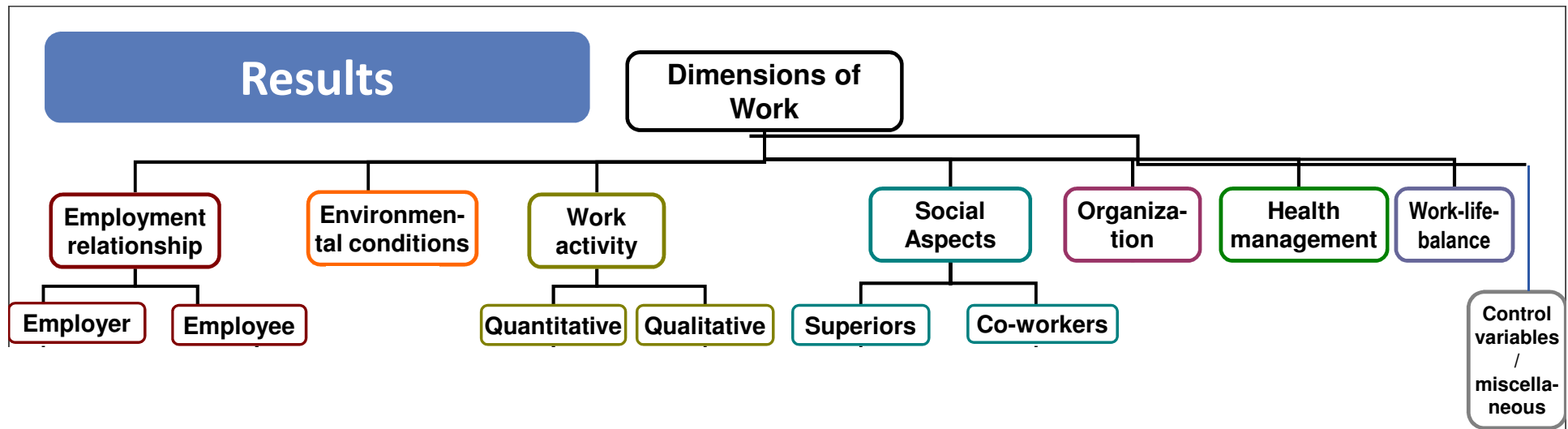
- Predictive for health and labour market outcomes,
- Well operationalised, measurable
- Modifiable by treatments within an occupational setting

Method: Questionnaire content as data

- Non-systematic research (online, off-line, grey literature)
 - instruments pointing at psycho-social risk factors: Pool of = 38 instruments (questionnaires, assessment instruments) covering 456 scales
- Inclusion criteria
 - Language: German, item-format
 - Questions with closed response categories + free response
- Examples
 - ERI-Fragebogen zur Erfassung beruflicher Gratifikationskrisen
 - JCQ (Job-Content Questionnaire)
 - COPSQQ
 - ISTA (Instrument zur stressbezogenen Arbeitsanalyse)
- Sample frame for classification:
 - n= 2883 items (duplicates deleted)

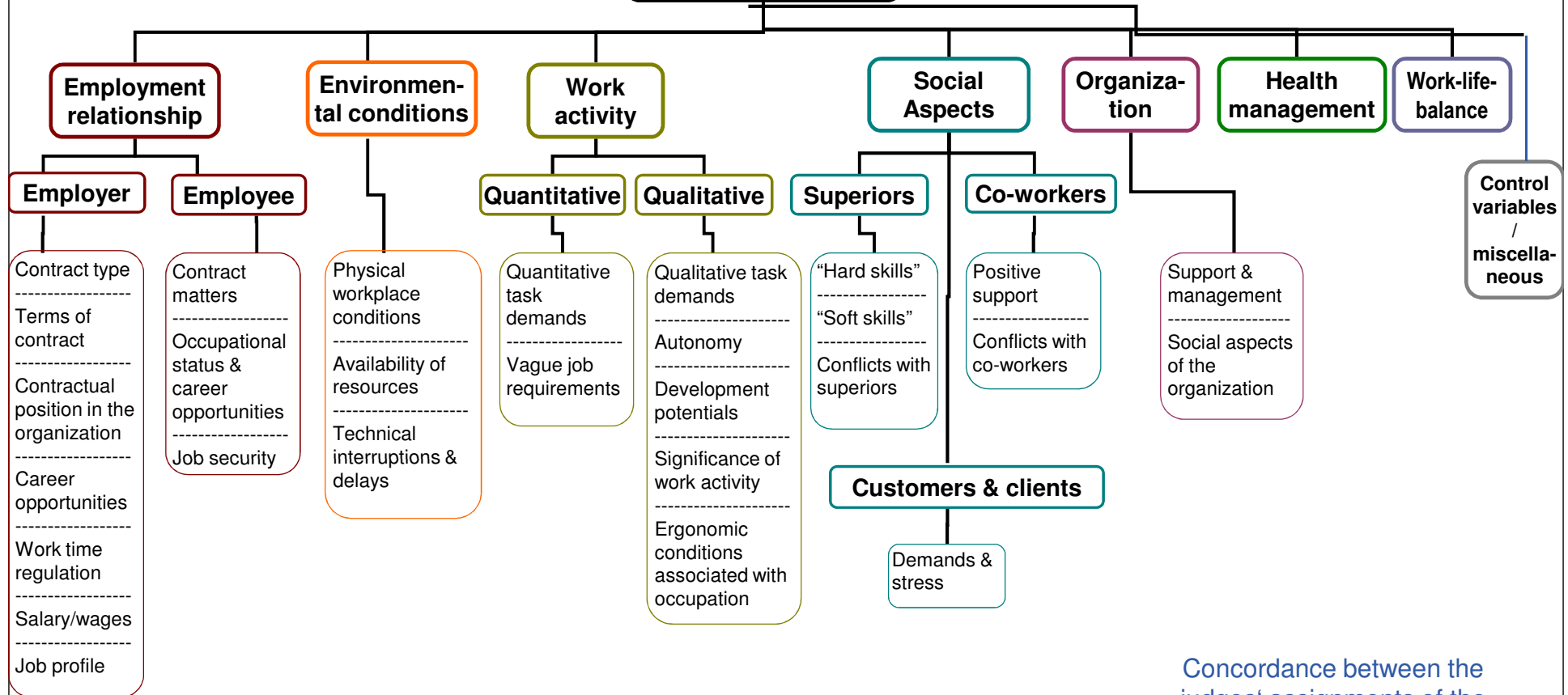
Method: Categorizing questionnaire content

- Based on action oriented theory
 - Construction of broader 31 *taxa*
 - Discussed and refined with raters
- Two independent raters assign the content each of 2846 items to the 31 *taxa*
- Subsequent analyses of concordance (kappa)



Results

Dimensions of Work



Concordance between the judges' assignments of the 2837 items:

kappa = .77

Results: COPSQQ

- The classification of COPSQQ-items to taxonomy works quite well
- But the taxonomy points to
 - some neglected dimensions, e.g.:
 - availability of resources
 - technical interruptions
 - distinctions between e.g.:
 - employment and working conditions
 - clarifications, e.g.:
 - regarding the job level

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Slide 9

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Hermann - was hast du gemeint?

b1141; 27/08/2013

Discussion: Main barriers for assignment

- 1 Item, pointing at > 1 dimension:

Do you receive all the information you need in order to do your work well?”

- Items are not descriptions of unique and simple working conditions but addresses „**fit of environmental conditions x personal factor**“