Cultural adaptation and validation of COPSOQ- ISTAS21 in Argentina Exploration of its scope and prevention advantages

SRT
Superintendencia de Riesgos del Trabajo

UNDAV
UNIVERSIDAD NACIONAL DE AVELLANEDA

Argentine Validation of COPSOQ ISTAS 21

Agreement between:

Grupo de Estudios en Salud Ambiental y Laboral (GESAL) - Universidad de Avellaneda

Área de Investigaciones en Salud-

Superintendencia de Riesgos del Trabajo

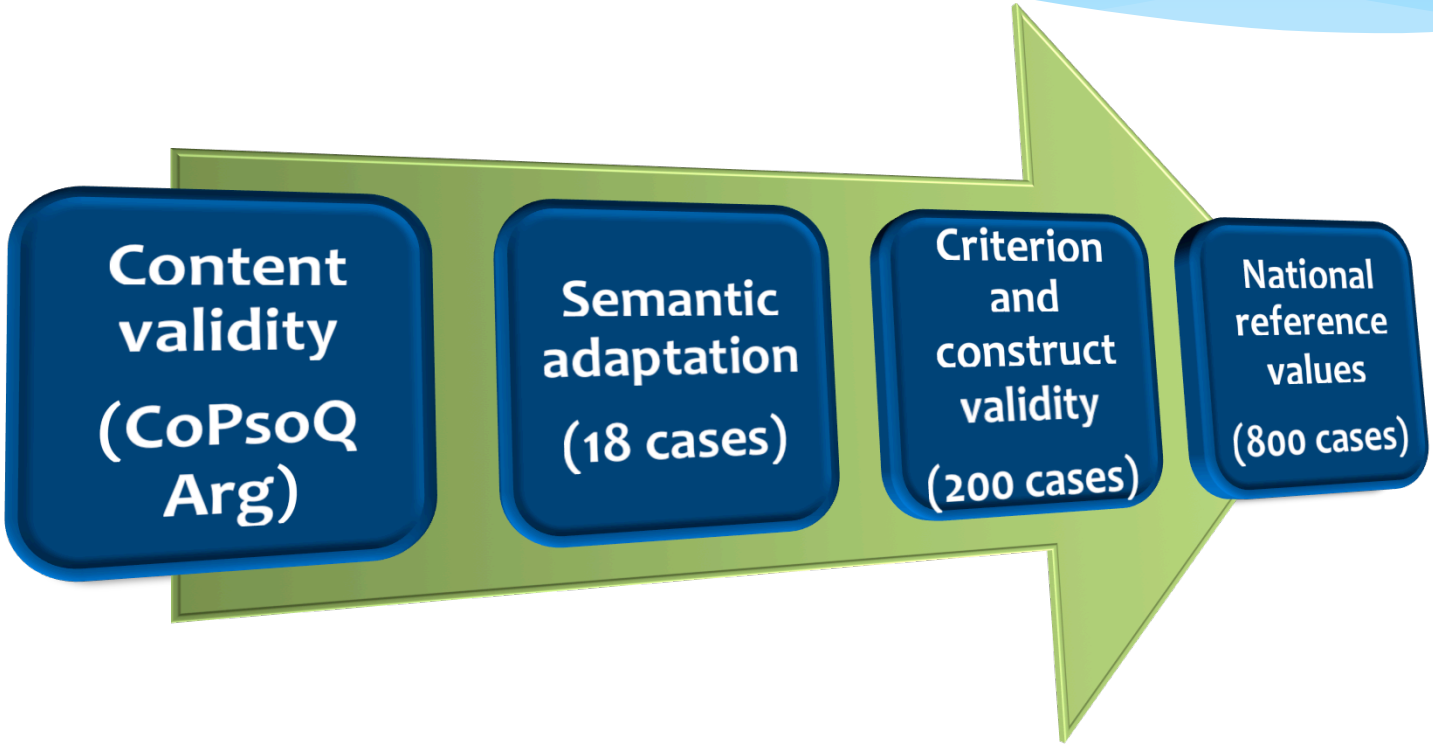
COPSOQ ARG GROUP

Argentine Validation of COPSOQ ISTAS 21

Aim of the study:

Cultural adaptation and validation of COPSOQ- ISTAS21 to the Argentine cultural context.

Steps towards the argentinean version



Content validity

Structure of the argentinean questionnnaire

1. Exigencias en el trabajo	1.1. Exigencias cuantitativas 1.2. Ritmo 1.3. Exigencias cognitivas 1.4. Exigencias emocionales 1.5. Exigencia de esconder emociones
2.Doble presencia	2. Doble presencia
3. Organización y sentido del trabajo	3.1. Autonomía 3.2. Posibilidades de desarrollo 3.3. Variedad 3.4. Sentido del trabajo 3.5. Control sobre los tiempos a disposición 3.6 Compromiso
4. Relaciones interpersonales y liderazgo	4.1. Previsibilidad 4.2. Claridad de rol 4.3. Conflicto de rol 4.4. Calidad de liderazgo 4.5. Apoyo de compañeros/as 4.6. Apoyo de superiores 4.7. Sentimiento de grupo 4.8. Reconocimiento
5. Inseguridad laboral	5.1. Inseguridad en el empleo 5.2. Flexibilidad interna
6. Confianza	6. 1. Confianza vertical 6.2. Confianza horizontal
7. Justicia	7. Justicia

Semantic adaptation

Intentional sample, maximum variation, reaching theoretical saturation - 18 cases

Educational level	Men		Women	
	- 30 years	+ 30 years	- 30 years	+ 30 years
Incomplete Primary		Livestock laborer, Maintenance service, Cleaning service		Receptionist
Complete primary and incomplete secondary	Administrative, Cleaning service,	Livestock laborer, Cleaning service	Baby sitter	Porter
Complete secondary and more	Motorman Assistant	Motorman Assistant	Hotel employee, Cleaning service, Cleaning service, Call center employee	Teacher, Lab technician

Semantic adaptation

Analysis	Interpretational expected difficulties	Interpretational emerged difficulties
Theoretical parity	Example: *1.5.2. ¿En qué medida su trabajo exige que esconda sus emociones?* Handbook: *Recordar evaluar interpretación de respuesta en sentido de contenido de trabajo.*	Example: *1.4.2. Con qué frecuencia su trabajo consiste en atender problemas de otros?* Confusion about who were *"otros".* Amplification in the questionnaire: *"que no sean compañeros o jefes"*

Semantic adaptation

Analysis	Interpretational expected difficulties	Interpretational emerged difficulties
W o r d ´ s clearness	Example: *1.1.1. ¿Con qué frecuencia la distribución de tareas es irregular y provoca que se le Junte/ acumule trabajo?* Questionnaire: Synonym added	Example: Questions with "*¿En qué medida…*" were confusing. We changed them to "*¿Con qué frecuencia…*" Handbook: Response card

Semantic adaptation

* We changed the introdution of intensity questions and intensity categories to frequency ones.

* The dimensions “Work demands” and “Confidence” presented various missinterpretations.

* If one item doesn´t apply to a work-place the response must be registered in the categorie that represents no risk exposure. Ej: Hotel without branch offices in the dimension “Work insecurity”.

Criterion and construct validity

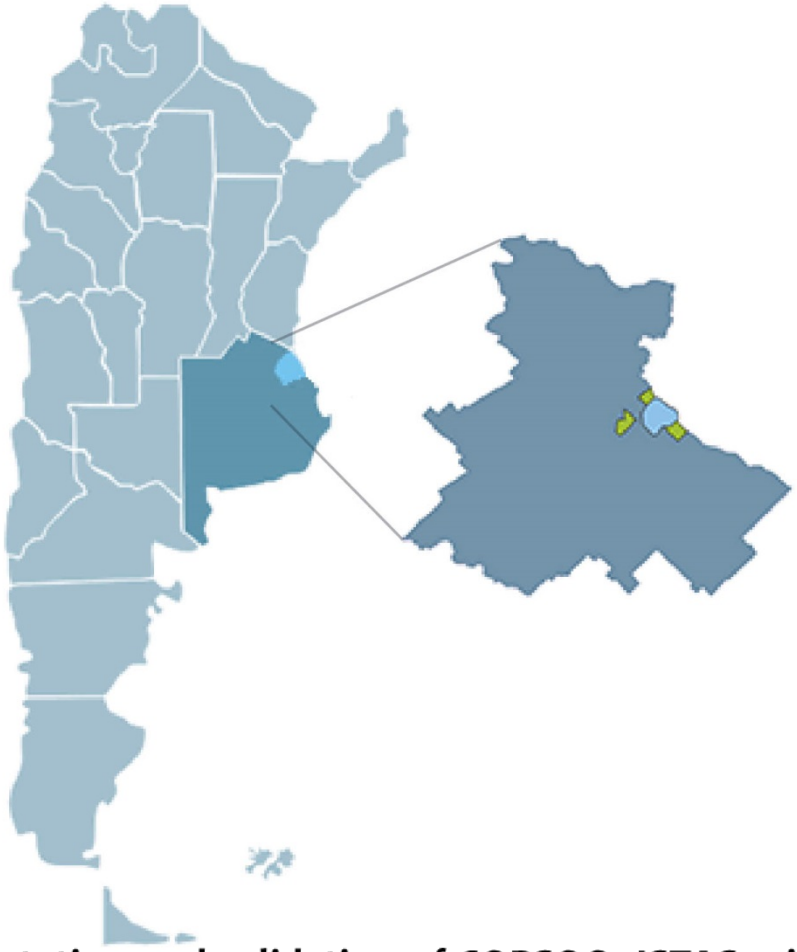
Sociodemographic and employment data	Long version CoPsoQ Arg Questionnaire	SF12. Criterion Validity
First 7 questions	Questions 1.1.1. a 7.1.4.	Health module Last 12 questions

Criterion and construct validity

Sampling:

* 200 workers stratified by sex
* Field work took place between 22/08/15 and el 11/09/15
* 4 districts of Metropolitan Area of Buenos Aires (Capital Federal, Avellaneda, Morón y Vicente López)

Criterion and construct validity



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Criterion and construct validity

Questionnaire aplication

* The interview duration was 30 minutes or less in the 90% of the cases.
* Some tiredness was noticed, so we decided to:

1. Create two control groups by the rotation of the dimensions.

100 interviews were done in the original order, 50 starting in "Work organization and meaning" and 50 with "Confidence".

2. 10% of the interviewee were captured by contact.

Criterion and construct validity

Sociodemographic characteristics (n=200)	
Sex	
-Women	48,5%
-Men	51,5%
Mean Age	40,3 years (Std. Dev: 12,5, Median: 39,5)
Educational level	
-Primary school complete	15,7%
-Secondary school complete	48,5%
-Tertiary school complete	17,7%
-Universitary level or more	18,2%

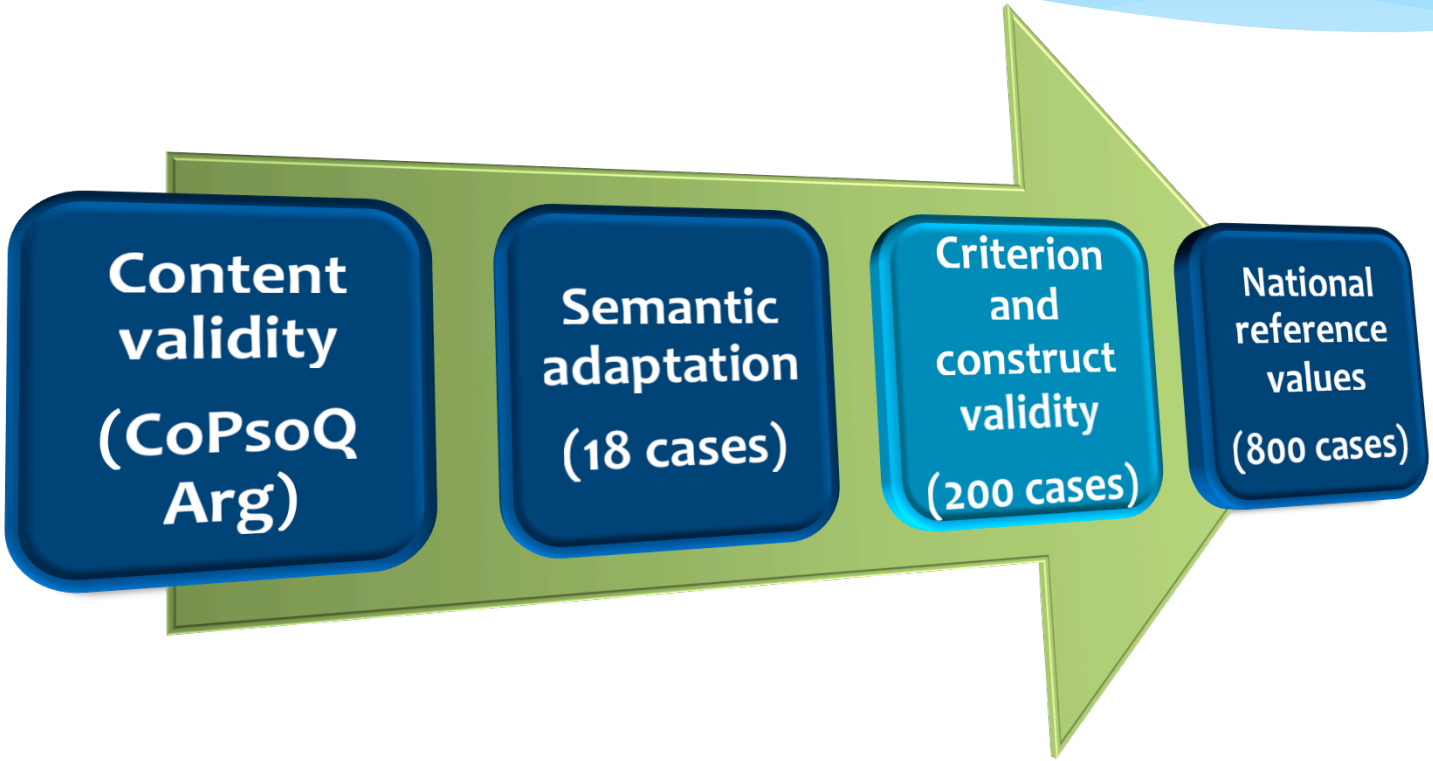
Criterion and construct validity

Employment characteristics (n=200)	
Economic activity	
-Agricultural and extractive	1%
-Manufacturing	11,5%
-Electricity, gas and water supply	1,5%
-Construction	2,5%
-Trade and hotelery	21,5%
-Transport, storage and communications	10%
-Financial intermediation	8%
-Community, social and personal service activities	44%

Criterion and construct validity

Employment characteristics (n=200)	
Median company size	46 workers (5 cases with more than 1000)
Mean weekly hours of work	40,1 hours (Std. Dev. 12,5, Median: 41)
Type of employment	
-Permanent	85%
-Not permanent	15%

Steps towards the argentinean version



Current Step

Criterion validity

Construct validity

Reliability

Factor analysis

Next step

Purposes and future steps

* To share the interest about this topic with the Argentinean Labor Risks System stake holders (employers, worker´s union, health professionals).
* To promote the Psychosocial Risks´s prevention in every profession and economic activity.
* To develop national reference values.
* To develop an abbreviated version.
* Increase the knowledge production about Psychosocial Risks through research in Argentine companies.

Thank you for your attention

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