

COPSOQ and work ability in employees working in the public sector

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Aim

- evaluation of the influence of occupational psychosocial factors on the work ability of employees working in the public sector in Flanders

Work ability

- “Work Ability Index” questionnaire
- degree to which a worker is able to do his/her job with respect to work demands (physical and mental), his/her health status and mental resources
- short version
- WAI score: 7-49
- poor work ability: WAI <37

Methods (1)

- cross-sectional questionnaire study
- study population
 - public sector
 - administrative workers, library workers, professional fire fighters, teachers, technical personnel, cleaning personnel, social service, child care, cleaning at home, nursing personnel, nursing at home, kitchen personnel and harbour personnel
 - 1238 subjects (81.0% response rate)

Methods (2)

- dependent outcome variable
 - poor work ability ($WAI < 37$)
- COPSQ II + 'degrees of freedom'
- physical workload
- full/part time work, shift work
- need for recovery
- age, gender
- multivariate logistic regression analysis
(COPSQ scales 0 – 10)

Population characteristics

- 68.0 % women (n=842)
- mean age (yrs): 42.5 (SD 10.4)
- age range (yrs): 19 – 65
- mean WAI: 41.6 (SD 4.7)
- 12.1 % poor WAI (<37) (n=150)

Mean values (SD) (1)

● quantitative demands	41.3 (19.3)
● work pace	61.3 (18.0)
● cognitive demands	59.6 (20.0)
● emotional demands	44.8 (23.6)
● demands for hiding emotions	65.4 (18.2)
● role conflicts	33.8 (19.2)
● job insecurity	24.7 (26.6)

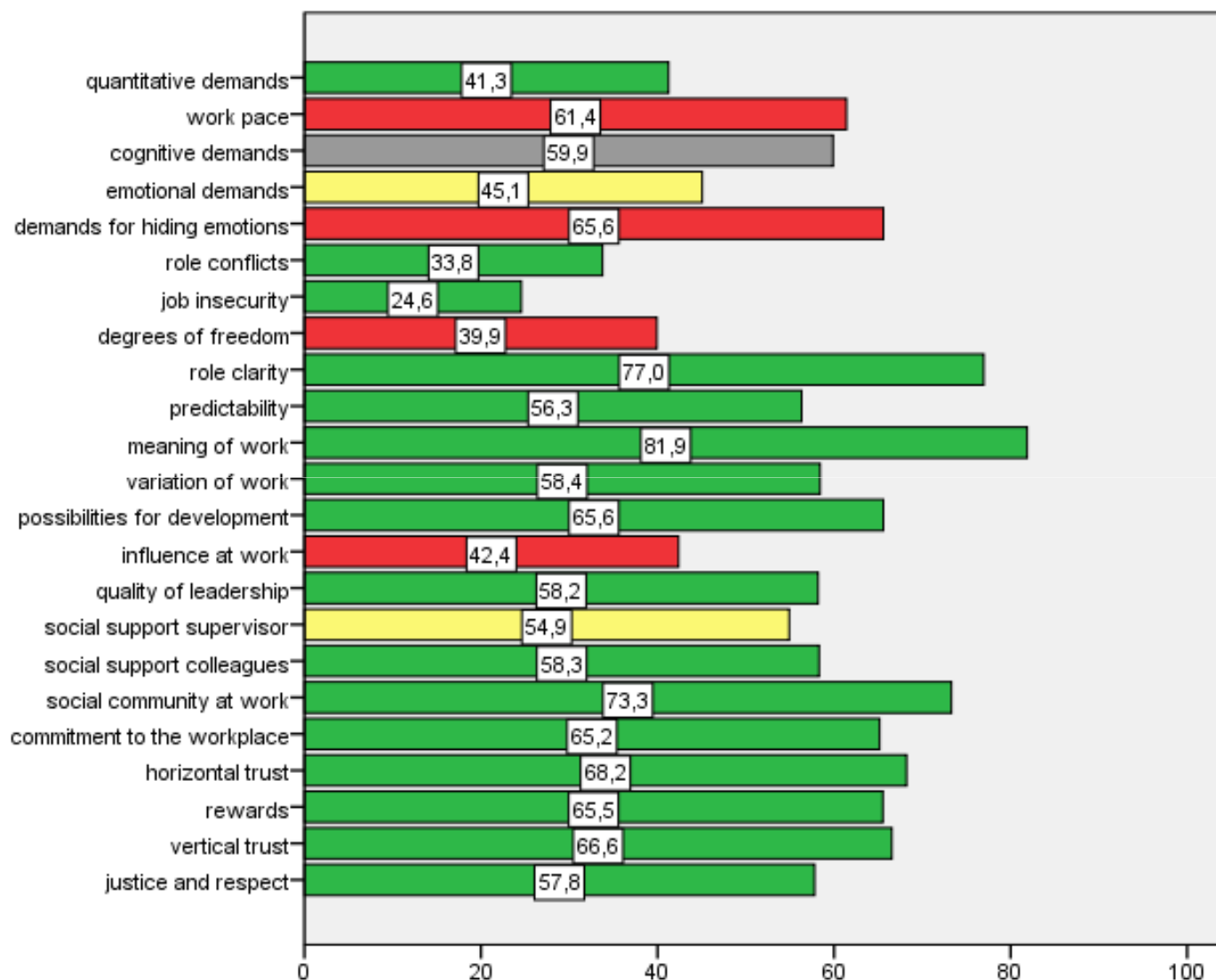
Mean values (SD) (2)

● degrees of freedom	39.9 (21.0)
● role clarity	76.9 (17.7)
● predictability	56.2 (23.1)
● meaning of work	81.8 (17.5)
● variation of work	58.2 (23.3)
● possibilities for development	65.4 (21.3)
● influence at work	42.3 (17.0)

Mean values (SD) (3)

- quality of leadership 58.1 (23.9)
- social support from supervisor 54.7 (21.2)
- social support from colleagues 58.3 (18.2)
- social community at work 73.3 (18.5)
- commitment to the workplace 65.1 (18.1)
- horizontal trust 68.3 (19.0)
- rewards 65.3 (23.7)
- vertical trust 66.4 (18.7)
- justice and respect 57.6 (21.4)

COPSOQ - profile



Multivariate logistic regression analysis

OR (95% CI) for the presence of a poor WAI

(n=1161)

● emotional demands	1.26 (1.15-1.39)
● meaning of work	0.88 (0.78-0.99)
● commitment to the workplace	0.88 (0.77-1.00)
● quality of leadership	0.86 (0.79-0.95)
● job insecurity	1.08 (1.00-1.15)
● age	1.03 (1.01-1.05)
● high need for recovery	3.54 (2.36-5.29)
● shift work	0.60 (0.38-0.96)
● physical workload	1.14 (1.06-1.24)

COPSOQ and sickness absence in employees working in the public sector

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Aim

- evaluation of the influence of occupational psychosocial factors on sickness absence of employees working in the public sector in Flanders

- How many whole days have you been off work because of a health problem (disease or health care or for examination) during the past year (12 months)?
 - none at all
 - at the most 9 days
 - 10–24 days
 - 25–99 days
 - 100–365 days
- first analysis
- second analysis

Methods (1)

- cross-sectional questionnaire study
- study population
 - public sector
 - administrative workers, library workers, professional fire fighters, teachers, technical personnel, cleaning personnel, social service, child care, cleaning at home, nursing personnel, nursing at home, kitchen personnel and harbour personnel
 - 1238 subjects (81.0% response rate)

Methods (2)

- dependent outcome variable
 - sickness absence or not
 - at least 25 days sickness absence
- COPSQ II + 'degrees of freedom'
- physical workload
- full/part time work, shift work
- age, gender
- multivariate logistic regression analysis (COPSQ scales 0 – 10)

Population characteristics

- 68.0 % women (n=842)
- mean age (yrs): 42.5 (SD 10.4)
- age range (yrs): 19 – 65

- 56.4 % sickness absence (n=698)
- 6.6 % sickness absence $\geq$ 25 d. (n=82)

Multivariate logistic regression analysis

OR (95% CI) for sickness absence (SA)

(n=1164)

	SA	SA $\geq$ 25 d.
quantitative demands	0.92 (0.86-0.98)	
emotional demands	1.12 (1.06-1.18)	1.11 (1.00-1.23)
influence at work		0.80 (0.69-0.93)
justice and respect	0.88 (0.84-0.94)	
age	0.98 (0.97-0.99)	1.05 (1.02-1.08)
physical workload		1.16 (1.06-1.27)