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)
- COPSOQ II + ‘degrees of freedom’
- physical workload
- full/part time work, shift work
- need for recovery
- age, gender
- multivariate logistic regression analysis (COPSOQ 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)

<table>
<thead>
<tr>
<th>Feature</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>degrees of freedom</td>
<td>39.9 (21.0)</td>
</tr>
<tr>
<td>role clarity</td>
<td>76.9 (17.7)</td>
</tr>
<tr>
<td>predictability</td>
<td>56.2 (23.1)</td>
</tr>
<tr>
<td>meaning of work</td>
<td>81.8 (17.5)</td>
</tr>
<tr>
<td>variation of work</td>
<td>58.2 (23.3)</td>
</tr>
<tr>
<td>possibilities for development</td>
<td>65.4 (21.3)</td>
</tr>
<tr>
<td>influence at work</td>
<td>42.3 (17.0)</td>
</tr>
</tbody>
</table>
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)
Multivariate logistic regression analysis
OR (95% CI) for the presence of a poor WAI
(n=1161)

<table>
<thead>
<tr>
<th>Factor</th>
<th>OR (95% CI)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emotional demands</td>
<td>1.26 (1.15-1.39)</td>
</tr>
<tr>
<td>Meaning of work</td>
<td>0.88 (0.78-0.99)</td>
</tr>
<tr>
<td>Commitment to the workplace</td>
<td>0.88 (0.77-1.00)</td>
</tr>
<tr>
<td>Quality of leadership</td>
<td>0.86 (0.79-0.95)</td>
</tr>
<tr>
<td>Job insecurity</td>
<td>1.08 (1.00-1.15)</td>
</tr>
<tr>
<td>Age</td>
<td>1.03 (1.01-1.05)</td>
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<tr>
<td>High need for recovery</td>
<td>3.54 (2.36-5.29)</td>
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<tr>
<td>Shift work</td>
<td>0.60 (0.38-0.96)</td>
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<tr>
<td>Physical workload</td>
<td>1.14 (1.06-1.24)</td>
</tr>
</tbody>
</table>
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
Sickness absence

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
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
- COPSOQ II + ‘degrees of freedom’
- physical workload
- full/part time work, shift work
- age, gender
- multivariate logistic regression analysis (COPSOQ 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 ≥ 25 d. (n=82)
Multivariate logistic regression analysis
OR (95% CI) for sickness absence (SA) (n=1164)

<table>
<thead>
<tr>
<th></th>
<th>SA</th>
<th>SA ≥ 25 d.</th>
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</thead>
<tbody>
<tr>
<td>quantitative demands</td>
<td>0.92 (0.86-0.98)</td>
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</tr>
<tr>
<td>emotional demands</td>
<td>1.12 (1.06-1.18)</td>
<td>1.11 (1.00-1.23)</td>
</tr>
<tr>
<td>influence at work</td>
<td></td>
<td>0.80 (0.69-0.93)</td>
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<tr>
<td>justice and respect</td>
<td>0.88 (0.84-0.94)</td>
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<tr>
<td>age</td>
<td>0.98 (0.97-0.99)</td>
<td>1.05 (1.02-1.08)</td>
</tr>
<tr>
<td>physical workload</td>
<td></td>
<td>1.16 (1.06-1.27)</td>
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</tbody>
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