The use of the COPSOQ in the Flemish region of Belgium: first experiences and results

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Belgian study population

- start October 2003
- 998 subjects addressed
- public sector
  - municipalities, Province, social sector (incl. nursing homes), schools, police
- East-Flanders region
Data collection

- sent to home address
- returned in pre-stamped envelope to researcher
- reminder after 1 month
- Teleform – scanning
- SPSS
Population characteristics

- 781 subjects (78.3 % participation rate)
- 65.1 % women
- mean age (yrs): 41.7 (range: 19 - 63)
## Scale reliability

<table>
<thead>
<tr>
<th>Demands</th>
<th>no. of items</th>
<th>Cronbach’s α</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quantitative demands</td>
<td>7</td>
<td>0.85</td>
</tr>
<tr>
<td>Emotional demands</td>
<td>3</td>
<td>0.83</td>
</tr>
<tr>
<td>Demands for hiding emotions</td>
<td>2</td>
<td>0.60</td>
</tr>
<tr>
<td>Sensorial demands</td>
<td>5</td>
<td>0.75</td>
</tr>
<tr>
<td>Cognitive demands</td>
<td>8</td>
<td>0.89</td>
</tr>
</tbody>
</table>

COPSOQ Workshop Copenhagen, 6-7 September 2007
## Scale reliability

<table>
<thead>
<tr>
<th>Active and developmental work</th>
<th>no. of items</th>
<th>Cronbach’s α</th>
</tr>
</thead>
<tbody>
<tr>
<td>Influence at work</td>
<td>10</td>
<td>0.79</td>
</tr>
<tr>
<td>Possibilities for development</td>
<td>7</td>
<td>0.84</td>
</tr>
<tr>
<td>Degrees of freedom</td>
<td>4</td>
<td>0.66</td>
</tr>
<tr>
<td>Meaning of work</td>
<td>3</td>
<td>0.80</td>
</tr>
<tr>
<td>Workplace commitment</td>
<td>4</td>
<td>0.62</td>
</tr>
<tr>
<td>Interpersonal relations and leadership</td>
<td>no. of items</td>
<td>Cronbach’s α</td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>--------------</td>
<td>--------------</td>
</tr>
<tr>
<td>Social support</td>
<td>4</td>
<td>0.77</td>
</tr>
<tr>
<td>Social relations</td>
<td>2 (3)</td>
<td>0.50 (0.56)</td>
</tr>
<tr>
<td>Role clarity</td>
<td>4</td>
<td>0.76</td>
</tr>
<tr>
<td>Role conflicts</td>
<td>4</td>
<td>0.82</td>
</tr>
<tr>
<td>Predictability</td>
<td>2</td>
<td>0.72</td>
</tr>
<tr>
<td>Feedback</td>
<td>2</td>
<td>0.61</td>
</tr>
<tr>
<td>Sense of community at work</td>
<td>3</td>
<td>0.84</td>
</tr>
<tr>
<td>Quality of leadership</td>
<td>8</td>
<td>0.94</td>
</tr>
</tbody>
</table>

| Job insecurity                       | 4            | 0.65         |
Job profile educator in reformatory institute
Job profile teaching personnel

Mean

- emotional demands
- demands for holding emotions
- cognitive demands
- influence at work
- possibilities for development
- meaning of work
- workplace commitment
- social support
- social relations (3 items)
- role clarity
- role conflicts
- predictability
- feedback
- sense of community at work
- job insecurity
- quantitative demands
- sensory demands
- meaning of freedom
- a sense of community at work
Job profile nursing personnel in nursing homes

Mean

- Emotional demands
- Demands for hiding emotions
- Sensory demands
- Cognitive demands
- Influence at work
- Possibilities for development
- Degrees of freedom
- Meaning of work
- Workplace commitment
- Social support
- Social relations (3 items)
- Role clarity
- Role conflicts
- Predictability
- Feedback
- Sense of community at work
- Job insecurity
Job profile administrative workers

[Bar chart with various factors and corresponding mean values]
Job profile cleaning personnel
Job profile policemen intervention and detectives
Job profile policeman on the beat

[Bar chart showing various factors and their mean values]
Quantitative demands by job

- library personnel
- educators reformat. institute
- social workers
- auxiliary nurses
- nurses
- teachers general education
- kitchen personnel
- administrative workers
- paramedics
- police intervention
- teachers technical education
- geriatric and home helpers
- technical personnel
- police on the beat
- cleaning personnel
- reception workers
- museum guides
Emotional demands by job
Demands for hiding emotions by job

- reception workers
- police intervention
- educators reformat. institute
- museum guides
- teachers technical education
- teachers general education
- police on the beat
- social workers
- geriatric and home helpers
- auxillary nurses
- paramedics
- library personnel
- administrative workers
- nurses
- kitchen personnel
- technical personnel
- cleaning personnel

(mean)
Sensorial demands by job

teachers technical education
nurses
museum guides
teachers general education
educators reformat. institute
library personnel
police intervention
administrative workers
police on the beat
geriatric and home helpers
auxiliary nurses
reception workers
kitchen personnel
technical personnel
paramedics
social workers
cleaning personnel
Influence at work by job

- Museum guides
- Paramedics
- Teachers general education
- Police intervention
- Teachers technical education
- Administrative workers
- Educators reformat. institute
- Police on the beat
- Cleaning personnel
- Social workers
- Geriatric and home helpers
- Technical personnel
- Library personnel
- Kitchen personnel
- Nurses
- Reception workers
- Auxiliary nurses

Mean values:

- Museum guides
- Paramedics
- Teachers general education
- Police intervention
- Teachers technical education
- Administrative workers
- Educators reformat. institute
- Police on the beat
- Cleaning personnel
- Social workers
- Geriatric and home helpers
- Technical personnel
- Library personnel
- Kitchen personnel
- Nurses
- Reception workers
- Auxiliary nurses
Possibilities for development by job

- museum guides
- teachers general education
- teachers technical education
- social workers
- educators reformat. institute
- police intervention
- administrative workers
- technical personnel
- nurses
- library personnel
- paramedics
- geriatric and home helpers
- police on the beat
- auxiliary nurses
- reception workers
- kitchen personnel
- cleaning personnel
Degrees of freedom by job

- teachers general education
- teachers technical education
- kitchen personnel
- museum guides
- auxiliary nurses
- nurses
- geriatric and home helpers
- paramedics
- reception workers
- educators reformat. institute
- technical personnel
- cleaning personnel
- library personnel
- social workers
- police intervention
- administrative workers
- police on the beat

mean

[Bar chart showing degrees of freedom for different job categories. The chart includes categories such as teachers, nurses, and police, with varying degrees of freedom indicated by the length of the bars.]
Workplace commitment by job

- Museum guides
- Technical personnel
- Teachers technical education
- Library personnel
- Nurses
- Geriatric and home helpers
- Auxiliary nurses
- Administrative workers
- Cleaning personnel
- Reception workers
- Social workers
- Paramedics
- Police on the beat
- Kitchen personnel
- Teachers general education
- Educators reformat. institute
- Police intervention

(mean)