



Bundesanstalt für Arbeitsschutz und Arbeitsmedizin

The third version of the Copenhagen Psychosocial Questionnaire

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Centre de Santé
des Travailleurs(es)
de l'Ontario



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Background

- The Copenhagen Psychosocial Questionnaire (COPSOQ) *(Kristensen 2010; Pejtersen et al. 2010)* is aimed for
 - practical use in workplaces & research on work and health *(Nübling et al 2014)*
 - extensive coverage of psychosocial factors
- Used in 40 countries, of which 17 versions have been validated (<https://www.copsoq-network.org/validation-studies/>)
- Widely used in research; 400 peer reviewed papers *(Nolle 2018)*

Background

- Need for third version:
 - International flexibility
 - Trends
 - Theoretical concepts
 - International experience
- International workshops in Gent, Paris and Santiago de Chile 2013-17 & intermediate Delphi processes

Changes: International flexibility

- A new feature: COPSQ III is characterized by core items
- One or two core items per dimension:
 - mandatory for national versions of COPSQ
 - allow national adaptations of short, middle and long versions of the questionnaire

Changes: Trend and concept based

- Trends, new dimensions:
 - Control over working time (*reintrod.*)
 - Insecurity over employment
 - Insecurity over working conditions
 - Harrassment in social media
- Concepts, new dimensions:
 - Illegitimate tasks
 - Work engagement

Changes: Experience based

- New dimensions:
 - Demands for hiding emotions (*reintrod.*)
- Abandoned dimensions:
 - Social inclusiveness
- Item modifications
 - Emotional demands, Influence at work, Possibilities for development, Recognition, Role conflicts, Quality of leadership, Social support, Commitment to the workplace, Job satisfaction, Work life conflict, Vertical trust, Bullying, Stress
- Resulting COPSQ III:
 - 45 dimensions within 8 domains covering 148 items

Goal

- To analyse psychometric characteristics of the new middle version:
 - International middle version
 - National adapted middle versions

Method, Populations

- Seven populations with 23,361 employees during 2016-2017 in
 - Canada
 - Spain
 - France
 - Germany
 - Sweden
 - Turkey



Method analyses

- Psychometric properties of the middle version of the questionnaire were assessed (25 dimensions covering 59 items)
 - Mean values
 - Cronbach's α
 - Ceiling
 - Floor
 - Missing values
 - Intercorrelations

Results, scales: Cronbach's α

- International middle version
 - Two-item scales α 's ranged from 0.64 (Commitment to the workplace) to 0.87 (Social support from supervisor)
 - Three-item scales α 's ranged from 0.66 (Hiding emotions) to 0.87 (Quality of leadership)
 - Four-item scales α 's 0.69 (Control over working time) and 0.80 (Influence at work)
- National middle versions: Same results

Results: Means, Floor and ceiling effects

Dimensions with lowest means, floor effects:

- Quantitative demands (mean 39, 12% floor)
- Insecurity over employment (mean 39, 19% floor)

Dimensions with highest means, ceiling effects:

- Role clarity (mean 75, 25% ceiling)
- Sense of community at work (mean 77, 30% ceiling)

National middle versions: Heterogeneous results

Results: missing and intercorrelations of dimensions

- Fractions of missing generally very low
- Most intercorrelations low to medium (of 378 intercorrelations, five were >0.6 ; none were >0.69)
 - Intercorrelations >0.6 involved Quality of leadership, Organizational justice, Recognition and Commitment to the workplace
- National middle versions: Same results

Discussion: COPSOQ III

- New dimensions: Illegitimate tasks, Work engagement (*Schaufeli et al 2006*), Insecurity over working conditions, Quality of work and Harassment in social media
- Reliable and distinct measures of a wide range of psychosocial dimensions of modern working life
- Meets needs for both practice and research – reflected in the increased use in both settings (*Nolle 2018*)
- Can be used in different national and cultural contexts in all parts of the world

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Additional slides

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Future development of COPSOQ

- Validity
 - further national tests
 - test retest
 - external validity
 - levels of work (e.g. work unit, occupation)
- Use of COPSOQ in practical settings
 - psychosocial risk assessment
 - organizational development
- Social capital
 - distinction of COPSOQ dimensions
- Current trends in the working environment
 - digitalization

Validation studies of national versions of COPSOQ

- China
- Iran
- *Turkey*
- Romania
- Poland
- Hungary
- Sweden
- Denmark
- Germany
- Belgium
- France
- Italy
- Spain
- Portugal
- *Canada*
- Cuba
- Brasil
- *Peru*
- Argentina
- Chile

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DOMAIN	DIMENSION
Demands at work	Quantitative demands
	Work pace
	Cognitive demands
	Emotional demands
Work organization and job contents	Demands for hiding emotions
	Influence at work
	Possibilities for development
	Variation of work
	Control over working time
Interpersonal relations and leadership	Meaning of work
	Predictability
	Recognition
	Role clarity
	Role conflicts
	Illegitimate tasks
	Quality of leadership
	Social support from supervisor
	Social support from colleagues
	Sense of community at work
Work individual Interface	Commitment to the workplace
	Work engagement
	Insecurity over employment
	Insecurity over working conditions
	Quality of work
	Job satisfaction
Social capital	Work life conflict
	Vertical trust
	Horizontal trust
	Organizational justice
Conflicts and offensive behaviour	Gossip and slander
	Conflicts and quarrels
	Unpleasant teasing
	Harassment in social media
	Sexual harassment
	Threats of violence
	Physical violence
	Bullying
Health and well being	Self-rated health
	Sleeping troubles
	Burnout
	Stress
	Somatic stress
	Cognitive stress
	Depressive symptoms
Personality	Core dimensions
	Additional international middle dimensions
	Other available dimensions