The third version of the Copenhagen Psychosocial Questionnaire

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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: COPSOQ III is characterized by core items

- One or two core items per dimension:
  - mandatory for national versions of COPSOQ
  - 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 COPSOQ 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
References


Nolle I (2018) List of Publications with COPSOQ published in peer-reviewed indexed journals https://www.copsoq-network.org/assets/Uploads/Literaturliste-Mai18-Netzwerk-peer-reviewed-only-V1.pdf Freiburg, Germany:


Additional slides
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

*Grey tone: Validations under way*
<table>
<thead>
<tr>
<th>DOMAIN</th>
<th>DIMENSION</th>
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<tbody>
<tr>
<td>Demands at work</td>
<td>Quantitative demands</td>
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<td>Work pace</td>
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<td>Cognitive demands</td>
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<td>Emotional demands</td>
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<td>Demands for hiding emotions</td>
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<td>Work organization and job contents</td>
<td>Influence at work</td>
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<td>Possibilities for development</td>
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<td>Variation of work</td>
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<td>Control over working time</td>
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<td>Meaning of work</td>
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<td>Interpersonal relations and leadership</td>
<td>Predictability</td>
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<td>Recognition</td>
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<td>Role clarity</td>
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<td>Role conflicts</td>
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<td>Illegitimate tasks</td>
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<td>Quality of leadership</td>
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<td>Sense of community at work</td>
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<td>Work individual Interface</td>
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<td>Work engagement</td>
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<td>Organizational justice</td>
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<td>Conflicts and offensive behaviour</td>
<td>Gossip and slander</td>
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<td>Conflicts and quarrels</td>
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