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RELIABILITY AND VALIDITY OF THE COPSOQ III IN FLEMISH HEALTHCARE WORKERS

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Employability in the 21st Century – Leuven (Belgium), Sept. 12th 2018



INTRODUCTION AND

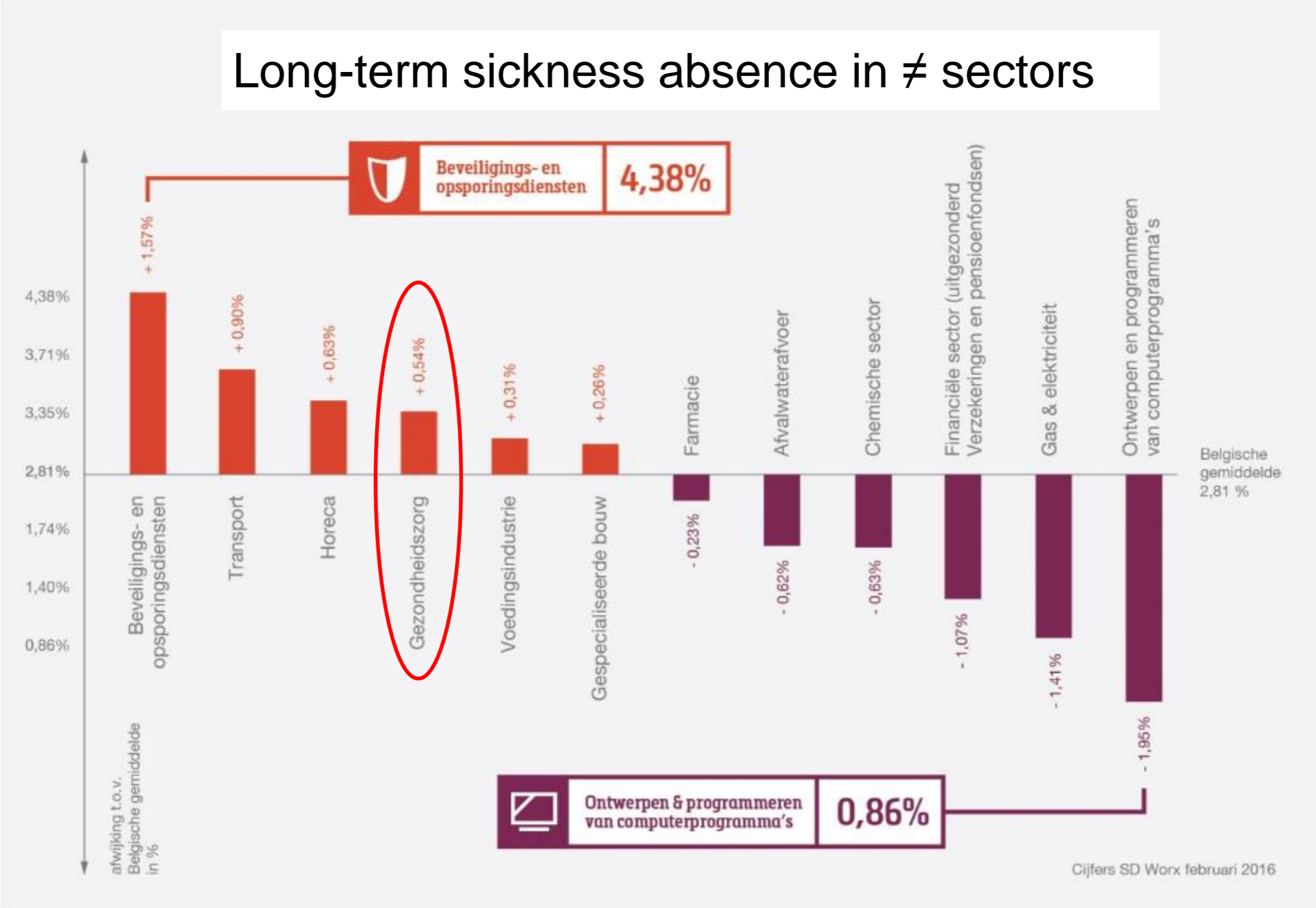
AIM

PSYCHOSOCIAL RISK SCREENING

- Belgian legislation on employee safety, health and well-being → mandatory psychosocial risk screening
- **COPSOQ instrument** = used in academics and practice, but not validated yet

HEALTH CARE SECTOR

Long-term sickness absence in ≠ sectors



HEALTH CARE SECTOR



AIM

- To assess the reliability and validity of the Flemish COPSOQ III instrument within a sample of healthcare workers

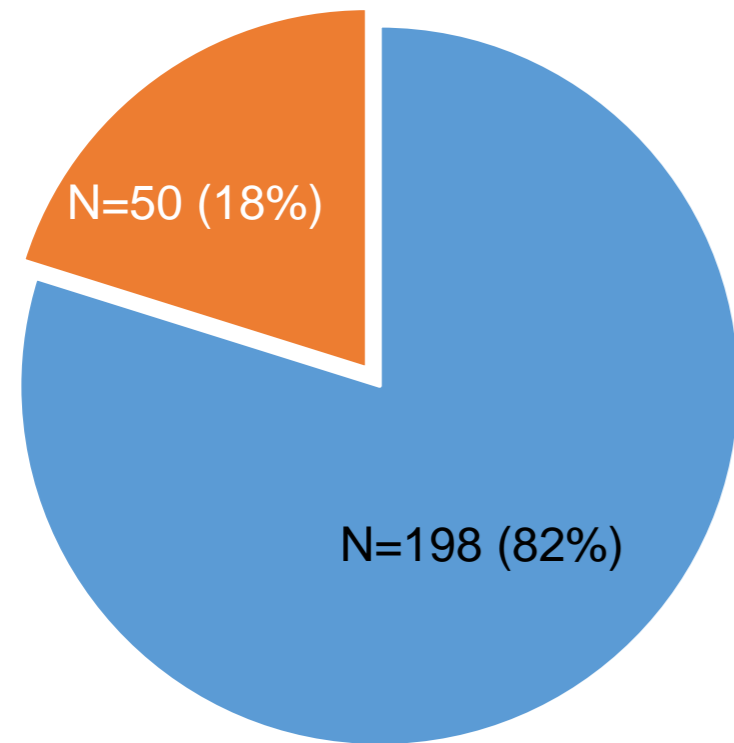
METHODS

SURVEY STUDY

- Convenience sample from 3 healthcare institutions (rehabilitation & elderly care)
- All 479 employees personally invited to participate
- Final sample: **N=248** (response rate 52%)
(aimed sample size: 270)
- Self-administered paper questionnaire

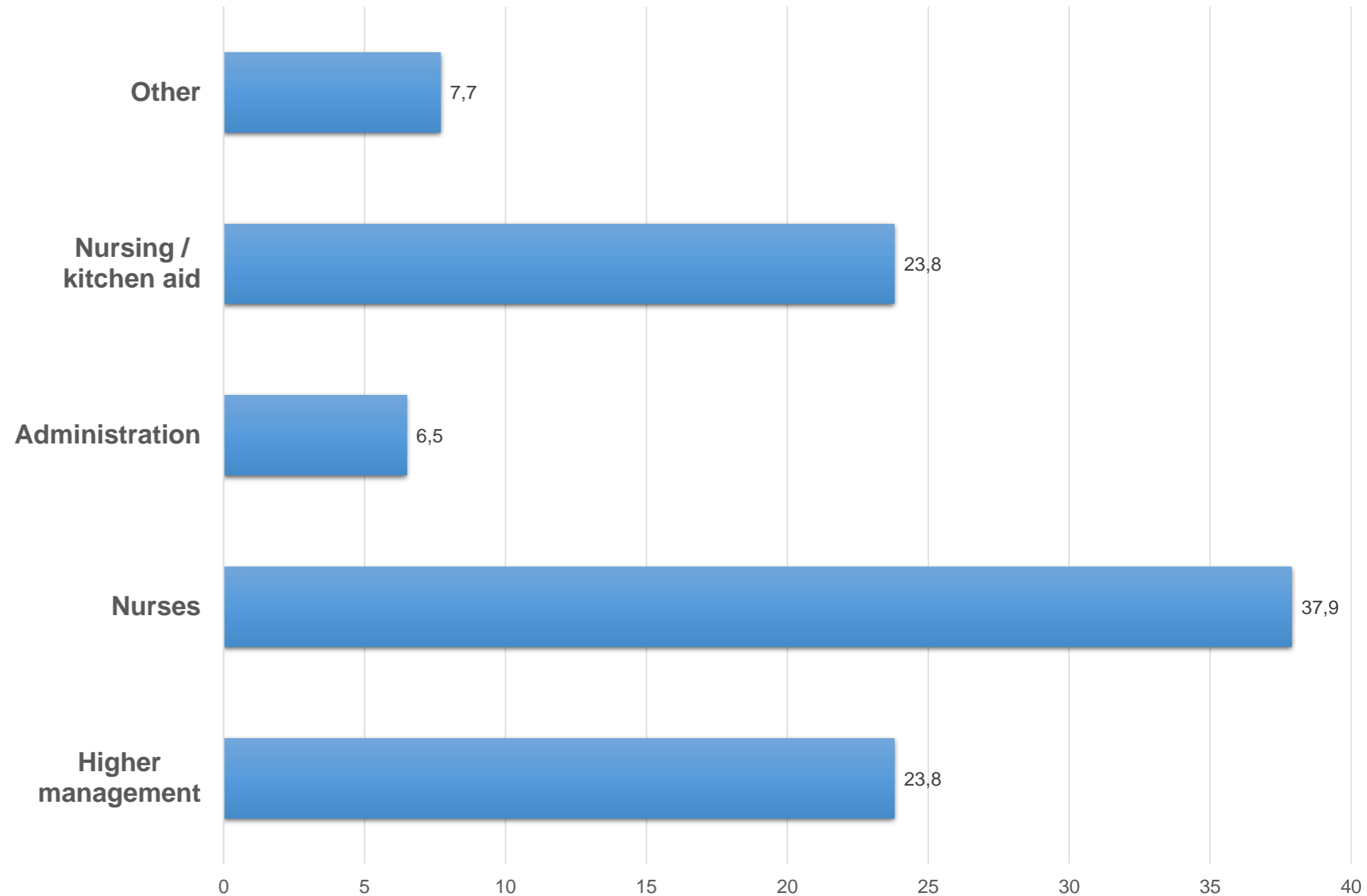
RESULTS

SAMPLE CHARACTERISTICS



■ Women ■ Men

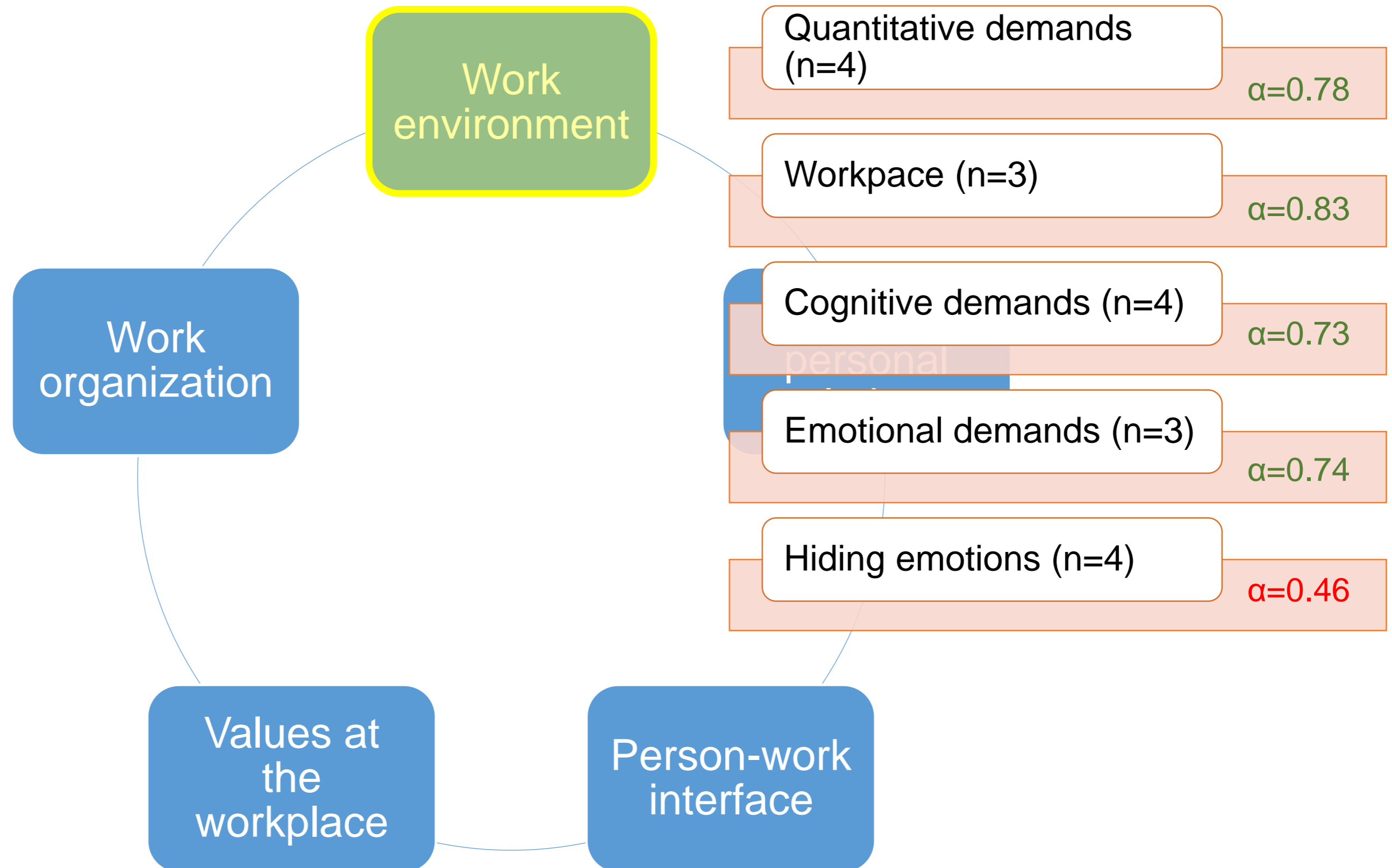
Age distribution: 44% is ≥ 45 year



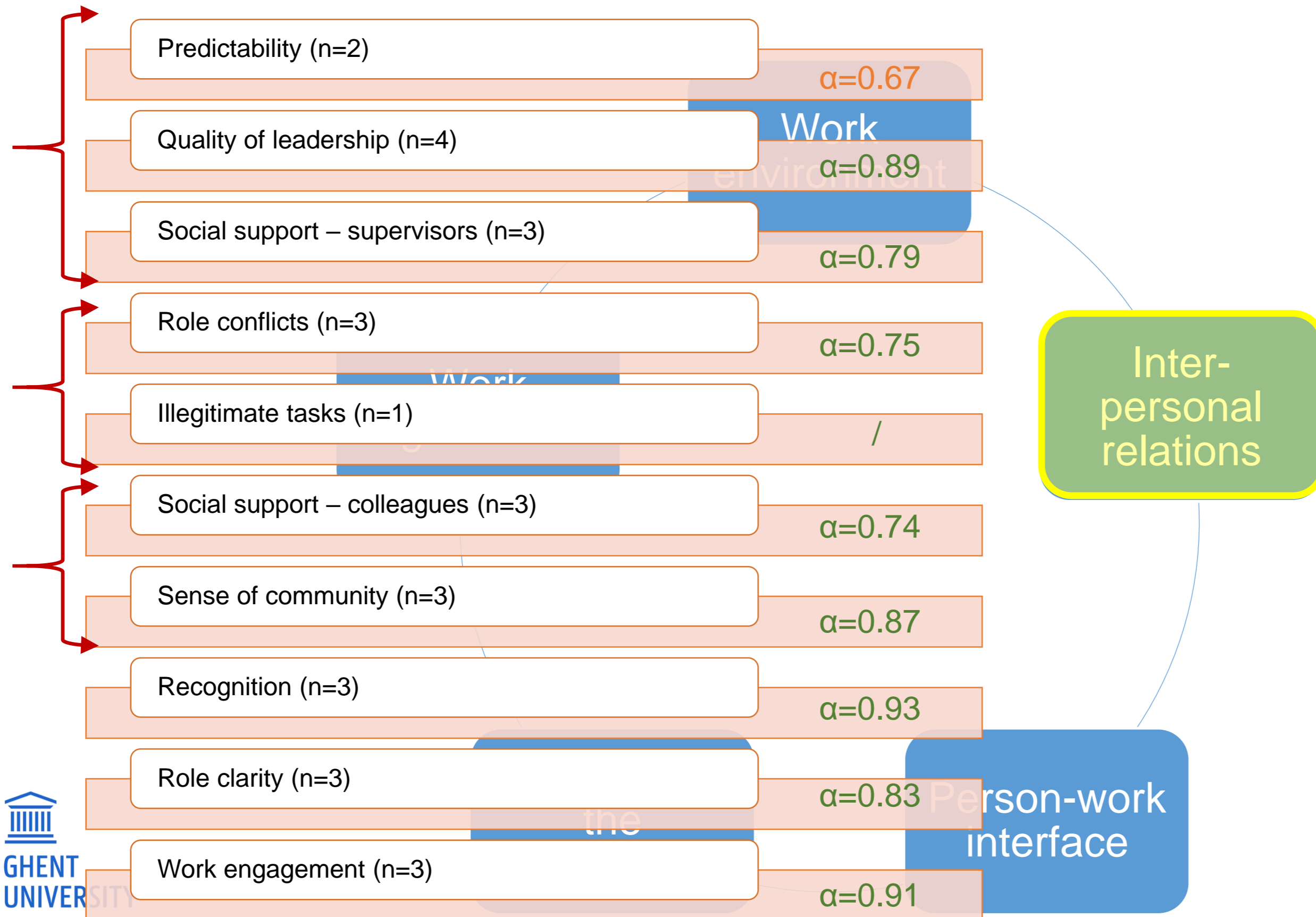
CONSTRUCT VALIDITY & RELIABILITY

- **Exploratory factor analysis** within each of the 5 predicting domains of COPSOQ III
(Maximum Likelihood Extraction – Varimax rotation – Eigenvalue >1 – factor loadings ≥ 0.40)
- Internal consistency of all dimensions: **Cronbach's α**
(≥ 0.70 for good reliability and ≥ 0.60 for acceptable)

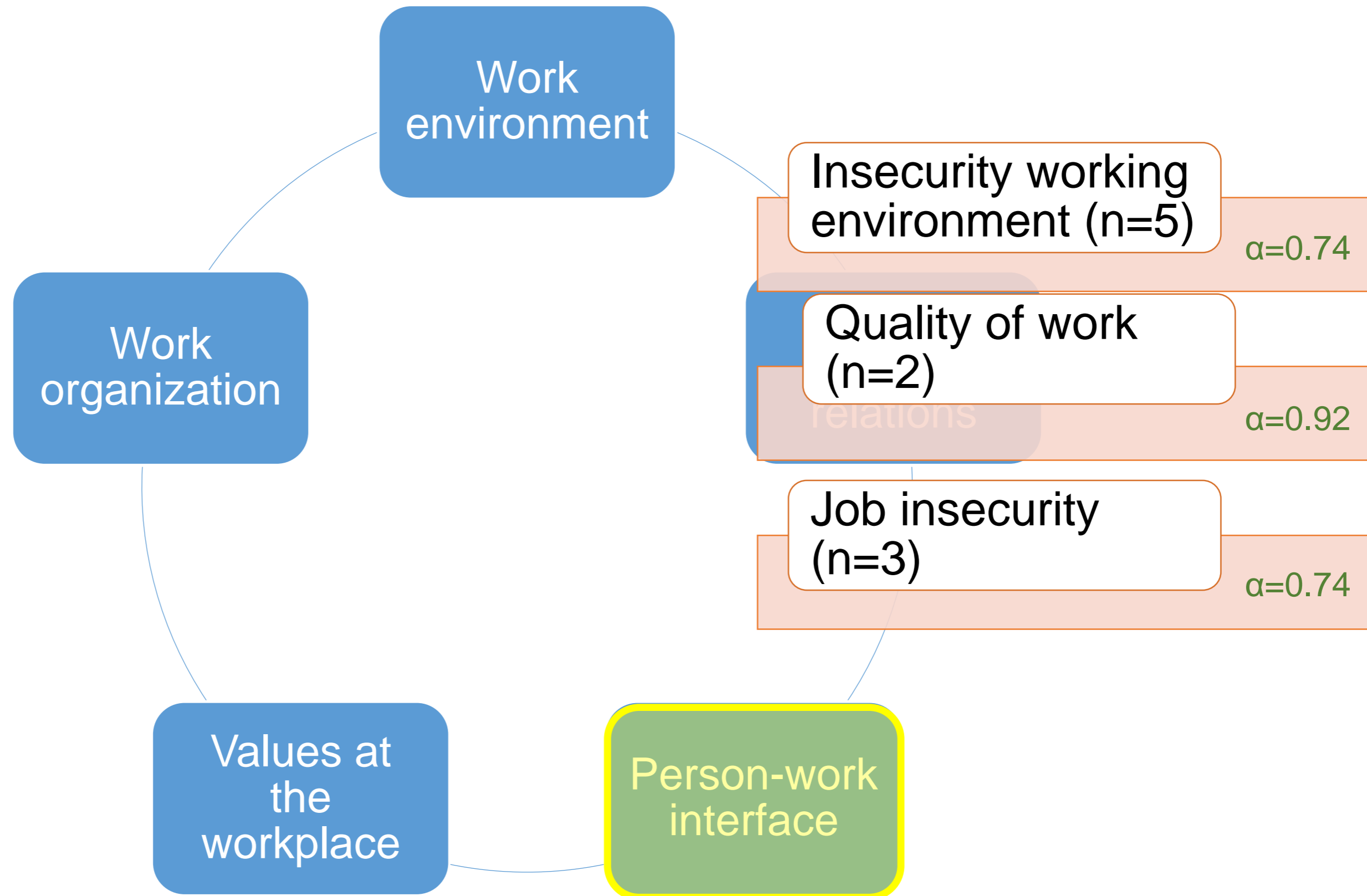
CONSTRUCT VALIDITY & RELIABILITY



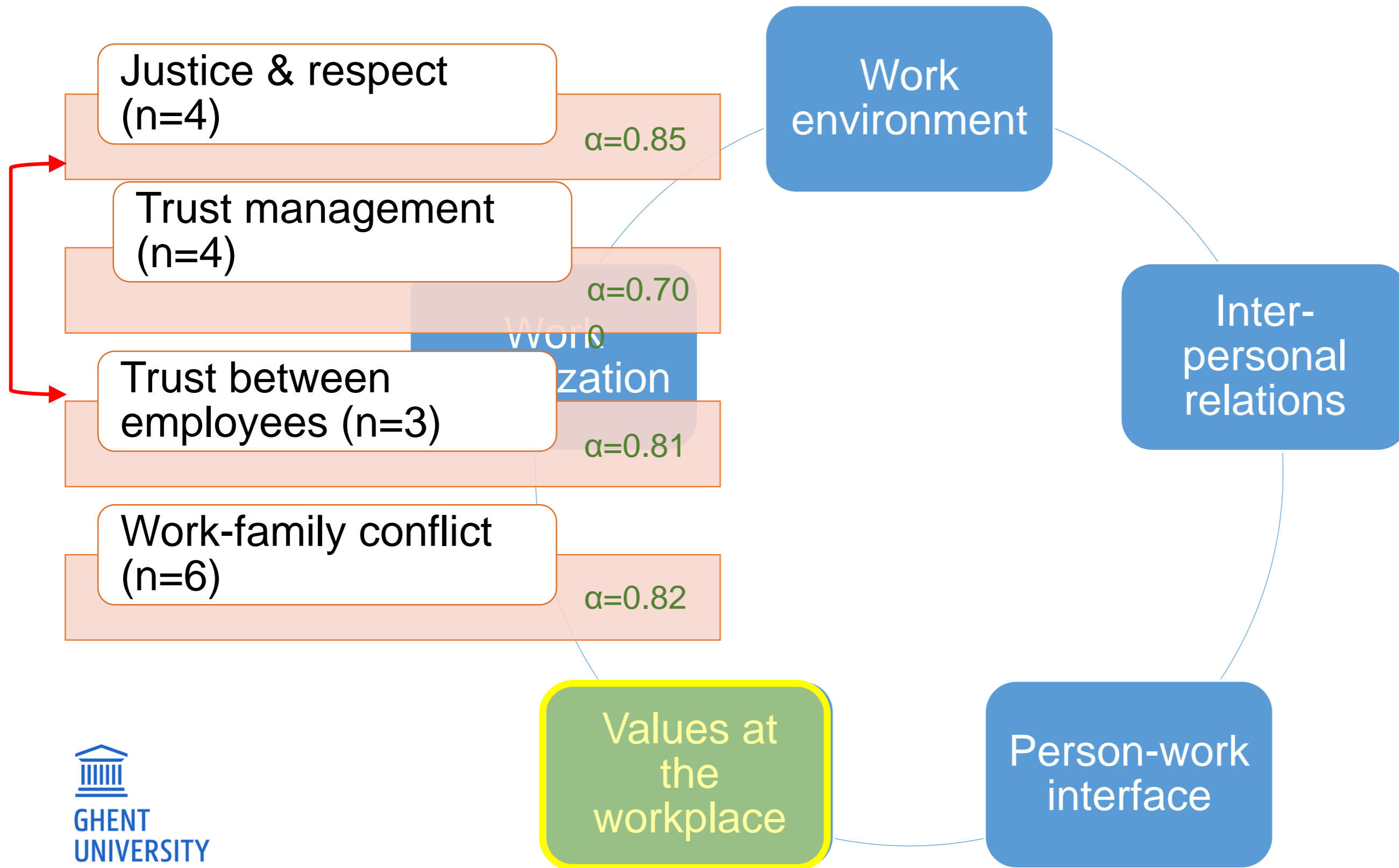
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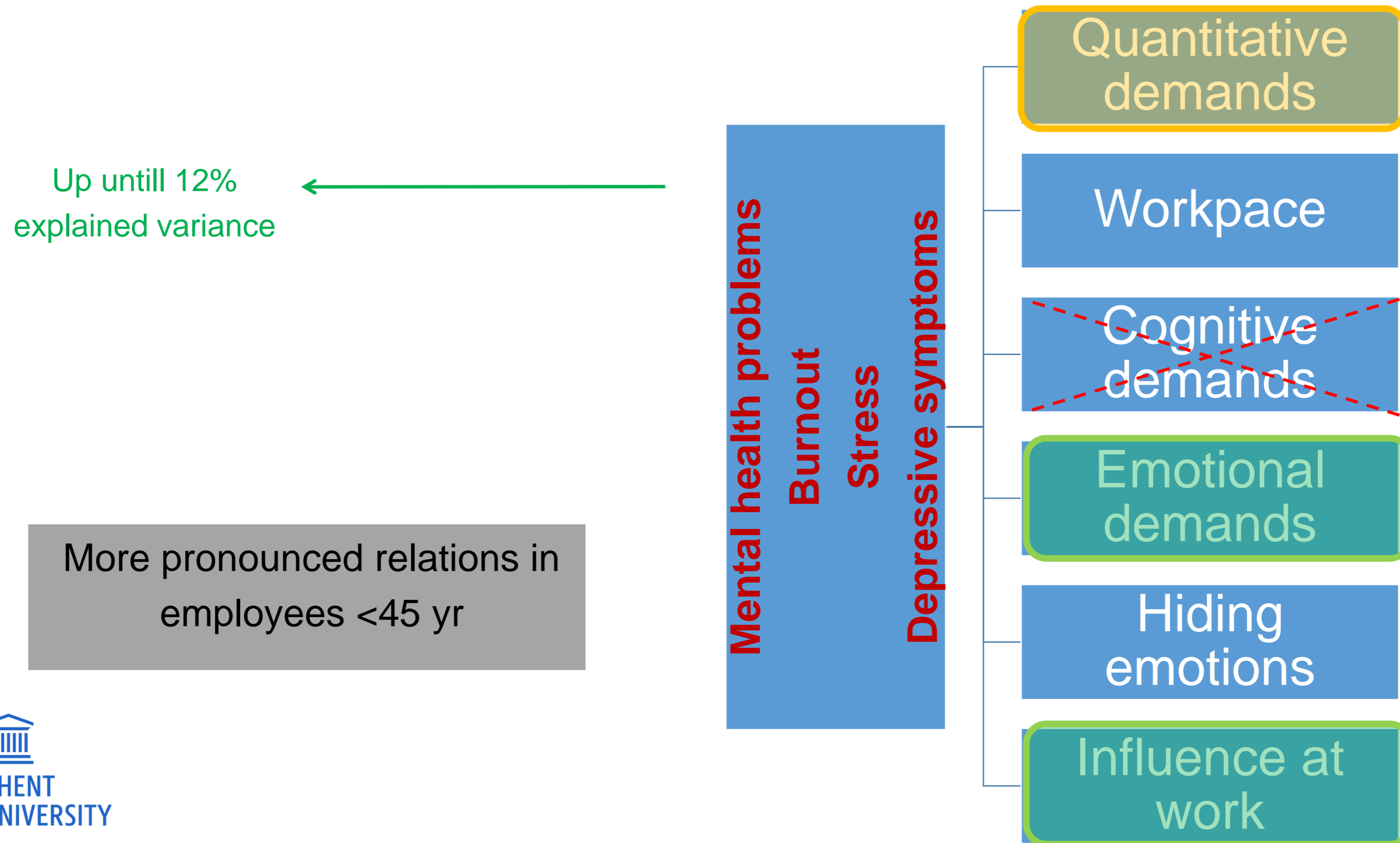
CONSTRUCT VALIDITY & RELIABILITY



CONSTRUCT VALIDITY & RELIABILITY



PREDICTIVE & KNOWN-GROUPS VALIDITY



DISCUSSION

CONCLUSIONS AND LIMITATIONS

First study to assess psychometric quality of Flemish COPSOQ III in healthcare workers: findings generally support reliability & validity

- No representative sample of healthcare workers
- No test-retest results
- No assessment of external parameters

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