

## Customized solutions with MAISE: Maastricht Instrument for Sustainable Employability

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### Project team



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CAPHRI 2

### Sustainable employability (SE)

- Is about (maintaining) labour participation
- Is about health, vitality, productivity
- Is top priority for employers and governments
- Is a popular umbrella term for many policies and interventions at the workplace
- Implies a prediction of the future

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### Example of a definition of sustainable employability (Van der Klink et al., 2010)

Employees throughout their careers will have feasible opportunities and conditions to function in their current job and in all future jobs with the maintenance of their health and well-being. This implies a work context which enables them to do so, as well as the motivation and attitude to take advantage of these opportunities.



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### Some issues still under debate though ...

- How can sustainable employability of employees be operationalized and measured?
- What about the employee perspective on SE?
- How can sustainable employability of employees be increased?
- How can effectiveness of SE interventions and policy be established?
- What about differences between subgroups with regard to SE? (gender, age, SES)

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### Measuring sustainable employability

- By means of proxies such as vitality, work ability, productivity
- Two relatively recent instruments
  - Capability (Abma et al. 2016; Van der Klink et al., 2016)
  - Vitality scan (Brouwers et al., 2015)
- Employee perspective on meaning and determinants of SE seems to be missing
- Responsibilities for SE?

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## Purpose of this study

To develop an instrument for SE that incorporates diverse determinants and experiences of SE reflecting the employee perspective and notions of responsibility

## Research questions

1. How (by means of which scales) can SE, determinants of SE, division of responsibility for SE and determinants thereof be measured from an employees' perspective?
2. What are the reliability and validity of the scales to be developed?
3. What are scores on these scales and are there any subgroup differences (in terms of gender, age and education)?

## Methods

- Research question 1: Development of instrument
  - Literature review and 3 expert interviews
- Research questions 2 and 3: Validation instrument
  - Design: Cross-sectional online survey
  - Sample: Industrial organization in the Netherlands (response rate 47%, N = 200, (88.5% man; 38.5% 55+; 27.5% high educated)
  - Analyses: Principal component analyses, reliability and subgroup analyses (ANOVAs)

## Methods

- Measures:
  - MAISE
  - Demographics (gender, age, educational level)
  - Proxies
    - Health (SF12, GHQ6)
    - Engagement (UWES)
    - Work perception (W-BNS)
    - Work ability (WLQ)
- Ethical approval by METC MUMC+ Maastricht

**RESULTS**



## Scales of the MAISE



### (3) Determinants of SE

- a) Work organisation
- b) Lifestyle
- c) Work-life balance
- d) Work adjustments



### (2) My level of SE

- a) Productivity
- b) Health issues

### Employee perspectives on SE

- (1) Meaning of SE
  - a) Fit & useful work
  - b) (Long-term) productivity
- (4) Responsibility for determinants of SE (4 scales, similar to 3a-3d)
- (5) Responsibility for SE

## I. Employees' perceptions about SE



(Sub)schaal (range)	# Items	M	SD	$\alpha$
<b>1. Meaning of sustainable employability</b>				
1a. Being fit and doing something significant (1-5)	5	4.21	.45	.81
1b. Being able to keep my job (1-5)	4	4.19	.53	.72
<b>2. Who is responsible for factors which contribute to sustainable employability (employer – employee)</b>				
2a. Work organisation (1-5)	8	2.66	.47	.84
2b. Lifestyle (1-5)	3	4.21	.60	.87
2c. Work life balance (1-5)	3	3.12	.71	.50
2d. Adjust work to employee possibilities (1-5)	4	2.68	.52	.78
<b>Separate item responsibility sustainable employability</b>				
Who is responsible for increasing the general sustainable employability of employees (1-5)	1	3.01	.27	--

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## II. Employees' SE



(Sub)schaal (range)	# Items	M	SD	$\alpha$
<b>1. SE of the employee him/herself</b>				
1a. Productivity (1-5)	6	3.98	.45	.78
1b. Health problems (1-5)	3	2.11	.61	.53
<b>2. Factors contributing to SE of the employee</b>				
2a. Work organisation (1-5)	8	2.78	.88	.91
2b. Lifestyle (1-5)	3	3.18	.90	.87
2c. Work life balance (1-5)	3	2.81	.98	.78
2d. Work can be adjusted to employee possibilities (1-5)	4	2.84	.86	.78

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### Who is responsible?



- SE is a considered a shared responsibility
- Determinants
  - Employees consider themselves more responsible for WLB and lifestyle
  - Employees consider employer more responsible for work organization and work adjustment

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### How does (the meaning of) sustainable employability differ for subgroups?



- Hardly, but
- *Older* employees noticed more difficulties in their sustainable employability
- Lower need for development among *lower educated*
- Women report more health problems
- Higher educated employees are more productive

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### Conclusion and discussion



- New short instrument for measuring SE and SE perceptions from an employees' perspective
- To be used as
  - Needs assessment
  - Foundation for intervention development
  - Evaluation of interventions
- Good psychometric properties
- Addition to existing instruments

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### Further research with the MAISE



- Validation in other samples (incl. low educated employees)
- Validation of the MAISE-IT
- Using MAISE for development of an SE toolkit for organisations employing low education people

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## Questions

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