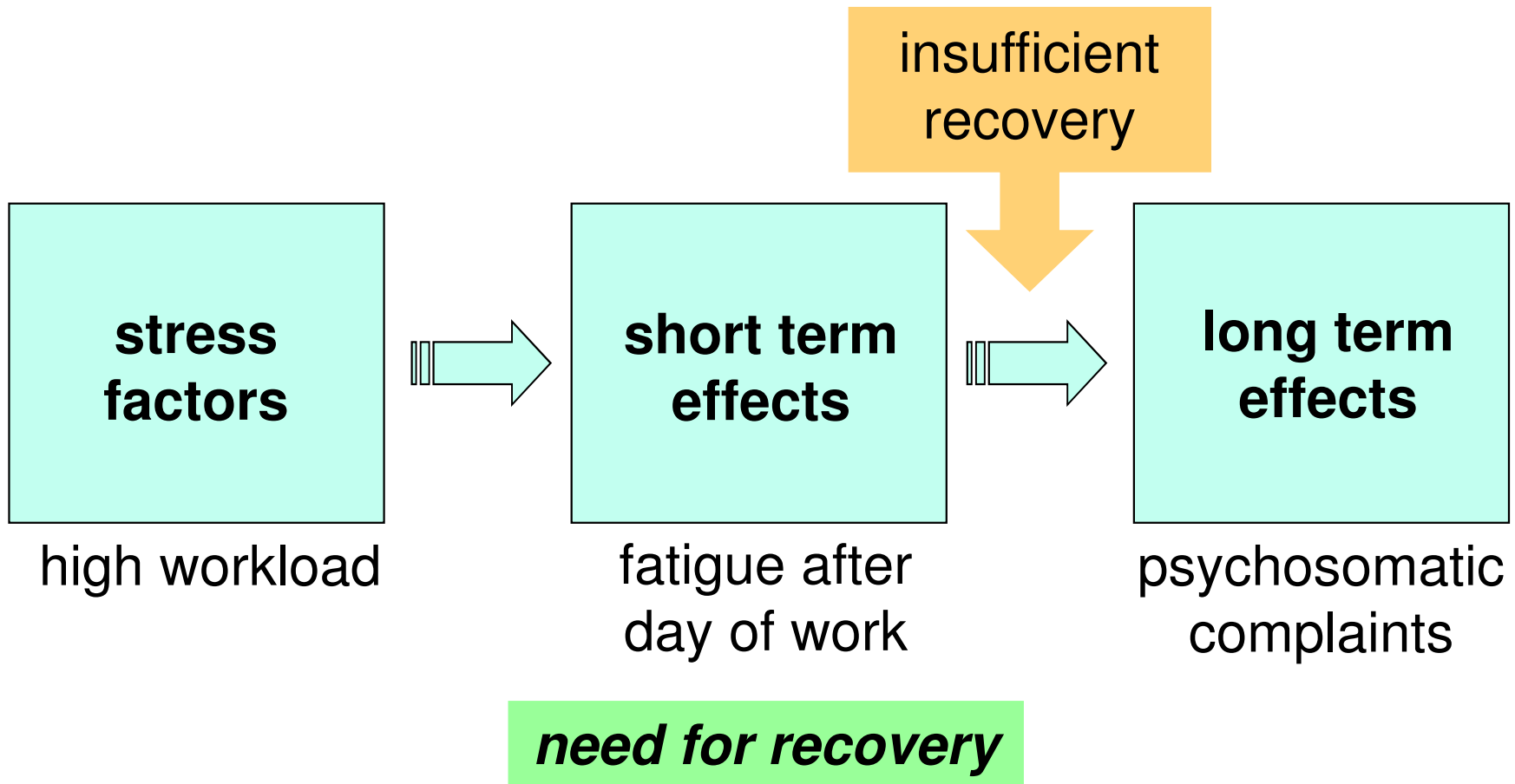


Need for recovery and its relationship with psychosocial factors at work. Results of the first year of application of the “Well-being Indicator”

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(Ursin & Eriksen 2004; Sluiter et al. 1999 en 2001)

- predictor of mental disorders
 - psychosomatic complaints (*Sluiter et al. 1999, 2003; de Croon et al. 2004*)
 - emotional exhaustion (burnout) (*Sluiter et al. 2003*)
 - long term sickness absence (*de Croon et al. 2003*)
- detection of health effects in an early stage
- “The Need for Recovery Scale” questionnaire
- reliable instrument
- 11 dichotomous (Y/N) items
- scale 0 – 100
- *high need for recovery: > 45*
- *high need for recovery: 5-fold increased risk for poor work ability*

- to explore associations of psychosocial factors at work with a high need for recovery

- cross-sectional questionnaire study
- “Well-being Indicator” population addressed in 2015
- 66 organizations with $\geq 60\%$ participation rate
 - private (51) and public sector (15)
 - company size: mean 189 employees (range 26 - 1246)
- target population: 12482
- total respondents: 9411 (75.4% response rate)
 - women: 54.3% (n=5113)
 - mean age (yrs): 41.1 (SD 10.5)
 - ≥ 45 yr: 39.7% (n=3733)

- COPSOQ II (short version) exposure parameters
- scales 0-8
 - quality of leadership
 - rewards
 - quantitative demands
 - emotional demands
 - control over working time
 - social support by superior
 - vertical trust
 - justice
 - sense of community

- COPSQ II (short version) exposure parameters
- unexceptionable behavior in the past 12 months (yes/no)
 - bullying
 - gossip & slander
 - quarrels & conflicts
 - verbal and physical aggression
 - undesirable sexual attention

Psychosocial factors at work (3)

- participation in decision making (scale 0-4)
- role clarity (scale 0-4)
- opportunity to develop skills (scale 0-4)
- enough growth opportunities / career prospects (yes/no)
- good balance between work and private life (yes/no)
- work more hours than desired (scale 0-4)
- sufficient work resources (scale 0-4)
- discomfort from physical work environment (yes/no)
- job insecurity (yes/no)

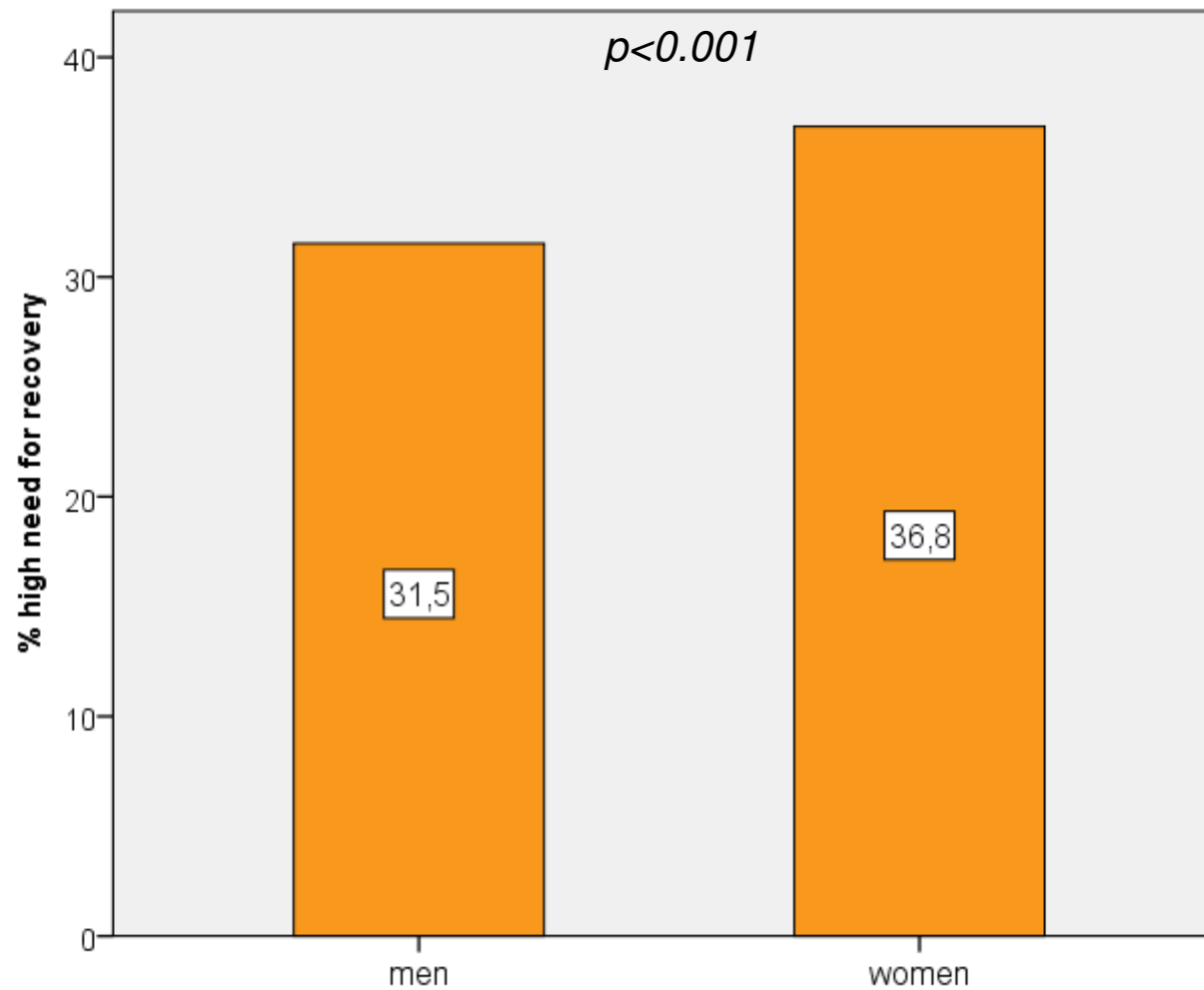
Other considered variables

- gender
- older workers (≥ 45 yr.)
- physical strain (scale 0-16)

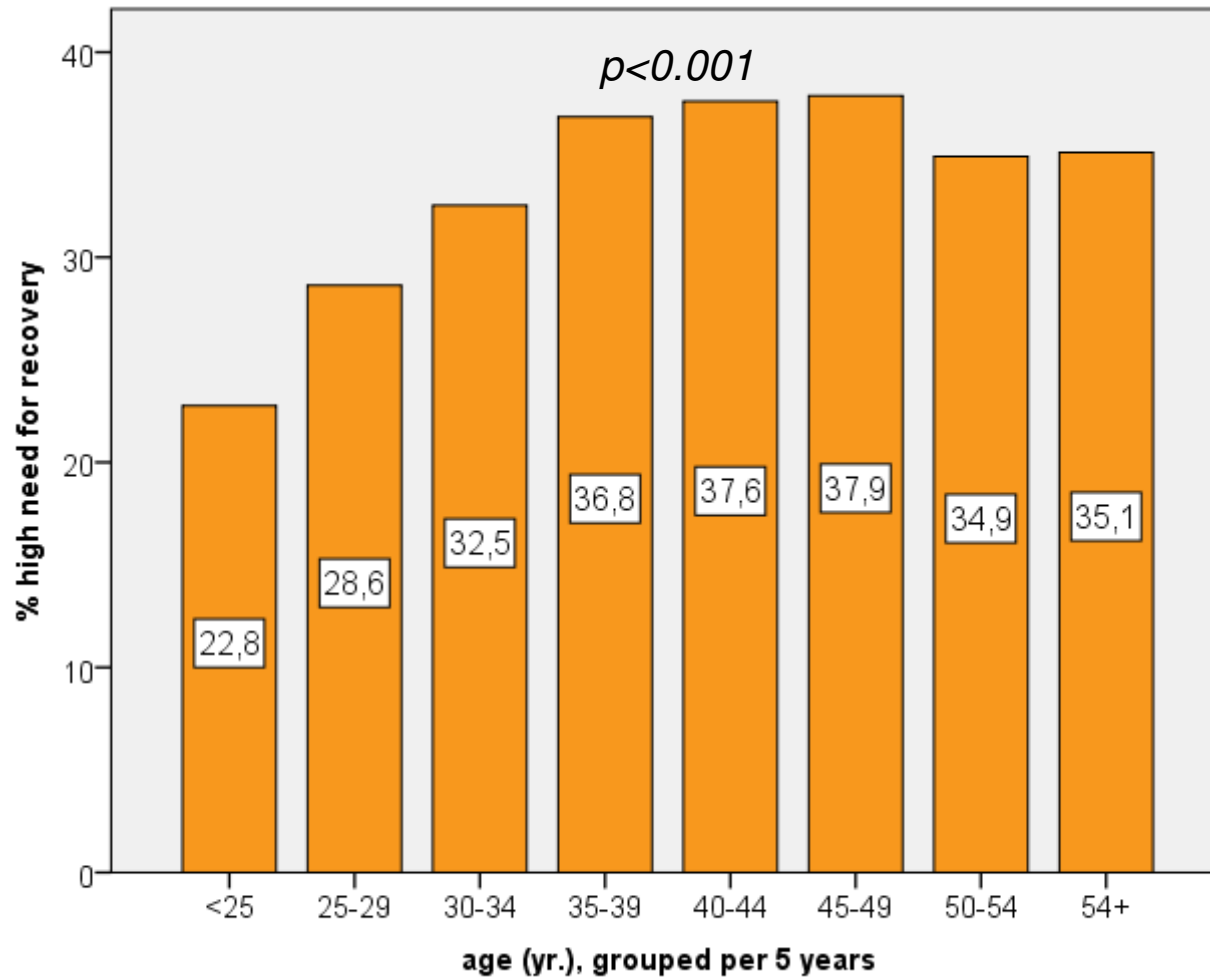
Statistics

- prevalence of high need for recovery
- Chi square test
- stepwise forward conditional multivariate logistic regression analysis
 - to explore associations of psychosocial and other factors with the presence of a high need for recovery

High need for recovery by gender



High need for recovery by age



Final logistic regression model (n=8734) for the presence of a high need for recovery

	OR	(95% CI)
reward	0.91	(0.88-0.95) [‡]
quantitative demands	1.24	(1.20-1.29) [‡]
emotional demands	1.18	(1.14-1.22) [‡]
sense of community	0.92	(0.89-0.96) [‡]
participation decision making	0.92	(0.86-0.97) [†]
opportunity to develop skills	0.82	(0.76-0.87) [‡]
more hours	1.17	(1.12-1.23) [‡]
good work private life balance	0.25	(0.22-0.29) [‡]
discomfort phys. work environ.	1.42	(1.27-1.57) [‡]
bullying	1.36	(1.11-1.66) [†]
gender (women vs. men)	1.46	(1.31-1.63) [‡]
≥45 yr (vs. <45 yr)	1.13	(1.02-1.26) [*]
physical strain	1.16	(1.14-1.18) [‡]
job insecurity	1.39	(1.24-1.57) [‡]

^{*}p<0.05 [†]p<0.01 [‡]p<0.001

Final logistic regression model (n=8734) for the presence of a high need for recovery

	OR		OR
good work private life balance	0.25	discomfort phys. work environ.	1.42
opportunity to develop skills	0.82	job insecurity	1.39
reward	0.91	bullying	1.36
sense of community	0.92	quantitative demands	1.24
participation decision making	0.92	emotional demands	1.18
		more hours	1.17
		physical strain	1.16

	OR
gender (women vs. men)	1.46
≥45 yr (vs. <45 yr)	1.13

high NFR

resources

good work private life balance
opportunity to develop skills
reward
sense of community
participation decision making

personal factors

women
older workers

risk factors

discomfort phys. work environ.
job insecurity
bullying
quantitative demands
emotional demands
more hours
physical strain