

Work ability and need for recovery in a public sector population

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- to explore the association between high need for recovery and poor work ability in an ageing public sector population

- cross-sectional questionnaire study
- study population
 - public sector
 - 7 public administrations
 - administrative workers, library workers, professional fire fighters, teachers, technical personnel, cleaning personnel, social service, child care, cleaning at home, nursing personnel, nursing at home, kitchen personnel and harbour personnel
 - 1457 subjects (79.0% response rate)
- present analyses: 1268
 - exclusion of supervisors
 - exclusion of work units with <5 workers
 - 78 work units (5-80 workers; mean 16.2; median 11)

Outcome variable

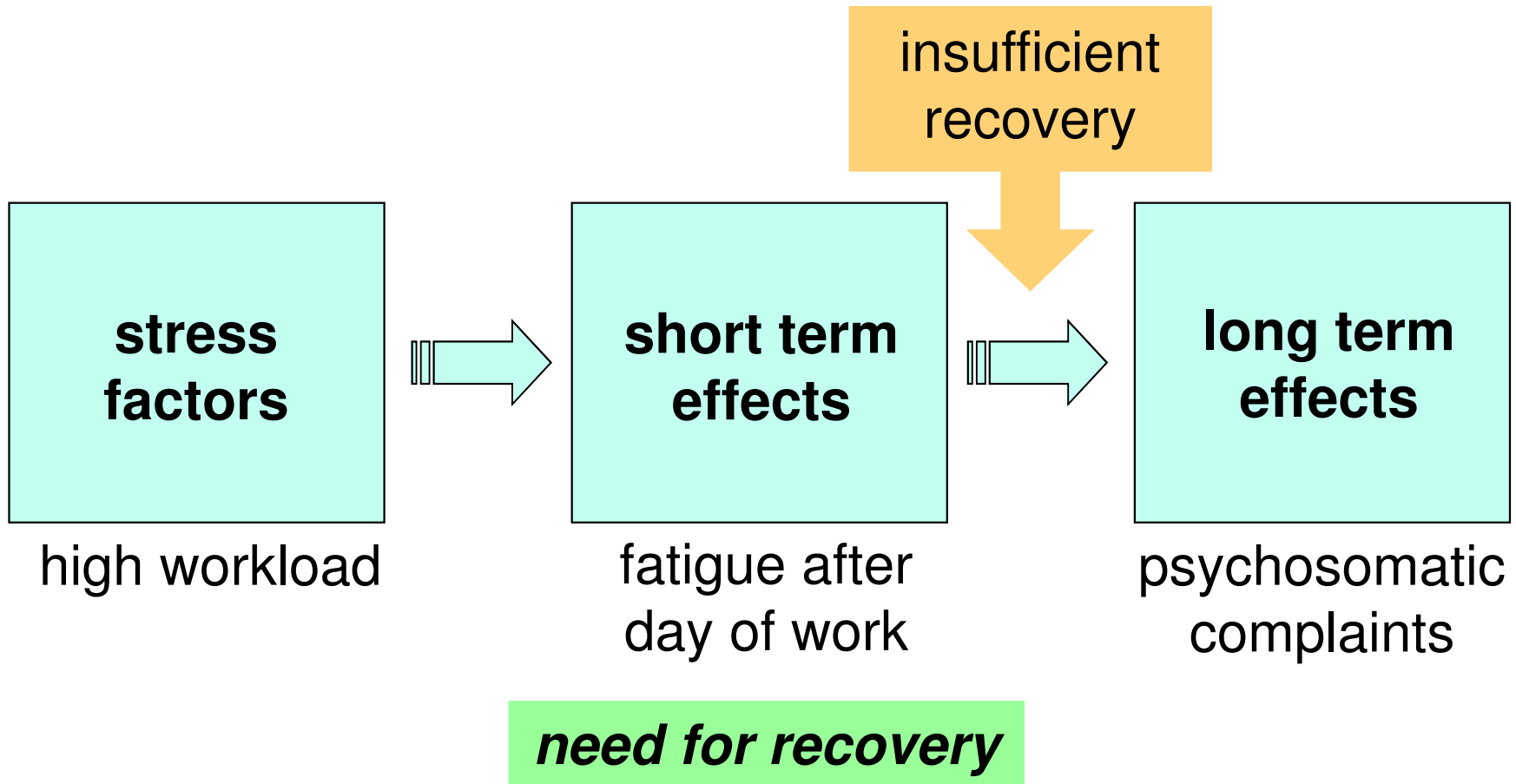
- “Work Ability Index” questionnaire
- short version
- WAI score: 7-49

- *poor work ability: WAI <37*

Considered variables

- need for recovery
- organizational social capital
- other variables

Need for recovery



(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*)
- reliable instrument
- detection of health effects in an early stage
- “The Need for Recovery Scale” questionnaire
- 11 dichotomous (Y/N) items
- scale 0 – 100
- *high need for recovery: > 45*

Organizational social capital (OSC)

- “collaborative capabilities of the company based on trust and justice” (*Kristensen 2010*)
- “overall binding factor acting as a connecting matrix between the different people and their jobs”
- characteristic of the whole workplace comprising three dimensions
 - vertical trust (COPSOQ II; 4 items)
 - justice and respect (COPSOQ II; 4 items)
 - social community at work (COPSOQ II; 3 items)
 - OSC scale 0-10
- individual experienced OSC – *OSC-IND*
- work unit OSC (mean OSC per work unit) – *OSC-WU*

- gender (F vs M)
- age (yr)
- occupation (executive / blue collar / white collar)
- shift work (Y vs N)

Statistics

- stepwise forward conditional multivariate logistic regression analysis
- OR (95% CI) for the presence of a poor work ability ($WAI < 37$)
- OSC IND – OSC WU
- total population – younger and older workers

Population characteristics

- 64.6% women (n=816)
- mean age (yrs): 42.2 (SD 10.2)
- age range (yrs): 19 – 68
- ≥ 45 yr: 47.2% (n=599)

- total population
 - mean WAI: 41.6 (SD 4.8)
 - 12.0 % poor WA (n=146)
- <45 yr:
 - mean WAI: 42.2 (SD 4.4)
 - 10.0 % poor WA (n=65)
- ≥45 yr:
 - mean WAI: 40.9 (SD 5.1)
 - 14.2 % poor WA (n=81)

Need for recovery

- total population
 - mean NFR: 29.2 (SD 28.7)
 - 25.1 % high NFR (n=315)
- <45 yr:
 - mean NFR: 28.9 (SD 27.7)
 - 24.3 % high NFR (n=162)
- ≥45 yr:
 - mean NFR: 29.5 (SD 29.8)
 - 26.0 % high NFR (n=153)

Final logistic regression models for the presence of a poor work ability

	total		<45 yr		≥45 yr	
	OSC-IND	OSC-WU	OSC-IND	OSC-WU	OSC-IND	OSC-WU
	<i>n=1082</i>	<i>n=1136</i>	<i>n=575</i>	<i>n=591</i>	<i>n=507</i>	<i>n=545</i>
high NFR	5.29***	6.54***	6.03***	7.66***	4.89***	6.04***
OSC	0.72***	0.73*	0.69***	0.50**	0.72***	NS
age	1.03**	1.03**	NS	NS	1.10**	1.08**

* $p < 0.05$ ** $p < 0.01$ *** $p < 0.001$

gender, shift work and occupation: NS in all models

Conclusions

- high NFR strongly associated with poor work ability
- associations larger in younger workers
- individual experienced OSC significant factor both in younger and older workers
- work unit OSC more important in younger workers, not significant in older workers
- age additional factor in older workers group