

IWH Research Alert
February 12, 2021

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***Shahidi FV, Gignac MAM, Oudyk J, and Smith PM. Assessing the psychosocial work environment in relation to mental health: a comprehensive approach. *Annals of Work Exposures and Health*. 2021; [epub ahead of print].**

<https://doi.org/10.1093/annweh/wxaa130>

Abstract: OBJECTIVES: Prevailing job stress models encourage a multidimensional view of the psychosocial work environment and highlight the role that multiple co-occurring stressors play in the aetiology of mental health problems. In this study, we develop a latent typology of psychosocial work environment profiles to describe how a comprehensive array of job stressors are clustered in the Canadian labour market. We also examine the association between these latent psychosocial work environment profiles and several indicators of mental health. METHODS: Data were collected from 6408 workers who completed the Canadian National Psychosocial Work Environment Survey. Psychosocial work exposures were measured using standard items from the Copenhagen Psychosocial Questionnaire. We employed latent profile analyses to identify groups of individuals with similar psychosocial work environment profiles. We used log-linear regression models to examine the association



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between latent psychosocial work environment profiles and burnout, stress, and cognitive strain. RESULTS: Four distinct groups with highly divergent psychosocial work environment profiles were identified. Adjusting for a range of demographic and socioeconomic factors, latent psychosocial work environment profiles were strongly related to mental health. Individuals who reported exposure to a comprehensive array of psychosocial job stressors (11% prevalence) reported the highest probability of burnout (PR: 7.51, 95% confidence interval [CI]: 5.56-10.15), stress (PR: 8.98, 95% CI: 6.20-13.0), and cognitive strain (PR: 7.29, 95% CI: 5.02-10.60). CONCLUSIONS: Findings suggest that psychosocial work stressors are tightly clustered in the Canadian labour market, and that the clustering of work stressors is strongly associated with adverse mental health outcomes. Future scholarship may benefit from adopting a more comprehensive approach to the assessment of psychosocial job quality as a determinant of health and well-being

Antonovsky A, Straker L, and Pollock C. Workforce perceptions of human factors as indicators of plant reliability and process safety. *Ergonomics*. 2021; 64(2):171-183.

<https://doi.org/10.1080/00140139.2020.1823489>

Abstract: Human factors, as perceived by the maintenance workforce, were used as the measure for comparing work areas within a petroleum company. These factors were then compared to an objective measure of reliability (Mean Time Between Failures) in order to determine which factors would be most predictive of plant reliability and process safety. Maintenance personnel were surveyed using scales based on Problem-solving, Vigilance, Design and maintenance, Job-related feedback and Information about change. Analysis of Variance was used to assess the strength of these variables in relation to Reliability Level. Significant differences were observed between different reliability levels based on workforce perceptions of problem-solving requirements and the design and maintainability of plant. Conclusions were that perceptions of human factors in the workplace can be predictive of group-level performance, and that if issues relating to design and maintainability are not addressed at the design stage, greater problem-solving abilities will be required from maintenance personnel. Practitioner summary: Workforce perceptions of plant performance could provide a



statistically valid measure of current and future reliability. A survey of perceptions of human factors was conducted with maintenance personnel in a petroleum company. Results indicated significant relationships between reliability and requirements for Problem-solving, as well as Design and Maintenance of equipment.

Abbreviations: HFIT: human factors investigation tool, FPSO: floating production, storage and offtake, MTBF: mean time between failures, CPS: cognitive problem-solving, WDS: work design questionnaire, SPSS: statistical package for the social sciences, PAF: principal axis factoring, ANOVA: analysis of variance, ANCOVA: analysis of covariance, M: mean, SD: standard deviation

Bae SW. Effect of professional certification on employees' return-to-work rate after occupational injuries in Korea: focusing on vulnerable groups. Environmental Health and Preventive Medicine. 2021; 26(1):6.

<https://doi.org/10.1186/s12199-020-00930-0> [open access]

Abstract: BACKGROUND: One effective way to improve return-to-work (RTW) performance may be to convince the employer that the worker has the necessary skills. The aim of this paper is to investigate the effect of having a professional certification among workers injured in occupational injuries on their return to work.

METHODS: The Panel Study of Workers' Compensation Insurance (PSWCI) targets workers who completed medical care in 2012 after an occupational injury. The study population (n = 2000) was stratified by gender, age, region, disability grade, and rehabilitation service use. A total of 1458 workers were finally selected for this study. The effect of having a certification on RTW status was calculated with an odds ratio and 95% confidence intervals using binomial and multinomial logistic regression analyses. In the binomial logistic regression analysis, the RTW group was made up as a combination of the return to original work and the reemployment groups.

RESULTS: The ORs of RTW among those with a certification compared to those without certification were 1.38 (1.16-1.65) in Model 1, 1.25 (1.05-1.50) in Model 2, and 1.22 (1.01-1.47) in Model 3. Among female workers with a certification, the OR of RTW was 4.60 (2.68-7.91), that of return to original work was 3.21 (1.74-5.91), and that of reemployment was 5.85 (3.34-10.27). Among daily workers with a certification, the OR of RTW was 1.32 (1.03-1.69) and



that of reemployment was 1.37 (1.07-1.76). CONCLUSION: In conclusion, injured workers with a certification generally had a higher RTW rate. In particular, the RTW rate was higher among female workers and daily workers with a certification than among those without

Barker TH, Dias M, Stern C, Porritt K, Wiechula R, Aromataris E, et al. Guidelines rarely used GRADE and applied methods inconsistently: a methodological study of Australian guidelines. Journal of Clinical Epidemiology. 2021; 130:125-134.

<https://doi.org/10.1016/j.jclinepi.2020.10.017>

Abstract: OBJECTIVES: The Grading of Recommendations, Assessment, Development, and Evaluation (GRADE) approach is accepted methodology to assess the certainty of the evidence included in systematic reviews and clinical practice guidelines. The GRADE approach is endorsed globally, in Australia, the National Health and Medical Research Council advocated for the use of the GRADE approach in 2011. The purpose of this methodological review was to assess how GRADE has been adopted for Australian practice guidelines. STUDY DESIGN AND SETTING: This methodological review searched of the National Health and Medical Research Council Clinical Practice Guidelines Portal from 2011 to 2018, in an effort to retrieve all practice guidelines available via this medium. RESULTS: 240 guidelines were retrieved authored by 51 different organizations. 15 guidelines followed GRADE methodology. Application of GRADE methods varied between guidelines, some misreported and altered aspects of the GRADE process. Guidelines that closely adhered to the guidance from the GRADE Working Group scored higher in domain 3 (rigor of development) of the Appraisal of Guidelines for Research and Evaluation II tool, indicating a positive linear relationship between GRADE adherence and rigor of development scores. CONCLUSION: The results of our project suggest that the use of GRADE in Australian guidelines is increasing, however, strategies to increase uptake and reporting within the guideline community need to be explored

Caers R, Akgul KL, Baert S, De Feyter T, and De Couck M. Too sick or not too sick? The importance of stress and satisfaction with supervisor support on the prevalence of sickness



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presenteeism. International Journal of Occupational Safety & Ergonomics. 2021; 27(1):278-289.

<https://doi.org/10.1080/10803548.2019.1570720>

Abstract: In a sample of 3274 full-time Belgian workers, this article found that 62% of workers went to work while being sick (sickness presenteeism) at least once over the past 12 months. Of all workers who did not show sickness presenteeism themselves, another 6 out of 10 saw or heard about sickness presenteeism in their own organization. Women were more likely to report sickness presenteeism than men and junior workers were more prone to sickness presenteeism than senior workers. Education did not explain the choice for sickness presenteeism. Satisfaction with the supervisor had a direct negative effect on sickness presenteeism. Finally, indirect effects were found between satisfaction with the supervisor and sickness presenteeism via the prevalence of stress. While previous studies showed that good supervisor support can make sick workers more productive when they show up at work, this study shows that good supervisor support makes sick workers stay at home

d'Errico A, Burr H, Pattloch D, Kersten N, and Rose U. Working conditions as risk factors for early exit from work-in a cohort of 2351 employees in Germany. International Archives of Occupational & Environmental Health. 2021; 94(1):117-138.

<https://doi.org/10.1007/s00420-020-01566-x>

Abstract: OBJECTIVES: We would assess the possible impact of a range of physical and psychosocial working conditions on early exit from paid employment (i.e., before retirement age) in a representative employee population in Germany. METHODS: We analysed a cohort from the German Study on Mental Health at Work (S-MGA) with a baseline of 2351 employees in 2011/12, sampled randomly from the register of integrated employment biographies (IEB) at the Institute for Employment Research (IAB). Follow-up ended mid-2015. Early Exit comprised episodes of either pensioning, long-term sickness absence or unemployment ≥ 8 months. Total follow-up years were 8.422. Working conditions were partly assessed by the Copenhagen Psychosocial Questionnaire (COPSOQ). Through Cox regressions, associations of baseline working conditions with time to event of exit were estimated-adjusting for baseline age, gender, poverty, fixed-term contract and socioeconomic position. RESULTS: In multiple



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regressions, awkward body postures (HR=1.24; 95% CI=1.07-1.44), heavy lifting (1.17; 1.00-1.37) and high work pace (1.41; 1.16-1.72) were associated with exit. The estimated attributable fraction of exit for being exposed to less than optimal work environment was 25%. Regarding specific exit routes, repetitive movements (1.25; 1.03-1.53) increased the risk for the long-term sickness absence; work pace (1.86; 1.22-2.86) and role clarity (0.55; 0.31-1.00) were associated to unemployment; and control over working time (0.72; 0.56-0.95) decreased the risk of the early retirement. CONCLUSIONS: Work environment seems to be important for subsequent early exit from work. Physical and psychosocial demands seem to be associated to exit to a stronger extent than resources at work

Diby AS, Lengagne P, and Regaert C. Employment vulnerability of people with severe mental illness. Health Policy. 2021; 125(2):269-275.

<https://doi.org/10.1016/j.healthpol.2020.10.008>

Abstract: Using French longitudinal register data, we compare the evolution of employment rates of persons with severe chronic mental illness, before and after the first medico-administrative recognition of the illness by the Statutory Health Insurance (SHI), with that of people without recognised mental illness. The study focuses on persons of working age having a work history before recognition. Our empirical approach relies on a double difference method with coarsened exact matching. Before illness recognition subjects had lower employment rates than those without mental illness but relatively high, reflecting their initial employment attachment. Results indicate that employment rates decrease sharply after recognition. A large employment rate gap between persons with and without severe mental illness develops during the four years following recognition. We examine whether the magnitude of the decrease is sensitive to the macroeconomic context. Findings show that the decline in employment rates was significantly more pronounced during the Great Recession compared with the pre-crisis period, amongst women. As a conclusion, this study points out that implementing coordinated early health and labour policies in the phase of the entry into the chronic-illness insurance scheme of the SHI might play a key role in preventing the detrimental effects of illness on economic and social conditions of persons with severe mental illnesses



Galbraith N, Boyda D, McFeeters D, and Galbraith V. Patterns of occupational stress in police contact and dispatch personnel: implications for physical and psychological health. International Archives of Occupational & Environmental Health. 2021; 94(2):231-241.

<https://doi.org/10.1007/s00420-020-01562-1>

Abstract: PURPOSE: Occupational stress in police call handlers is researched less frequently than in operational or frontline police, despite the role's unique challenges. Occupational stress is potentially manageable, thus improved understanding of its contributors and consequences is important for effective intervention. We aimed to compare levels and sources of organisational stress in police contact and dispatch personnel with UK benchmarks. Second, to test whether different typologies of stress were associated with physical health, mental health and substance use. Finally, to examine whether non-organisational factors (socio-demographic factors and family interference with work (FIW)) predicted organisational stress typologies. METHODS: A sample (n=720) of police and civilian staff in a UK police call and dispatch centre were surveyed. RESULTS: The strongest sources of stress were competing and high demands, low control, insufficient managerial support and ambiguity surrounding workplace change-all of which indicated need for 'urgent action' according to UK benchmarks. Substance use and particularly mental health difficulties were higher than published norms. A latent profile analysis grouped respondents into a low-stress group and two high-stress profiles. As stress increased across profiles, this corresponded with worse physical and mental health and higher substance use. FIW predicted membership of both high-stress profiles. CONCLUSION: Despite non-operational roles, police contact and despatch personnel can experience high occupational stress which is associated with physical and mental health difficulties and substance use. Organisational-level interventions which address lack of control, conflicting role demands as well as enhance management support and communication around change might be most effective in this group

Garritty C, Gartlehner G, Nussbaumer-Streit B, King VJ, Hamel C, Kamel C, et al. Cochrane Rapid Reviews Methods Group offers evidence-informed guidance to conduct rapid reviews.



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Journal of Clinical Epidemiology. 2021; 130:13-22.

<https://doi.org/10.1016/j.jclinepi.2020.10.007>

Abstract: OBJECTIVES: To develop methods guidance to support the conduct of rapid reviews (RRs) produced within Cochrane and beyond, in response to requests for timely evidence syntheses for decision-making purposes including urgent health issues of high priority. STUDY DESIGN AND SETTING: Interim recommendations were informed by a scoping review of the underlying evidence, primary methods studies conducted, and a survey sent to 119 representatives from 20 Cochrane entities, who were asked to rate and rank RR methods across stages of review conduct. Discussions among those with expertise in RR methods further informed the list of recommendations with accompanying rationales provided.

RESULTS: Based on survey results from 63 respondents (53% response rate), 26 RR methods recommendations are presented for which there was a high or moderate level of agreement or scored highest in the absence of such agreement. Where possible, how recommendations align with Cochrane methods guidance for systematic reviews is highlighted. CONCLUSION: The Cochrane Rapid Reviews Methods Group offers new, interim guidance to support the conduct of RRs. Because best practice is limited by the lack of currently available evidence for some RR methods shortcuts taken, this guidance will need to be updated as additional abbreviated methods are evaluated

Honore H, Pallesen H, Ellegard K, and Nielsen JF. Mind the gap. How job task distributions of health professional developers constitute evidence-based practice. Work. 2021; 68(1):223-233.

<https://doi.org/10.3233/WOR-203354>

Abstract: BACKGROUND: Development of clinical practice at a Danish neurorehabilitation centre was delegated to a group of health professional developers. Their job function lacked conceptual foundation, and it was unclear how their working tasks contributed to evidence-based practice. OBJECTIVE: Conceptual clarification of the job function and pattern analysis of activity distributions for health professional developers. METHODS: Health professional developers kept continuous time geographical diaries for two weeks. Meaningful categories were subtracted through content analysis. Patterns were analysed within activity distributions with regards to evidence-based



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practice. RESULTS: A total of 213 diaries were collected from 21 health professional developers of three professions (physiotherapists, occupational therapists and nurses). Each participant reported 6-13 workdays (median 10 days). Eleven main categories of work tasks emerged with 42 subcategories. Overall, 7% of total time reported was spent on external knowledge, with minimal variation between professions and contractual time allocation. CONCLUSION: Conceptual clarification of work tasks was established for health professional developers. Their work activity distributions contributed mainly to maintenance of existing level of professional knowledge rather than to implementation of new knowledge, which did not fulfil the intended responsibility for development of evidence-based practice. Educational competence boost and data-driven change of organisation structure was recommended

Kalteh HO, Mortazavi SB, Mohammadi E, and Salesi M. The relationship between safety culture and safety climate and safety performance: a systematic review. International Journal of Occupational Safety & Ergonomics. 2021; 27(1):206-216.

<https://doi.org/10.1080/10803548.2018.1556976>

Abstract: Introduction. There is a close relationship between safety culture and safety climate and safety performance. However, the details of this relationship are somewhat unclear, due to different attitudes toward safety culture and safety climate, and the use of various tools for their evaluation, and various measures of safety performance. Methods. In this study, articles published in English from 2005 to 2017 were selected from various databases. Then, certain journals in the field of safety were specifically searched using the keywords 'safety and safety performance', 'safety climate and safety performance', 'safety culture and safety performance', 'safety climate and safety outcome', 'safety culture and safety outcome', 'safety culture and injury and fatalities' and 'safety climate and injuries and fatalities'. Results. In the current article, the role of safety culture and safety climate in improving safety performance was evaluated in 31 selected studies. It seems that reactive criteria and safety compliance is more consistent with safety climate and safety culture. Conclusions. The findings emphasized that increasing the level of safety climate and safety culture could be effective in reducing incidents and improving safety performance indicators



Lee WJ, Bang YJ, Cha ES, Kim YM, and Cho SB. Lifetime cancer risks from occupational radiation exposure among workers at interventional radiology departments. *International Archives of Occupational & Environmental Health*. 2021; 94(1):139-145.

<https://doi.org/10.1007/s00420-020-01569-8>

Abstract: **PURPOSE:** Interventional medical radiation workers represent an under-studied population worldwide, although they receive relatively high occupational radiation doses. This study aimed to estimate the lifetime cancer risk from occupational radiation exposure among workers at interventional radiology departments. **METHODS:** A field survey of interventional medical workers in nationwide branches of the Korean Society of Interventional Radiology was conducted in 2017. Organ-specific radiation doses were estimated using national dose registry data and conversion coefficients provided by the International Commission on Radiological Protection. Lifetime attributable risk (LAR) and lifetime fractional risk (LFR) were calculated based on realistic exposure scenarios using a radiation risk assessment tool. **RESULTS:** LARs from occupational radiation exposure until the age of retirement for all cancers combined were 338 (90.3-796.1), 121 (33.5-288.7), and 156 (41.1-390.6) per 100,000 individuals for male radiologists, male radiologic technologists, and female nurses, respectively. LFR for all cancers combined ranged from 0.22% (0.06-0.53) to 0.63% (0.17-1.47). Regarding the organ site, the highest LAR and LFR among all groups were observed for thyroid cancer. **CONCLUSION:** This study provides timely evidence of potential cancer burden from the current levels of occupational radiation exposure among workers at interventional radiology departments. The risks varied by occupational groups, and workers, particularly interventional radiologists, need to be carefully monitored for radiation

MacLeod D. Historical trend of work-related musculoskeletal disorders in the meatpacking and auto industries, 1980s-present. *IIE Transactions on Occupational Ergonomics and Human Factors*. 2020; 8(3):145-154.

<https://doi.org/10.1080/24725838.2020.1844821>

Abstract: Occupational Applications This paper provides a historical overview of the rise of Work-Related Musculoskeletal Disorders (WMSDs) in the U.S. from the 1980s to the present, with a special



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focus on the two industries with the highest recorded rates: Meatpacking and Auto Assembly. The activities underlying this account amount to a major occupational health success story (although still incomplete) in the recognition of these disorders and the development of a nation-wide effort for prevention. An obstacle in creating the data presented here was that the system of recordkeeping changed in multiple ways, making it difficult to compare WMSD rates over time. The work summarized here evaluated the effect of these changes and combined temporal segments that were judged to be the most accurate to create an overall trend line. These results can aid in: 1) showing the overall history of the recognition and prevention of WMSDs, 2) understanding the effects of the recordkeeping changes, and 3) allowing international comparisons of the trends

Nielsen MB, Rosander M, Blomberg S, and Einarsen SV. Killing two birds with one stone: how intervening when witnessing bullying at the workplace may help both target and the acting observer. International Archives of Occupational & Environmental Health. 2021; 94(2):261-273.

<https://doi.org/10.1007/s00420-020-01575-w>

Abstract: OBJECTIVE: This study examines under which conditions being an observer of bullying can be detrimental to health and well-being. It was hypothesized that health-related problems following observations of bullying are determined by (1) whether the observer has been exposed to bullying her/himself and (2) whether the observer have tried to intervene in the bullying situation that they witnessed. METHODS: The study was based on a longitudinal probability survey of the Swedish workforce, with an 18-month time lag between assessment points (N=1096). RESULTS: Witnessing bullying at work were associated with an increase in subsequent levels of mental distress among the observers, although this association became insignificant when adjusting for the observers' own exposure to bullying. Intervening against bullying moderated the relationship between observations of bullying and mental health problems. Observers who did not try to intervene reported a significant increase in mental health problems at follow-up, whereas there were no significant changes in levels of mental health problems among those who did intervene. CONCLUSIONS: the findings



suggest that observer interventions against bullying may be highly beneficial for both the targets and observers of bullying. Organizations should therefore invest in ways to increase constructive bystander behavior in negative social situations at the workplace

Reid A, Rhonda-Perez E, and Schenker MB. Migrant workers, essential work, and COVID-19. American Journal of Industrial Medicine. 2021; 64(2):73-77.

<https://doi.org/10.1002/ajim.23209>

Abstract: Globally, migrant and immigrant workers have borne the brunt of the COVID-19 pandemic as essential workers. They might be a Bulgarian worker at a meat processing plant in Germany, a Central American farmworker in the fields of California, or a Filipino worker at an aged-care facility in Australia. What they have in common is they are all essential workers who have worked throughout the coronavirus pandemic and have been infected with coronavirus at work. COVID-19 has highlighted the inequitable working conditions of these workers. In many instances, they are employed precariously, and so are ineligible for sick leave or social security, or COVID-19 special payments. If these are essential workers, they should get at least the same health and safety benefits of all nonessential workers. Improving the working and living conditions of migrant workers can and should be a positive outcome of the coronavirus pandemic

Sarailoo M, Matin S, Vosoughi M, Dargahi A, Gholizadeh H, Damavandi MR, et al. Investigating the relationship between occupation and SARS-CoV2. Work. 2021; 68(1):27-32.

<https://doi.org/10.3233/WOR-205066>

Abstract: BACKGROUND: Coronaviruses are a large family of viruses that have symptoms ranging from simple symptoms of colds to severe respiratory syndromes. In December 2019, cases of unknown pneumonia first appeared in Wuhan, China. OBJECTIVE: The purpose of this study was to investigate the relationship between occupation and COVID-19 in the Ardabil Imam Khomeini hospital. METHODS: This research was conducted as a cross-sectional and descriptive study. The questionnaires used in this study included demographic information to obtain the required information such as age, sex, clinical symptoms, underlying disease, type of drug used,



smoking, occupation, hours of work, number of daily clients, use of mask or shield, type of working hours, weight and height and body mass index, number family, place of residence, role in the family, presence of an infected person in the family, communication with the suspect, observance or non-observance of health protocols. Our sample size consisted of 774 subjects, all patients at the Ardabil Imam Khomeini Hospital. The subjects were selected randomly. RESULTS: The results of this study showed that the mean age of patients was 56.70 years, with a standard deviation of 18.20 years. Three hundred and sixty participants (46.5%) were female, and 414 (53.5%) were male. In terms of occupation distribution, 317 patients (41%) were housewives. In addition, 57 people (7.4%) were farmers or ranchers. CONCLUSION: In general, it can be concluded that due to severity of infection and threat posed by Coronavirus and the risk of infections between different occupations like the taxi driver and medical staff, it is very important to find out what jobs are in the big threat

Steinhilber B, Luger T, Schwenkreis P, Middeldorf S, Bork H, Mann B, et al. The use of exoskeletons in the occupational context for primary, secondary, and tertiary prevention of work-related musculoskeletal complaints. IJSE Transactions on Occupational Ergonomics and Human Factors. 2020; 8(3):132-144.

<https://doi.org/10.1080/24725838.2020.1844344>

Abstract: OCCUPATIONAL APPLICATIONS This guideline includes 20 recommendations and four key statements that achieved consensus or strong consensus regarding the application of exoskeletons in the workplace for the prevention of musculoskeletal complaints and diseases, the general use and implementation of exoskeletons, and recommendations for risk assessment. The guideline is intended for company physicians, occupational physicians, ergonomists, occupational safety specialists, and employers, and serves as information for all other actors in practical occupational safety. Due to the lack of evidence from the scientific literature, the recommendations and key statements are the result of expert discussions that were conducted at a consensus conference in accordance with the Regulations of the Association of the Scientific Medical Societies in Germany, moderated by an external consultant



Weber J, Hasselhorn HM, Borchart D, Angerer P, and Muller A. The moderating role of psychosocial working conditions on the long-term relationship between depressive symptoms and work ability among employees from the Baby Boom generation. International Archives of Occupational & Environmental Health. 2021; 94(2):295-307.

<https://doi.org/10.1007/s00420-020-01570-1>

Abstract: Objective: Mental disorders have been identified as a leading cause for reduced work ability in industrialized countries. Identification of workplace factors that can increase the work ability of employees with depressive symptoms from the Baby Boom generation is, therefore, highly relevant. This study thus aims to investigate whether changes in psychosocial working conditions can moderate the negative association between depressive symptoms and work ability. Methods: Two waves with a 3-year time lag of the German IliA cohort study with 3609 participants born in 1959 and 1965 (aged 46 and 52 years at first wave) were analyzed. Self-report data about depressive symptoms at baseline and changes of working conditions from baseline to follow-up were used to calculate main and interaction effects on perceived work ability at follow-up. These analyses were controlled for baseline work ability and working conditions. Results: Depressive symptoms were predictive for an unfavorable course of work ability from baseline to follow-up ($B = -0.173$, 95% CI = -0.219 to -0.128). However, no interaction effect between depressive symptoms and psychosocial working conditions was found. Instead, independent from the level of depressive symptoms, a decrease in quantitative demands ($B = -0.279$, 95% CI = -0.326 to -0.232) and increases in leadership quality ($B = 0.242$, 95% CI = 0.192 - 0.292) and development opportunities ($B = 0.177$, 95% CI = 0.127 - 0.277) were related to a more favorable course of work ability. Only small effects were found for social support ($B = 0.057$, 95% CI = 0.008 - 0.106) and job control ($B = 0.043$, 95% CI = -0.005 - 0.091). Conclusions: The results indicate that the lagged and negative effect of depressive symptoms on work ability was not moderated by changes in psychosocial working conditions. However, the promotion of favorable working conditions may contribute to a positive development of work ability among employees from the Baby Boom generation independently from the level of depressive symptoms.



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