



PHOEBE Study

Prevention of common mental disorders (CMDs) in companies - the viewpoint of employees in a standardized survey

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Background

- Sick leave and disability due to CMDs are increasing
- Many studies on stress factors in the working world
- Hardly systematic findings on the causal attributions (longitudinal studies)

Aims

- PHOEBE-I: First survey with professionals 2014 (general practitioners, occupational health physicians, ambulatory psychotherapists & human resource managers)
- Perceptions of different occupational groups
- Findings on employees perceptions



PHOEBE- II Target group, access, instrument

- 2 job types: “Blue” and “Non-blue collar worker” (industrial workers vs. craft/service professions and office workers)
- **Sample access**
 - Online-access panel of *Research Now, Hamburg*
 - Incentives: shopping vouchers
- **Standard questionnaire (mainly self-developed)**
 - Items covering important dimensions of work-related causes and prevention measures of CMDs
 - Perception on how to deal with CMDs



Leading questions

What occupational prevention measures to avoid CMDs do employees regard as particularly important?

What is the statistical influence of the perceived relevance of different work-related risk factors (for the development of CMDs) on the perceived importance of occupational prevention activities at the workplace?



Methods

- Structural validity: exploratory factor analysis (principal component analysis (PCA), eigenvalue criterion >1 , Varimax rotation)
- Score values of dimensions presented descriptively (mean, standard deviation) separately: job type
- Multivariate linear regression analysis with IBM SPSS 22;
 - Method: “Enter”;
 - predictors: job type, company size, work setting experience
 - Perception of importance of 3 occupational risk scores (“Work Content”, “Organisation of work processes” & “Interpersonal relation/Leadership”)



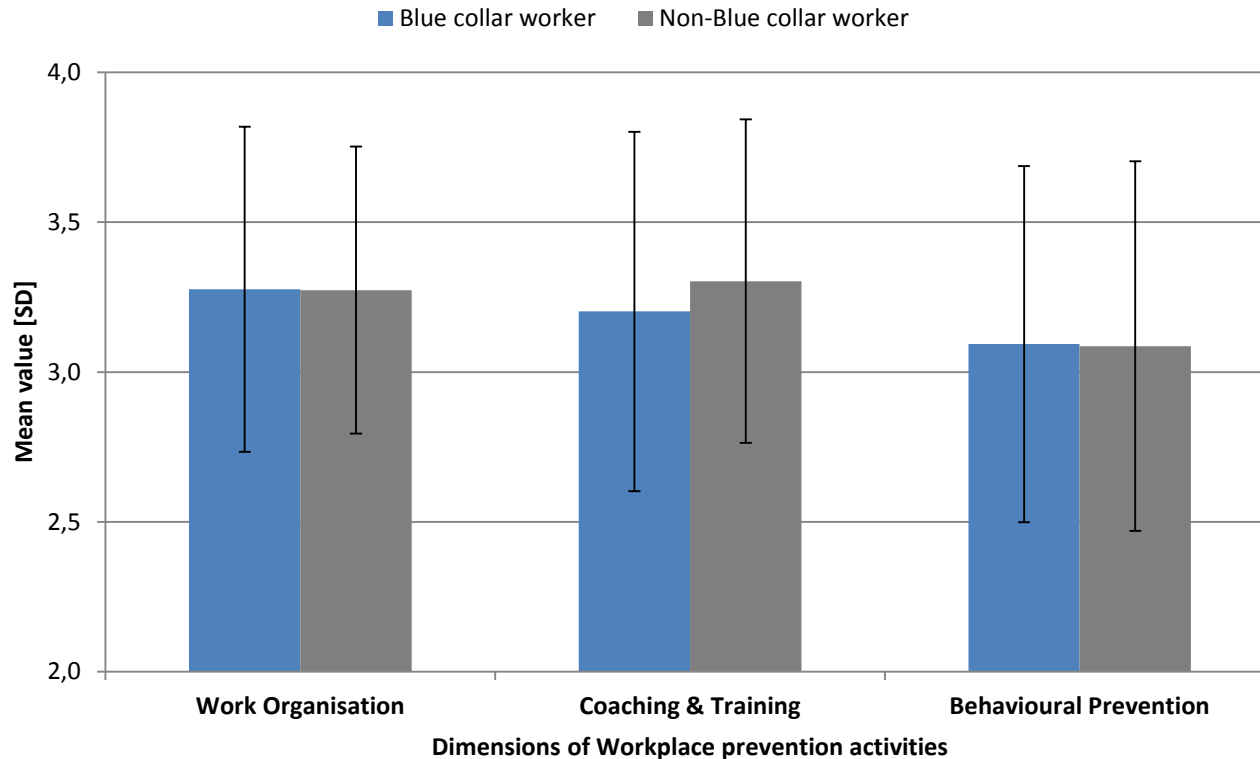
Results

- 610 participants (n= 193 „Blue collar workers“, n= 417“Non-Blue collar workers“) -> response rate: 75%
- Exploratory factor analysis: 17 items for „Workplace prevention activities“ -> 3 dimensions:
 - „Work organisation“ (7 items),
 - „Coaching & training“ (6 items)
 - „Behavioural prevention activities“ (4 items)

All factor loadings met the 0.50 loading criterion. All CICT values were sufficient and met the ideal internal consistency (Cronbach α = 0.84, 0.87 and 0.78 respectively)



Perceived importance of workplace prevention activities

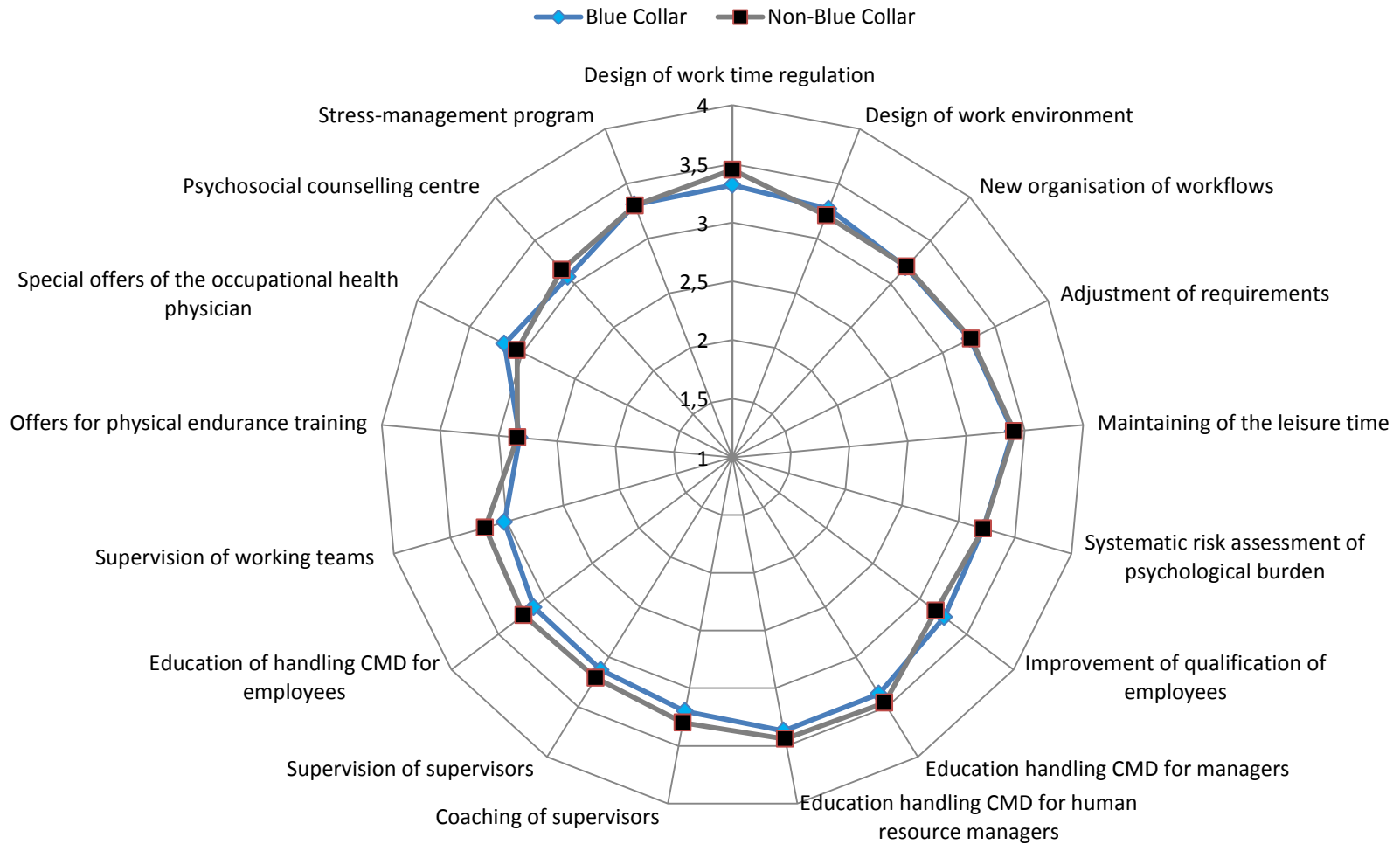


Legend: SD = standard deviation

1 = very unimportant 2 = unimportant 3 = important 4 = very important



Workplace prevention activities- perception of...



Item mean values: 1= very unimportant; 2= unimportant; 3= important; 4= very important



Results of linear regression models

Prevention Measures	Work Organisation			Coaching & Training			Behavioural Prevention Measures		
	<i>B</i>	<i>Beta</i>	<i>p</i>	<i>B</i>	<i>Beta</i>	<i>p</i>	<i>B</i>	<i>Beta</i>	<i>p</i>
Jobtype	0.04	0.04	0.316	0.06	0.05	0.154	0.04	0.03	0.400
Company size	0.01	0.07	0.042	0.02	0.09	0.015	0.02	0.08	0.043
Work setting experience	0.01	0.08	0.028	0.01	0.03	0.386	0.01	0.02	0.677
Work content	0.45	0.50	0.000	0.42	0.43	0.000	0.41	0.38	0.000
	<i>B</i>	<i>Beta</i>	<i>p</i>	<i>B</i>	<i>Beta</i>	<i>p</i>	<i>B</i>	<i>Beta</i>	<i>p</i>
Jobtype	0.08	0.08	0.035	0.03	0.02	0.540	0.07	0.05	0.168
Company size	0.02	0.10	0.004	0.02	0.12	0.002	0.02	0.10	0.011
Work setting experience	0.01	0.08	0.033	0.01	0.03	0.428	0.01	0.02	0.650
Organisation of work processes	0.40	0.49	0.000	0.34	0.37	0.000	0.29	0.29	0.000
	<i>B</i>	<i>Beta</i>	<i>p</i>	<i>B</i>	<i>Beta</i>	<i>p</i>	<i>B</i>	<i>Beta</i>	<i>p</i>
Jobtype	0.07	0.07	0.047	0.02	0.02	0.596	0.07	0.06	0.148
Company size	0.02	0.09	0.008	0.02	0.11	0.003	0.02	0.09	0.016
Work setting experience	0.01	0.06	0.091	0.01	0.03	0.428	0.01	0.03	0.444
Interpersonal relation	0.44	0.52	0.000	0.46	0.48	0.000	0.38	0.37	0.000

Legend: Company size: 1= micro-entity to 4 = large, Work setting experience in years,



Results and discussion

- Majority of all employees considered most of the workplace prevention measures to be important for the prevention of CMDs in employees
 - > Question wording to general or to abstract
- Employees working in SMEs rated prevention activities less important (in accordance with less offers of workplace prevention measures)
- Perception of relevance of work-related risk factors affects assessed importance of workplace prevention activities



Conclusion and outlook

- Measures should be tailored for employees
- Measures need to be accepted by employees
 - > maximize efficiency

- Comparison with perceptions of professionals (PHOEBE-I)
 - > possibility of improvement



Thank You!

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