

Work-related wellbeing and labour market outcomes

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Positive psychology I

The aim of positive psychology is to catalyze a change in psychology from a preoccupation with only repairing the worst things in life to also building the best qualities in life (Seligman, 2002)



Research question

Does work-related wellbeing predict salient labour market outcomes, such as long-term sickness absence and staff turnover among eldercare staff in Denmark?



Background of the study

- “ Difficulties in recruiting staff in eldercare
- “ Increasing level of sickness absence
- “ An ageing population, with increasing projected needs of care

- “ New methods for increasing labour supply are needed



Work-related well-being I

- “ Experience of meaning at work
 - . Work activities are perceived as purposeful and significant in terms of individual identity. Experience of congruence between personal values and work activities that affirm self-understandings and enhance identification with work tasks

- “ Experience of meaning at work
 - . Are your work tasks meaningful?
 - . Are your work tasks important?
 - . Are you motivated and engaged in your work?



Work-related well-being II

- “ Affective organizational commitment
 - . Emotional attachment to, identification with and involvement in the organization. Employees with strong affective commitment continue in the organization simply because they want to
- “ Affective organizational commitment
 - . Do you enjoy telling other people about your workplace?
 - . Would you recommend your workplace to a good friend?
 - . Is your workplace very important to you as a person?
 - . Do you think about looking for another job?



Material

- “ Survey among eldercare staff in 35 Danish municipalities. (Baseline: N=9.949, Response rate=78 %)
- “ Prospective study on the association between work characteristics, health and well-being (N=6.300, follow-up Response rate=80 %)
- “ Follow-up 20 months
- “ The baseline study was fitted to the DREAM register containing information on social transfer payments
- “ Additional survey among employees who left eldercare during follow-up (N=1.200)



Study I

Does work-related well-being predict long-term sickness absence?



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Clausen, Christensen & Borg (2010) Positive work-related states and long-term sickness absence: A study of register based outcomes. SJPB.

Outcome measure: Long-term sickness absence

Was measured by following baseline data for one year in the DREAM register



Rate ratios (RR) for onset of long-term sickness absence for low, medium and high levels of experience of meaning at work

Absence period		Level	Model 1 RR	Model 2 RR
More than two weeks	Experience of meaning of work****	High	1	1
		Medium	1.02	1.04
		Low	1.49*	1.45*
More than eight weeks	Experience of meaning of work****	High	1	1
		Medium	0.94	0.89
		Low	1.51*	1.34*

Model 1: RR§ adjusted for demographics, occupation and health behavior

Model 2: RR§ additionally adjusted for psychosocial work conditions (work pace, quantitative demands, emotional demands, role clarity, influence, possibilities for development, predictability, and quality of leadership)

* $p < .05$



Rate ratios (RR) for onset of long-term sickness absence for low, medium and high levels of affective organizational commitment

Absence period		Level	Model 1 RR	Model 2 RR
More than two weeks	Affective organizational commitment	High	1	1
		Medium	0.98	0.96
		Low	1.36*	1.25*
More than eight weeks	Affective organizational commitment	High	1	1
		Medium	0.86	0.79*
		Low	1.40*	1.17

Model 1: RR \S adjusted for demographics, occupation and health behavior

Model 2: RR \S additionally adjusted for psychosocial work conditions (work pace, quantitative demands, emotional demands, role clarity, influence, possibilities for development, predictability, and quality of leadership)

* $p < .05$



Sum up

- “ Work-related wellbeing does have an impact on hard outcomes
- “ Independent effect in relation to psychosocial work conditions



Study II

- “ Does work-related wellbeing mediate the association between psychosocial work conditions and actual turnover among staff?



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Clausen & Borg (2010) Do positive states mediate the association between psychosocial work characteristics and turnover? A longitudinal analysis. IJSM.

Results: Predictors of turnover

	Model 1
	OR
Work pace	1.03
Role conflicts	1.16**
Emotional demands	0.89*
Work-family conflict	1.11*
Influence	0.77***
Quality of leadership	0.86**
Meaning at work	
Affective organizational commitment	

Models adjusted for Age, gender, self-rated health, and job function (care work/other work)

" $p < .05$. ** $p < .01$, and *** $p < .001$



Results

	Model 1	Model 2
	OR	OR
Work pace	1.03	1.03
Role conflicts	1.16**	1.11*
Emotional demands	0.89*	0.90*
Work-family conflict	1.11*	1.07
Influence	0.77***	0.83***
Quality of leadership	0.86**	0.95
Meaning at work		0.85**
Affective organizational commitment		0.82**

Models adjusted for Age, gender, self-rated health, and job function (care work/other work)

* $p < .05$. ** $p < .01$, and *** $p < .001$



Sum up

- “ Work-related wellbeing mediate the association between psychosocial work characteristics and actual turnover
- “ Work-related wellbeing constitute important resources in terms of coping with the stresses and strains associated with modern work-lives



Conclusions

- “ The results indicate that work-related wellbeing has an impact on long-term sickness absence and staff turnover
- “ Work-related wellbeing is predicted by psychosocial work conditions
- “ Work-place interventions may be deployed to promote work-related wellbeing thereby enhancing desired labour market outcomes



Limitations of the study

- “ The results are based on survey data from a single occupational group
- “ The study is based on existing data
- “ All studies were based on a quantitative methodology
- “ Little is known about the processual aspects of the observed associations
- “ More research is needed!!!



Strengths of the study

- “ All studies are longitudinal
- “ Large number of observations
- “ Although this study was not designed to measure the impact of positive work-related states we nevertheless found evidence in support of associations between positive work-related states and central labour market outcomes

