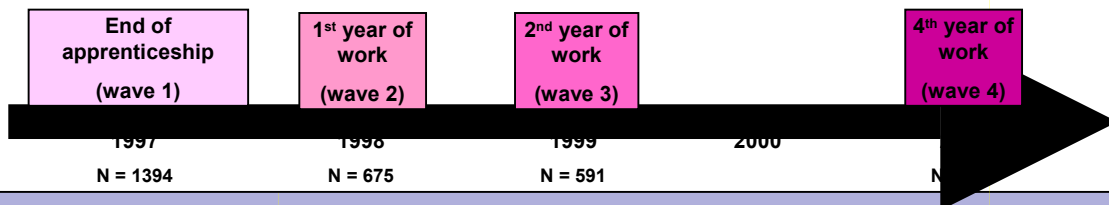


Work Experience and Quality of Life in Switzerland (ÆQUAS)

4 waves of Core-Project 'ÆQUAS'



Prof. N. Semmer
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Prof. J.-P. Dauwalder
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Prof. F. Tschan
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Core-Project 'ÆQUAS'

Objectives

- transition from apprenticeship to work
- changes of working conditions and well-being over time

Method

- longitudinal questionnaire study
- 4 measurement time-points
- participants: 5 occupations (nurses, cooks, sales assistants, bank clerks, & electronic technicians)
- longitudinal sample size: N = 423 (59 % female), response rate 46% of intended sample

Challenges

- cooperation of 5 universities: different research interests, organization, & coordination
- sample: motivating participants to fill in four times a long questionnaire
- following the sample over 5 years (e.g., address changes)

Highlights

Transition in general

- transition less stressful & disruptive than assumed
- vocational training: good preparation for 'real' work

Job conditions

- control over work increases
- nurses complain that time pressure makes it difficult to do good quality work

Health and well-being

- well-being is generally high
- health complaints decrease over time

Gender differences

- men place higher value on work after end of apprenticeship
- women show increase in plans to reduce work and raise children between waves 3 and 4

Prediction of well-being

- well-being at wave 4 is predicted by variables from all theoretically relevant domains: Personality (emotional stability), problems in private life, and task related stressors

4 in-depth studies (subsamples from Core-Project)

Stressful Experiences at Work

Prof. N. Semmer
 Dr. S. Grebner & Dr. A. Eifering

Objectives

- daily stressful experiences, health, & work

Method

- longitudinal field study
- physiological & psychol. stress-responses
- daily recordings of stressful events

Highlight

- chronic stress and lack of control especially important for health and well-being

Coping Efforts

Prof. M. Reicherts
 Dr. S. Pinet

Objectives

- coping with daily life stress

Method

- stressors: event sampling
- monitoring of well-being

Highlight

- coping in accordance with 'rules of adequate coping' has positive effects on well-being in stressful situations as well as on long-term adaptation

Social Relationships at Work

Prof. F. Tschan
 lic. psych. L. Inversin

Objectives

- social relationships

Method

- interviews
- questionnaire: participants friends & superior
- self-observation of interactions (5 days)

Highlight

- satisfaction with interactions: higher affective commitment
- more frequent interactions, higher job satisfaction

Socialization of Values

Prof. I. Udris
 Dr. M. Rimann

Objectives

- work values and motives

Method

- longitudinal questionnaire study
- cohort study

Highlight

- transition and future plans are different according to 5 value types (conventionalists, realists, resignatives, social oriented, idealists)