Expériences au travail et qualité de vie en Suisse

Arbeitserfahrungen und Lebensqualität in der Schweiz

RESEAU DE RECHERCHE
Université de Berne
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Sub-project: „Stressful experiences at work“

- Longitudinal field study, time lag 1 year
- Psychological & physiological stress responses
- Stressors: Job analysis and reports on daily stressful events

Young Workers: The Importance of Job Design!

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Questions

Which stressful events do job beginners experience?

Health effects of job control & stressors already in young workers?

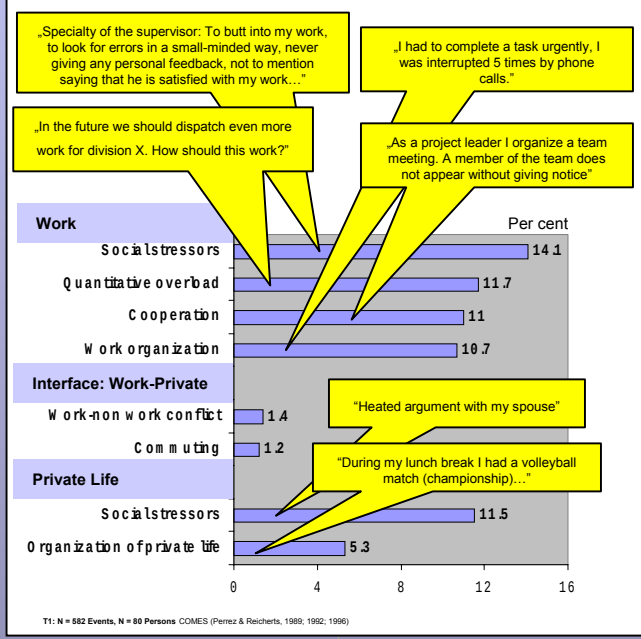
Does job control buffer effects of job stressors? (Karasek, 1979)

Sample

First measurement (t1): A few month into the first „real“ job
N = 93 Participants, 66% female, mean age 20 years (SD = 3.3)

Second measurement (t2): One year later
Longitudinal sample: N = 65 participants (69% response rate)

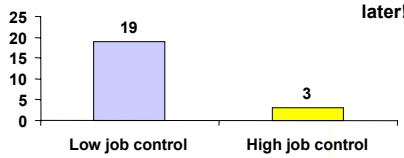
Stressful events over one week (5 work days & 2 days off)



T1: N = 582 Events, N = 80 Persons COMES (Perrez & Reicherts, 1989; 1992; 1996)

Job control & ‘unwinding‘ after work

Number of persons with difficulties to switch off t2



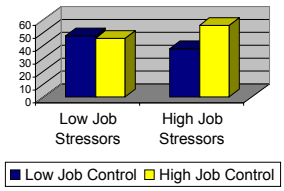
More people with low job control in t1 have difficulties to switch off after work one year later!

Chronic Job Stressors & Job Control Mean of self-report and rating (ISTA, Semmer, Zapf, & Dunckel, 1995)
Results are controlled for occupation and job stressors; Sample size: N = 51

Job control buffers effects of job stressors

People with high job stressors manage better to calm down in stressful situations – but only if they have high control!

Successful Calming down in Stressful Events



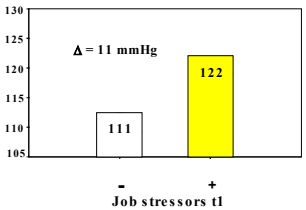
Chronic job stressors & job control: self-report (ISTA, Semmer, Zapf, & Dunckel, 1995)

Job stressors & blood pressure after 1 year

Women with high job stressors in t1

have 11 mmHg higher systolic blood pressure one year later!

SBP in the evening after work t2
Mean mmHg



Chronic Job Stressors: Mean of self-report and rating (ISTA, Semmer, Zapf, & Dunckel, 1995)
Results are controlled for occupation and job control, Body mass index, intake of substances; Sample size: N = 29

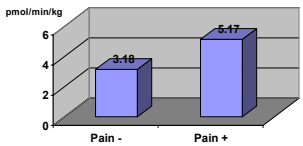
Job control, low back pain & noradrenaline

Total sample of nurses: Lack of time control predicts low back pain after one year β = -.21, N = 114 (controlled for initial back pain, physical load, age, body mass index, work absence, neuroticism and smoking)

Sub-sample of nurses with catecholamine measures (n = 24):

Frequent low back pain is associated with higher noradrenaline excretion at work

Frequency of Low Back Pain and Noradrenaline Excretion at Work



Summary & Conclusion

Few stressful events at work which are typical for newcomers: The Swiss apprenticeship system prepares well for transition into work force!

High job stressors: Risk factor for cardiovascular diseases (CVD)!

Lack of job control: Risk factor for insufficient unwinding (recovery) after work and Low Back Pain (LBP)!

Job control buffers effects of job stressors!

➨Health prevention: Job design necessary! Reduction of job stressors & enhancement of job control!

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