

- Longitudinal field study
- Interviews and questionnaires for the participant and the superior
- Interactions: Self-observation of daily interactions over five days (RIR)

Work is work and play is play ?

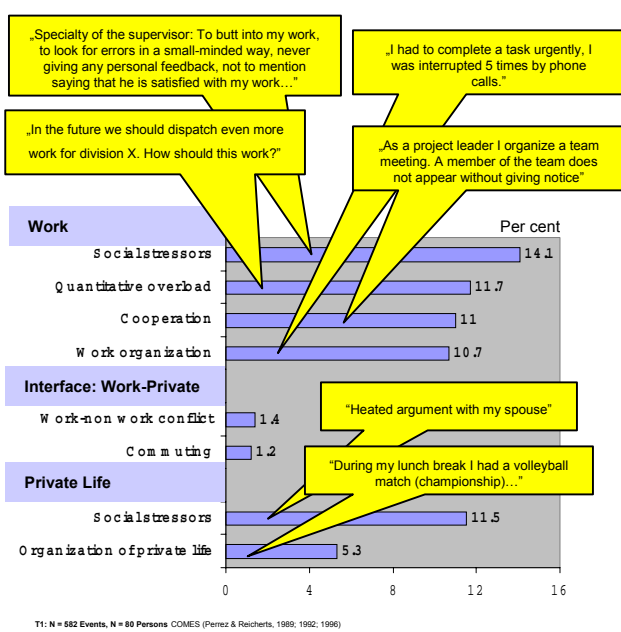
The importance of social relationships at work for young Swiss workers

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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)

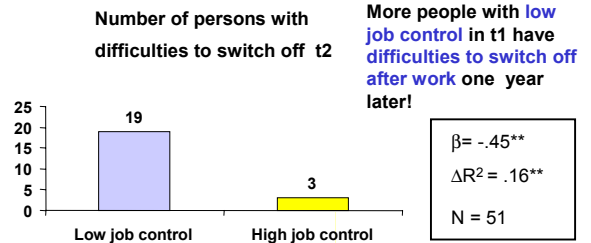
Stressful events over one week (5 work days & 2 days off)



Sample

Longitudinal sample: French speaking participants waves one to three:
 wave 1: end of apprenticeship; wave 2: one year later,
 wave 3: two years later. N = 232 participants, 48.3% female
 Interaction observation sample:
 ½ year after apprenticeship, 54 French speaking participants

Job control & ‘unwinding’ after work

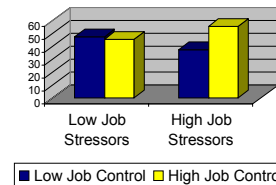


Chronic Job Stressors & Job Control Mean of self-report and rating (ISTA, Semmer, Zapf, & Dunckel, 1995)
 Results are controlled for occupation and job stressors

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**!

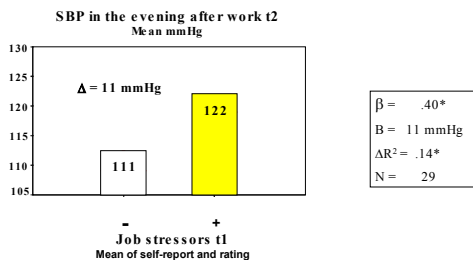
Successful Calming down in Stressful Events



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!



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

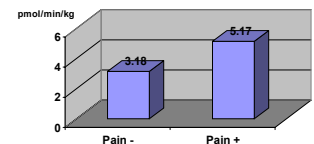
Job control, low back pain & noradrenaline

Total sample of nurses: Lack of time control predicts low back pain after one year $\beta = -.21$, 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!