The impact of psychosocial risk reduction on sickness absence leave days: Structural equation model analysis

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Abstract

Objectives: This study was conducted to determine the impact of workplace psychosocial risk reduction on sickness absence days of employees.

Methods: We used longitudinal data with two points of time: t₀ represents the baseline analysis of psychosocial risk, at t₁ the effects of psychosocial risk management measures between t₀ and t₁ were evaluated. At both points of time we determined the sickness leave absence days of employees. We measured Psychosocial Risk with the Module2 of Psychosocial Stressors (PBM2). Data for both t₀ and t₁ was available for 183 departments of 28 companies from various lines of business. The differences between t₀ and t₁ for the average PBM2 results and sick leave days for each department was calculated.

Results: The average sickness leave reduction was 0.9 days per employee (p<0.05). The psychosocial risk reductions on the 0-100% scales of the four PBM2 dimensions were: Social Climate (SC): 10.0%, Work Organisation (WO): 4.7%, Job Requirements (JR): 9.8% and for the Work Environment (WE): 17.4% (P<0.05). The structural equation model showed a significant relationship between the psychosocial risk reduction of the PBM2 dimensions and the decrease of sickness absence days.

Conclusion: Psychosocial risk management interventions led to a significant reduction in psychosocial risk. This improvement had a significant impact on the decrease of employees’ sickness absence days. Therefore, the psychosocial risk reduction has a positive effect for employees and employers.

Biography

Roland Polacsek Ernst is graduated from University in Witten, Germany.

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