

Well-being among health care staff



- a matter of young people experiencing employment security?

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Conclusion

The results indicate that WHP (Workplace Health Promotion) in this particular context needs to focus on both individual and work related factors. The link between predictable work tasks, satisfaction with working hours, supportive work environment, feelings of employment security and well-being needs to be highlighted due to the characteristics of working life of today. If striving for equalization of health prerequisite, special efforts also need to be done in relation to the older members of the health care staff.

Background

During the last decade the report of illness and sick listing has increased in many working populations, among health care staff in particular. The increase has often been linked to work related factors like flexibility, organizational change, downsizing and a change towards more time limited and insecure forms of employment. Research and development work is often related to ill health, but in order to promote work related health a salutogenetic approach is emphasized.

Aims

The aim was to explore possible salutogenetic factors for well-being among health care staff.

Methods

A questionnaire was sent to the health care staff at two departments in two southern Swedish hospitals in May 2005. The response rate was 73% (n=446). The areas covered in the questionnaire included individual factors like age, sex, lifestyle, self esteem, social network etc. and work related factors from the physical, social and psychological dimensions. A logistic regression analysis was used to calculate positive odds ratios (POR) of predictive factors for well-being (Ejlertsson et al., 2002).

Definitions

- * POR (Positive Odds Ratio), reflecting the health, was used instead of Odds Ratio, which relates to a negative outcome (disease/illness). In the analysis health factors are used as covariates instead of risk factors (Ejlertsson et al., 2002).
- * Salutogenetic approach focuses on factors that contribute to health being preserved or improved (Antonovsky 1987).
- * Supportive work environment is an index (Cronbach's alpha 0, 85) consisting of eight variables that emanated as one component when performing a factor analysis. The index is based on variables related to social support and variables related to a supportive organisation at the work place.
- * Well-being is defined as rating ones health status as good or very good (alternative answers where neither good or bad, bad and very bad).

References

- * Antonovsky A. Unravelling the mystery of health. San Fransisco: Jossey-Bass, 1987.
- * Ejlertsson G, Edén L, Leden I. Predictors of positive health in disability pensioners: a population-based questionnaire study using Positive Odds Ratio. BMC Public Health 2002; 2: 20.

Results

Bivariate analysis showed that report of well-being was related to many factors in both the individual and work related area. In the final model report of well-being was significantly ($p < 0.05$) related to the following factors:



Satisfaction with working hours
POR=2.50

Age below 40 years
POR=3.68



Feelings of employment security
POR=1.72



High self-esteem
POR=2.79

Supportive work environment
POR=2.30



Predictable work tasks
POR=1.89