

Psychosocial Work Environment in Spain and Denmark: A cross-cultural comparison

Psychosocial Factors at Work
August 23-26, 2005
Okayama

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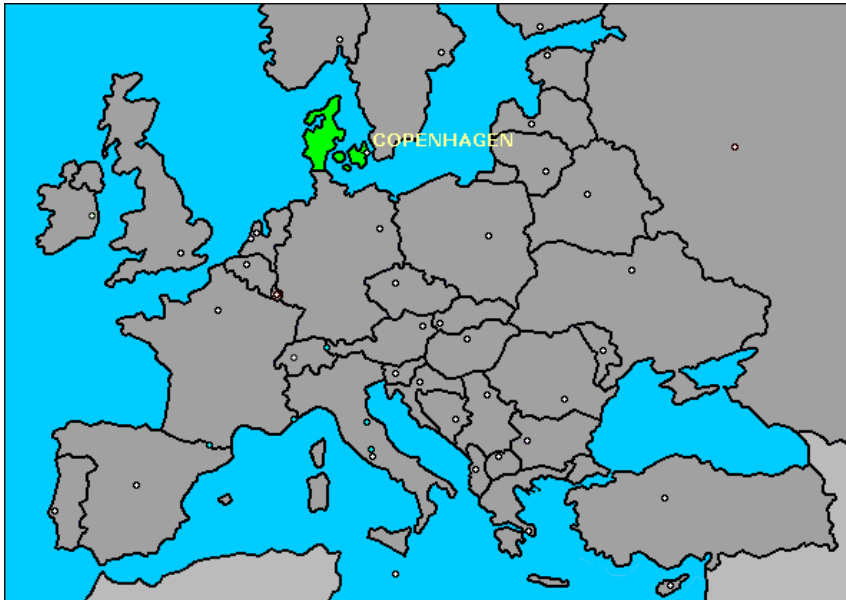
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Aim of presentation

The aim of this presentation is to present data from representative studies of the psychosocial work environment in Denmark and Spain (Navarra).

Our general and non-specific hypothesis was that the psychosocial work environment would be better in Denmark.

The two countries



Denmark



Spain, Navarra

Methods and samples

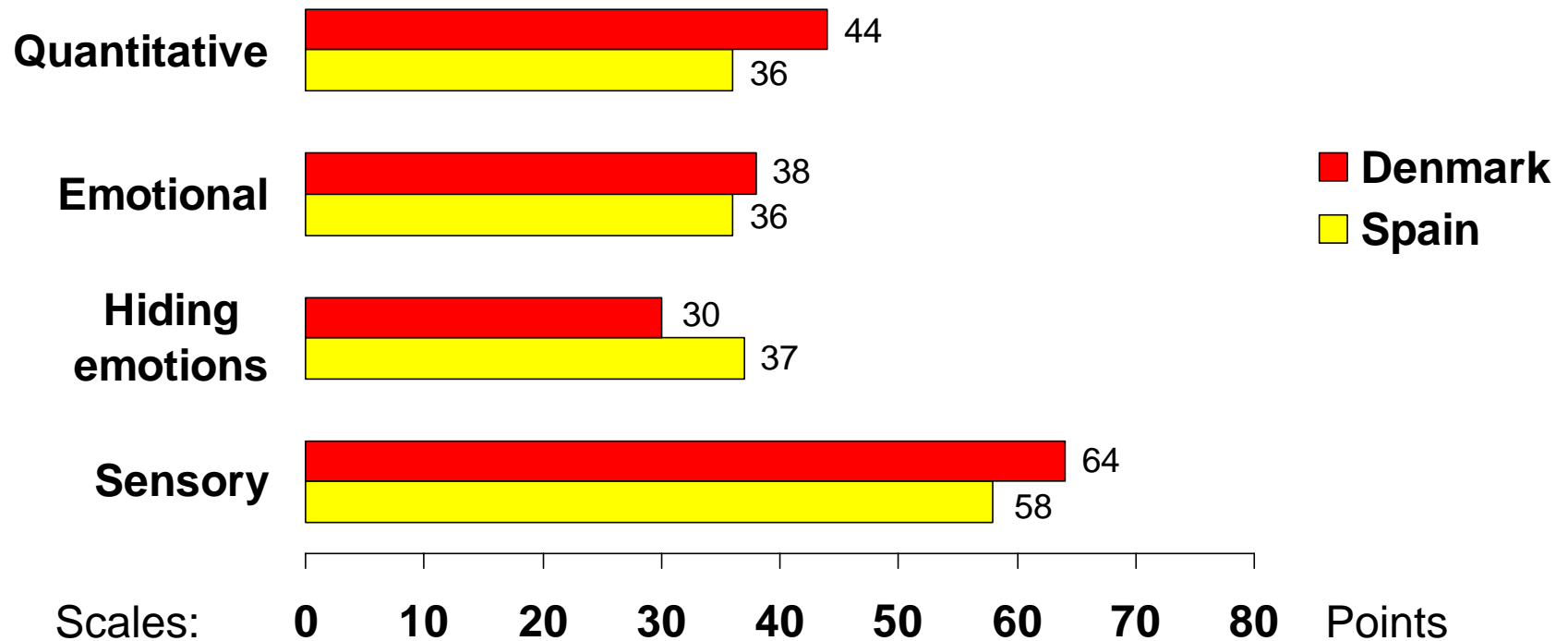
We used the Copenhagen Psychosocial Questionnaire (COPSOQ). 19 scales on work and 6 scales on health and wellbeing.

Denmark: N = 1858

Spain (Navarra): N = 859. Navarra is found to be highly representative of Spain.

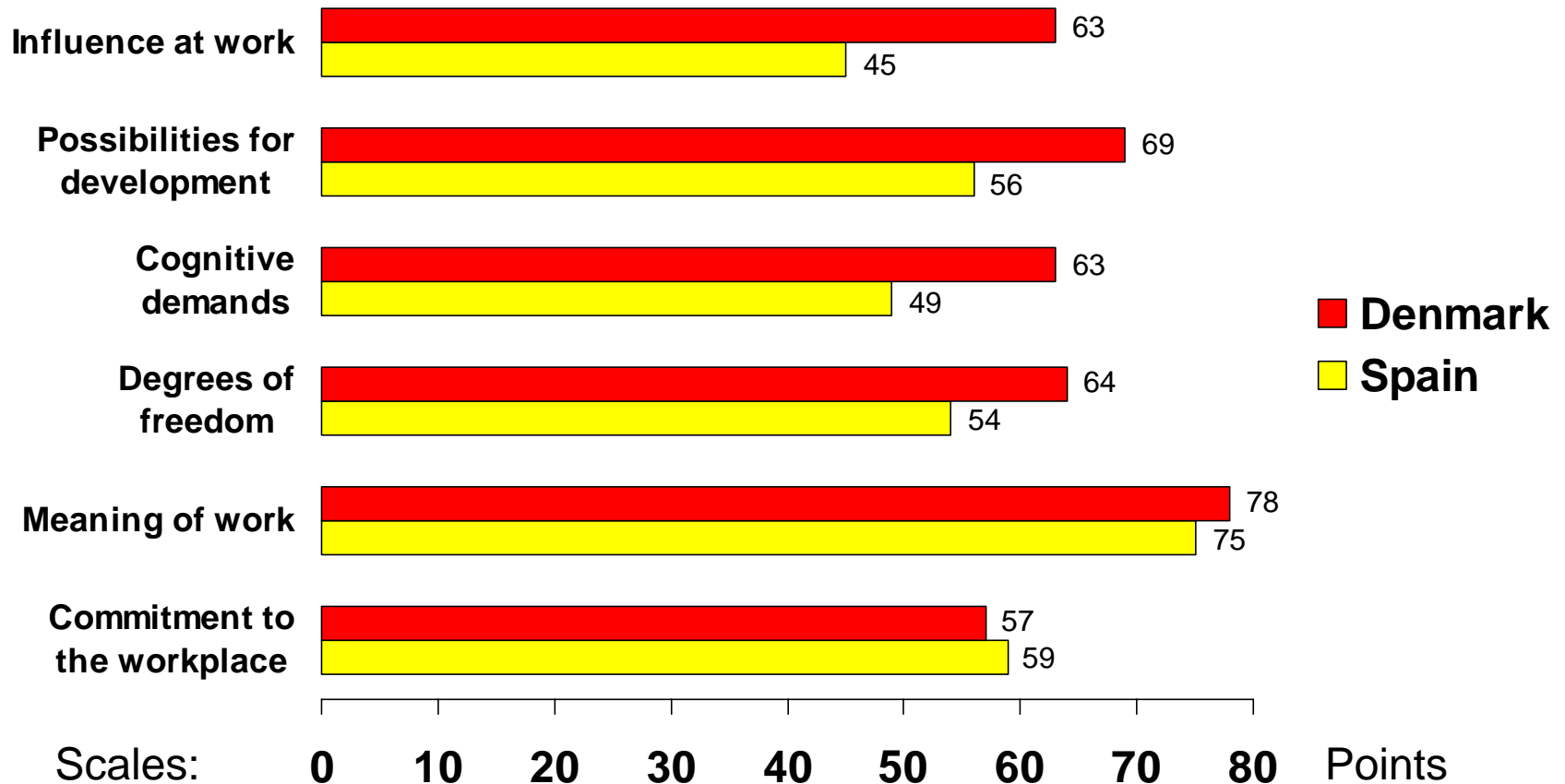
All scales have a range of 0 to 100.

Demands at work



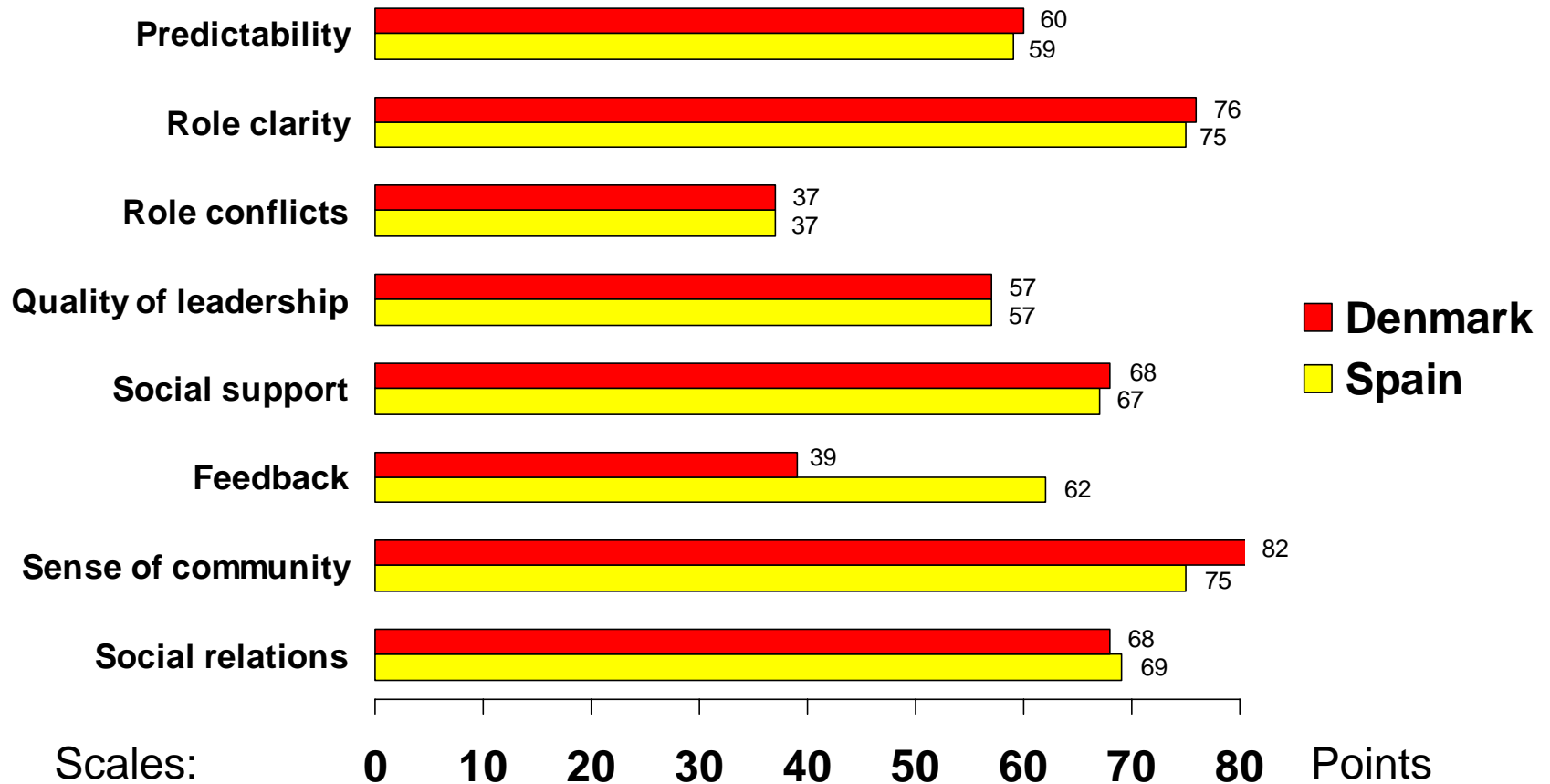
General conclusion: Demands are higher in Denmark.
(NB: Hiding emotions also covers hiding opinions).

Work organization & content



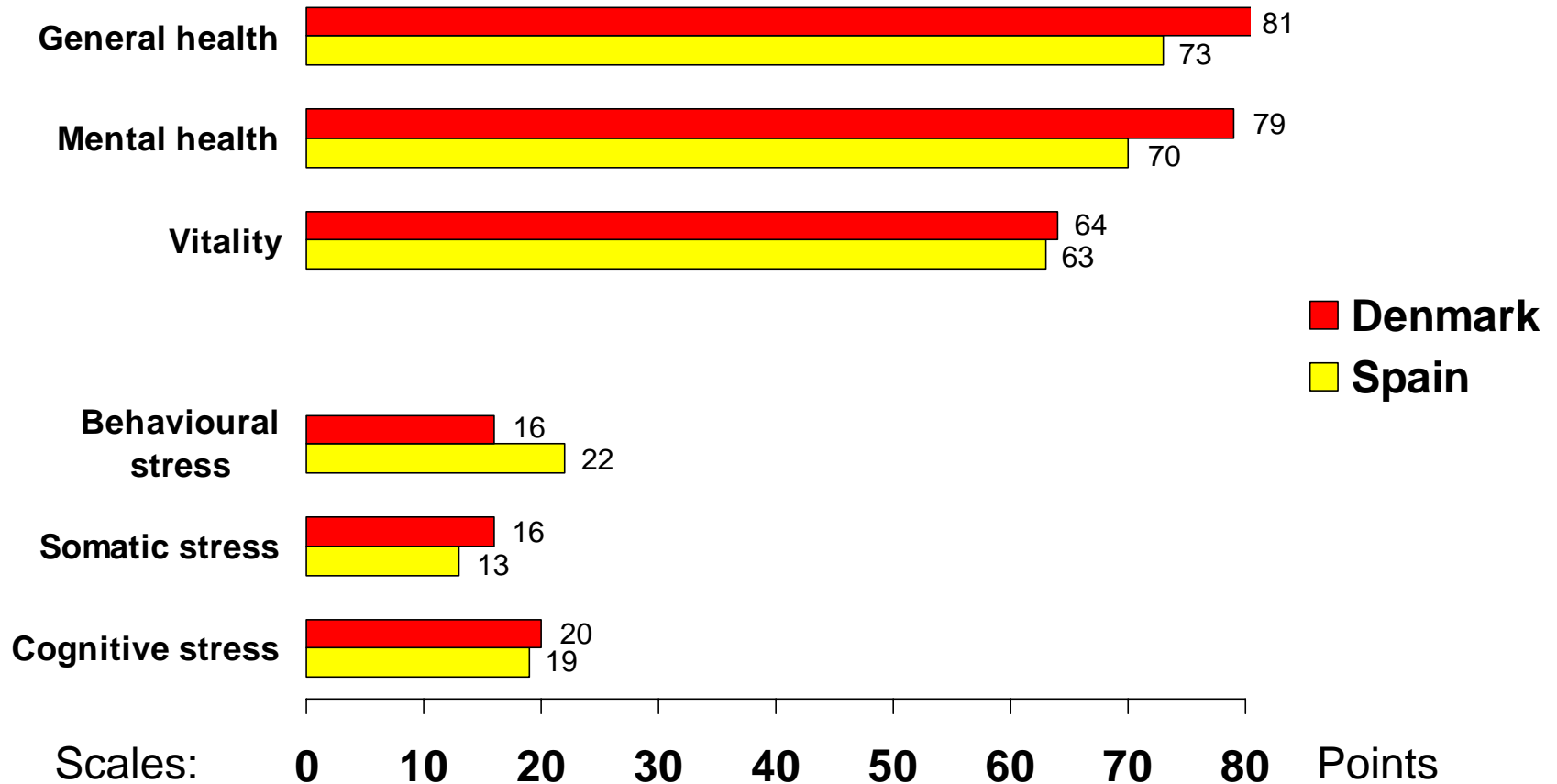
General conclusion: Work is much more active, developmental and challenging in Denmark than in Spain.

Collaboration & leadership



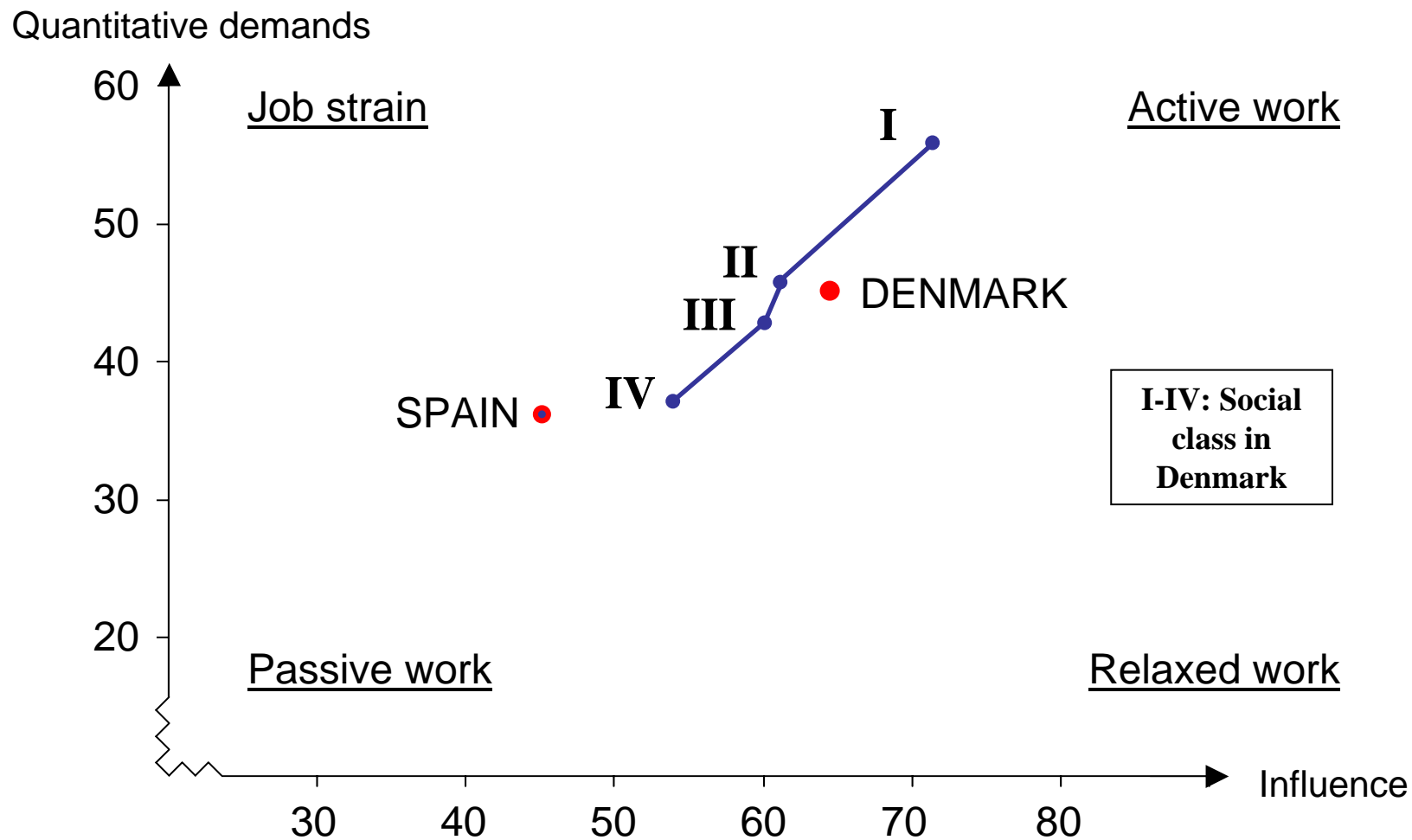
General conclusion: Remarkable similarities! Only "feedback" demonstrates a dramatic difference.

Health & wellbeing

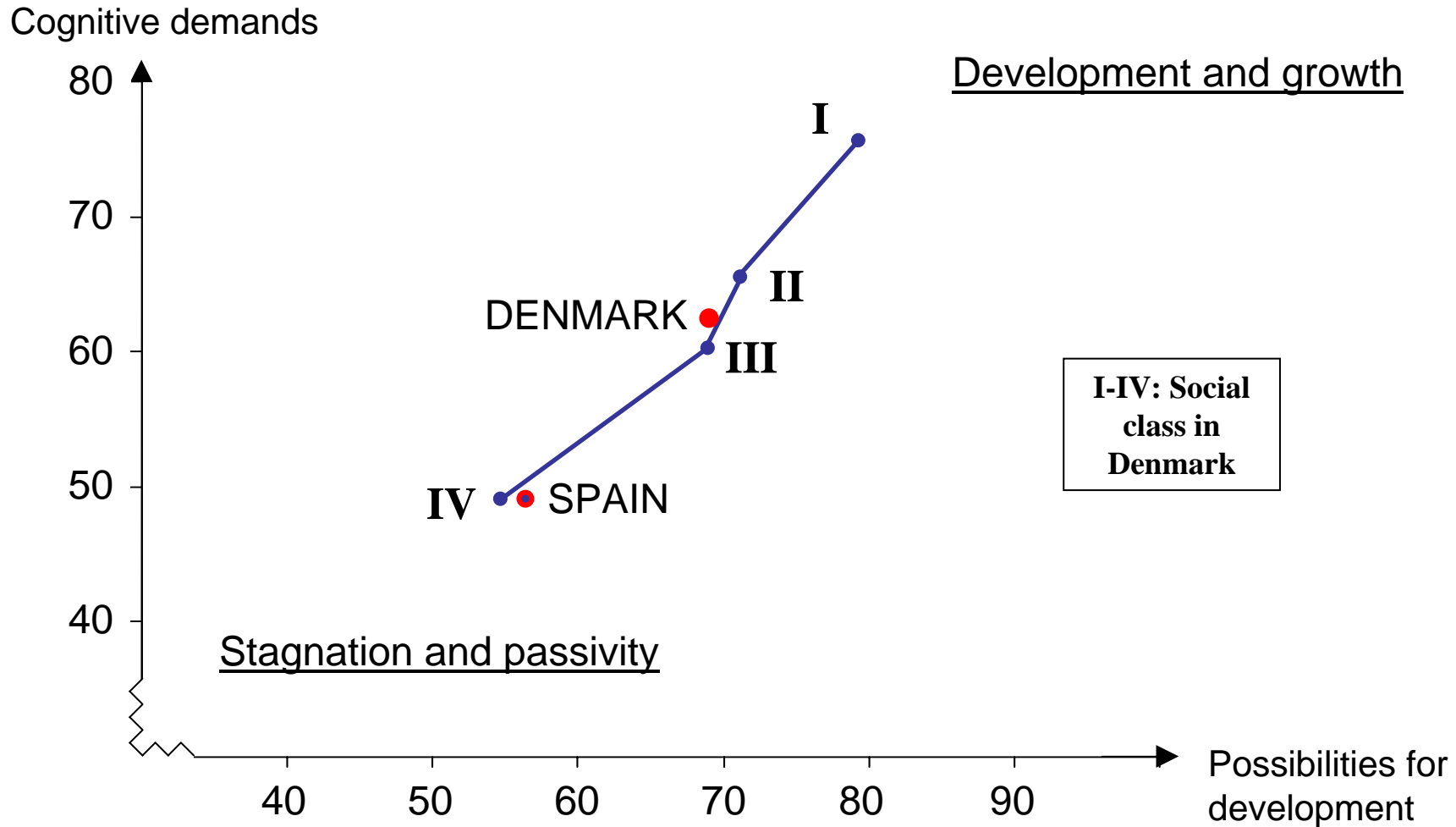


General conclusion: Tendency to better health in Denmark.

Job strain in Denmark and Spain



Developmental work in Denmark and Spain



Conclusions

- The COPSQ gives a comprehensive and multi-faceted picture of the work environment in both countries
- The psychosocial work environment seems to be better in Denmark than in Spain on most dimensions
- The main result is that the work environment in Denmark is more active, developmental and challenging than in Spain
- There are no differences with regard to interpersonal relations and leadership. The notable exception is "feedback" where Spain comes out much better than Denmark
- The health profile is somewhat better for the Danish employees than for the Spanish

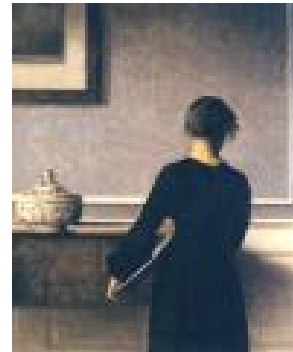
Conclusions

But the weather is better in Spain and
the Navarra wine is superb

Spain



Denmark





The End

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can be found on
www.ami.dk/presentations