

Values and health.
How are important workplace
values related to the
health of the employees?

Psychosocial Factors at Work
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Assumption and question

Assumption: Values at work are becoming increasingly important for managers, employees and customers

Question: Is there an association between good health of the employees and compliance with important values at the workplace?

Methods and sample

- Sample:** A representative sample of 3517 Danish employees, 20-59 years of age.
Response rate: 60%. Females: 52%.
- Method:** Standardized mailed questionnaire.
Possibilities for response with e-mail. Use of personal registration numbers.
- Design:** Cross-sectional. Follow-up is intended.

Values at work

Trust:

Do people at the workplace trust each other?
(Management, supervisors, workers)

Ex: "Does management hide important information for the workers?"

Justice:

Are employees treated fairly and with respect?

Ex: "Are conflicts solved in a fair and just manner?"

***Social
responsibility:***

Is the workplace inclusive or are minority groups/people with health problems discriminated against?

Ex: "Are employees with health problems well treated by the company?"

Scale characteristics

All items had five response options. All scales range from 0 to 100.

Trust: 9 items
 $\alpha = 0.88$
Average score: 67 (SD 15)

Justice: 9 items
 $\alpha = 0.92$
Average score: 62 (SD 17)

Social responsibility: 7 items
 $\alpha = 0.79$
Average score: 68 (SD 15)

Results

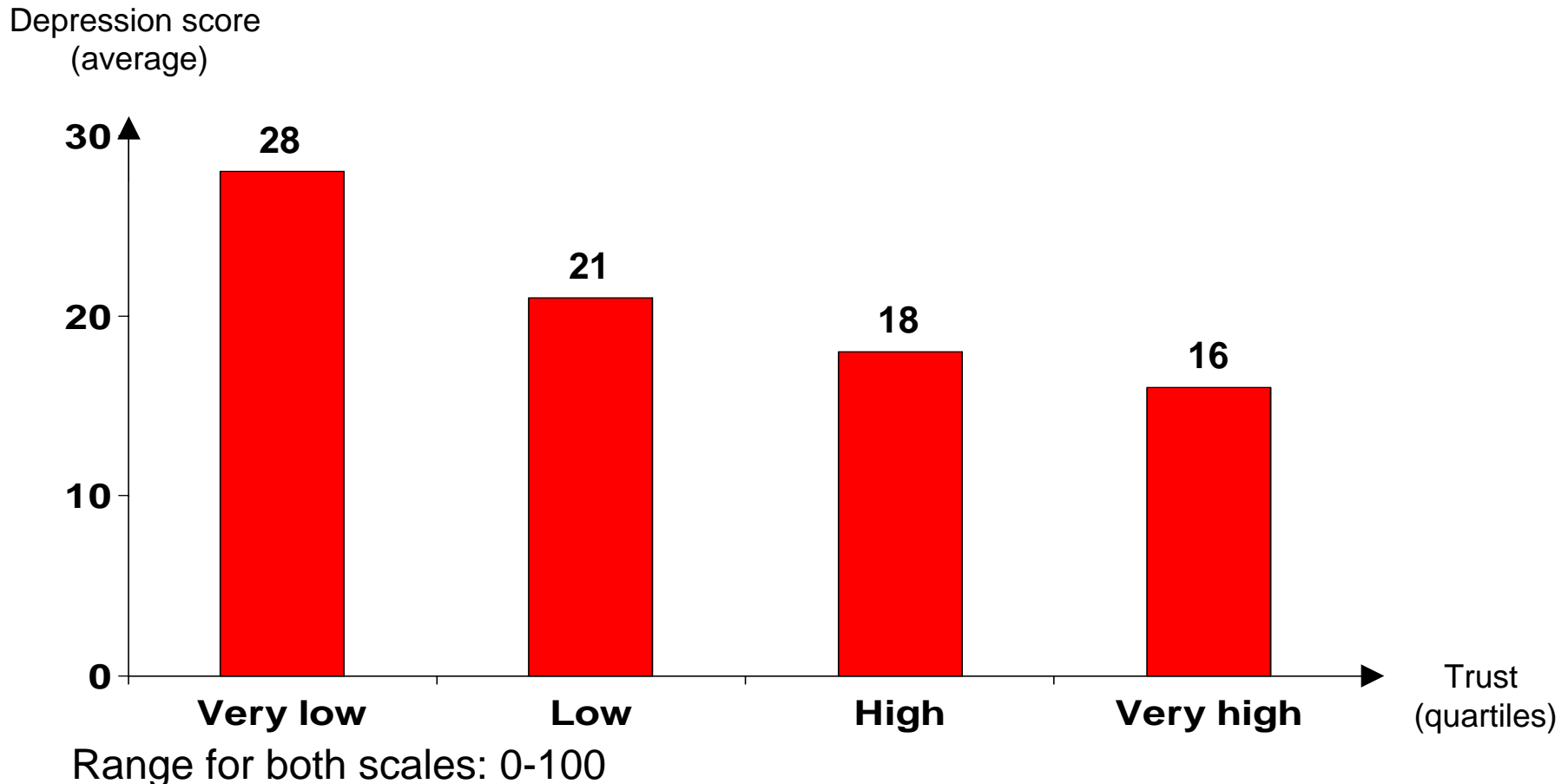
Examples from the three scales

		Yes*
Trust:	Do the employees hide information from each other?	8%
	Do the employees trust the management?	52%
Justice:	Are some employees favoured at the expense of others?	24%
	Are all employees treated with respect by management?	61%
Social responsibility:	Are all employees treated as equal human beings?	66%
	Does the company make room for employees with different disabilities or handicaps?	44%

*Two most favourable response options

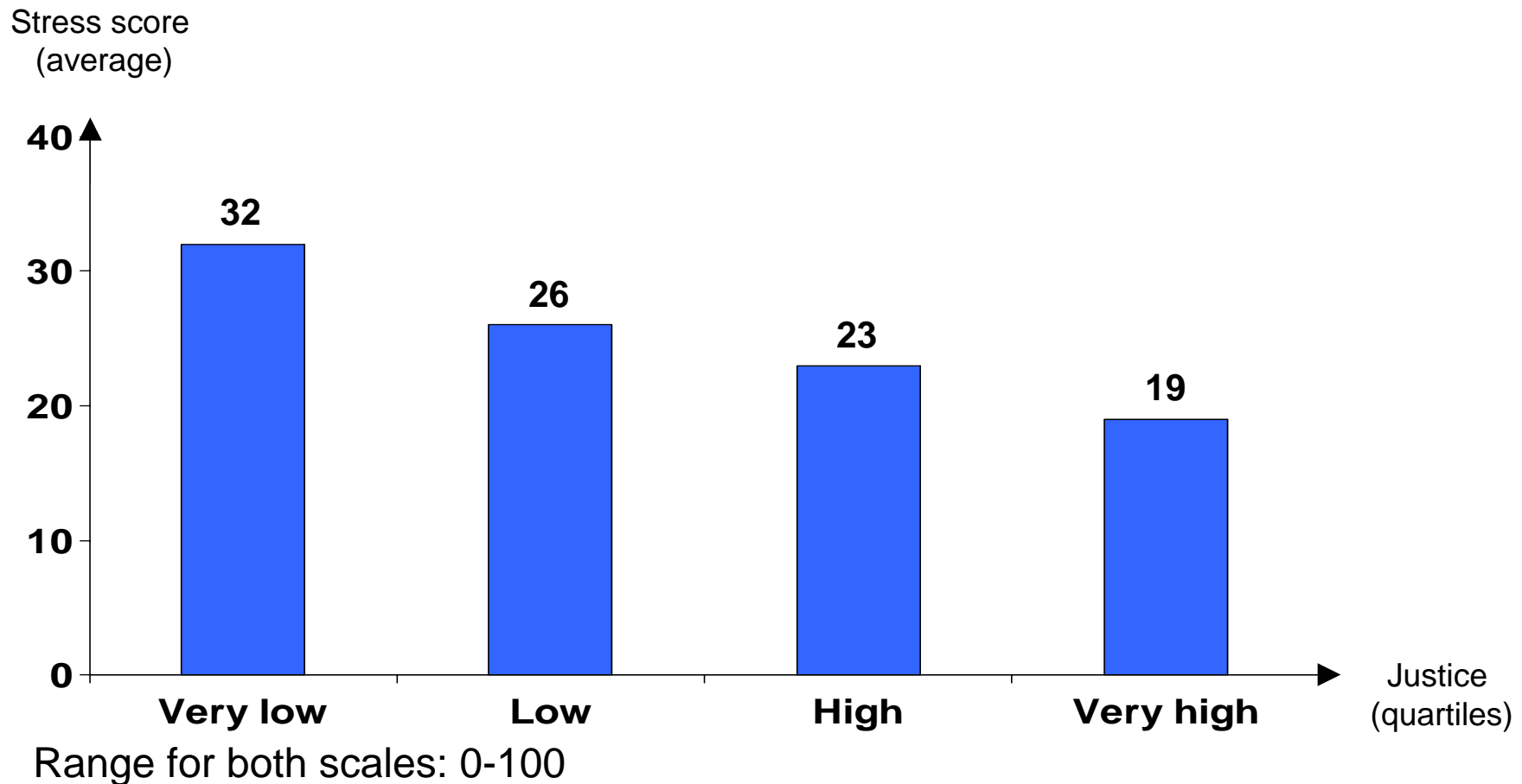
Values and health.

The association between level of trust and average depression score



Values and health.

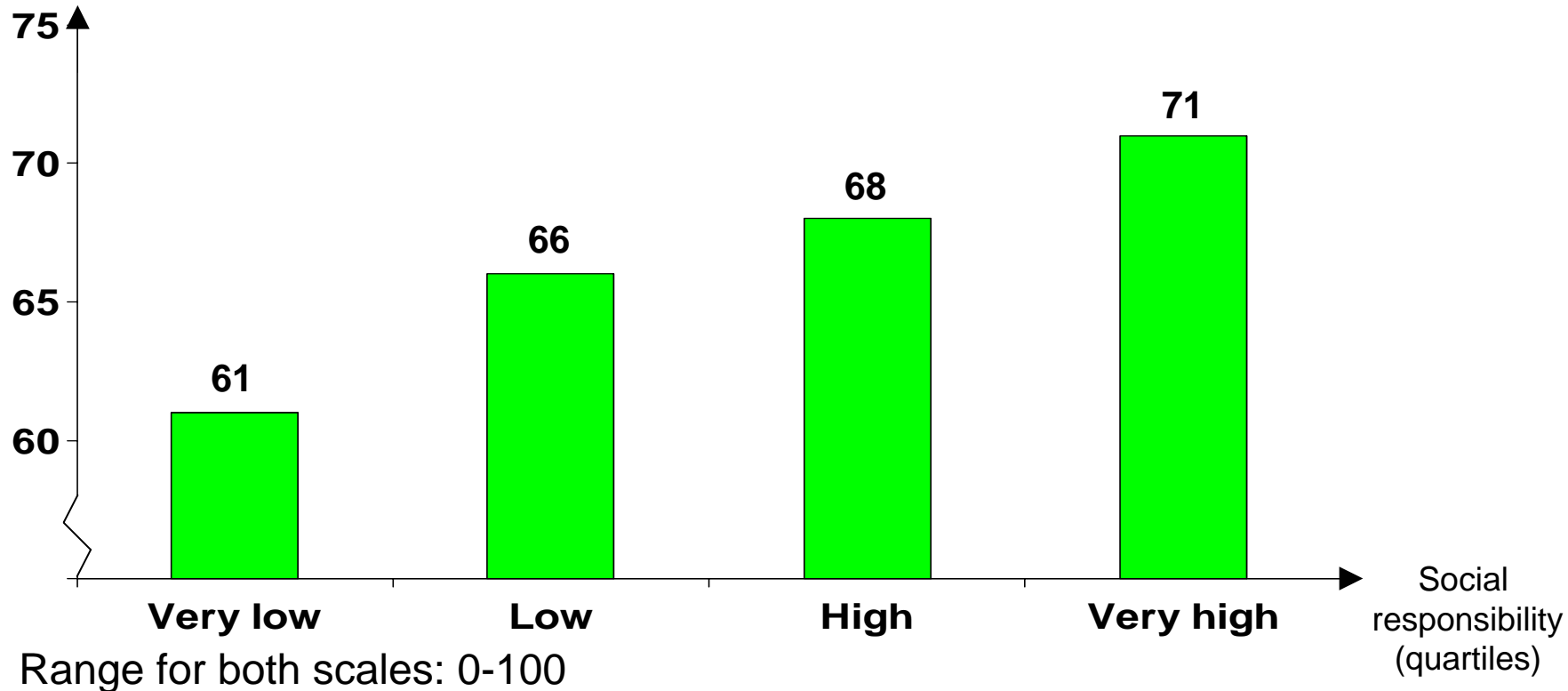
The association between level of justice and average stress score



Values and health.

The association between level of social responsibility and average self-rated health score

Self-rated health score
(average)



Conclusions

- The three scales seem to work well and to capture important values
- The scale on trust will have to be split into two: Horizontal and vertical trust
- Ongoing studies show huge differences in all three scales between workplaces
- Employees and management are extremely interested in the results from their workplaces
- We find clear associations between evaluations of values at work and health/wellbeing
- The associations between values and health have to be studied further



The End

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