

The relationship between work related stressors and the development of mental disorders other than PTSD

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Search terms Exposure

workload

work conditions

job conditions

working hours

working time

night work

shift work

stress (= stress AND [job OR work OR occupation])

psychosocial work environment

effort reward

motional demands

iso strain

job strain

job security OR job insecurity

job control

justice

meaning of work

predictability of work

psychosocial demands

bullying

mobbing

teasing

Search terms Outcome

**psychiatric
psychiatric disorders
mental
mental health
substance use
abuse
drug
alcohol
benzodiazepine
psychosis
psychotic
paranoia
paranoid disorder
mood disorders
affective disorders
bipolar
depressive
depression
anxiety
anxiety disorder
generalized anxiety
panic disorder
obsessive-compulsive disorder**

Selection

Longitudinal

Results 1

- **PubMed : 2.291**
- **EMBASE: 659**
- **PsychINFO: 466**

Inclusion criteria

- **Longitudinal**
- **Exposure: Work related psychosocial factor**
- **Outcome: Measure of mental disorder**
- **Data analysis prospective**
- **Relevant statistical estimate for associations**
- **In case of duplicate best analysis chosen**

Results 2

- **3416 sorted by title**
- **319 sorted by abstract**
- **83 evaluated**
- **40 selected**

Quality criteria

- **Clean baseline and participation rate**
- **Exposure assesment**
- **Diagnostic criteria**
- **Confounding**
- **Analysis**

Results

3

- **Studies using diagnostic criteria : 7**
- **Studies using validated questionnaires measuring depression: 6**
- **Studies using GHQ :11**
- **SF-36: 4**
- **Administrative data : 3**
- **Other scales: 9**

Results 4

Associations with depressive symptoms in 29 high quality studies

Strong evidence

Psychological demands 7/10

Low social support 13/15

Moderate evidence

Job insecurity (men) 5/5

Effort reward imbalance 3/3

Theats/violance 3/3

Injustice 3/3

Associations with depressive symptoms in 29 high quality studies

Insufficient evidence

Long working hours

Job control

Job strain

Depression

**Initial search of PubMed, EMBASE, PsychINFO,
and reference lists yielded 3,416 citations, selected by title.**

319 abstracts reviewed by two reviewers

81 full-text papers reviewed

Exclusions:

**Duplicate publications
Irrelevant exposure
Outcome irrelevant
Outcome not a valid
depression measure
Analysis cross-sectional**

14 studies included

Evidence

- Psychological demands:
 - 10 of 12 studies positive OR = 2.0
- Social Support:
 - 4 of 4 positive OR = 0.6

Conclusion

- **Depression is the only mental disorder studied prospectively regarding work related exposure**
- **Psychological demands and low social support should be considered as risk factors**
- **The duration and intensity of exposure and diagnostic measures in future research are needed**