



International Commission on Occupational Health: Work Organization and Psychosocial Factors

2014 Congress

17 - 19 September 2014, Adelaide Convention Centre, Adelaide, South Australia

**‘Worker health:
A basic human right for all’**

Handbook



University of
South Australia



WORK ORGANIZATION & PSYCHOSOCIAL FACTORS

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Welcome

We are very pleased to welcome you to the **International Commission for Occupational Health: Work Organization and Psychosocial Factors (ICOH-WOPS) 2014 Congress** at the Adelaide Convention Centre in South Australia. The event is being hosted by the ICOH-WOPS Scientific Committee, the University of South Australia Centre for Asia Pacific Centre for Work, Health and Safety Research and the Asia Pacific Academy for Psychosocial Factors at Work.

Founded in 1906 as the Permanent Commission on Occupational Health, today ICOH is the world's leading international scientific society in the field of occupational health with a membership of 2,000 professionals from 93 countries. ICOH-WOPS represents an important scientific committee of ICOH, and was first established in 1993. This congress brings together researchers, practitioners, employers, workplace unions, labour inspectors, politicians, and policy makers together from 33 different countries to address important topics relating to psychosocial risks and hazards at work that impact employee safety highlighting the main theme ***'Worker health: A basic human right for all'***.

With growing recognition of the personal impact that mental and physical health issues can have, as well as the wider implications for workplace productivity, social and economic costs, innovative prevention and intervention strategies are being developed and implemented across the world. Approaches are being informed by diverse theories (macro-, micro- and multi-level). But how far have we progressed in understanding the dynamic and complex array of contextual factors affecting worker health? Are our methods appropriate? Has our work had an impact? Where is it needed most? What is the reach of this work in developing economies and how relevant is it? What about the translation of knowledge from West to East, or East to West?

The congress will consider these issues and explore a variety of topics including:

- Psychosocial factors at work and their relationship with productivity and health
- Psychosocial factors at work in developing countries
- Integrative and interdisciplinary approaches
- Best practice psychosocial risk prevention and hazard management strategies, interventions and evaluation
- Organisational factors that promote positive wellbeing
- Managing workers with chronic health disorders and mental health issues
- Focus on industries/occupations at risk e.g. health workers
- Influence of macro-level factors and social inequality on worker health
- Economic and productivity benefits of psychological safety at work
- Multilevel work stress theories and research
- National and international comparative work
- Worker health: From research to practice
- 'Hot topics' such as workplace bullying, sickness absence, aging workforce, unemployment, precarious employment, work-life balance.

This event allows researchers and industry representatives to come together and discuss the latest developments in theory and practice. The conference program includes an interactive panel discussion, presentations from academics and practitioners, as well as workshops, symposium and practice fora hosted by internationally and nationally recognised experts. Workshops and the social program will take place prior to the conference on 16th September and continue after the conference on 20th September 2014.

Keynotes will be presented by:

- Professor Robert Karasek, Professor of Work Environment, School of Health & Environment, University of Massachusetts, Lowell
- Professor Sharon Parker, Associate Editor – Journal of Applied Psychology and Winthrop Professor, Business School, University of Western Australia, Perth
- Professor Norito Kawakami, Department of Mental Health, Graduate School of Medicine, University of Tokyo, Tokyo
- Professor Stavroula Leka, Associate Professor in Occupational Health Psychology, University of Nottingham, Nottingham

And a State of the Art Address by:

- Associate Professor Joan Benach, Associate Professor of Public Health and Occupational Health in the Department of Political and Social Sciences) at the Pompeu Fabra University Barcelona.

We are proud to convene the congress in Adelaide, recently voted as the most liveable city in Australia. We hope that you take the time to experience the Mediterranean climate, the stunning beaches, award-winning food and wine, unique landscapes, and wildlife (e.g. kangaroos, koalas, and brilliant parrots). We hope that you enjoy this beautiful city and find participation in the international congress helpful to your mission to address psychosocial factors and their relationship with workplace health, safety and performance.

Warm regards,

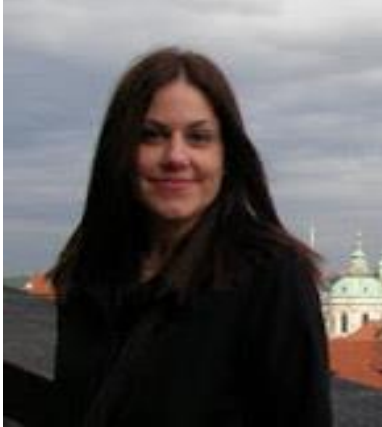
Conference Committee

Conference Chair, Prof Maureen Dollard,
Scientific Committee Chair, Dr Michelle Tuckey,
Organizing Committee Chair, Ms Tessa Bailey and
Social Committee Chair, Prof Tony Winefield



Introduction by Chair of Scientific Committee

Professor Stavroula Leka, Centre for Organizational Health and Department, University of Nottingham, United Kingdom



I am delighted to welcome you to the ICOH-WOPS congress in Adelaide, Australia! And we are delighted to be in this wonderful region to both work with our colleagues here to raise awareness on occupational health, well-being and the psychosocial work environment, and to enjoy its beauty and hospitality. The ICOH Scientific Committee on Work Organization & Psychosocial Factors was first formed as an ICOH Working SC in 1993 in Nice, France, and was approved as a formal SC in 1996 in Stockholm, Sweden. The first WOPS conference was held in Copenhagen in 1998 and there have been many successful conferences since, more recently in Japan, Canada and the Netherlands. We are grateful to our local hosts for putting together a high quality scientific programme with a nice

balance among policy, research and practice issues, and a great line-up of keynotes speakers. Our SC is growing stronger and I'm sure this congress will go a long way in promoting its mission for a healthy psychosocial work environment and improved health and well-being as fundamental human rights at work. I look forward to welcoming you in person to Adelaide!

Committees

Organising Committee



Maureen Dollard
Chair Conference



Michelle Tuckey
Chair Scientific Committee



Tessa Bailey
Chair Organising Committee



Tony Winefield
Chair Social Committee



Aditya Jain
Committee Member

Organising Committee members

Mirela Garaplija, Finance
Sharron Skelly, Committee Member
Annabelle Neall, Social Committee Member
Wesley McTernan, Social Committee Member & Media Support
Chloe Lidiard, Marketing
Jess Thomson, Marketing

Scientific Committee

National

Albrecht, Simon
Bohle, Phillip
Boyd, Carolyn
Brough, Paula
Dorrian, Jill
LaMontagne, Tony
McDonald, Wendy
McEwen, Kath
Noblet, Andrew
Oakman, Jodie
Pappas, Bill
Quinlan, Michael
Searle, Ben
Smith, Peter
Way, Kirsten
Winefield, Helen
Wright, Ruth

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International

Clays, Els
Van de Ven, Bart
Vlerick, Peter
Biron, Caroline
Lieter, Michael
Dai, Junming
Lerouge, Loïc
Niedhammer, Isabelle
Dormann, Christian
Sonnentag, Sabine
Zapf, Dieter
Li, Jian
Iavicoli, Sergio
Kawakami, Norito
Shimazu, Akihito

Belgium
Belgium
Belgium
Canada
Canada
China
France
France
Germany
Germany
Germany
Germany/China
Italy
Japan
Japan

Scientific Committee (continued)

Hassan, Zaiton
Nordin, Rusli Bin
Idris, Awang
Lee, Michelle
Bakker, Arnold
de Jonge, Jan
Demerouti, Eva
Kompier, Michiel
LeBlanc, Pascale
Sluiter, Judith
Cooper Thomas, Helena
Tyssen, Reidar
Escartin, Jordi
Semmer, Norbert
Arphorn, Sara
Griffiths, Amanda
Karanika-Murray, Maria
Kelly, Peter
Leka, Stavroula
Nielsen, Karina
Choi, Bongkyoo
Landsbergis, Paul
Sauter, Steve
Schnall, Peter
Tetrick, Lois

Malaysia
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Social program

Welcome reception

Wednesday 17 September 2014, Adelaide Convention Centre 5:30pm to 6.30pm.

Conference dinner

Sunset by the Sea

Thursday 18 September 2014, The Stamford Grand, Moseley Square, Glenelg 5:00pm to 9:30pm.



Spend the evening by one of the most popular beaches in Adelaide. Watch the sun go down over the water while enjoying a three-course meal and superb local wines. Live music entertainment will be provided by the band 'Rush Hour' which includes a variety of jazz and popular music. Transport from the city is fast and convenient by tram. We hope you can join us to participate in this highlight of the social program.

Directions by Tram

Single-trip passes can be purchased on all trams, prices can vary ranging from approximately \$3 to \$5. Alternatively, a 3-day unlimited Metro Visitor passes can be purchased from the **Adelaide Train Station** (near Adelaide Casino) for \$25 (includes access to Trams, Trains and Bus networks).

From the Convention Centre, walk to tram stop out front of **Adelaide Casino** departing for **Moseley Square**. This trip will take approximately 40 minutes. Conference dinner attendees are encouraged to catch the tram between 4:30pm to 4:45pm (Trams arrive every 20 minutes) in order to arrive for pre-dinner drinks at 5:30pm. Trams depart regularly from Glenelg to the city. Upon exiting the Tram at Moseley Square (Final Stop) the Stamford Grand is located approximately 50 meters on the left (head towards the beach). The final tram heading back to the city will depart Glenelg at 11:30pm.

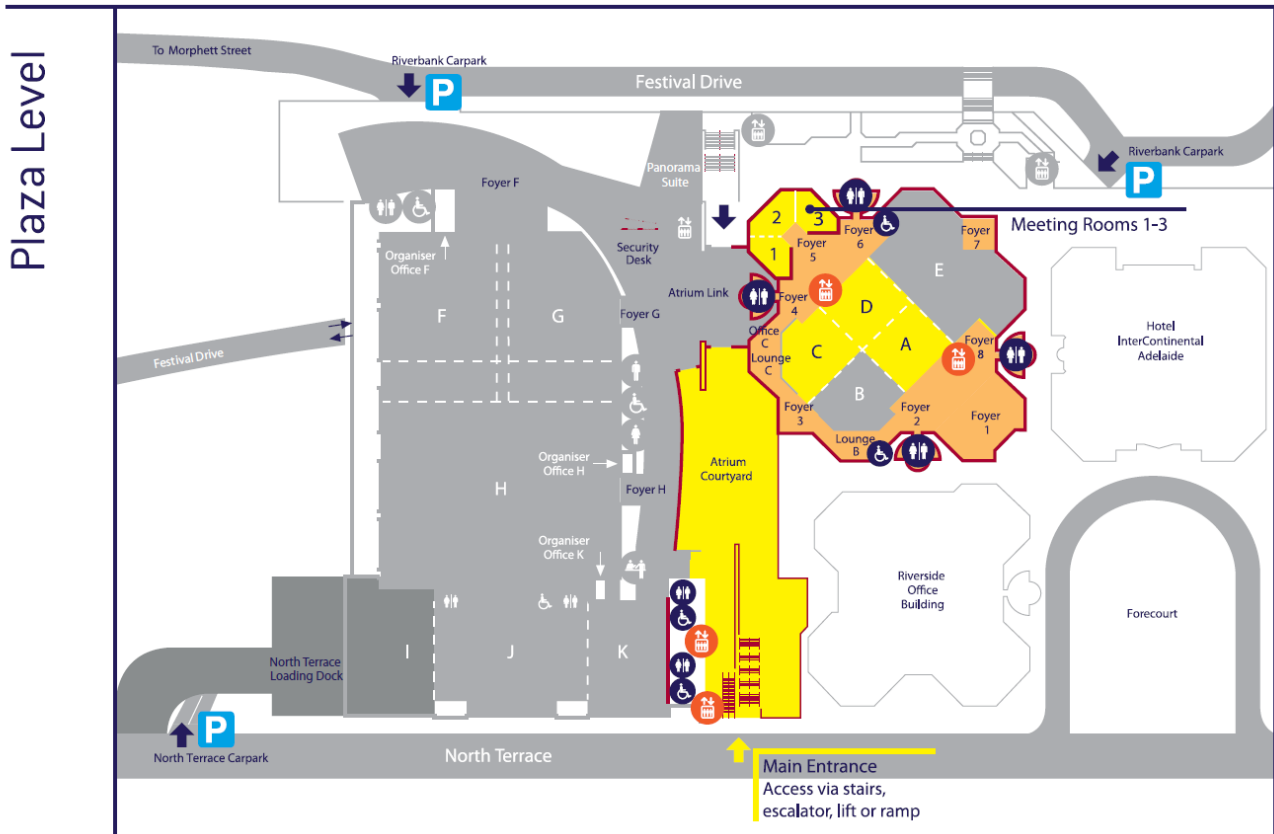
Directions by Taxi

A taxi from the city to Glenelg can be taken for approximately \$30. There are taxis readily available at the Taxi stand out front of the venue.

Refer to leaflet in conference bag for more detailed information on transportation to conference dinner.

Venue

The International Commission on Occupational Health: Work Organization and Psychosocial Factors 2014 Congress will be held at the Adelaide Convention Centre.



Refreshments

Coffee, tea and light refreshments will be served in the Main Hall at 10:45am daily and 3:45pm every day except for Thursday, when we break earlier for the dinner. Lunch commences at 12:45pm daily next to the Main Hall.

Internet access

Please use the following network ID and password for internet access at the Adelaide Convention Centre during the conference.

SSID / USER: ICOH2014

PASSWORD: adelaide14

Twitter

We encourage all conference attendees to register a twitter account to provide a live forum for attendees to access and share thoughts and ideas during the conference. Conference aides will also be taking photos so make sure you create an account to access images each day!

- Step 1. Create a twitter account.
- Step 2. Follow ICOHWOPS2014 to access photos and news from the conference team.
- Step 3. When creating a twitter post or 'tweet', include the following hashtag: #ICOH2014 so that others can see your posts about the conference.

We will monitor #ICOH2014 and retweet your comments to help your tweets reach other delegates.

Program information and instructions

Certification of attendance

Printed certificates for all delegates will be available to pick up at the registration desk. Should you require modification of the certificate please approach the registration desk with your request.

Accreditation

Individuals can apply for Australian Psychological Society (APS) accredited personal development (PD) points based on suitability and relevance to their learning goals. Individuals need to justify their decision about the conference as personal development if selected to participate in an audit.



Presentation guidelines

Keynote presentations

Each keynote presentation will be allocated 45 minutes and will be held in the main hall (Hall C). Presentations must be prepared in Microsoft Power Point. Presentations should be on a USB stick and clearly labelled with the presenter name and presentation title. Please take your presentation directly to the main hall, where you should copy it onto the computer well in advance of the start of your session. A laptop and data projector will be provided.

Oral Presentations

Each presentation will be allocated 15 minutes, including time for questions. Please aim for 10-11 minutes of presentation content to allow 2-3 minutes for questions. The session chair will introduce each presenter and ensure that presentations keep to time.

All oral presentations must be prepared in Microsoft Power Point. Presentations should be on a USB stick and clearly labelled with (i) the name of the lead author; (ii) presentation title; and (iii) day, time and room number of the presentation. Please take your presentation directly to the room allocated for your presentation, where you should copy it onto the computer well in advance of the start of your session. For morning presentations, do so at least half an hour prior to the first scheduled session; for presentations in the afternoon, at the beginning of the lunch break. Alternatively, you can upload your presentation the day before your session. A laptop and data projector will be provided.

Symposia Presentations

Please check the program for the amount of time allocated to the symposium. Each symposium chair should advise the presenting authors of the planned sequence and timing within the allotted session. Please follow the above instructions for oral presentations regarding how and when to upload your presentation slides.

Poster presentations

Posters should be printed in AO size: 119cm X 84cm. Authors for poster presentations should bring their posters to the conference venue on the day first day of the conference. All materials will be provided to fix posters to the display boards. All authors are responsible for displaying their own posters on the boards provided during registration on the first day or, at the latest, during the first coffee break, and will be assisted by the conference organizing team as necessary. The posters will remain on display for the entire conference and can be removed following the lunch session on the final day. In addition, poster authors should be available at their poster to discuss the research with delegates during their nominated session, according to poster program.

Oral, Poster, and Symposia presentation abstracts

Please note that abstracts for oral, poster, and symposia presentations are available on the USB provided in your conference bag

Abstracts for Keynotes and State-of-the-Art Presentations

Keynote: From the Demand/Control Model to a Feasible Economy of Innovative and Healthy Work

Professor Robert Karasek, School of Health and Environment, University of Massachusetts Lowell, United States



The original Demand/Control model hypotheses mapped organizational goals and organizational structure into context parameters for both positive and negative components of worker wellbeing: developmental, Active Work, and risk-prone work: high Job Strain.

I. Current Challenges: Work, Stress, and Economy

There is a huge, but poorly-defined social problem growing rapidly: the deterioration of psychosocial wellbeing in our neo-liberal global economy, in which bad work organization/bad management are on the pathway to unhealthy and deadly working conditions. The examples now span all occupations, and counties, and all institutional sectors. Management's response to this tsunami of societal health risk is very often that it is the competition with other companies (and now, all countries) that forces their own cost cutting and compromised worker protection. While in many ways this is considered to be the only "feasible" management solution - since it is based on an "economic logic" which seems to hold unchallengeable power in current private and public debates - there are simultaneously huge, immediate needs for a totally rebuilt social dialogue. Theories of workplace psychosocial wellbeing could be in the center of these new dialogues.

Part II: The New Economy: Developmental and Innovation-focused (Conductive)

To maintain population wellbeing in already-industrialized countries, these economies need – and in fact have – an available alternative that addresses all of the above problems. The alternative is Conductive Economy (skill-based economic development and extension of D/C model Active work) that links development of customer wellbeing - and capability development - to jobs requiring intelligence and creative flexibility. In some countries there is already an almost limitless range of so-called "company-based" innovation-focused management solutions available, which with careful modifications, inclusive multi-party dialogues, and refocusing of goals, could in many cases also lead to enhanced worker wellbeing, thus providing a solution for the above dilemma and yielding both jobs and companies which are more innovative and healthier - and feasible.

The presentation also demonstrates that the Conductive Economy can be integrated in a complementary manner at the economy-level with our existing Commodity-based mass production Economy - while simultaneously offering an alternative policy pathway. This is a new, but feasible, general economic solution at the social policy level - since it is not really development level-specific.

Part III: A Healthy, Stable and Stress-limited Economic Platform

How are “health” (and moderated “stress” levels) to be maintained in such a creatively engaging and dynamic economy? This question is answered by the companion Demand/Control model extension: for Job Strain - the Stress-Disequilibrium Theory (SDT) ¹. This theory rests on a very generalized set of formulation to capture the extended essence of Demands and Control and describes the self-regulatory stability basis for health in a global economy. It can then be further applied to understand the processes of growth in complex systems. SDT explains why both health and growth in current times, instead, are based on platforms of stability. The innovation thus required for economic growth in advanced economies - innovative production - must have a basis in workplace and labor economic stability, not the socio-economic “deregulation” advocated by neo-liberalism.

And the SDT-defined process of high-level ordering capacity creation (very briefly presented) is the basis for the new claim that chronic disease can be - alone - the result of failure in persons high-level self regulatory capacity - not the result of a deficiency in any low level biological function (bio-molecular or genetic based). A major implication of this theory is that for these (widespread) chronic disease conditions, the ONLY pathway to health is by high-level reduction in risk - i.e. social level “prevention” of health risks condition, for example, at work. Neither drug, nor surgical, nor genetic, nor even life-style interventions could be here effective. SDT explains why Active Work and skill development allow for a greater range of challenges to be handled successfully by individuals - and, thus, why more work-based capability development and education are solutions to the complexity of a global economy - but ONLY IF work processes are re-designed to allow for intelligent jobs and intelligent customer linkages.

IV. Policy Conclusions for the Future Economy of Innovation and Health

Altogether, the two extended theoretical frameworks: Conducive Economy (Active work extended) and Stress-Disequilibrium Theory (Job Strain extended) comprise the extended and generalized “Associationalist Demand/Control Model.”

In conclusion, the claim is made that many of the modern economy’s challenges can be better met by a new generation of policy-minded psychologists and sociologists who understand the mechanisms of social relational production and social relational challenges to health. A list of current “headline economy policy issues” is presented which could be better addressed by the audience in this room than by the current expert groups at the International Monetary Fund, the World Bank, or by our evermore neo-liberal-market-focused governmental and policy institutions. These debates must now be joined without delay: by You.

1. Karasek, R., Low social control and physiological deregulation: The stress-disequilibrium Theory, towards a new demand-control model, *Scandinavian Journal of Work, Environment & Health*. 2008; vol. 6, nr. suppl., s. 117-135.

Keynote: Mainstreaming positive mental health among workers: A new evidence-based approach?

Professor Norito Kawakami, Graduate School of Medicine, University of Tokyo, Japan.



There is an increasing trend of focusing on positive mental health of workers in interventions to improve psychosocial factors at work. This keynote will review the current concepts of positive mental health, their relevance to health and performance, and evidence-based intervention programs to promote positive mental health among workers to clarify the strength and weakness of the approach focusing on positive mental health. The current concepts of positive mental health are diverse, including worker positive attitude to work, i.e., work engagement, on one hand, and psychological resources/potentials, i.e., mental or psychological capital, on the other hand. Positive mood and psychological resource have been

associated with better physical and biological health in general, including mortality, while the degree of the associations varies depending on outcome and culture. On the other hand, positive mental health indicators are associated with performance at work more consistently than negative mental health indicators, such as depression and anxiety. While much evidence available for improving depression and anxiety, there is no intervention study which showed the evidence for promoting positive mental health. The strength of the positive mental health approach in the workplace setting includes its clear link with organizational goals, a greater motivation from employers and managers, and its potential for dissemination and implementation. The weakness of this approach includes lack of clear scientific basis, a greater dependency on employer's policy, and side effects such as increasing work hours. In sum, the positive mental health approach in the workplace seems promising, because it makes mental health actions as a business case. More research is needed to develop evidence-based interventions for positive mental health; the approach should be combined with a traditional approach preventing mental health problems; and it is important to develop an ethical standard for organizations to use this approach.

Keynote: Designing Work That Works: Future Directions for Job Design Research and Practice

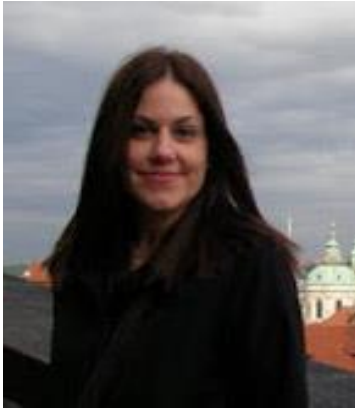
Professor Sharon Parker, Business School, University of Western Australia, Australia.



Much research shows it is possible to design motivating work, which in turn has positive consequences for individuals and their organizations. In this presentation, I argue that this dominant motivational perspective to work design continues to be important but that it is insufficient, especially in the context of current and future work-based challenges. I advocate three important directions. First, in light of continued large numbers of poor quality jobs, attention must also be given to influencing practice and policy to promote the effective implementation of enriched work designs. Second, I propose the importance of work design as a vehicle for individual growth and development. Third, I identify ways to develop work design theory to help maintain and enhance employees' physical and mental health. I present illustrative studies relevant to these future directions.

Keynote: Are current policy and practice frameworks appropriate to tackle psychosocial risks and promote mental health in the workplace?

Professor Stavroula Leka, Centre for Organizational Health and Department, University of Nottingham, United Kingdom.



Psychosocial risks are aspects of work organization, design and management that have the potential of causing harm to health, safety and well-being, and of negatively affecting organizational performance and societal prosperity. They are closely linked to the experience of work-related stress and include issues such as work demands, support at work, employee participation, rewards, and interpersonal relationships (including harassment and bullying) in the workplace. Psychosocial risk exposure is relevant to any work environment and has become more prevalent through processes of globalization and technological change, bringing about rapid changes in the nature of work. Evidence is available to show the detrimental effect of

psychosocial risks on mental and physical health including, among other issues, depression and cardiovascular disease. Efforts have been made over the past decades to tackle psychosocial risks and promote mental health in the workplace. These include interventions both at the policy and at the organizational level. This presentation will consider both the impact of psychosocial risks and the action framework so far implemented to address them across the world. It will discuss differences across countries and highlight priorities to be addressed. It will showcase successes and good practice examples. Taking the overall state of the art in this area into consideration it will identify necessary actions both in relation to policy and practice for necessary progress to be achieved.

State of the Art Address: Health Inequities: Solutions for our Worst Public Health Epidemic

Associate Professor Joan Benach, Department of Political and Social Sciences, Pompeu Fabra University, Spain.



Global Health Inequities is arguably the worst Public Health epidemic. Poor countries and regions have much lower life expectancies than those of wealthier areas, and deprived social classes and groups show worse health indicators as compared to the more advantaged ones. Moreover, these gaps are growing. According to the mainstream biomedical research model, the causes explaining these health differentials are mainly related to unhealthy behaviors, biological agents, and the lack of access and use of health services. However, in the last decades a solid body of knowledge has established that Social determinants of health are the key factors explaining the production of health inequities. In the conference three key questions

are addressed: What are the main problems and current trends? What are the key causes of these problems? And what are the solutions (and actors) to change these causes?

Congress commendations for best student abstract winners

Commendations are supported by the *Australian Psychological Society, Occupational Health Psychology Interest Group*

Best Oral Paper Award (Student)

DIScovery: evaluating tailored work-oriented interventions in hospital care

Irene Niks¹, Jan De Jonge¹, Josette Gevers¹, Irene Houtman²

¹TU Eindhoven, Department of Industrial Engineering & Innovation Sciences Human Performance Management Group, Eindhoven, The Netherlands, ²TNO, Hoofddorp, The Netherlands

Health care workers in today's general hospitals have to deal with high levels of job demands, which could have negative effects on their health, well-being, and job performance. Prior research has indicated that job resources and recovery opportunities can counteract these negative effects and improve positive work-related outcomes (e.g., creativity and active learning behavior), specifically if they match with the type of job demands (i.e., cognitive, emotional, or physical). However, the question remains how to translate the optimization of the balance between job demands, job resources and recovery opportunities into effective workplace interventions. The aim of the DIScovery project is to improve a healthy working life and job performance in hospital care, by developing and implementing tailored work-oriented interventions based upon the Demand Induced Strain Compensation (DISC) Model.

The DIScovery project is a three wave longitudinal, quasi-experimental field study involving employees from a nursing department, a laboratory, an operating room department, and an emergency room department within a top general hospital. After the analysis of baseline survey data, each department provided an experimental and a comparison group. A participatory action approach (PAR) was used, the so-called *DIScovery* method. The method consisted of three successive steps: (1) a psychosocial risk diagnosis; (2) feedback and brainstorm sessions in which both employees and management were responsible for the initialization and development of interventions; and (3) the implementation of a tailored, work-oriented intervention program for each experimental group (e.g., workshops 'job crafting', implementation of work breaks). Follow-up surveys were conducted one year and two years after the baseline survey.

Repeated measures analysis and paired sample t-tests revealed unique result patterns for each intervention group compared to their designated comparison group(s). The findings showed a number of intended intervention effects during specific time intervals, which could be linked to the timeframe of the implementation of different interventions. The focus of the presentation will be on one of the intervention groups (i.e., nursing department), as to provide in depth information about the development, implementation, and outcomes of the tailored interventions. For example, after implementation of a 'job crafting' intervention at the nursing department, the participants scored lower on emotional demands, higher on emotional job resources, and lower on emotional exhaustion, compared to those who did not participate in the intervention. These results not only indicate the effectiveness of the intervention, but also support the matching principle of the DISC model.

A limitation of the study is that a wide area of external factors could have influenced the results, since the study took place in a dynamic environment. Yet, a process evaluation will give insights into the kind and the extent of external influences. Preliminary results of the process evaluation will be available for the conference.

In conclusion, the DIScovery project provides support for the effectiveness of tailored work-oriented interventions. Moreover, it fulfils a strong need for research into why and under which circumstances such interventions are (in)effective.

Best Poster Award (Student)

Relationships between Work-family Organizational Culture, Organizational Commitment, and Intention to Stay in Japanese Registered Nurses

Yuya Shimojo¹, Kyoko Asakura¹, Miho Sato¹, Ikue Watanabe¹,

¹Tohoku University Graduate School of Medicine, Sendai City, Miyagi Prefecture, Japan

Aims

The purpose of this study was to elucidate relationships between work-family organizational culture, organizational commitment, and intention to stay in Japanese registered nurses.

Methodology


The study was conducted using a self-administered questionnaire. We distributed questionnaires to registered nurses ($n = 869$) in four general hospitals with 300 or more beds. The focus of the analysis was limited to female registered nurses ($n = 335$) who were wives or mothers. Our questionnaire measured work-family organizational culture using the Work-Family Culture Scale for Nurses (Takeuchi and Yamazaki, 2010), organizational commitment using the Allen and Meyer Three-Dimensional Commitment Scale (Takahashi, 1997), intention to stay at current hospital, and individual attributes, all in Japanese. The data were analyzed using hierarchical multiple regression analysis. The hypotheses were as follows: (1) Work-family organizational culture would be positively related to intention to stay; (2) the effects of work-family organizational culture on intention to stay would be mediated by organizational commitment. This study was approved by the ethics review board of the Tohoku University in May 2013.

Findings and Limitations

Seven hundred sixty-six (88%) out of 869 registered nurses returned questionnaires; 335 who were wives or mothers were initially included in the study. Following elimination of 42 questionnaires with missing data, the data from 293 female registered nurses were analyzed. Results of the analysis were as follows: (1) the hierarchical multiple regression model at Step 1 ($R^2 = .22$) showed that work-family organizational culture was positively associated with intention to stay ($\beta = .26$, $p < 0.01$); (2) the hierarchical multiple regression model at Step 2 ($R^2 = .45$) revealed that the effect of work-family organizational culture on intention to stay remained ($\beta = .12$, $p < 0.05$) and was associated with higher organizational commitment ($\beta = .58$, $p < 0.01$). The results of the analysis supported the hypotheses.

Discussion and Conclusions

Results indicated that work-family organizational culture positively affected intention to stay. Organizational commitment partially mediated the effects of work-family organizational culture on intention to stay. Thompson et al. (1999) suggested that work-family organizational culture promotes organizational support, which includes formal family-friendly benefits and supervisor/colleague support, and organizational support positively affected organizational commitment. This support was associated with nurses' enhanced perception that family support is obtained from organizations, and this perception contributed to the formation of attachment to the organization. In this study, organizational commitment affected the strength of nurses' intention to stay at the hospital by which they were employed. Therefore, fostering work-family organizational culture would help to promote the retention of nurses.



Detailed daily program

Wednesday 17th Sept. 2014

Registration

08:00 - 09:00

Opening Remarks

09:00 - 09:30 Main Hall

Chair: Prof. Maureen Dollard

- Uncle Lewis O'Brien, Welcome to Country, University of South Australia
- Hon. Amanda Rishworth MP Federal Member for Kingston, Australian Parliament, Shadow Assistant Minister for Higher Education (official opening).
- Prof. Stavroula Leka Chair Scientific Committee, ICOH-WOPS, University of Nottingham
- Dr Kogi President International Commission on Occupational Health, Institute for Science and Labour, Japan
- Prof. David Lloyd, Vice Chancellor University of South Australia

Interactive Panel Discussion: Worker health and psychosocial factors at work – Current and future challenges nationally and internationally

09:30 - 10:45 Main Hall

Chair: Prof. Maureen Dollard

- Mr Michael Borowick, Assistant Secretary, Australian Council of Trade Unions (Industrial relations)
- Sandra Dann, Director Working Women's Centre, South Australia, Australia (Women at work, bullying)
- Prof. Stavroula Leka, Professor of Work, Health & Policy, Director, Centre for Organizational Health & Development, University of Nottingham, UK (International policy, Europe)
- Prof. Akinori Nakata, University of Occupational and Environmental Health, Japan (Public Health, Asia Pacific)
- Prof. Michael Quinlan, School of Organisation and Management, University of New South Wales, Australia (Labour relations Australia)
- Prof. Peter Schnall, Professor of Medicine, Director Centre for Social Epidemiology, University of California, Irvine, US (Cardiovascular disease and work stress)

Coffee

10:45 - 11:15

Special Session: National Level Policy

11:15 - 12:45 Main Hall

Chair: Ms Tessa Bailey and Prof. Maureen Dollard

National Approaches to Psychosocial Factors at Work: Towards a Global Standard

Tessa Bailey, Maureen Dollard

Centre for Applied Psychological Research, University of South Australia, Adelaide, Australia

Oral session: Social mistreatment at work

11:15 - 12:45 Room 1

Chair: Prof. Christian Dormann

Industry differences in relation to employees' perceptions of workplace bullying:

Insights from the hospitality and education sectors

Sokaina Alhaseny, Darryl Forsyth, Bevan Catley

Massey University, Auckland, New Zealand

"Am I really being bullied?" Factors influencing target labelling of their experience and implications for intervention

Kate Blackwood¹, Tim Bentley², Bevan Catley¹, Margot Edwards¹, David Tappin¹

¹Massey University, Albany, New Zealand, ²AUT University, Auckland, New Zealand

Explaining counterproductive and self-destructive work behavior: Differential effects of social exclusion by coworkers and supervisors

Stanley Friedemann, Christian Dormann

Johannes Gutenberg-University Mainz, Mainz, Germany

Adversity and identity: Self-defining stories about work

Mary Ditton

University of New England, Armidale, Australia

Oral session: Job stress antecedents

11:15 - 12:45 Room 2

Chair: Dr Juliet Hassard

What are challenges and hindrances: Stressors, stress responses, or stress appraisals?

Ben Searle

Macquarie University, NSW, Australia

Estimating the financial cost of work-related stress and psychosocial hazards to society:

A systematic review of the evidence

Juliet Hassard, Kevin Teoh, Tom Cox, Philip Dewe

Birkbeck, University of London, London, UK

Workers groups at risk for work-related stress: the integrated role of socio-demographic and occupational factors on work-related stress risk

Alessandro Marinaccio, Pierpaolo Ferrante, Marisa Corfiati, Cristina Di Tecco, Bruna

Maria Rondinone, Michela Bonafede, Matteo Ronchetti, Benedetta Persechino, Oliverio

Antonella, Sergio Iavicoli

INAIL- Research Area-Departmente of Occupational Medicine, Rome, Italy

Workaholism and its outcome among hospital nurses in Nepal: A cross-sectional survey

Bimala Pantee, Akihito Shimazu, Norito Kawakami

The University of Tokyo, Tokyo, Japan

Appraising challenge and hindrance (and threat): The role of individual differences

Ben Searle

Macquarie University, NSW, Australia

Oral session: Precarious work

11:15 - 12:45 Room 3

Chair: Prof. Anthony LaMontagne

Employment arrangements and mental health in a cohort of working Australians: Are transitions from permanent to temporary employment associated with changes in mental health?

Anthony LaMontagne^{1,2}, Allison Milner², Lauren Krnjacki³, Anne Kavanagh³, Anthony Blakely⁴, Rebecca Bentley³

¹Population Health Strategic Research Centre, School of Health & Social Development, Deakin University, Buwood, Australia, ²McCaughey VicHealth Centre for Community Wellbeing, Melbourne School of Population and Global Health, University of Melbourne, Carlton, Australia, ³Gender and Women's Health, Melbourne School of Population and Global Health, University of Melbourne, Carlton, Australia, ⁴Burden of Disease Epidemiology, University of Otago, Wellington, New Zealand

Casual employment: Catastrophe or contentment?

Natalie Matthews¹, Paul Delfabbro¹, Anthony Winefield²

¹The University of Adelaide, Adelaide, Australia, ²The University of South Australia, Adelaide, Australia

Health and well-being amongst temporary migrants in Australian horticultural: itinerant but not invincible

Elsa Underhill¹, Malcolm Rimmer²

¹Deakin University, Melbourne Victoria, Australia, ²LaTrobe University, Melbourne Victoria, Australia

Labor market uncertainty level does not affect the association between lack of recognition in the workplace and health indicators

Annalisa Casini¹, Céline Mahieu¹, Heidi Janssens², Bart De Clercq², Isabelle Godin¹, Els Clays², France Kittel¹

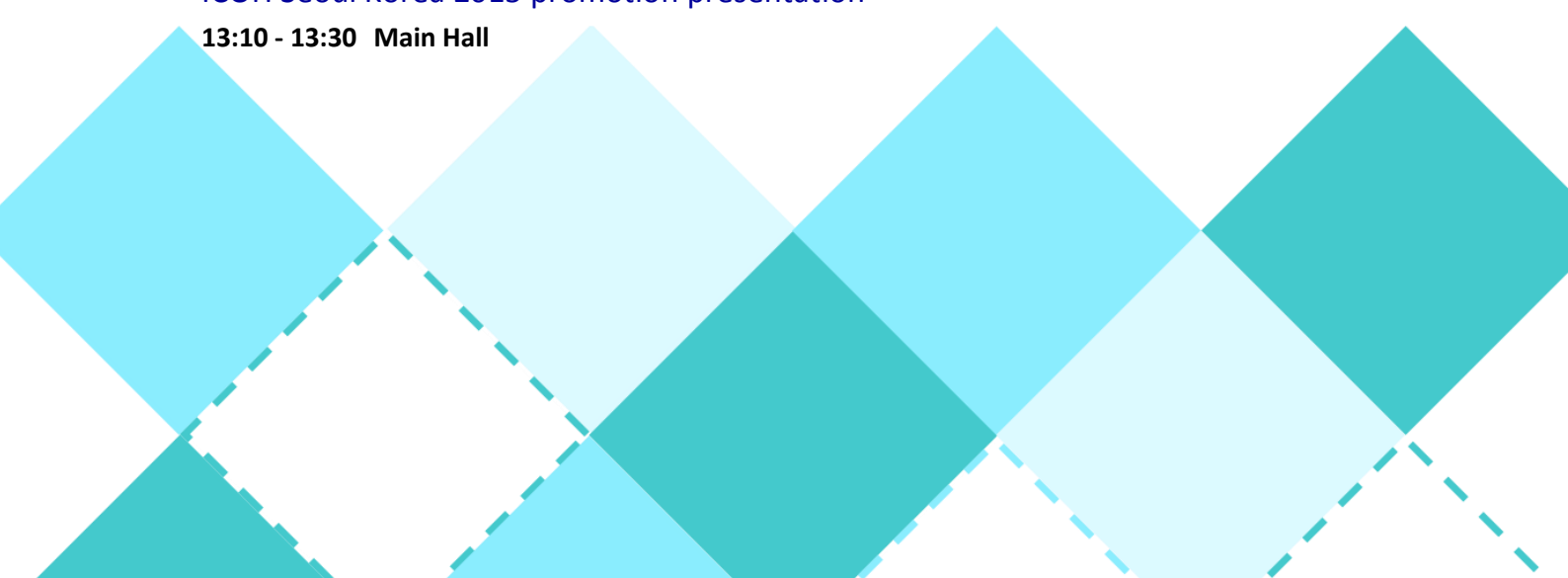
¹Research Centre Social approaches to Health, School of Public Health, Université libre de Bruxelles - ULB, Brussels, Belgium, ²Department of Public Health, Ghent University, Ghent, Belgium

Lunch and poster session

12:45 - 13:30

ICOH Seoul Korea 2015 promotion presentation

13:10 - 13:30 Main Hall



Keynote Prof. Stavroula Leka

13:30 - 14:15 Main Hall

Chair Assoc. Prof. Akihito Shimazu

Symposium: Workplace bullying I: Coping and health

14:15 - 15:45 Main Hall

Chair: Prof. Dieter Zapf

Identifying objective work activities and work contexts associated with workplace bullying

Sarven McLinton, Michelle Tuckey, Peter Chen, Yiqiong Li, Annabelle Neall, Maureen Dollard

University of South Australia, Adelaide, SA, Australia

Does coping behaviour have an impact on the relationship between bullying and symptoms of anxiety and depression?

Annie Hogh¹, Matias Brødsgaard Grynderup², Maria Gullander^{3,2}, Roger Persson⁴, Jane Frølund Thomsen³, Morten V. Willert⁵, Henrik Albert Kolstad⁵, Niels Ole Peter Mors⁶, Åse Marie Hansen^{2,7}, Jens Peter Bonde³

¹University of Copenhagen, Department of Psychology, Copenhagen, Denmark,

²University of Copenhagen, Department of Public Health, Copenhagen, Denmark,

³Department of Occupational and Environmental Medicine, Bispebjerg University Hospital, Copenhagen, Denmark, ⁴Department of Psychology, Lund University, Lund, Sweden, ⁵Department of Occupational Medicine, Danish Ramazzini Centre, Aarhus University Hospital, Aarhus, Denmark, ⁶Centre for Psychiatric Research, Aarhus University Hospital, Risskov, Denmark, ⁷National Research Centre for the Working Environment, Copenhagen, Denmark

A qualitative study on how Psychosocial Safety Climate (PSC) affects employee's coping strategies in dealing with workplace bullying

Sharon Sam Mee Kwan^{1,2}, Michelle Tuckey¹, Maureen Dollard¹

¹Centre for Applied Psychological Research, School of Psychology, Social Work and Social Policy, University of South Australia, Adelaide, South Australia, Australia, ²School of Psychology and Social Work, Universiti Malaysia Sabah, Kota Kinabalu, Sabah, Malaysia

The buffering effects of resilience and social support for the association between workplace bullying and psychological distress: one-year prospective study

Kanami Tsuno¹, Akiomi Inoue², Norito Kawakami³

¹Wakayama Medical University, Wakayama, Japan, ²University of Occupational and Environmental Health, Fukuoka, Japan, ³The University of Tokyo, Tokyo, Japan



Symposium: Psychosocial risk prevention at the organizational level: barriers, facilitators and lessons learned

14:15 - 15:45 Room 1

Chair: Dr Irene Houtman

DIScovery: evaluating tailored work-oriented interventions in hospital care

Irene Niks¹, Jan De Jonge¹, Josette Gevers¹, Irene Houtman²

¹TU Eindhoven, Department of Industrial Engineering & Innovation Sciences Human Performance Management Group, Eindhoven, The Netherlands, ²TNO, Hoofddorp, The Netherlands

Psychosocial and physical safety climate, health and safety performance in healthcare

Amy Zadow, Maureen Dollard, Michelle Tuckey

Centre for Applied Psychological Research, University of South Australia, Adelaide, Australia

Bottom-up innovation in vocational education: baseline results and process lessons

Roosmarijn Schelvis¹, Noortje Wiezer¹, Birgitte Blatter¹, Ernst Bohlmeijer³, Allard Van der Beek²

¹TNO, Hoofddorp, The Netherlands, ²EMGO Institute, VUmc, Amsterdam, The Netherlands, ³Department of Mental Health Promotion, University of Twente, Enschede, The Netherlands

The impact of psychosocial risk awareness on the implementation of measures directed at the primary, secondary and tertiary level in European enterprises

Aditya Jain¹, Nicholas Andreou², Stavroula Leka²

¹Nottingham University Business School, University Nottingham, Nottingham, UK, ²Centre for Organizational Health & Development, Medical Department, University of Nottingham, Nottingham, UK

A new indicator of social dialogue and its importance in explaining psychosocial risk management in large organisations

Irene Houtman, Marianne Van Zwieten, Ernest De Vroome

TNO Work & Employment, Hoofddorp, The Netherlands

Oral session: Employer-employee relationships

14:15 - 15:45 Room 2

Chair: Prof. Michael Leiter

Re-examining the psychological contract breach of nurses and its consequences

Jean-Marie See, Tony Winefield, Maureen Dollard

University of South Australia, Adelaide, Australia

Distinct relationships of burnout with managers' leadership evaluation

Michael P Leiter

Acadia University, Wolfville, NS, Canada

The effects of organizational culture on work outcomes through leadership styles.

Michelle Lee^{1,2}, Awang Idris²

¹Sunway University, Petaling Jaya, Selangor, Malaysia, ²University Malaya, Kuala Lumpur, Malaysia

Oral session: Working arrangements

14:15 - 15:45 Room 3

Chair: Dr Simon Albrecht

Work-non-work adjustment: developing an experience-based model of the work-life interaction

Katrina Humphrys, Arthur Poropat, A/Prof Ian Glendon
Griffith University, Brisbane, QLD, Australia

Flexible working practices in the aged care sector: What works and what could be improved?

Victoria Weale
La Trobe University, Bundoora, Victoria, Australia

Telework, productivity and wellbeing: Findings from the Trans-Tasman telework Survey

Tim Bentley¹, Stephen Teo¹, Laurie McLeod¹, Rachelle Bosua², Marianne Gloet²

¹NZ Work Research Institute, AUT University, Auckland, New Zealand, ²Institute for a Broadband Enabled Society, University of Melbourne, Melbourne, Australia

The impact of Fly-In-Fly-Out worker arrangements on employee wellbeing and engagement: A diary study.

Simon Albrecht, Jeromy Anglim
Deakin University, Victoria, Australia

Work, time and health: investigating the temporal and health implications of labour market deregulation.

Gemma Carey
The Australian National University, Canberra, Australia

Coffee

15:45 - 16:00

Symposium: Workplace bullying II: Prevention and intervention

16:00 - 17:30 Main Hall

Chair: Prof. Dieter Zapf

Bullying in the Workplace: Prevention and Intervention

Dieter Zapf
Goethe-University Frankfurt, Institute of Psychology and Center for Leadership and Behavior in Organizations CLBO, Frankfurt, Germany

How can we improve the reporting and handling of bullying cases in organisations? Evidence from 'real life' complaints and investigations

Annabelle Neall, Michelle Tuckey, Sarven McLinton, Peter Chen, Yiqiong Li, Maureen Dollard
University of South Australia, Adelaide, Australia

Testing a workplace bullying assessment tool for organisational use

Carlo Caponecchia¹, Anne Wyatt²
¹The University of New South Wales, Sydney, Australia, ²Wyatt Consultants, Pty Ltd, Sydney, Australia

Returning to work after severe bullying and harassment: Evaluation of a rehabilitation and return to work program

Moira Jenkins^{1,2}

¹Aboto Psychology, Victor Harbor, Australia, ²University of Adelaide, Adelaide, Australia

Workplace bullying: A systematic review of the financial costs to society

Juliet Hassard, Kevin Teoh, Tom Cox, Philip Dewe

Birkbeck, University of London, London, UK

Special session: National surveillance

16:00 - 17:30 Room 1

Chair: Prof. Peter Smith

Symposium: National Surveillance of Psychosocial Factors

Peter Smith^{1,2}

¹School of Public Health and Preventive Medicine, Monash University, Melbourne, Australia, ²Institute for Work & Health, Toronto, Canada

National surveillance of psychosocial risks in Australia

Maureen Dollard, Tessa Bailey, Wes McTernan

Centre for Applied Psychological Research, University of South Australia, Adelaide, Australia

The psychosocial work environment in Canada: A forgotten determinant of health

Peter Smith^{1,2}

¹Monash University, Melbourne, Australia, ²Institute for Work & Health, Toronto, Canada

Monitoring on the assessment and management of work-related stress risk in Italy: updates from INAIL's methodology

Cristina Di Tecco, B. Persechino, M. Ronchetti, T. Castaldi, S. Russo, S. Vitali, S. Iavicoli
Italian Worker's Compensation Authority (INAIL), Rome, Italy

Psychosocial work hazards and stress-related health risks in Taiwan: research findings and policy responses

Yawen Cheng

Institute of Health Policy and Management, College of Public Health, National Taiwan University, Taipei, Taiwan



Oral session: Work safety indicators and risks

16:00 - 17:30 Room 2

Chair: Prof. Helen De Cieri

Working conditions, health indicators, and psychological variables as predictors of accidents risk of bus operators of Bus Rapid Transit

Viviola Gómez, Juan Pablo Bocarejo, Boris Cendales, Sergio Useche, Fidel Gómez
Universidad de los Andes, Bogotá, Colombia

Factors influencing safety performance in SMEs: Evidence from Estonian industrial companies

Karin Reinhold, Marina Järvis
Tallinn University of Technology, Tallinn, Estonia

Perceptions of Occupational Health & Safety (OH&S) in Hong Kong Hospitals

Maggie Yat Cheung Wong, Ken Sellick, Karen Francis, Eric Chan, Virginia Plummer
The Monash University, Victoria, Australia

Safety culture: We have to talk about definitions

Trang Vu, Helen De Cieri
Monash University, Caulfield, Victoria, Australia

Validation of a measure of OHS leading indicators: A multi-level analysis of occupational health and safety in Australian workplaces

Helen De Cieri, Tracey Shea, Brian Cooper, Ross Donohue, Cathy Sheehan
Monash University, Victoria, Australia

Secondhand tobacco smoke: a risk factor for occupational injury among manual workers in South Korea

Hwan-Cheol Kim¹, Dirga Kumar Lamichhane¹, Dal-Young Jung¹, Bum-Joon Lee¹, Eun-Hee Choi², Kyung-Yong Rhee³, Sei-Jin Chang²

¹School of Medicine, Inha University, Incheon, Republic of Korea, ²Wonju College of Medicine, Yonsei University, Wonju, Republic of Korea, ³Occupational Safety and Health Research Institute, KOSHA, Ulsan, Republic of Korea



Oral session: Positive well-being and resilience

16:00 - 17:30 Room 3

Chair: Prof. Jan de Jonge

Trait resilience fosters adaptive coping when work control opportunities are high:
Implications for mastery and performance.

Stacey Parker¹, Nerina Jimmieson², Alexandra Walsh¹, Jennifer Loakes⁰

¹The University of Queensland, Brisbane, Queensland, Australia, ²Queensland University of Technology, Brisbane, Queensland, Australia

Are matching occupational rewards more important than matching job resources in dealing with job demands, employee creativity and health?

Jan de Jonge^{1,2}, Josette Gevers¹, Maureen Dollard²

¹Eindhoven University of Technology, Eindhoven, The Netherlands, ²University of South Australia, Adelaide, Australia

Resource: A Nordic literature review on the relationships between resources, employee well-being and performance

Joshua Lackmaker², Karina Nielsen², Marja K ns l ¹, Eveliina Saari¹, Kerstin Isaksson⁵, Morten Birkeland Nielsen^{3,4}

¹Finnish Institute of Occupational Health, Helsinki, Finland, ²University of East Anglia, Norwich, UK, ³National Institute of Occupational Health, Norway, Oslo, Norway,

⁴University of Bergen, Bergen, Norway, ⁵Malardalen University, V ster s, Sweden

Climate for engagement, meaningful work and employee engagement.

Simon Albrecht

Deakin University, Victoria, Australia

Welcome reception

17:30 - 18:30



Thursday 18th Sept. 2014

Registration

08:00 - 08:30

Symposium: Retrenchment and unemployment I: Understanding and responding to retrenchment and unemployment

08:30 - 10:00 Main Hall Chair: Dr. Johannes Pieters

Discussant: Prof. Michael Quinlan

"It's the second time I have been made redundant - I just have to accept it"

Johannes Pieters

University of South Australia, Adelaide, Australia

Deprivation, restriction and constitution: retrenched subjectivity from a critical standpoint

David Fryer^{1,2,3}

¹Australian Institute of Applied Psychology, ²University of Queensland, Brisbane, Australia, ³University of South Africa, Johannesburg, South Africa

Reimagining retrenchment: a retrospective and prospective view

Sally Weller

Monash University, Melbourne, Australia

Symposium: Lean and healthy: Understanding the links between Lean tools and employee health and well-being

08:30 - 10:00 Room 1 Chair: Prof. Karina Nielsen

Integrating systems: Building organizational alignment through integration of occupational health and safety, health promotion and Lean

Ulrica von Thiele Schwarz, Henna Hasson, Hanna Augustsson, Terese Stenfors-Hayes
Karolinska Institutet, Stockholm, Sweden

Lean production tools and social capital boost health and production - a multilevel analysis

Kerstin Ekberg^{1,2}, Anna-Carin Fagerlind^{1,2}, Nadine Karlsson¹, Maria Gustavsson^{1,3}

¹Helix VINN Excellence centre, Linköping, Sweden, ²National Centre for Work and Rehabilitation, Linköping, Sweden, ³Unit of Education and Sociology, Linköping, Sweden

Lean production tools enable an innovative learning climate and dispersion of ideas in organizations: a multilevel study.

Anna-Carin Fagerlind Ståhl^{1,2}, Maria Gustavsson^{1,3}, Gun Johansson⁴, Nadine Karlsson², Kerstin Ekberg^{1,2}

¹Helix VINN Excellence Centre, Linköping University, Linköping, Sweden, ²National Centre for Work and Rehabilitation, Dept. of Medical and Health Sciences, Linköping university, Linköping, Sweden, ³Unit of Education and Sociology, Dept. of Behaviour Sciences and Learning, Linköping university, Linköping, Sweden, ⁴Occupational Medicine, Institute of Environmental Medicine, Karolinska Institutet, Stockholm, Sweden

Kaizen boards as the working mechanism in implementing change activities

Karina Nielsen

University of East Anglia, Norwich, UK

Oral session: Psychosocial interventions

08:30 - 10:00 Room 2 Chair: Prof. Paula Brough

Stress Management Interventions: A systematic review and research agenda

Matthew Burgess, Paula Brough

Griffith Health Institute and School of Applied Psychology, Griffith University, Brisbane, Queensland, Australia

Whether you win or lose, you still learn: Lessons learnt from organizational intervention successes and failures.

Amanda Biggs, Paula Brough

Griffith University, Queensland, Australia

Calculating benchmark doses for psychosocial factors at work: Method, limitations and practical applications

Su Mon Kyaw-Myint¹, Lyndall Strazdins¹, Mark Clements², Peter Butterworth¹, Lou Gallagher³

¹Australian National University, Canberra, Australia, ²Karolinska Institutet, Stockholm, Sweden, ³Ministry for Primary Industries, Wellington, New Zealand

Developing Psychosocial Safety Climate in the aged care industry: Assessment, intervention and outcomes

Peter Winwood^{1,4}, Robert Bowden², Fiona Stevens³

¹UniSA, Adelaide, SA, Australia, ²WorkXtra, Adelaide, SA, Australia, ³Central Psychology Services, Adelaide, SA, Australia, ⁴DeStress Consulting, Adelaide, SA, Australia

Stress Prevention@Work: Development and evaluation of an integral stress prevention strategy

Bo Havermans^{1,2}, Cécile Boot^{1,2}, Irene Houtman^{3,2}, Evelien Brouwers⁴, Moniek Vlasveld⁵, Yvonne Heerkens⁶, Johannes Anema^{1,2}, Allard van der Beek^{1,2}

¹VU University Medical Center, EMGO Institute for Health and Care Research, Department of Public and Occupational Health, Amsterdam, The Netherlands,

²Body@Work, Research Center Physical Activity, Work and Health, TNO-VU University Medical Center, Amsterdam, The Netherlands, ³Netherlands Organisation for Applied Scientific Research, TNO, Leiden, The Netherlands, ⁴Scientific Center for Care and

Welfare, Tranzo, Tilburg University, Tilburg, The Netherlands, ⁵Netherlands Institute of Mental Health and Addiction, Trimbos Institute, Utrecht, The Netherlands, ⁶HAN University of Applied Sciences, Nijmegen, The Netherlands

Oral session: Physiological indicators

08:30 - 10:00 Room 3 Chair: Dr Stacey Parker

Impact of Job Strain on physiological parameters and driving performance of bus operators of Bus Rapid Transit (BRT): experimental test on a simulator

Viviola Gómez, Juan Pablo Bocarejo, Boris Cendales, Sergio Useche, Fidel Gómez
Universidad de los Andes, Bogotá, Colombia

Effect of the double exposure to adverse psychosocial work factors and high family responsibilities on blood pressure among white-collar working women: a 5-year prospective study

Mahée Gilbert-Ouimet^{1,2}, Chantal Brisson^{1,2}, Alain Milot^{1,2}, Michel Vézina^{1,2}, Ruth Ndjaboué¹

¹Laval University, Quebec City, Canada, ²CHU research center, Quebec City, Canada

Shift work and hypertension: prevalence and risk among German car manufacturing workers

Johan Ohlander¹, Mekail-Cem Keskin², Joachim Stork², Katja Radon¹

¹Institute and Outpatient Clinic for Occupational, Social and Environmental Medicine, University Hospital Munich, Munich, Bavaria, Germany, ²AUDI Gesundheitszentrum Süd, AUDI AG, Ingolstadt, Bavaria, Germany

Gender differences in cortisol levels and exposure to psychosocial factors in middle school teachers in the City of Mexico

Horacio Tovalín, Rubén Marroquín, Rodolfo Carrión, Marlene Rodríguez
FES Zaragoza, UNAM, México, Mexico

Cognitive function in oxygen reduced environment at a nuclear power plant.

Åsa Stöllman, Thomas Höljö, Erik Lampa, Robert Wålinder

Occupational and Environmental Medicine, Uppsala University Hospital, Uppsala, Sweden

Perceived stress at work is associated with lower baseline DHEA-s levels and reduced capacity to produce DHEA-s

Anna-Karin Lennartsson^{1,2}, Töres Theorell^{2,3}, Ingibjörg Jonsdottir¹, Mark Kushnir⁴

¹The Institute of Stress Medicine, Göteborg, Sweden, ²of Neuroscience, Karolinska Institute, Stockholm, Sweden, ³Stress Research Institute, Stockholm University, Stockholm, Sweden, ⁴Department of Pathology, University of Utah School of Medicine, Salt Lake City, UT, USA

Keynote Assoc. Prof. Joan Benach

10:00 - 10:45 Main Hall Chair: Prof. Michael Quinlan

Coffee

10:45 - 11:15

Symposium: Retrenchment and unemployment II: Understanding and responding to unemployment

11:15 - 12:45 Main Hall **Chair: Prof. Anthony Winefield**
Discussant: Prof. David Fryer

Employment status and mental health among persons with a disability: Evidence from an Australian cohort

Allison Milner¹, Anthony D LaMontagne², Zoe Aitken¹, Rebecca Bentley¹, Anne Kavanagh¹

¹University of Melbourne, Melbourne, Victoria, Australia, ²Deakin University, Melbourne, Victoria, Australia

Quality of work, unemployment, and psychosomatic disorders in Germany: no job is not worse than a bad job

Jian Li^{1,2}, Adrian Loerbroks¹, Nico Dragano², Peter Angerer¹

¹Institute of Occupational and Social Medicine, University of Duesseldorf, Duesseldorf, Germany, ²Institute of Medical Sociology, University of Duesseldorf, Duesseldorf, Germany

Mental health of the unemployed in Japan - focusing on the effects of LAMBS and stigma

Miho Takahashi

The University of Tokyo, Tokyo, Japan

Employment histories, stressful work and mental health after labour market exit - analysis of retrospective European data

Morten Wahrendorf¹, Nico Dragano¹, Johannes Siegrist²

¹Centre for Health and Society, Institute for Medical Sociology, University of Düsseldorf, Duesseldorf, Germany, ²Senior Professorship on Work Stress Research, Faculty of Medicine, University of Düsseldorf, Duesseldorf, Germany

Youth unemployment, youth programs and mental health scarring

Mattias Strandh, Anne Hammarström, Madelene Nordlund

Umeå University, Umeå, Sweden

Symposium: Psychosocial Safety Climate - An innovative multilevel framework for stress prevention and intervention

11:15 - 12:45 Room 1 **Chair: Dr Mohd Awang Idris and Prof. Maureen Dollard**
Discussant: Prof. Christian Dormann

Psychosocial Safety Climate: An Innovative Multilevel Framework for Stress Prevention and Intervention - Symposium Overview

Mohd Awang Idris¹, Maureen Dollard²

¹University of Malaya, Kuala Lumpur, Malaysia, ²Centre for Applied Psychological Research, University of South Australia, Adelaide, Australia

The costs of poor psychosocial safety climate; violence, bullying, and work pressure in the aetiology of MSDs and workers' compensation

Maureen Dollard, Tessa Bailey

Centre for Applied Psychological Research, University of South Australia, Adelaide, Australia

Multilevel analysis of Psychosocial Safety Climate on burnout, workplace bullying and production deviance among community colleges employees in peninsular Malaysia

Chang Vui Seng Wilson¹, Anita Abd Rahman¹, Hejar Binti Abdul Rahman¹, Mohd Awang Idris²

¹Department of Community Health, Faculty of Medicine and Health Sciences, Universiti Putra Malaysia, Malaysia, ²Department of Anthropology and Sociology, Faculty of Arts and Social Sciences, University of Malaya, Malaysia

A meta-analysis of organisational stress interventions

Amy Zadow, Maureen Dollard, Michelle Tuckey

Centre for Applied Psychological Research, University of South Australia, Adelaide, Australia

PSC 41 as the benchmark for low risk depression and job strain

Tessa Bailey, Maureen Dollard

Centre for Applied Psychological Research, University of South Australia, Adelaide, Australia

Oral session: Interventions: Education and tools

11:15 - 12:45 Room 2 Chair: Prof. Norito Kawakami

The Todai Occupational Mental Health (TOMH) Course: Rationale, program contents, and process evaluation.

Yuki Sekiya, Norito Kawakami

the University of Tokyo, Tokyo, Japan

Effects of an Internet-based cognitive behavioral therapy (iCBT) program in Manga format on improving subthreshold depressive symptoms among healthy workers: A randomized controlled trial

Kotaro Imamura¹, Norito Kawakami¹, Toshi, A. Furukawa², Yutaka Matsuyama¹, Akihito Shimazu¹, Rino Umanodan³, Sonoko Kawakami⁴, Kiyoto Kasai¹

¹The University of Tokyo, Tokyo, Japan, ²Kyoto University, Kyoto, Japan, ³HEALTH WAVE Co., Ltd., Kyoto, Japan, ⁴Nippon University Collage of the Arts, Tokyo, Japan

Theatre-Forum and Intervention Pedagogy: Educational and political dimensions with industry workers

Catarina Laborda

Serviço Social da Indústria, Salvador, Bahia, Brazil

Development of support tools for employers in Japanese micro- and small-scale enterprises to improve mental health activities

Jiro Moriguchi¹, Hayato Terada², Fumiko Ohashi¹, Satomi Kakimori³, Yoko Katagiri⁴, Taiga Seo⁵, Junko Nakatani⁶, Sonoko Sakuragi¹, Nobuaki Kagimoto⁷, Ikuko Mizushima⁸, Masayuki Ikeda¹

¹Kyoto Industrial Health Association, Kyoto, Japan, ²Takanawa Occupational Health Office, Tokyo, Japan, ³Fukuoka Regional Occupational Health Center, Fukuoka, Japan, ⁴Eijinkai Kyoto-ekimae Mental Clinic, Kyoto, Japan, ⁵Japan EAP Systems, Tokyo, Japan, ⁶University of Occupational and Environmental Health, Kitakyusyu, Japan, ⁷Nanba Kagimoto Mental Clinic, Osaka, Japan, ⁸Osaka University, Osaka, Japan

Using telehealth to deliver workplace training: Lessons learned from an 8-week, assisted self-help employee well-being intervention

Gorjana Brkic, Gordon Spence, Peter Caputi
University of Wollongong, Wollongong, Australia

Innovation in theory and practice: the role of job demands and resources on worker motivation and innovation in organisations.

Natalie Francis
University of South Australia, South Australia, Australia

Oral session: Physical health outcomes

11:15 - 12:45 Room 3 Chair: Dr Jodi Oakman

A longitudinal assessment of biopsychosocial risks factors in work related back injuries

Radek Stratil^{1,2}, Margaret Swincer^{1,2}, Anthony Winefield¹
¹UNiSA, Adelaide, SA, Australia, ²WorkCoverSA, Adelaide, SA, Australia

Reduction of musculoskeletal disorders in the Aged care sector: What needs to be done?

Jodi Oakman
La Trobe University, Bundoora, Australia

Job satisfaction and safety climate as correlates of musculoskeletal pain and discomfort in South Australian workplaces

Dino Pisaniello, Vanda Doda, Paul Rothmore
University of Adelaide, Adelaide SA, Australia

Shift work, health behaviors, and obesity among male firefighters: the FORWARD study

BongKyoo Choi¹, Peter Schnall¹, Marnie Dobson¹, Leslie Israel¹, SangBaek Ko^{1,2}, Javier Garcia-Rivas¹, Dean Baker¹
¹Center for Occupational and Environmental Health, University of California, Irvine, Irvine, CA, USA, ²Department of Preventive Medicine, Yonsei University Wonju College of Medicine, Wonju, Kwangwondo, Republic of Korea

A five-year follow-up study of body mass index in relation to work characteristics among onshore and offshore oil/gas industry personnel.

Katharine Parkes^{1,2}

¹University of Oxford, Oxford, UK, ²University of Western Australia, Crawley, WA, Australia

Lunch and poster session

12:45 - 14:00

Meeting of the Asia Pacific Academy for Psychosocial Factors at Work

Book launch: *Psychosocial Factors at Work in the Asia Pacific*

13:00 - 14:00 Main Hall (All Welcome)

Keynote Prof. Robert Karasek

14:00 - 14:45 Main Hall Chair: Prof. Maureen Dollard

Symposium: Multilevel models and approaches in work stress theory and practice.

14:45 - 16:00 Main Hall Chair: Assoc. Prof. Angela Martin

A multilevel conceptualization of the relationship between psychosocial work environment and employee psychological health: Implications for improving intervention design, implementation and evaluation.

Angela Martin¹, Maria Karanika-Murray², Caroline Biron³, Kristy Sanderson⁴

¹University of Tasmania, Hobart, Tasmania, Australia, ²Nottingham Trent University, Nottingham, UK, ³Laval University, Quebec, Canada, ⁴Menzies Research Institute, Hobart, Tasmania, Australia

Psychosocial safety climate, job demands, burnout and depression: A longitudinal multilevel study in the Malaysian private sector

Mohd Awang Idris¹, Maureen Dollard²

¹University of Malaya, Kuala Lumpur, Malaysia, ²University of South Australia, Adelaide, Australia

Psychosocial safety climate and its impact on job engagement, workaholism, and psychological distress: A multilevel study among police personnel in Malaysia.

Yulita Y. Mohd Awang Idris

University of Malaya, Kuala Lumpur, Malaysia

Area-level unemployment and perceived job insecurity: Evidence from a longitudinal survey conducted in the Australian working-age population.

Allison Milner¹, Anne Kavanagh¹, Lauren Krnjacki¹, Rebecca Bentley¹, Anthony LaMontagne²

¹School of Population and Global Health, The University of Melbourne, Melbourne, Victoria, Australia, ²Population Health Strategic Research Centre, School of Health & Social Development, Deakin University, Melbourne, Victoria, Australia

Oral session: Macro factors

14:45 - 16:00 Room 1 Chair: Dr Loïc Lerouge

Effectiveness of participatory action-oriented interventions for primary prevention of psychosocial risks at work in different sectors

Kazutaka Kogi

Institute for Science of Labour, Kawasaki, Japan

The role of economic globalization in the development of unhealthy working conditions

Peter Schnall¹, Paul Landsbergis², Marnie Dobson¹

¹*U. of California at Irvine, Irvine, California, USA*, ²*Downstate Medical Center, Brooklyn, NY, USA*

An OHS paradigm shift is needed to improve workers' health as well as safety.

Ruth Stuckey¹, Jeanette Kinahan², Wendy Macdonald¹

¹*Latrobe University, Bundoora, Victoria, Australia*, ²*Kinahan & Associates Consulting Services, Camberwell, Victoria, Australia*

How Work Organisation and Employer Liability are linked in French Labour law?

Loïc Lerouge^{1,3}

¹*University of Bordeaux, Bordeaux, France*, ²*CNRS, Paris, France*, ³*Centre for Comparative Labour and Social Security Law (COMPTRASEC), Bordeaux, France*

Oral session: Recovery

14:45 - 16:00 Room 2 Chair: Prof. Stephen Teo

Social Stressors, Social Recognition, Strain, and Recovery: Spillover Effects from Day to Day

Christian Dormann^{1,3}, Stanley Friedemann¹, Zhaoli Song²

¹*Johannes Gutenberg-University, Mainz, Germany*, ²*National University Singapore, Singapore, Singapore*, ³*University of South Australia, Adelaide, Australia*

Need for recovery across work careers: The impact of work, health and personal characteristics

F.G. Gommans, N.W.H. Jansen, D. Stynen, A. de Grip, I.J. Kant

Maastricht University, Maastricht, The Netherlands

Need for recovery and retirement intentions among shiftworkers

Fleur Gommans, Nicole Jansen, Dave Stynen, Andries de Grip, Ijmert Kant

Maastricht University, Maastricht, The Netherlands

Social Support's Effect on Presenteeism and Workplace Accidents and Injuries

Stephen Teo¹, Brenda Scott-Ladd², Louis Geneste²

¹*Auckland University of Technology, Auckland, New Zealand*, ²*Curtin University, Bentley, Australia*

Oral session: Physical and mental health promotion

14:45 - 16:00 Room 3

Chair: Prof. Dino Pisaniello

Health promotion in the commercial fishing industry - perspectives of managers and stakeholders

Andrea Barclay, Alison Kitson, Dino Pisaniello, Kathryn Powell
The University of Adelaide, Adelaide, SA, Australia

Psychosocial and general health conditions on a sample of a Chilean bus drivers of public passenger transport

Leonardo Aguirre
Mutual de Seguridad, Santiago, Chile

Psychosocial factors at work in Brazil - management strategies to promote health

Kenneth Almeida¹, Lídice Miranda², Sylvia Yano², Luciana Lucena²

¹Social Service of Industry, Salvador, Bahia, Brazil, ²Social Service of Industry, Brasilia, Brasilia, Brazil, ³GAIA - MCT, Campinas, São Paulo, Brazil

Mental Health Services in workplace: An integrative approach at a steel factory in Southern Taiwan

Mei-Chu Yen Jean^{1,2}, Shao-En Sharon Yen^{1,3}

¹E-Da Hospital, Kaohsiung, Taiwan, ²School of Medicine for International Students, I-SHOU UNIVERSITY, Kaohsiung, Taiwan, ³Department of Public Health, College of Medicine, National Chen-Kung University, Tainan, Taiwan

Indicators of Illness as Strategic Evidences for Actions Promoting Worker's Health in the Psychosocial Factor Area.

Sylvia Regina Trindade Yano¹, Kenneth Nunes Tavares De Almeida², Luciana Mêrces De Lucena³, Lidice Miranda Santos²

¹Centro de Tecnologia da Informação Renato Archer(CTI)/GAIA, Campinas, São Paulo, Brazil, ²Serviço Social da Indústria - Sesi, Salvador, Bahia, Brazil, ³Serviço Social da Indústria - Sesi - Departamento Nacional, Brasilia, DF, Brazil

Free time to prepare for dinner

16:00 - 17:00

Conference dinner: *Sunset by the Sea*

17:00 - 21:30



Friday 19th Sept. 2014

Registration

08:00 - 08:30

Oral session: Job demand-control-support model

08:30 - 10:00

Main Hall

Chair: Prof. Helen Winefield

Cross-cultural concurrent validity of the JCQ 2.0 items and the external-level job strain scales

Wilfred Aqbenyikey¹, Robert Karasek¹, Maureen Dollard², Maren Formazin³, Song-il Cho⁴, Jian Li⁴

¹University of Massachusetts, Lowell, USA, ²University of South Australia, Adelaide, Australia, ³BAuA, Berlin, Germany, ⁴University of Seoul, Korea, Republic of Korea

An experimental examination of the buffer and the active learning hypotheses of the Job-Demand-Control Model

Jan Häusser¹, Stefan Schulz-Hardt², Andreas Mojzisch¹

¹University of Hildesheim, Hildesheim, Germany, ²University of Göttingen, Göttingen, Germany

Cross-sectional relationships between demand-control variables and psychological health are not confounded by cognitive or emotional competence

Töres Theorell¹, Miriam Mosing¹, Anna-Karin Lennartsson¹, Fredrik Ullen¹

¹Karolinska Institute, Stockholm, Sweden, ²Stress Research Stockholm University, Stockholm, Sweden

Psychosocial work hazards and stress-related health risks in Taiwan: review of survey methods and research findings

Yawen Cheng¹, Jiun-Jieh Ho²

¹Institute of Health Policy and Management, College of Public Health, National Taiwan University, Taipei, Taiwan, ²Institute of Occupational Safety and Health, Ministry of Labour, Taipei, Taiwan

The Demand-Control-Support model and measures of obesity in South Australian employees

Christopher Bean¹, Helen Winefield¹, Charli Sargent², Amanda Hutchinson³

¹School of Psychology, The University of Adelaide, Adelaide, South Australia, Australia, ²Appleton Institute, Central Queensland University, Adelaide, South Australia, Australia, ³School of Psychology, Social Work and Social Policy, University of South Australia, Adelaide, South Australia, Australia

Symposium: Employee motivation, health and well-being in changing and dynamic contexts

08:30 - 10:00

Room 1

Chair: Paraskevas Petrou

Painful versus mild change: The role of employee job crafting behaviors during organizational change in Greece and the Netherlands

Paraskevas Petrou¹, Evangelia Demerouti², Despoina Xanthopoulou³

¹Erasmus University Rotterdam, Rotterdam, The Netherlands, ²Eindhoven University of Technology, Eindhoven, The Netherlands, ³Aristotle University of Thessaloniki, Thessaloniki, Greece

Examining the effects of appraisals of local change processes: A longitudinal field study

Karina Nielsen

University of East Anglia, Norwich, UK

Do engaged employees really enjoy good performance and health?: Curvilinear relationships among Japanese employees

Akihito Shimazu¹, Wilmar Schaufeli², Kazumi Kubota³, Norito Kawakami¹

¹The University of Tokyo, Tokyo, Japan, ²Utrecht University, Utrecht, The Netherlands, ³Health and Global Policy Institute, Tokyo, Japan

Together we stand: Health & well-being benefits of participation and affective commitment during change

Machteld van den Heuvel¹, Paraskevas Petrou², Evangelia Demerouti³

¹University of Amsterdam, Amsterdam, The Netherlands, ²Erasmus University Rotterdam, Rotterdam, The Netherlands, ³Eindhoven Institute of Technology, Eindhoven, The Netherlands

Results of the DIRECT-project: A workplace intervention study

Jan de Jonge^{1,2}

¹Eindhoven University of Technology, Eindhoven, Gelderland, The Netherlands, ²University of South Australia, Adelaide, South Australia, Australia

Oral session: Work ability

08:30 - 10:00

Room 2

Chair: Prof. Peter Smith

Physical and psychosocial problems in cancer survivors beyond return to work: a systematic review

Saskia Duijts^{1,2}, Martine van Egmond¹, Evelien Spelten², Peter van Muijen¹, Johannes Anema¹, Allard van der Beek¹

¹VU University Medical Center, Amsterdam, The Netherlands, ²Dutch Organisation of Psychosocial Oncology, Amsterdam, The Netherlands

Self-efficacy to return-to-work: differences by injury type and age

Peter Smith

Monash University, Melbourne, Victoria, Australia

Informing psychosocial workplace interventions through the reconfiguration of the Work Ability Index.

Jack Noone, Philip Bohle, Martin Mackey
University of Sydney, Sydney, Australia

Organizational influences on use of occupational healthcare services in early rehabilitation and return to work

Christian Ståhl¹, Allan Toomingas², Carl Åborg^{2,3}, Marianne Parmsund², Katarina Kjellberg²

¹Linköping University, Linköping, Sweden, ²Karolinska Institutet, Stockholm, Sweden,

³Uppsala University, Uppsala, Sweden

Prognostic factors for return to work after sick leave due to work-related mental problems.

Bo Netterstrøm, Nanna Eller, Marianne Borritz
Bispebjerg University Hospital, Department of Occupational and Environmental Medicine, Copenhagen, Denmark

Recovering from acute traumatic occupational hand injury: A bio-psychosocial perspective

Michelle Roesler, Ian Glendon, Frances O'Callaghan
Griffith University, Gold Coast, Australia

Oral session: Absenteeism

08:30 - 10:00

Room 3

Chair: Dr Els Clays

The role of individual and work unit level social capital in sickness absence

Els Clays, Bart Van de Ven, Peter Vlerick, Bart De Clercq
Ghent University, Ghent, Belgium

Duration of long-term sick leave is associated with effort-reward imbalance at work

Frida Fischer, Joao Silva-Junior
University of Sao Paulo, School of Public Health, Dept Environmental Health, Sao Paulo, Brazil

Job strain indirectly affects long-term sickness absence through bullying: a mediation analysis using structural equation modeling

Heidi Janssens¹, Lutgart Braeckman¹, Bart De Clercq¹, Annalisa Casini², Dirk De Bacquer¹, France Kittel², Els Clays¹

¹Ghent University, Department of Public Health, Ghent, Belgium, ²Research Centre Social approaches of Health, School of Public Health, Université libre de Bruxelles, Bruxelles, Belgium

Job strain and longitudinal trajectories of absenteeism in Australian employees

Christopher Magee, Peter Caputi
University of Wollongong, Wollongong, NSW, Australia

Keynote Prof. Sharon Parker

10:00 - 10:45

Main Hall

Chair: Dr Michelle Tuckey

Coffee

10:45 - 11:15

Special Session: Job strain, work stress and CVD—methodological and policy implications

11:15 - 12:45

Main Hall

Chair: Assoc. Prof. Akizumi Tsutsumi

Special Panel Session convened by the ICOH Scientific Committee (SC) on Cardiology in Occupational Health together with the ICOH-WOPS SC.

Job strain, work stress and CVD-methodological and policy implications

Akizumi Tsutsumi^{1,2}

¹*Kitasato University School of Medicine, Department of Public Health, Minami, Japan,*

²*Chair of ICOH Scientific Committee Cardiology in Occupational Health, Minami, Japan*

The IPD study - its strength and weaknesses

Töres Theorell

Karolinska Institute, Stockholm, Sweden

Unsolved methodological and interpretational issues regarding the recent meta-analysis publications of the IPD Work Consortium Group

BongKyoo Choi^{1,2}, Peter Schnall¹

¹*Center for Occupational and Environmental Health, University of California, Irvine, USA,* ²*Department of Environmental Health, Korea University, Seoul, Republic of Korea*

Reflections on the IPD studies on job strain, health behaviours and disease: reflections from the outside and hopes for the future

Peter Smith^{1,2}

¹*School of Public Health and Preventive Medicine, Monash University, Melbourne, Australia,* ²*Institute for Work & Health, Toronto, Canada*

IPD conclusions: Why they are premature

Peter Schnall^{1,2}, Marnie Dobson^{1,2}

¹*Center for Occupational and Environmental Health, University of California, Irvine, USA,* ²*Center for Social Epidemiology, Los Angeles, USA*

Future job stress research

Els Clays

Department of Public Health, Ghent University, Ghent, Belgium

Future Perspectives on Job Strain and CVD Research

Robert Karasek,

Director Øresund Synergy and the JCQ Center;

Emeritus Professor, Department of Work Environment, University of Massachusetts Lowell, USA; Emeritus Professor, Work and Organizational Psychology, Institute for Psychology, Copenhagen University, Denmark

Symposium: Interventions I: Developing integrated intervention approaches to workplace mental health

11:15 - 12:45

Room 1

Chair: Prof. Tony LaMontagne

Developing integrated intervention approaches to workplace mental health

Anthony D LaMontagne¹, Angela Martin², Kathryn M Page¹, Nicola J Reavley³,
Andrew J Noblet¹, Allison J Milner³, Tessa Keegel⁴, Peter M. Smith⁵

¹Deakin University, Burwood, VIC, Australia, ²University of Tasmania, Hobart, Tas, Australia, ³University of Melbourne, Melbourne, VIC, Australia, ⁴Latrobe University, Bundoora, VIC, Australia, ⁵Monash University, Melbourne, VIC, Australia

Development of an integrated job stress prevention and mental health literacy intervention strategy for uniformed police members

Kathryn Page¹

¹University of Melbourne, Melbourne, Australia, ²Deakin University, Melbourne, Australia

Designing and implementing a job stress prevention and mental health intervention in a blue collar manufacturing setting

Allison Milner¹, Irina Tchernitskaia^{1,2}, Desiree Terrill³, Andrew Noblet², Anthony LaMontagne^{2,1}

¹University of Melbourne, Melbourne, Victoria, Australia, ²Deakin University, Melbourne, Victoria, Australia, ³Eastern Access Community Health (EACH), Melbourne, Victoria, Australia

Integrated workplace mental health promotion for the prevention and management of mental illness in the workplace: a feasibility study

Tessa Keegel^{1,2}, Clare Shann³, Rennie D'Souza⁴, Anthony LaMontagne^{2,5}

¹La Trobe University, Bundoora, Australia, ²University of Melbourne, Melbourne, Australia, ³beyondblue, Melbourne, Australia, ⁴Australian National University, Canberra, Australia, ⁵Deakin University, Melbourne, Australia

Organisational project teams' implementation of employee wellbeing strategies: Contexts, capabilities and consequences.

Angela Martin¹, Francois Chiocchio²

¹University of Tasmania, Hobart, Tasmania, Australia, ²University of Ottawa, Ontario, Canada

Oral session: Determinants of well-being at work

11:15 - 12:45

Room 2

Chair: Dr Bart Van de Ven

Job design and different types of work-related well-being

Bart Van de Ven, Peter Vlerick

Ghent University, Ghent, Belgium

The social and non-social determinants of comparison-oriented coping efficacy in occupational stress contexts

Austin Chia¹, Belinda Allen²

¹The University of Melbourne, Melbourne, Victoria, Australia, ²Monash University, Melbourne, Victoria, Australia

Physical job demands and employees' health: a moderating role of anger-forgiveness typology

Rosnah Ismail¹, Azmi Mohd Tamil¹, Mohd Awang Idris², Noor Hassim Ismail¹

¹Department of Community Health, Faculty of Medicine, National University of Malaysia, Cheras, Kuala Lumpur, Malaysia, ²Department of Anthropology and Sociology, Faculty of Arts and Social Sciences Building, University of Malaya, Lembah Pantai, Kuala Lumpur, Malaysia

Towards an affective neuroscience of architecture: *the hedonic impact of sustainable work environments on occupant well-being*

David Techau, Ceridwen Owen, Roger Fay, Douglas Paton

University of Tasmania, Hobart, Tasmania, Australia

Associations between social support, satisfaction, workaholism, and sickness presenteeism among Japanese high school teachers

Nobuko Matsuoka^{1,2}, Yasumasa Otsuka¹

¹Hiroshima University, Higashi-hiroshima, Hiroshima, Japan, ²Matsuoka Counseling Office, Hiroshima, Hiroshima, Japan

The impacts of work-place casualties compensation claims on Chinese seafarers' mental health

Desai Shan

Cardiff University, Cardiff, UK

Oral session: Presenteeism and productivity

11:15 - 12:45

Room 3

Chair: Ms Fenna Leijten

Association between psychosocial risk factors and presenteeism: results from the Belstress III study

Heidi Janssens¹, Lutgart Braeckman¹, Bart De Clercq¹, Annalisa Casini², Dirk De Bacquer¹, France Kittel², Els Clays¹

¹Ghent University, Department of Public Health, Ghent, Belgium, ²Research Centre Social approaches of Health, School of Public Health, Université libre de Bruxelles, Bruxelles, Belgium

Does employee health mediate the relationship between the work environment and presenteeism?

Alisha Cork¹, Donald Iverson¹, Peter Caputi¹, Christopher Magee¹, Fred Ashbury²

¹The University of Wollongong, NSW, Australia, ²The University of Toronto, Ontario, Canada

Association between job burnout and presenteeism among health care workers in Shanghai

Junming Dai¹, Li Huang¹, Hao Zhang², Hua FU¹

¹Fudan University, Shanghai, China, ²Medical Union of Shanghai sanitary bureau, Shanghai, China

The influence of chronic health problems on work ability and productivity at work: a longitudinal study among older employees

Fenna RM Leijten^{1,2}, Swenne G van den Heuvel², Jan F Ybema², Allard J van der Beek^{3,4}, Suzan JW Robroek¹, Alex Burdorf¹

¹Department of Public Health, Erasmus University Medical Center, Rotterdam, The Netherlands, ²Netherlands Organisation for Applied Scientific Research TNO, Hoofddorp, The Netherlands, ³Department of Public and Occupational Health, the EMGO Institute for Health and Care Research, VU University Medical Center, Amsterdam, The Netherlands, ⁴Body@Work, Research Center on Physical Activity, Work and Health, TNO-VU/VUmc, Amsterdam, The Netherlands

Return on investment for organisations creating a mentally healthy workplace

Nick Arvanitis¹, Therese Fitzpatrick¹

¹beyondblue, Melbourne, Australia

Lunch and poster session

12:45 - 13:30

ICOH-WOPS Scientific Committee Meeting

12:45 - 13:30 Main Hall

Special session: Depression and suicide

13:30 - 15:00 Main Hall Chair: Prof. Töres Theorell

Cochrane Review of Depression at Work Due to Psychosocial Job Conditions

Töres Theorell

Karolinska Institute, Stockholm, Sweden

What predicts burnout? A systematic review.

Wendy Nilssen^{1,2}, Anni Skipstein¹, Ole Melkevik¹, Eva Demerouti³

¹Norwegian Institute of Public Health, Oslo, Norway, ²Norwegian Knowledge Centre of the Health Services, Oslo, Norway, ³Technische Universiteit Eindhoven, Eindhoven, The Netherlands

Suicidal ideation and its related factors among Japanese workers

Yasumasa Otsuka¹, Akinori Nakata², Kenji Sakurai³, Junko Kawahito⁴

¹Hiroshima University, Hiroshima, Japan, ²University of Occupational and Environmental Health, Fukuoka, Japan, ³Nihon University, Tokyo, Japan, ⁴Fukuyama University, Hiroshima, Japan

Estimating lost productivity costs from poor psychological health and depression in the workplace

Wesley P McTernan¹, Maureen F Dollard¹, Anthony LaMontagne²

¹University of South Australia, ²Deakin University

Symposium: Interventions II: Intervention implementation – how to measure the success of implementation?

13:30 - 15:00 Room 1 Chair: Dr Henna Hasson

Are you ready? The role of organizational readiness for change when implementing interventions to improve employee well-being: Study 1

Kevin Daniels¹, Karina Nielsen¹, Chidi Ogbonnaya¹, Dan Hasson³, Ulrica van Schwarz^{3,2}, Henna Hasson²

¹University of East Anglia, Norwich, UK, ²Karolinska Institute, Stockholm, Sweden,

³Stockholm University, Stockholm, Sweden

Examining Implementation Outcomes in a Leadership Development and Coaching Program – Barriers and Facilitators

Andrew Noblet¹, Amanda Allisey¹, Kathryn Page², Tony Lamontagne¹

¹Deakin University, Burwood, Victoria, Australia, ²University of Melbourne, Carlton, Victoria, Australia

Continuous implementation improvement: Purposeful infidelity to improve acceptability, appropriateness and feasibility outcomes in an organisational health intervention

Amanda Allisey¹, Andrew Noblet¹, Kathryn Page², Tony Lamontagne¹

¹Deakin University, Burwood, Victoria, Australia, ²University of Melbourne, Carlton, Victoria, Australia

Does intervention fidelity matter for employee health outcomes?

Ulrica von Thiele Schwarz^{1,2}, Henna Hasson¹, Terese Stenfors-Hayes¹, Hanna Augustsson¹

¹Karolinska Institutet, Stockholm, Sweden, ²Stockholm University, Stockholm, Sweden

Oral session: Effort-reward imbalance

13:30 - 15:00 Room 2 Chair: Dr Ben Searle

ERI and mental health: Rethinking work-health relationships

Claudia Pitts, Philip Bohle

University of Sydney, Sydney, NSW, Australia

Prevalence and patterns of occupational stress among administrative officers attached to Public administration offices in Sri Lanka

Anuji Gamage¹, Rohini Seneviratne²

¹Nutrition Division, Ministry of Health Sri Lanka, Colombo, Sri Lanka, ²Department of Community Medicine, Faculty of Medicine, University of Colombo,, Colombo, Sri Lanka

Adaptation and validation of Effort-Reward Imbalance Model to evaluate occupational stress among Sri Lankan Employees

Anuji Gamage¹, Fahad Hanna², Rohini Seneviratne³

¹Nutrition Division, Ministry of Health Sri Lanka, Colombo, Sri Lanka, ²Monash University, Latrobe Valley, Australia, ³Department of Community Medicine, Faculty of Medicine, University of Colombo,, Colombo, Sri Lanka

Pressure, disorganisation and regulatory failure: Associations with health and wellbeing among older workers

Philip Bohle¹, Michael Quinlan^{2,1}, Maria Mc Namara¹, Claudia Pitts¹, Harold Willaby¹

¹The University of Sydney, Sydney, NSW, Australia, ²The University of New South Wales, Sydney, NSW, Australia

Cumulative exposure to Effort-Reward Imbalance at work and psychological distress: A 9-year prospective study

Ruth Ndjaboue^{1,2}, Chantal Brisson^{1,2}

¹Université Laval, Québec, Canada, ²Centre de Recherche du CHU de Québec, Québec, Canada, ³Groupe interdisciplinaire de recherche sur l'organisation et la santé au travail, Québec, Canada

Oral session: At risk groups - healthcare workers

13:30 - 15:00

Room 3

Chair: Dr Valerie O'Keeffe

Occupational Health Services (OHS) in Hong Kong hospitals and the experience of nurses: A mixed methods study

Maggie Wong, Virginia Plummer, Karen Francis

The Monash University, Victoria, Australia

Evaluation of the work safety and psychosocial health of disability support workers

Ka Yiu Yoyo Ng¹, Julia Harries¹, Leah Wilson¹, Neil Kirby¹, Jerry Ford²

¹University of Adelaide, Adelaide, SA, Australia, ²Flinders University, Adelaide, SA, Australia

Teamwork and patient safety: The mediating role of clinician burnout

Annalena Welp, Tanja Manser

University of Fribourg, Fribourg, Switzerland

Giving voice to health and safety: CALD workers' experiences in aged care

Valerie O'Keeffe

University of South Australia, Adelaide South Australia, Australia

Keynote Prof. Norito Kawakami

15:00 - 15:45

Main Hall

Chair: Dr Irene Houtman

Coffee

15:45 - 16:00

Special session: Optimal time lags: Foundations and evidence

16:00 - 17:00

Main Hall

Optimal time lags in stressor-strain research: Foundations and evidence

Bart Van de Ven¹, Christian Dormann²

¹Ghent University, Ghent, Belgium, ²Johannes Gutenberg-Universität Mainz, Mainz, Germany

Symposium: Current developments in sleep research in the workplace

16:00 - 17:00

Room 1

Chair: Dr Jillian Dorrian

Shiftwork, diet and metabolic health- it's not just what you eat but when you eat that can affect your metabolic health

Alison Coates, Georgina Heath, Jill Dorrian, Siobhan Banks
University of South Australia, Adelaide, SA, Australia

Shiftwork and eating behaviour

Georgina Heath¹, Alison Coates¹, Charli Sargent², Jillian Dorrian¹

¹University of South Australia, Adelaide, Australia, ²Central Queensland University, Adelaide, Australia

The effect of work-related fatigue on productivity and health in shiftworkers

Jillian Dorrian

University of South Australia, South Australia, Australia

Oral session: Workplace health promotion

16:00 - 17:00

Room 2

Chair: Dr Kathryn Page

Educational and organizational factors at work and their determinants of non-participation for a worksite health promotion intervention among nurses' aides

Charlotte Diana Nørregaard Rasmussen^{1,2}, Andreas Holtermann¹, Karen Sjøgaard², Marie Birk Jørgensen¹

A participatory research approach to integrating workplace health promotion and work organization change: A qualitative case study to reduce obesity in firefighters

Marnie Dobson^{1,2}, Peter Schnall^{1,2}, Bongkyoo Choi¹

¹University of California, Irvine, Irvine, CA, USA, ²Center for Social Epidemiology, Los Angeles, CA, USA

Which parts of a workplace health promotion program are important for mental health?

Lisa Jarman, Alison Venn, Angela Martin, Petr Otahal, Kristy Sanderson

University of Tasmania, Hobart, Tasmania, Australia



Practice forum: The role of values in psychosocial climate: Practical examples of working with values across a healthcare organisation

16:00 - 17:00 Room 3 Chair: Jodie Shoobridge

Organisational values: part of the culture or words on a wall?

Jane Coward, Susan Bates, Leigh Willson

SA Health, Adelaide, Australia

"Is there an 'I' in team? The role of teams, team values, and team charters in establishing team culture and behaviours"

Jodie Shoobridge

SA Health, Adelaide, Australia

"Selecting for Values; How can an organisation ensure greater values-person fit?"

Sophie Holdstock, Jane Coward, Caroline Dingle

SA Health, Adelaide, Australia

Closing Ceremony

**17:00 - 17:30 Main Hall Chair: Prof. Stavroula Leka, ICOH-WOPS
Rapporteur: Dr Irene Houtman, TNO
ICOH 2015 Presentation**




Poster program

Wednesday 17th Sept. 2014

12:45 - 13:30 Halls A + D

- P1 Understanding the effects of time: Is medium-term casual employment associated with ill-health?
Natalie Matthews¹, Paul Delfabbro¹, Anthony Winefield²
¹The University of Adelaide, Adelaide, Australia, ²The University of South Australia, Adelaide, Australia
- P2 The role of predominant and dual regulatory focus for work performance and sickness absence among leaders and followers
Paraskevas Petrou¹, Machteld Van Den Heuvel², Wilmar Schaufeli³
¹Erasmus University Rotterdam, Rotterdam, The Netherlands, ²University of Amsterdam, Amsterdam, The Netherlands, ³Utrecht University, Utrecht, The Netherlands
- P3 Prevalence and correlates of prolonged fatigue among healthy female part-timers in a retail company
Rie Takanami¹, Akinori Nakata¹, Kazuhiro Hashimoto²
¹University of Occupational and Environmental Health, Japan, Kitakyushu/Fukuoka, Japan, ²Yamaguchi University, Yamaguchi/Yamaguchi, Japan
- P5 Combined occupational stress models explains long-term sickness absence due to mental disorders
Joao Silva-Junior, Frida Fischer
University of Sao Paulo, School of Public Health, Department Environmental Health, Sao Paulo, Brazil
- P6 Study on psychosocial factors for cardiovascular diseases in Taiwan workers
Chi Hsien Young, Chih Yu Kuo, Jiune Jye Ho, Chiou Jong Chen
Institute of Labor, Occupational Safety and Health, Ministry of Labor, New Taipei city, Taiwan
- P7 Paper presentation "Psychosocial factors cause health problems and malfunctioning at work: a case study done in the Netherlands"
Isabella Bruggenkamp, Paul Bartels
ICARA, Nijmegen, The Netherlands

- P8 Does body mass index mediate the relationship between psychosocial factors at work and ambulatory blood pressure? A prospective study
Xavier Trudel¹, Chantal Brisson², Alain Milot³, Benoit Masse⁴, Michel Vézina³, Ruth Ndjaboué⁵
¹Santé des populations: URESP, Centre de recherche du CHU de Quebec City, Quebec city, Quebec, Canada, ²Département de médecine sociale et préventive, Université Laval, Quebec city, Quebec, Canada, ³Département de médecine, Université Laval, Quebec city, Quebec, Canada, ⁴Département de médecine sociale et préventive, Université de Montréal, Quebec city, Quebec, Canada, ⁵Médecine Sociale et Préventive, Quebec city, Quebec, Canada
- P9 Ten tips to help you to approach chronic sick leave more effectively (based on the bio-psycho-social model)
Isabella Bruggenkamp, Paul Bartels
ICARA, Nijmegen, The Netherlands
- P10 What success factors contribute to an 80% increase in quality of live (measured after two years) for employees with non-specific chronic lower back pain?
Isabella Bruggenkamp, Paul Bartels
ICARA, Nijmegen, The Netherlands
- P12 Effects of overwork and shift work on occupational injuries among Korean employees
HyoungRyoul Kim¹, Eunhee Choi²
¹the Catholic University of Korea, Seoul, Republic of Korea, ²Yonsei University, Won-Ju, Republic of Korea
- P13 A survey of Occupational Health Services (OHS) for ICU nurses in Hong Kong private hospitals
Maggie Yat Cheung Wong, Ken Sellick, Karen Francis, Eric Chan, Virginia Plummer
The Monash University, Victoria, Australia
- P14 Reflections on the population aging and social responsibility - Consequences on organizations
Lídice Miranda
Serviço Social da Indústria, Salvador, Bahia, Brazil
- P15 The relation between work ability, mental and physical function, work environment and aging of nurses in Japan
Chizuko Miyamoto, Yuri Suenaga, Mizuho Ando, Junka Nakayama, Natsuko Shimazawa
Department of Nursing, Faculty of Healthcare, Tokyo Healthcare University, Tokyo, Japan
- P16 Social determinants of alcohol drinking behaviors among outsourcing construction workers in Taiwan
Wan-Ju Cheng^{1,2}, Yawen Cheng¹
¹Institute of Health Policy and Management, College of Public Health, National Taiwan University, Taipei, Taiwan, ²Department of Psychiatry, China Medical University Hospital, Taiwan

- P17 Understanding and interpreting the impact of psychosocial risk factors on the work safety of Disability Support Workers in order to identify interventions through the use of qualitative sources.
Ka Yiu Yoyo Ng, Julia Harries, Leah Wilson, Neil Kirby
University of Adelaide, Adelaide, SA, Australia
- P19 Psychosocial factors among the novelties introduced by the Council Directive on prevention from sharp injuries in the hospital and healthcare sector
Benedetta Persechino, Cristina Di Tecco, Matteo Ronchetti, Antonio Valenti, Sergio Iavicoli
INAIL, RESEARCH AREA, DEPARTMENT OF OCCUPATIONAL MEDICINE, Rome, Italy
- P20 Longitudinal predictors of sick leave among mothers and fathers – A systematic review
Anni Skipstein, Wendy Nilsen
Norwegian Institute of Public Health, Oslo, Norway
- P21 Validation study of a brief effort-reward imbalance (ERI) questionnaire for housewives
Sung-il Cho, Seung Ah Choe
Seoul National University Graduate School of Public Health, Seoul, Republic of Korea
- P22 Exploring the influence of race-related and race-neutral work organization factors on upper-extremity and back pain
Rashaun Roberts, Jim Grosch
National Institute for Occupational Safety and Health, Cincinnati, OH, USA
- P25 Relationship between emotional burnout and sickness absence in Korean service workers
Eunhee Choi¹, Sei-Jin Change^{2,3}, Hyun-Jean Roh², Min-Young Lee²
¹Institution of Lifestyle medicine, Yonsei University Wonju College of Medicine, Republic of Korea, ²Department of Preventive Medicine, Yonsei University Wonju College of Medicine, Republic of Korea, ³Institute of Occupational and Environmental Medicine, Yonsei University Wonju College of Medicine, Republic of Korea
- P26 Psychometric properties of the Nasa Task Index Load based on a Chilean Workers
Leonardo Aguirre
Mutual de Seguridad, Santiago, Chile
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12:45 - 13:30 Halls A + D

- P4 An employment first recovery model: Turning the notion of job readiness on its head
Ann Thornton
Maximus Solutions Australia, NSW, Australia
- P29 A development of measurement tool for social capital and ethics at the workplace for nurses in Japan.
Maki Tei-Tominaga¹, Takashi Asakura², Kyoko Asakura³, Akiko Minami¹
¹Kyoto Tachibana University, Faculty of Nursing, 34 Yamada-cho Otake, Yamashina-ku, Kyoto, Japan, ²Tokyo Gakugei University, Laboratory of Health and Social Behaviour, 4-1-1, Nukuikita, Koganei, Tokyo, Japan, ³Tohoku University, Graduate School of Medicine, Division of Nursing Education and Administration, 2-1, Seiry-machi, Aoba-ku, Sendai, Japan
- P30 Long working hours, job satisfaction, and depression among full-time employees of small- and medium-scale businesses
Akinori Nakata
University of Occupational and Environmental Health, Kitakyushu, Fukuoka, Japan
- P31 Relationships between work-family organizational culture, organizational commitment, and intention to stay in Japanese registered nurses
Yuya Shimojo, Kyouko Asakura, Miho Sato, Ikue Watanabe
Tohoku University Graduate School of Medicine, Sendai City, Miyagi Prefecture, Japan
- P32 Marital status as a moderator of the relationship between burnout and work social support in working mothers
Laura Robinson, Christopher Magee, Peter Caputi
School of Psychology, University of Wollongong, NSW, Australia
- P33 Psychosocial Risk Factors Comprehensive Organizational Approach - Strategic Gains for the Worker, Enterprise and Society
Sylvia Regina Trindade Yano¹, Elza Maria Souza², Marco Antonio Silveira¹, Nanci Gardim¹, Kenneth Nunes Tavares De Almeida³, Luciana Mêrces De Lucena⁴
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- P34 The association between psychiatric disorders work-related problems among Korean subway drivers
Se Eun Kim, Hyoung Ryoul Kim, Jong In Lee, Jun Su Byun, Hye Eun Lee
The Catholic University of Korea, Seoul St.Mary's Hospital, Seoul, Republic of Korea

- P36 Effects of emotional labor on depressive symptom in female service workers
Hyo-Jeong Kim¹, Sei-Jin Chang^{3,4}, Inah Kim¹, Jae-Hoon Roh^{1,2}
¹Graduate School of Public Health, Yonsei University, Seoul, Republic of Korea,
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- P40 The causes of workers' suicide in Korea based on the qualitative analysis using the documents related with workers compensation
Inah Kim, Pil Kyun Jung
Yonsei University Graduate School of Public Health, Seoul, Republic of Korea
- P41 The strategies nursing managers implement to accommodate aging staff and awareness of managers' strategies among staff
Junka Nakayama, Chizuko Miyamoto, Yuri Suenaga, Mizuho Ando, Natsuko Shimazawa
Department of Nursing, Faculty of Healthcare, Tokyo Healthcare University, Tokyo, Japan
- P42 Current efforts and issues regarding support for an increasingly diverse workforce of nurses in Japan
Yuri Suenaga¹, Katsuko Ota², Chizuko Miyamoto¹, Natsuko Shimazawa¹, Mizuho Ando¹, Junka nakayama¹
¹Department of Nursing, Faculty of Healthcare, Tokyo Healthcare University, Tokyo, Japan, ²Division of Nursing Management, Graduate School of Healthcare, Tokyo Healthcare University, Tokyo, Japan
- P43 Psychosocial factors associated with asthenopia in call center operators in São Paulo, Brazil
Eduardo Sá, Leonilde Galasso, Mário Ferreira Júnior, Lys Esther Rocha
Faculdade de Medicina da Universidade de São Paulo, Brasil, São Paulo, Brazil
- P44 Characteristics of job stress, work engagement and mental health status among hospital registered dietitians
Yoko Koyama, Toshio Kobayashi
Hiroshima University, Graduate School of Biomedical & Health Sciences, Hiroshima, Japan
- P46 The Relationship between Psycho-social Working Conditional Factors and Subjective well-being of employed workers of Korea
Bumjoon Lee, Hwan-Cheol Kim, Jong-Han Lim, Shin-Goo Park, Sung-Hwan Jeon, Yong-Seok Huh, So-Hyun Moon
Department of Occupational and Environmental Medicine, Inha University, Incheon, Republic of Korea

- P47 Relationship between job demands and work engagement among Japanese workers
Shizuka Nakamura¹, Yasumasa Otsuka¹, Akinori Nakata², Kenji Sakurai³, Junko Kawahito⁴
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- P48 Change in overtime hours and burnout components in Japanese employees
Yusuke Tsutsumi¹, Kosuke Mafune¹, Ayako Hino^{1,2}, Yosuke Miyazaki¹, Kozue Yanagida¹, Nobuaki Tanaka¹, Chiemi Hori¹, Kazuyuki Masuda¹, Yuko Nakagawa², Akiomi Inoue¹, Hisanori Hiro¹
¹Department of Mental Health, Institute of Industrial Ecological Sciences, University of Occupational and Environmental Health, Kitakyushu, Japan, ²Department of Health Policy and Management, Graduate School of Medical Science, University of Occupational and Environmental Health, Kitakyushu, Japan
- P49 Association between workplace clients' violence and burnout in Korean service workers
Sei-Jin Chang^{1,2}, Hyun-Jean Roh^{1,2}, Min-Young Lee^{1,2}, Eun-Hee Choi³
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- P51 Do Italian companies effectively manage work-related stress? A follow up study on companies using INAIL's methodology to assess and manage work-related stress
Cristina Di Tecco, Tiziana Castaldi, Sara Vitali, Matteo Ronchetti, Simone Russo, Valeria Boccuni, Antonio Valenti, Sergio Iavicoli
INAIL Research Area- Department of Occupational Medicine, Rome, Italy
- P52 Work related stress: A comparative study among nurses and other health workers
Antonio Valenti, Sara Vitali, Marta Petyx, Sandra Manca, Cristina Di Tecco, Diana Gagliardi, Sergio Iavicoli
Italian Workers' Compensation Authority (INAIL) Department of Occupational Medicine, Research Area, Rome, Italy
- P53 What predicts burnout? A longitudinal study of mothers and fathers over a six year period.
Wendy Nilssen^{1,2}, Anni Skipstein¹
¹Norwegian Institute of Public Health, Oslo, Norway, ²Norwegian Knowledge Centre for the Health Services, Oslo, Norway

- P54 Psychosocial work characteristics and common mental disorders among primary health care workers of Belo Horizonte, Minas Gerais, Brazil
Tania Araujo¹, Thalles Pereira², Ada Assunção³
¹Health Department, State University of Feira de Santana, Feira de Santana, Bahia, Brazil, ²Epidemiology Group, State University of Feira de Santana, Feira de Santana, Bahia, Brazil, ³Medical School, Federal University of Minas Gerais, Belo Horizonte, Minas Gerais, Brazil
- P56 Incidence and correlates of post-traumatic stress disorder (PTSD) following workplace robbery: a longitudinal cohort study among bank employees
G Fichera^{1,2}, Alice Fattori^{1,2}, L Neri^{1,2}, M Musti³, M Coggiola⁴, G Costa^{1,2}
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- P57 Role of emotional regulation in helping supervisors to provide effective support to employees experiencing role overload.
Michelle Tucker, Nerina Jimmieson
Queensland University of Technology, Queensland, Australia
- P58 Job characteristics and health: Linking the US Occupational Information Network to an Australian national survey
Yiqiong Li, Peter Chen, Michelle Tuckey, Maureen Dollard, Sarven McLinton
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LEGEND

Shopping/ Dining Strip

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99c Free Bus Route

Connector Bus Route

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Tram Stops

Toilets W/C

Taxi

Police

Hospital

Information

Attractions

Accredited Information Centre

0 125m 250m 500m 1km



ICOH-WOPS 2014 Congress Program at a Glance

Time	Wednesday 17 Sept 2014				Thursday 18 Sept 2014				Friday 19 Sept 2014			
	Main hall	Room 1	Room 2	Room 3	Main hall	Room 1	Room 2	Room 3	Main hall	Room 1	Room 2	Room 3
800	Registration				Registration				Registration			
815												
830					Symposium (4201): Retrenchment & Unemployment 1	Symposium (4168): Lean production	Oral session: Psychosocial interventions	Oral session: Physiological indicators	Oral session: Job Demand-control-Support model	Symposium (4172): Motivation and health in dynamic contexts	Oral session: Work ability	Oral session: Absenteeism
845												
900	Opening remarks											
915												
930	Interactive panel discussion: <i>Worker health and psychosocial factors at work: Current and future challenges nationally and internationally</i>											
945												
1000												
1015												
1030												
1045	Coffee break				Coffee break				Coffee break			
1100												
1115	Special session: National level policy	Oral session: Social mistreatment at work	Oral session: Job stress antecedents	Oral session: Precarious work	Symposium (4208): Retrenchment & Unemployment 2	Symposium: Psychosocial safety climate	Oral session: Interventions: Education and tools	Oral: Physical health outcomes	Panel session: Cardio-vascular health	Symposium (4321): Interventions 1	Oral session: Determinants of well-being at work	Oral session: Presenteeism and productivity
1130												
1145												
1200												
1215												
1230												
1245	Lunch and poster session				Lunch				Lunch and poster session			
1300												
1315	Special presentation on the ICOH Congress 2015 Seoul, Korea (Main hall)				Meeting of the Asia Pacific Academy for Psychosocial Factors at Work Book launch: <i>Psychosocial Factors at Work in the Asia Pacific</i> (Main hall) (All welcome)				Meeting of the ICOH-WOPS Scientific Committee (Main hall)			
1330												
1345												
1400												
1415												
1430	Symposium (4257): Workplace bullying 1	Symposium (4212): Psychosocial risk prevention	Oral session: Employer-employee relationships	Oral session: Working arrangements	Symposium (4205): Multilevel models	Oral session: Macro factors	Oral session: Recovery	Oral session: Physical and mental health promotion				
1445												
1500												
1515												
1530												
1545	Coffee break								Coffee break			
1600												
1615	Symposium (4256): Workplace bullying 2	Special session: National surveillance	Oral session: Work safety indicators and risks	Oral session: Positive well-being and resilience	Free time to prepare for dinner				Special session: Optimal time lags in stress research	Symposium (4224): Sleep research in the workplace	Oral session: Workplace health promotion	Practice forum (4238): Values in psychosocial climate
1630												
1645												
1700												
1715												
1730	Welcome reception								Rapporteur - Dr Irene Houtman Closing ceremony - Prof Stavroula Leka			
1745												
1800												
1815												
					Conference dinner <i>Sunset by the Sea</i> Stamford Grand Glenelg 5.00PM – 9.30PM							