THE JAPANESE VERSION OF THE WORKPLACE PERMA-PROFILER: A VALIDATION STUDY OF THE MEASURE FOR WELL-BEING AT WORK

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Introduction The importance of well-being of workers has recently been recognised, since well-being is protective for mortality, independent of negative factors. Although well-being at work is also discussed intensively, no multi-dimensional measure of well-being at work has been developed in a non-western country, such as Japan. The purpose of this study was to investigate the reliability and validity of the Japanese version of the Workplace PERMA-Profiler, which was developed according to a PERMA model, proposed by Seligman (2011) among Japanese workers.

Methods A baseline Internet-based survey was conducted of 310 Japanese workers and part of the respondents (100) were surveyed again at 1 month later. The Workplace PERMA-Profiler (23 items, 3 items per PERMA domain and 8 additional items) was translated according to the international guideline. Job and life satisfaction, work engagement, psychological distress, work-related psychosocial factors, and work performance were also measured for testing the convergent validity. Cronbach’s alphas, Intra-class Correlation Coefficients (ICCs), the Standard Error of Measurement (SEM), and the Smallest Detectable Change (SDC) were calculated, and correlational analyses and confirmatory factor analysis were conducted.

Result A total of 310 (baseline) and 86 (follow-up) workers responded and were included for the analyses. Cronbach’s alphas and ICCs for scale scores ranged from 0.75 to 0.96. the SDC of the scale ranged from 1.81 to 2.56. Moreover, the scores of the total and 5 factor scales showed moderate-to-strong correlations with job satisfaction, psychological distress, and work-related factors. A 5-factor theory-based model showed not excellent but marginal acceptable fit (χ²(80) =351.30, CFI=0.892, TLI=0.858, RMSEA=0.105, SRMR=0.051).

Discussion The Japanese version of the Workplace PERMA-Profiler showed acceptable levels of reliability and validity. This measure could be useful to assess well-being at work and promote well-being research among Japanese workers. However, concepts and measures for well-being at work should be investigated in further studies.

MENTAL STRESSES AND STRAINS IN CONSTRUCTION SECTOR EMPLOYEES

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Introduction In 2014, the mental and behavioural disorders diagnosis group accounted for 79 mill. days of incapacity to work and 43% of retirements due to partial disability (Health and Safety at Work Report 2014). In addition to individual dispositions and serious incidents, stresses in the working environment are other causes considered. Among other things, due to the acceleration of manufacturing and communication processes and increasing mobility requirements, the latter are increasing overall. The BG BAU ASD surveyed employees in the construction sector to find industry-specific approaches to preventing mental stress.

Methods In spring 2016, the BG BAU ASD surveyed 5658 employees in the construction sector nationwide on mental stresses and strains and on their own quality of life as part of routine check-ups. Participation in the survey was voluntary. As the survey was of the construction sector, men accounted for 93% of participants. Accordingly, only the results of the