Introduction Workplace social capital (WSC) is hypothesised to be beneficial for employee health. We sought to examine the association between changes in WSC in relation to changes in HbA1c levels.

Methods Analyses included 2778 men and 684 women aged 65 and under working at six companies in Japan from the J-HOPE Study. The first survey was conducted between October 2010 and December 2011, and two follow-up surveys were conducted at approximately annual intervals. Questionnaires inquiring about workplace social capital and other characteristics were administered at each survey. Blood samples were obtained from participants at baseline and at the following two surveys. Linear regression analysis was performed to assess the cross-sectional and longitudinal association between WSC and HbA1c levels using Generalised Estimating Equations.

Result For women, higher level of WSC was cross-sectionally associated with lower HbA1c (standardised regression coefficient (β) -0.020 , 95% CI: -0.033 to -0.007). Longitudinally, similar associations were observed (β -0.016 , 95% CI: -0.030 to -0.003). No association was found among men. All explanatory variables were standardised before inclusion in each analysis.

Discussion WSC may have beneficial effects on glycometabolism in working women. The gender difference in associations may be partially explained by the socio-cultural context. Our findings lend weight to the notion that the pattern of association between WSC and HbA1c is both culturally contingent and gender-specific.

457 AN EVALUATION OF WORKPLACE STRESS IN AN QATARI OIL AND GAS COMPANY

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Introduction This research aims to identify and to evaluate workplace stress risks in an oil and gas contracting company in the State of Qatar. The study is conducted using a specific work-related stress risk assessment methodology developed by the Italian National Institute for Insurance against Accidents at Work (INAIL). The goal of this research is to propose efficient control measures to tackle such risks and to enhance employee job satisfaction in the company. Moreover, the study focuses on investigating the aspects of work demands, controls and other associated factors with work stress that might be adversely affecting the employees in the core operations of the organisation.

Methods Both qualitative and quantitative methods of research were applied throughout the study using the INAIL approach. The methodology is applied to an intended convenience sample of 210 employees of the Maintenance and Shutdown Department in the company, which observes a work force of 1662 employees, contributing to a sample value of 12.5%.

Results Overall results demonstrate low presence of work stress. However, there is a clear need for improvement in the areas of demands, control, relationships and change with particular minor considerations for managerial support area.

Conclusion The findings from this research established a firm ground intended for applying a work-related stress improvement strategy in the company which includes:

- the application of the INAIL method tailored for the organisation's use. However, this can be done when both checklist and questionnaire are applied, regardless of the low-risk scores, in order to assess critical sub-areas;
- HSE indicator tool questionnaire should be elaborated more for the employees, particularly for the blue collar workers;
- establishing a commitment towards the management of work stress through a clear policy, trainings and education on psychosocial factors is essential for the success of this tool.

1014 IS WORKPLACE BULLYING AN INDEPENDENT RISK FACTOR FOR MUSCULOSKELETAL DISORDERS? A STUDY WITH BRAZILIAN CIVIL SERVANTS

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Introduction Workplace bullying has been described as an important determinant for many health outcomes, such as depression, suicidal ideation and sleeping problems. However its role as a possible determinant of musculoskeletal disorders is still on discussion. We aimed to evaluate the independent association between workplace bullying and neck/upper limb musculoskeletal pain in a sample of Brazilian civil servants.

Methods Cross-sectional study with a sample of 1616 workers from the Brazilian Federal Judiciary. The Negative Acts Questionnaire (NAQ-r) was used to measure bullying at work and an adapted version of the Nordic Musculoskeletal Questionnaire (NMQ) was used to evaluate neck and upper limb musculoskeletal pain. Poisson and logistic regressions were used to test and estimate associations of interest, controlling for confounders.

Results The overall prevalence of frequent (weekly or daily) neck and upper limb musculoskeletal pain was 49.9%. The prevalence of workplace bullying was 17.0%. In the regression analysis controlling for social, demographic and occupational confounders, workers exposed to bullying (weekly or daily negative acts) presented a 2.04-fold higher prevalence of neck and upper limb musculoskeletal pain than those who did not suffer bullying ($p < 0.001$).

Discussion Our findings suggest that workplace bullying can be an independent risk factor for musculoskeletal pain in workers. New longitudinal studies are needed in order elucidate the role of workplace bullying in determining occupational musculoskeletal disorders.

892 STUDY OF STRESS IN THE WORKPLACE: CASE OF A PORT AUTHORITY IN ABIDJAN

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Introduction Work stress is defined as the adverse physical and psychological reaction that occurs when the demands of the job do not match the worker's needs, abilities or resources. It negatively impacts the health of workers and the

company. In order to determine the prevalence of stress in a port company in Abidjan we conducted this study.

Method A cross-sectional descriptive and analytical survey was conducted from April 2015 to July 2016. In collaboration with the company's managers, we sensitised staff on the concept of stress at work. The data were collected using three self-questionnaires (the 26-item KARASEK job content questionnaire, 12 items GOLDBERG self-assessment questionnaire for psychopathology, and the French version of the SIEGRIST questionnaire at 46 items).

Results The prevalence of stress was 54.6%. Stress came mainly from supervisors (65.7%) and was favoured by work situations such as emergency tasks (21.4%), poor organisation of work (20.4%), and Heavy workload (17.8%). More than two-thirds of stressed workers (64%) had psychological distress. Age ($p=0.139$), gender ($p=0.57$), workplace ($p=0.65$), professional seniority ($p=0.65$) and the hourly organisation of work $p=0.39$) had no statistically significant impact on the occurrence of stress.

Conclusion Stress is a major psychological risk requiring preventive measures such as listening cells and improved working conditions in human, technical and organisational terms.

1050

ASSOCIATION BETWEEN WORKPLACE SOCIAL CAPITAL AND JOB PERFORMANCE: A MULTILEVEL STUDY IN CHINA

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Introduction Although researchers have recently paid more attention workplace social capital (WSC), which was found to associate with health and health-related behaviours, such as smoking, physical activity and medicine adherence. Theoretically, WSC facilitates to solve collective action problems, so WSC may associate with job performance. However, there was sparse evidence on association between WSC and job performance, and most of them conducted in developed countries. In order to fill the gap, a multilevel study was conducted in Shanghai, China.

Methods A cross-sectional study was conducted among 2380 workers from 33 workplace in Shanghai from December 2016 to March 2017. Job performance was measured by The World Health Organisation Health and Work Performance Questionnaire. WSC was measured by Chinese version of Workplace Social Capital Scale. Data were analysed using STATA 13.0.

Results Four-week relative absenteeism was 0.055 (95% CI: 0.045 to 0.065), and relative presenteeism was 1.037 (95% CI: 1.030 to 1.045). Multilevel generalised linear models indicated that individual-level WSC was negatively associated with relative absenteeism ($\beta=-0.065$, 95% CI: -0.100 to -0.029), both individual-level and aggregated-level WSC were positively associated with relative presenteeism ($\beta=0.038$, 95% CI: 0.015 to 0.061; $\beta=0.042$, 95% CI: 0.019 to 0.065) after controlling for demographic characteristic and self-rated health.

Conclusion Consistent with previous findings, the current study found that workplace social capital is also associated with job performance in China context. So building workplace social capital may improve job performance.

626

RELATIONSHIP OF QUALITY OF WORK LIFE WITH DEPRESSION/ANXIETY IN ADMINISTRATIVE STAFF OF AN INSTITUTION OF HIGHER EDUCATION IN MEXICO

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Introduction Currently the Quality of Work Life (QWL) and psychosocial risks are identified as important indicators of health in workers, it is important to carry out studies that can describe the behaviour of them in organisations. The aim was to analyse the relationship between QWL and the presence of symptoms of depression or anxiety in the administrative female employees of a public university in Mexico.

Methods These study was performed with a universe of 6455 employees and a probabilistic sample of 225 people. They all were applied the CVT-GOHISALO and Goldberg's depression and anxiety questionnaires to measure their QWL and the presence of depression or anxiety symptoms. The Cronbach's Alpha of CVT-GOHISALO is 0.9527 and the Goldberg's depression and anxiety scale is 0.89.

Results Only in one of the seven dimensions of CVT-GOHISALO instrument, the highest percentage of satisfaction was of high level, 49.3%, in all other dimensions the highest percentage of satisfaction was of low level. As for the presence of depression symptoms, 20.9% of the employees had them and anxiety symptoms occurred in 59.1%.

In all dimensions, the higher satisfaction with the QWL and the absence of depression or anxiety symptoms were related. As well as low and medium level of satisfaction with the presence of depression or anxiety symptoms. All crosses were statistically significant, with p values for each dimension ranging between 0.000–0.046.

Conclusions To the university administrative staff, there is a relationship between being satisfied with the QWL and the absence of depression or anxiety symptoms. High satisfaction with QWL, is a protective factor for not having depression or anxiety symptoms. The risk of developing depression or anxiety symptoms, is four times higher for those with low satisfaction level with their QWL than for those who have high satisfaction level.

693

COMBINED EFFECTS OF OVERTIME WORK HOURS AND EXERCISE HABITS ON PSYCHOLOGICAL DISTRESS: A CROSS-SECTIONAL STUDY AMONG JAPANESE WHITE-COLLAR WORKERS

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Introduction As symbolised by the word 'Karoshi' (death from overwork), the effect of overtime work hours on employees' physical and mental health is an important issue in Japan. Although there are inconsistent findings regarding the association between overtime work hours and mental health, several studies have found that physical activity has a positive effect on mental health. In this study, we investigated the combined