

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.

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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.

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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.

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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

effects of overtime work hours and exercise habits on psychological distress.

Methods We used data from a health examination of 1082 workers in FY 2013. We obtained information on working hours in the most recent month from the personnel records of the surveyed company. Overtime work hours per month were classified into three groups: short (<45 hours), medium (45–79 hours), and long (≥ 80 hours). Exercise habits were classified into two groups using a self-administered questionnaire: yes or no. Odds ratios (ORs) of psychological distress, defined as scores ≥ 4 on the 12-item General Health Questionnaire, were calculated using multiple logistic regression analyses adjusting for age, gender, marital and residence status, occupation, drinking habits, smoking history and psychosocial work characteristics.

Results Compared to the short overtime with exercise habits group, the ORs (95% confidence intervals) for psychological distress were significant for the medium overtime with exercise habits group (OR=1.81 [1.20–2.75]), medium overtime without exercise habits group (OR=2.11 [1.37–3.25]), and long overtime without exercise habits group (OR=3.03 [1.64–5.58]). No significant ORs were observed for any other group combinations.

Discussion In the medium overtime group, overtime work hours were significantly associated with psychological distress regardless of exercise habits. However, in the long overtime group, this significant association disappeared among those with exercise habits. Our findings suggest that exercise habits reduce psychological distress in relation to long (i.e., ≥ 80 hours) overtime work hours.

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WHICH STRESS-RELATED FACTORS AFFECT THE MENTAL HEALTH OF NUCLEAR EMERGENCY WORKERS OVER A LONG PERIOD?

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Introduction Fukushima Daiichi Nuclear Power Plant suffered serious damage the Great East Japan Earthquake and Tsunami of 2011. This study examines the association between mental health status and stress-related factors in the nuclear emergency workers 4–5 years after the disaster.

Methods In total, 1572 workers completed a self-administered questionnaire by mail. Mental health status was measured by the K6. The stress-related factors we evaluated life events, stress coping, sense of coherence, self-esteem, self-efficacy, resilience, social support, life satisfaction, job satisfaction and slanderous defamation. Multiple regression analysis was performed with the K6 score as the explained valuable and stress-related factors as the explanation variables.

Result The K6 score was significantly high in the workers who had worked for a long period of time. It was also related to the scores of life events, stress coping, self-esteem, life satisfaction, work satisfaction and slanderous defamation. The slanderous defamation score most strongly related to the K6 score.

Discussion Long term follow-up is for nuclear emergency workers who work for long period of time, and slanderous defamation is one of the most important measures support the mental health of these workers

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DEVELOPING A CULTURALLY RELEVANT WORKPLACE MENTAL HEALTH E-HEALTH APPLICATION FOR THE CANADIAN INDIGENOUS POPULATION

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Introduction Workplace stress stemming from lateral violence in the workplace is problematic for Indigenous workers. Unlike workplace bullying, lateral violence differs due to the root cause. Canadian Indigenous people are abusing their own people in similar ways to how they have been abused. It is a cycle of abuse and its roots lie in factors of colonisation, oppression, intergenerational trauma and the ongoing experiences of racism and discrimination. Information on mental health and mental health resources within Indigenous workplaces is lacking. Therefore, our objective was to develop an e-health intervention for Indigenous mental health in the workplace.

Methods We participated in a CIHR ‘Work Stress and Well-being Hackathon’ to achieve our objective. The Hackathon was a two and a half day event where participants work with an e-health team to devise a solution to their problem. The event was collaborative and involved multiple perspectives in the development of the e-mental health solution. In addition to the principal investigator and knowledge user, the team included an individual with lived experience and technical expertise, including designers and programmers.

Results At the end of the Hackathon we had developed a prototype of a working e-mental health application based on the medicine wheel and Indigenous cultural teachings. We also developed a relationship with an e-health company, Cossette Health, who will be working with us over the next year to turn the prototype into a viable working e-health application. We will demonstrate our working app at the conference.

Conclusion Future goals of the project will be to evaluate the effectiveness of the completed e-mental health application, in the communities affiliated with the Nokiiwin Tribal Council, with respect to improving access to relevant mental health information and reducing workplace lateral violence.

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TEACHER'S PREVALENCE OF DEPRESSIVE SYMPTOMS IN KOREA

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Introduction Mental health problems of teachers have been raised due to increased workload, violence, emotional labour in students and parents response processes. The purpose of this study is to investigate the mental health status and to find way to improve teacher's working environment.

Methods Total 79 schools in 8 groups were randomly selected considering level(elementary, middle, academic high, vocational high) and area(urban, rural) using National Educational Statistics 2015. The questionnaire including CES-D was mailed to