Introductory

The aim of this investigation is to develop and validate a psychological risk assessment – bridging the research-practitioner gap.

Materials and methods

Participants were 2000 local authority employees in Bavaria/German Social Accident Insurance Institution for the public sector in Bavaria.

The online assessment provides statements on the work content, work organisation, social relations and the work environment. With 48 items, psychological work factors that have impact on mental health were determined by means of literature searches, workshops and telephone interviews with experts. An online assessment was developed between April 2016 and September 2016. From October 2016 to March 2017 risk analyses were carried out by experts and employees on the basis of 10 pilot companies from the public sector (about 2000 respondents).

Results

The online assessment provides statements on the work content, work organisation, social relations and the work environment. With 48 items, psychological work factors with regard to the task (not the person) are recorded with value-neutral formulations. The response scale is a 4-step frequency scale. First analyses prove the objectivity, reliability and validity of the instrument.

Conclusion

The online assessment contains psychological work factors that can be generalised to any work tasks. It might be used across all sectors. The instrument measures psychological risk at work economically and largely independent of the individual response.

Conclusion

Overall, the staff experienced difficulties performing their duties in an optimal way in the open workplaces. Both the relocation and the positive CAGE result were associated with worse working conditions; both the use of sleeping pills and the anxiety/other psychiatric problem was associated with night work; and self-reported depression was associated with overtime work.

Discussion

This study pointed out that certain characteristics of the work processes were associated with the variables related to suffering in workers of the SAUVI survey. Other research that evaluates causation and investigates other variables should be conducted.