

1320 ASSESSING PERSONAL STRENGTHS OF JAPANESE WORKERS – A PRELIMINARY STUDY

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Introduction Recognising our strengths and using them in our daily lives is essential for improving our well-being. Recently this approach has been applied to work settings. Strengths Finder (SF) and Values in Action Inventory of Strengths (VIA-IS) are the most commonly used international instruments. However, these instruments were originally developed in Western countries and it is not certain whether the subordinate concepts of these instruments are suitable for people in the East. Therefore, this study was designed to develop an instrument for assessing the personal strengths of Japanese workers.

Methods All concepts within SF and VIA-IS and several other concepts that emerged as a result of brainstorming conducted by occupational health professionals in Japan were considered as subscales of the developing instrument. Thirty-three concepts were elicited, and subordinate items of each concept were developed. Of these, one concept was considered ambiguous, and therefore, 32 concepts with 264 items were used in the preliminary instrument. This was distributed to Japanese workers (n=971) between July and November 2011. After excluding 122 participants with missing responses, the data of the remaining 849 participants were used in the analyses.

Results After excluding 55 items that showed low factor loadings for each factor, 209 items were used for checking the reliability and validity of the new scale. Cronbach's alpha mostly ranged from 0.64 to 0.84, except for one concept, 'Shin' (believe), which showed a Cronbach's alpha score of 0.54. Moreover, factorial validity using confirmatory factor analyses revealed that most goodness of fit indices were within acceptable range (CFI: 0.78 to 0.99, SRMR 0.02 to 0.07).

Conclusion A new strengths instrument was developed through discussions with occupational health professionals and a preliminary study with Japanese workers. However, future studies are warranted because several concepts used in the instrument showed insufficient reliability or validity.

651 STRESS SAFETY NET – A MODEL FOR COMPREHENSIVE ORGANISATIONAL STRESS MANAGEMENT

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Introduction Stress in the workplace has emerged as a significant and universal problem in terms of negative health, loss in productivity and socio-economic turbulence. Latest research concludes that integrated stress management (systems approach) showed benefits both to individuals and organisations. It will help to identify the scope of primary, secondary and tertiary interventions in a given organisation in handling stress to gain overall organisational effectiveness. Against this backdrop, Stress Safety Net, a comprehensive model was conceptualised and tested for its efficacy.

Methods An experimental study was conducted on 1000 employees in two different workplace settings in two major companies and in each workplace 500 employees participated

in the study. Pre and post test was conducted to verify the efficacy of Stress Safety Net Model. Physiological, Bio-chemical, Psychological and Organisational parameters of stress were tested. Data were analysed using SPSS.

Results Employees perceived distress was significantly reduced. Bio-chemical parameters i.e. Total Cholesterol and LDL have dropped very significantly ($p < 0.001$). Other parameters such as Serum Cortisol, Orthostatic Tolerance Test (OTT) and C-reactive protein (CRP) which are indirect measures of stress showed a significant decrease with ($p < 0.01$), ($p < 0.05$) and ($p < 0.05$) respectively. Overall Role Stress reduced significantly ($p < 0.05$). Organisational level variables i.e. Management competencies and psychosocial safety climate were improved significantly.

Conclusion Stress Safety Net (a set of well-defined practices, policies, and competencies) implemented by the organisations that helped to identify and overcome stress triggers, promote stress resilience thus enabled employees to execute their task/deliveries efficiently. The findings demonstrated the efficacy stress safety net model enabled the systems approach in stress management at the workplace.

991 WORK ORGANISATION AS THE MAIN DETERMINANT OF WORKPLACE BULLYING: AN EPIDEMIOLOGICAL AND AETIOLOGICAL APPROACH

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Introduction Workplace bullying has been currently described as one of the main psychosocial factors at work that reflects in workers' health. Its determination has been increasingly discussed in literature. We aimed to evaluate the association between work organisation and bullying in a Brazilian Civil Servants sample, in order to understand this phenomenon.

Methods Cross-sectional study with a sample of 2073 workers from the Brazilian Federal Judiciary. Work Context Assessment Scale (EACT) was used to evaluate dimensions of work organisation (OT), working conditions (CT) and interpersonal relationships (RSS). The Negative Acts Questionnaire (NAQ-r) was used to measure bullying. Poisson and logistic regression models were used to test associations of interest, controlling for confounders.

Results The overall prevalence of bullying (exposure to a weekly negative act) was 17.0%. In the regression analyses controlling for social, demographic and occupational confounders, all factors of the work context, when classified as severe, were strongly associated with bullying ($p < 0.01$), increasing the prevalence of the outcome in 10.4 (OT), 3.6 (CT) and 11.0 (RS) times. After including working context as a covariate in the model, in order to verify the isolated effect of each dimension, severe OT and RS remained strongly associated with bullying (Prevalence ratio=4.8 and 6.5, respectively, $p < 0.01$).

Discussion These findings corroborate the hypothesis that work organisation is one of the main determinants of workplace bullying. Labour characteristics of this public service and the quality of instruments support an adequate temporality between exposure and outcome. Interventions to eliminate bullying and protect workers health should focus on work organisation and work processes.