Bullying/Stress/Violence

EFFECTIVENESS OF ORGANIZATIONAL INTERVENTIONS TO PREVENT OCCUPATIONAL BURNOUT: A SYSTEMATIC REVIEW AND META-ANALYSIS

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Objectives To assess the efficacy of organizational interventions on primary and secondary prevention of occupational burnout.

Methods We searched in PubMed, EMBASE, PsycINFO, and Cochrane Library databases (since inception until the 31.05.2022) experimental or quasi-experimental controlled studies that reported the effect of preventive intervention on organizational or combined level on occupational burnout. We used Cochrane Collaboration’s tool for randomized and non-randomized interventions to assess the risk of bias. Studies reporting emotional exhaustion score mean before and after intervention in both treatment and control groups were meta-analysed using the random-effect model. The effect size was estimated as Morris (2008) dppc2.

Results From the 2425 identified records, we assessed 228 full texts for eligibility and included 23 studies. Among them, four implemented combined and 19 organizational interventions. The latter were either participatory interventions (n=13) or focused on workload (n=4) and work-schedule (n=5), or other. The risk of bias was low in seven studies, high in another seven studies, and unclear otherwise. Eleven studies were included in meta-analysis. Overall, the meta-estimate of dppc2 was -0.33 (95%-CI=-0.41;-0.26). Interventions focused on workload and participatory interventions had a stronger effect, while interventions focused on work schedule had no effect. The effect-size varied by the follow-up duration.

Conclusion Interventions at organizational level in workplaces can prevent or reduce burnout. Several types of interventions showed a moderate effect on emotional exhaustion. However, the evidence is still limited, due to a small number of studies and a high heterogeneity between them. This calls for further research, using participatory interventions at organizational level, especially in sectors with high risk of stress and burnout.

Specific occupations/Industries

CHANGES IN WORK AND HEALTH CONDITION IN SWISS BUS DRIVERS FROM 2010 THROUGH 2022

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Introduction For the past decades, bus drivers (BDs) have been considered as one of the most exposed and diseased occupational groups worldwide. This study aimed to assess and compare the prevalence of the health problems and BDs’ working conditions in 2010, 2018, and 2022.

Material and Methods This repeated cross-sectional study was conducted among BDs affiliated to a union active in public road transport sector. We reused self-administered questionnaire data to estimate prevalence of musculoskeletal, digestive and mental disorders, and accidents. Regarding working conditions, we measured the score of twelve drudgery factors at three time points.

For health problems and accidents, which increased between 2010 and 2022, we performed logistic regression models adjusted for sex, age, driving seniority, region, education and occupancy rate.

Results The study sample included 698 participants in 2010, 375 in 2018 and 870 in 2022. The most prevalent health conditions were back and shoulder and neck pain, abnormal fatigue. While the three most tedious work conditions were working day of more than 10 hours, cyclists’ behavior, and long period without access to toilets.

Shoulder and neck pain was associated with female sex, upper limb muscular pain, and driving for more than 4h. Sleep disorders were associated to region, union, education, anxiety, stomach pain, fatigue, sick leave, aggressiveness of other road users and cyclists’ behavior. Sick leaves were associated to age, driving seniority, region, union, stress, anxiety, sleep disorder, and accidents. Finally, accidents were associated to region, apprenticeship and sick leaves in the last 6 months.

Conclusion The female proportion of bus drivers’ work force has increased 4-fold over the last decade. Furthermore, some working conditions as driving period of more than 4 hours have worsened, explaining partly the worsening of BDs’ health condition. The understanding of working conditions is essential to prevent occupational diseases in BDs.