

Interactive Poster Session 1

Tuesday 13:30-15:00, Foyer

## **WORKING CONDITIONS AND WELL-BEING**

### **Health-related benefits and risks of flexibility at work**

Esther Palm

Modern information and communication technologies (ICTs) as well as increased mobility are continuously opening up new ways of flexible work organization. These may result in positive but also negative effects for organizations (improved customer orientation vs. decreased organizational commitment) as well as employees (improved work-life balance vs. mental overload and health impairment).

The research project FlexA, which aims at identifying health promoting strategies concerning the use of flexible work organization and work-related ICTs, started in 2014. In a first step, we will conduct a systematic literature review in order to gain an overview of the current state of research. A search strategy focusing on flexibilization, work-related use of ICT and work-life blurring, in association with health-related issues like wellbeing, psychological strain, mental illness and work-life balance has been designed. The search has already been conducted in psycINFO, medline, SOCindex and Business Source Premier, resulting in 9,055 hits. After removing duplicates and a first exclusion-screening on the basis of pre-defined terms, the remaining hits will be screened and evaluated by two independent researchers. The research findings of this systematic review will be presented.

In accordance with results of the systematic review, an online survey will be designed as a second step of the FlexA project. Based on results of the systematic review and the online survey, customized interventions will be initiated in selected Bavarian small and medium-sized enterprises and will be evaluated.

The project is funded by the Bavarian State Ministry of Health and Care and is coordinated by the Bavarian Health and Food Safety Authority. The scientific cooperation partners are: Institute of Occupational, Social and Environmental Medicine, Ludwig-Maximilians-University Munich; Institute of Psychology, University of Innsbruck. Transfer partner is the Chamber of Commerce and Industry for Munich and Upper Bavaria.

## **Insecurity in people's working careers and its effects on health**

Stefanie Unger

Work histories have become more diverse in recent years. In the future more older workers will look back on careers that include times of unemployment as well as frequent changes of jobs. But how does this kind of insecurity in people's working careers affect their health? Some studies suggest a negative effect of instability in employment histories for the health of those affected. In the paper "Precarious work situations and their effect on the health of older workers" we investigate health effects of precarious employment histories for older workers. To do this we compare changes in health over the last seven years of workers who have been in continuous employment situations to that of workers who have experienced times of unemployment in the recent past. We are using a linked dataset consisting of the panel survey PASS ("Panel Study Labour Market and Social Security") and the IEB ("Integrated Employment Biographies"). By combining those two datasets we obtain information on times of unemployment, changes of employer, total duration of employment as well as unemployment times in the IEB and personal information on the individuals and their subjective health status in seven subsequent years. More detailed health information is included in two waves.

## **Situational and Demographic Risk Factors for Burnout**

Christina Hahl

Situational and Demographic Risk Factors for Burnout in a German Academic Sample. Purpose: The academic work situation has become more and more demanding. Studies demonstrated that university employees are at risk for burnout (e.g., Lackritz, 2004). However, further research is needed that concentrates on this occupational group. Thus, the current study focuses on German academics as being at risk for burnout. The aim of this study is to investigate the role of demographic (gender, academic position) and situational risk factors (workload, teaching and research stress, role conflict, social support) for the three burnout dimensions emotional exhaustion (EE), cynicism (CY), and personal efficacy (PE). In addition, the study gives insight in the prevalence of burnout within academia. Methods: An online survey was used to collect data from academic employees of various faculties of different universities in Germany (N = 171). The average age was 33 years (SD = 8.0) and 60% of the participants were male. Three-quarters of the sample (78%) were research assistants. Burnout was measured using the Maslach Burnout Inventory-General Survey by Büssing and Glaser

(1998). Results: Almost one third of German academics were found to be at risk for burnout. Hierarchical multiple regression analyses revealed that less social support and teaching stress significantly predicted all manifestations of burnout. The other academic risk factors yield different relationships across the three burnout dimensions. Regarding the demographic risk factors, academic position contributed only to PE, and gender had no impact on any of the burnout facets. Conclusion: A high percentage of German university employees are at risk for burnout. Findings imply that social support from others (colleagues and supervisors) and less teaching stress may protect from burnout. Thus, university should provide for better mutual exchange opportunities among academics and adequate resources for teaching apart from research activities.

### **Conditions for maintaining mental health and how to tackle stigma of mental illness**

Anna Prokop

"Mental health is an integral aspect of health determining positive functioning of an individual in all life domains. As epidemiological estimations demonstrate, mental disorders will be experienced at some point in life by 20 percent of the world population. A rich body of research from different disciplines elucidate negative consequences of mental illness appearing in personal experience of individuals with mental health conditions as well as on the level of society. Most of those difficulties stem from persistent stigma of mental illness. It is connected with false understanding of what mental health is and how individuals with mental health problems are. Stigma of mental illness generates also adverse attitudes of public towards individuals with mental disorders as well as direct and indirect discriminatory behaviours in various social settings, i.e. interpersonal relations, using medical services, finding and maintaining job. Moreover, stigma of mental health conditions accounts

for fear of searching for professional help as well as lowering self-esteem and self-efficacy in individuals with mental health disorders. Work-environment is an important context for discussing what conditions are beneficial for maintaining mental health as well as how to tackle stigma of mental illness. The presentation addresses the question how to promote mental health and positive attitudes towards individuals experiencing mental health conditions. Results of the conducted content analysis of visual materials from anti-stigma campaigns from three European countries will be demonstrated. Recommendation for applying social marketing means in promoting mental health in work environment and in the public sphere will be discussed."