

Work experiences and health in a Lithuanian hospital – A Swedish salutogenic approach

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Conclusion

Similar patterns in health and work experiences in Lithuanian and Swedish hospital settings have been demonstrated. Work experiences were even more positive in Lithuania, which could be explained by a greater contentment for having a job. Further research is needed to increase the understanding of work and health experiences in different contexts.

Aim

To compare Lithuanian and Swedish data on health and work experiences in hospital settings.

Methods

Questionnaire measures

WEMS, Work Experiences Measurement Scale, with six sub-domains of work factors (Nilsson et al 2010)

Both measures have demonstrated good psychometric properties. The two indexes were standardised to range from 0 to 100 % (from most negative to most positive work experiences (WEMS) and health indicators (SHIS), respectively.

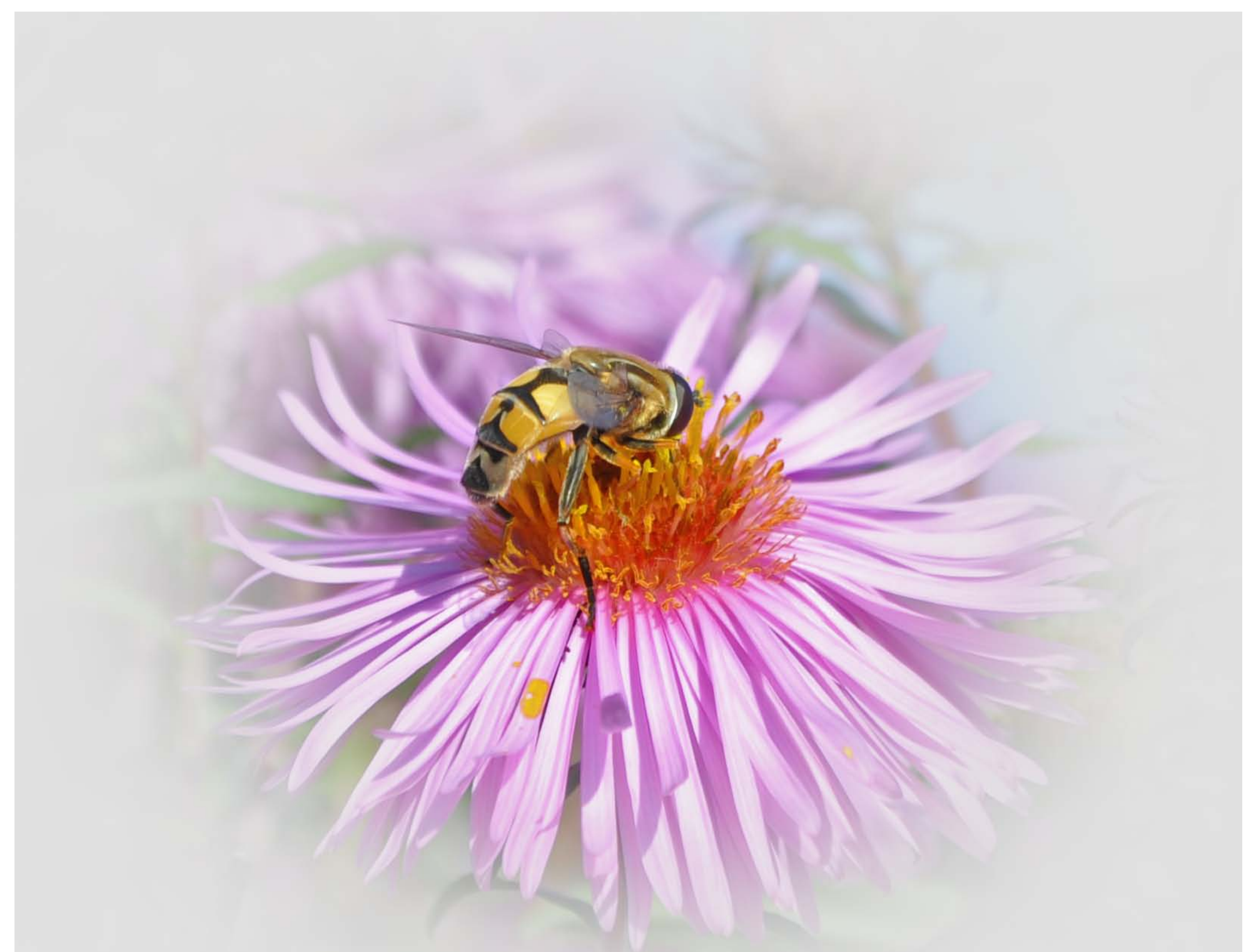
SHIS, Salutogenic Health Indicator Scale (Bringsén et al 2009)

The empirical data emanates from a questionnaire survey among 714 health care staff (response rate 88%) in a large hospital in Lithuania. Data are compared with previously published hospital data from Sweden (Nilsson et al 2010).

The analyses were done using ANOVA and t-test. For comparisons between SHIS and WEMS, the WEMS data was divided according to the quartiles, from those with the worst to those with the best work experiences.

Background

Promotion of health and well-being at the workplace has been on the agenda for more than 20 years. Most of the measurements used when studying health and work have usually had an ill-health perspective. Salutogenic questionnaires focusing on health and work experiences have been developed at Kristianstad University, Sweden (Bringsén et al 2009, Nilsson et al 2010).



Results

Mean SHIS

Age	Men	Women
Below 40	77	70
40 – 54	70	68
55 –	70	72
All ages	73	69

Mean WEMS

Domain	Management	Reorganisation	Internal Work Experience	Time Experience	Supportive Working Conditions	Autonomy
Lithuanian data	75	54	75	69	65	62
Swedish data ¹	60	27	75	63	57	52

¹ Nilsson et al 2010

SHIS ranged from 55% in the lowest WEMS quartile (worst work experiences) to 82% in the highest, $p < 0.001$.

References:

Bringsén Å, Andersson HI, Ejlertsson G. Development and quality analysis of the Salutogenic Health Indicator Scale (SHIS). Scand J Publ Health 2009; 37: 13-9

Nilsson P, Bringsén Å, Andersson HI, Ejlertsson G. Development and quality analysis of the Work Experience Measurement Scale (WEMS). WORK 2010; 35: 153-61



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More information on **SHIS** and **WEMS** can be found at www.hkr.se/shis-wems Contact: goran.ejlertsson@hkr.se



MAN - HEALTH - SOCIETY