

# Positive work experience factors relate to salutogenic health – a survey among Swedish hospital employees

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## Conclusion

Reports of positive work experiences relate to salutogenic health. The discriminatory ability of WEMS, a questionnaire measuring work experience, should make it possible to individualise health promotion programs in relation to professional groups. The health

outcome related to health promotion efforts could be evaluated by SHIS, a salutogenic health indicator instrument. Further studies are necessary to review the usefulness of these instruments in other contexts.

## Background

In relation to demanding work situations health promotion processes are needed among European health care workers. So far most studies of health care staffs have an ill-health perspective while salutogenic factors of importance to health promotion are less studied.

## Aim

To compare work experiences between groups of employees, and to analyse if positive work experiences relate to salutogenic health

## Methods

Survey 2009 to 770 hospital employees (response rate 66%) Questionnaire on age, gender, health and work experience, using two validated instruments WEMS (Work Experience Measurement Scale), and SHIS (Salutogenic Health Indicator Scale).

The WEMS and SHIS indexes were standardised to range from 0 to 100 (from most negative (0) to most positive (100) work experiences and health respectively).

Differences between professional groups were tested with ANOVA. Multiple regression with SHIS as a dependent variable was used to study the relation to positive work experiences.

WEMS consists of 32 items (graded in six steps) divided into six subdomains of positive work factors.

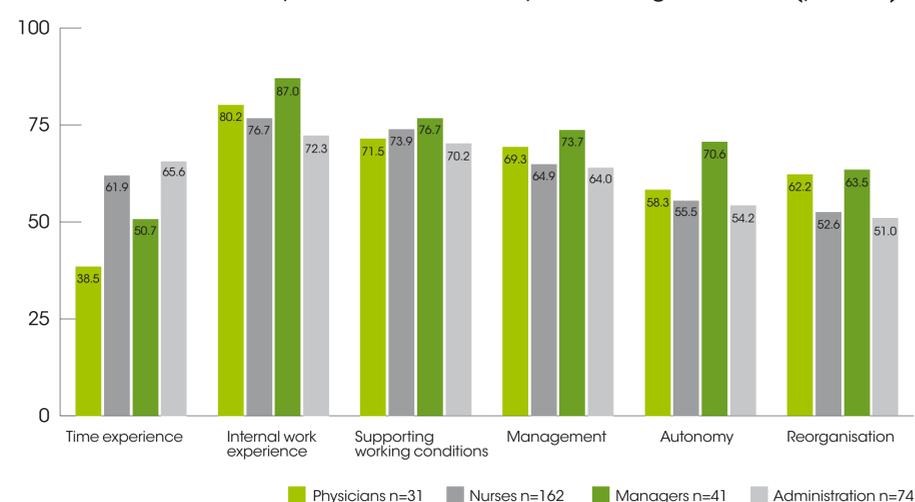
SHIS consists of 12 items (semantic differential graded in six steps) that make up a salutogenic indicator index.



## Results

WEMS showed marked differences between professional groups (figure) The regression analysis showed that 33 % of the variation in SHIS could be explained by WEMS (table). The subdomains Time experience, Internal work experience and Supportive working conditions contributed significantly to the model.

**Figure** Comparison of WEMS subdomains between professional groups. Differences between professional groups were found for Time experience, Internal work experience, Autonomy and reorganisation ( $p < 0.05$ )



**Table** Multiple linear regression with SHIS as dependent variable.  $R^2 = 0.332$

WEMS subdomain	Beta-coefficient	p-value
Time experience	0.298	0.000
Internal work experience	0.281	0.000
Supportive working conditions	0.145	0.025
Reorganization	0.064	0.195
Management	0.026	0.656
Autonomy	0.025	0.554



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More information about the instruments: [www.hkr.se/shis-wems](http://www.hkr.se/shis-wems)

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