

Family relations and work experiences relate to salutogenic health

– A survey among Swedish employees in 2012

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Conclusion

The family situation, and not only work experiences, should be taken into account when investing in workplace health promotion. Having enough time is the work factor of greatest importance to employee health, followed by own appreciation of the work and supportive working conditions.

Aim

The aim of the study was to analyse to what extent positive work experiences and family situation relate to salutogenic health.

Background

Many employees in Europe feel that their work situation is stressful and demanding. Health promotion processes are needed to improve the psychosocial work environment. It is unusual to include the family situation in these processes. Most studies of employees have had an ill-health perspective, while the salutogenic perspective, which focuses on resources rather than risks, so far is rare.

Methods

When?

2012

Where?

Two Swedish municipalities

Who?

Nurses in care for the elderly and teachers (n=817; response rate 75.2%)

How?

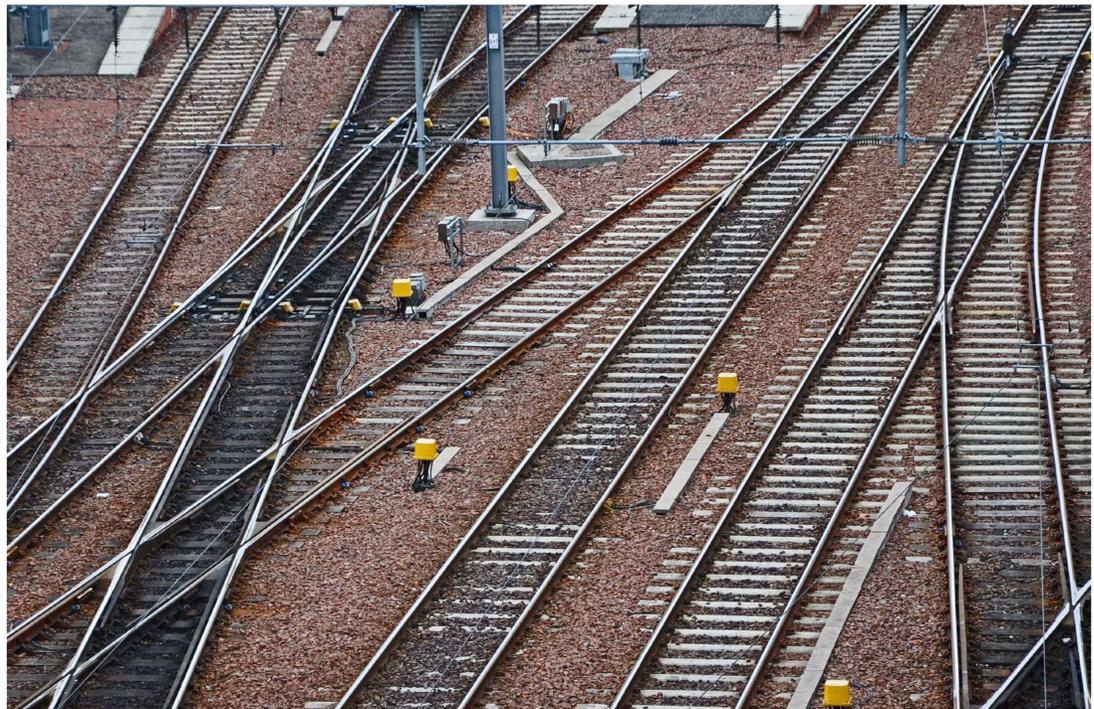
A questionnaire with a salutogenic focus including information on health, work experiences, and family situation

What?

- Work experiences were measured by a previously validated WEMS index¹ (Work Experience Measurement Scale), containing six sub-domains of work factors
- Indicators of health were measured by a likewise validated SHIS index² (Salutogenic Health Indicator Scale)
- Family situation was measured by two indexes – on family relations (eight items) and autonomy at home (four items) – deduced from a factor analysis in the present study

Analyses?

- All indexes were standardised to range from 0 to 100 (from most negative to most positive)
- Multiple regression analysis with SHIS as the dependent variable was used to study the relationship to positive work experiences and family situation.



Results

Multiple linear regression with SHIS as dependent variable.

	Beta-coefficient	p-value
Family relations	0.31	0.000
Autonomy in family	-0.01	0.758
Supportive working conditions	0.15	0.002
Internal work experiences*	0.22	0.000
Autonomy	0.06	0.128
Time experience	0.25	0.000
Leadership	-0.08	0.060
Process of change	0.01	0.791

Significant relation when in bold

R²=0.37

*Internal work experiences, e.g. meaningful work, variety in work and that it is a personal challenge.

Family relations, Time experience, Internal work experience, and Supportive working conditions significantly contributed to the regression model explaining SHIS.

Family relations was a significant predictor of the SHIS health variable for both females and males.

References:

¹ Nilsson P, Bringsén Å, Andersson HI, Ejlertsson G. Development and quality analysis of the Work Experience Measurement Scale (WEMS). WORK 2010; 35: 153-61

² 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