

An intervention to improve mental health of managers and employees in small-medium businesses

Submission date 23/03/2009	Recruitment status No longer recruiting	<input checked="" type="checkbox"/> Prospectively registered <input checked="" type="checkbox"/> Protocol
Registration date 30/03/2009	Overall study status Completed	<input type="checkbox"/> Statistical analysis plan <input checked="" type="checkbox"/> Results
Last Edited 27/10/2022	Condition category Mental and Behavioural Disorders	<input type="checkbox"/> Individual participant data

Plain English summary of protocol
Not provided at time of registration

Contact information

Type(s)
Scientific

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Additional identifiers

Protocol serial number
N/A

Study information

Scientific Title

Promoting employee mental health through the development of managers' psychological capital: a controlled field experiment

Study objectives

Managers in the intervention conditions will report improved psychological capital, reduced depression symptoms and improved work outcomes. Employees of managers in the intervention conditions will report an improved psychosocial work environment.

Ethics approval required

Old ethics approval format

Ethics approval(s)

The Human Research Ethics Committee (Tasmania) Network approved the trial on the 6th March 2009 (ref: H10439)

Study design

Randomised single-blind placebo controlled trial

Primary study design

Interventional

Study type(s)

Quality of life

Health condition(s) or problem(s) studied

Depression

Interventions

The intervention aims to improve the psychological capital of managers as a means of reducing depression risk. The program utilises an interactive DVD format. There are two variants of the experimental group: self administered and telephone facilitated. The telephone facilitated condition will include six 30 minute counselling calls delivered over a three-month period. An active control (brief depression psychoeducation DVD program) will be employed. In addition to a pre- and post-assessment, 6-, 12- and 24-month follow up evaluations are planned.

Intervention Type

Other

Phase

Not Applicable

Primary outcome(s)

1. Mental health: depression symptoms will be assessed with the K-10 depression/anxiety screening instrument and occupational stress will be measured using the Job Tension Index
2. Work outcomes: job satisfaction and self-reported lost productivity from absenteeism and presenteeism
3. Coping and resilience: PsyCAP Inventory and the Cybernetic Coping Scale
4. Intervention satisfaction: intervention participants will be asked to report intervention engagement, compliance, credibility

Measured pre- and post-intervention and at 6, 12 and 24 months post-intervention.

Key secondary outcome(s)

Psychosocial work environment (employees only): team affective climate, relational justice and supervisor support. Measured pre- and post-intervention and at 6, 12 and 24 months post-intervention.

Completion date

01/08/2012

Eligibility

Key inclusion criteria

The study is open to male and female managers of small-medium enterprises and male and female employees over the age of 18 years who volunteer to participate in the study.

Participant type(s)

Patient

Healthy volunteers allowed

No

Age group

Adult

Lower age limit

18 years

Sex

All

Key exclusion criteria

There are no exclusion criteria but baseline mental health and treatment history will be assessed.

Date of first enrolment

01/04/2010

Date of final enrolment

01/08/2012

Locations

Countries of recruitment

Australia

Study participating centre

School of Management

Hobart

Australia
7000

Sponsor information

Organisation

Australian Research Council (ARC) (Australia)

ROR

<https://ror.org/05mmh0f86>

Funder(s)

Funder type

Research council

Funder Name

Australian Research Council (ARC) (Australia) - Linkage Project (ref: ARC LP LP0990010)

Results and Publications

Individual participant data (IPD) sharing plan

Not provided at time of registration

IPD sharing plan summary

Not provided at time of registration

Study outputs

Output type	Details	Date created	Date added	Peer reviewed?	Patient-facing?
Results article		01/07/2020	27/10/2022	Yes	No
Protocol article	protocol	15/07/2009		Yes	No
Participant information sheet	Participant information sheet	11/11/2025	11/11/2025	No	Yes