

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
Registration date 30/03/2009	Overall study status Completed	<input checked="" type="checkbox"/> Protocol
Last Edited 27/10/2022	Condition category Mental and Behavioural Disorders	<input type="checkbox"/> Statistical analysis plan
		<input checked="" type="checkbox"/> Results
		<input type="checkbox"/> Individual participant data

Plain English summary of protocol

Not provided at time of registration

Contact information

Type(s)

Scientific

Contact name

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Additional identifiers

EudraCT/CTIS number

IRAS number

ClinicalTrials.gov number

Secondary identifying numbers

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

Secondary study design

Randomised controlled trial

Study setting(s)

Other

Study type(s)

Quality of life

Participant information sheet

Not available in web format, please use the contact details below to request a patient information sheet

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 measure

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.

Secondary outcome measures

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.

Overall study start date

01/04/2010

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

Age group

Adult

Lower age limit

18 Years

Sex

Both

Target number of participants

250 managers and 2500 employees.

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)

Sponsor details

GPO Box 2702

Canberra

Australia

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Sponsor type

Research council

Website

<http://www.arc.gov.au/>

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

Publication and dissemination plan

Not provided at time of registration

Intention to publish date**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?
Protocol article	protocol	15/07/2009		Yes	No
Results article		01/07/2020	27/10/2022	Yes	No