

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

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

### Contact name

Dr Angela Martin

### Contact details

School of Management

University of Tasmania

Hobart

Australia

7000

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angela.martin@utas.edu.au

## 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

2601

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info@arc.gov.au

**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?
<a href="#">Protocol article</a>	protocol	15/07/2009		Yes	No
<a href="#">Results article</a>		01/07/2020	27/10/2022	Yes	No