

# Towards a successful career: investigating the effect of an occupational wellbeing program among young workers

<b>Submission date</b>	<b>Recruitment status</b>	<input checked="" type="checkbox"/> Prospectively registered
04/03/2021	No longer recruiting	<input type="checkbox"/> Protocol
<b>Registration date</b>	<b>Overall study status</b>	<input type="checkbox"/> Statistical analysis plan
18/03/2021	Completed	<input type="checkbox"/> Results
<b>Last Edited</b>	<b>Condition category</b>	<input type="checkbox"/> Individual participant data
17/12/2025	Other	<input checked="" type="checkbox"/> Record updated in last year

## Plain English summary of protocol

### Background and study aims

A successful and supported start is important for a person's working career. "Towards a successful career" is a study that aims to gain more knowledge regarding the efficacy of resource-based occupational wellbeing training programs delivered using videoconference software. The target group includes young workers (under the age of 30) who have been employed in their current job for a maximum of one year. The study will also explore the learning outcomes of a supervisor training program to increase guidance-related preparedness among supervisors.

### Who can participate?

Employees of all genders aged between 18-30 years old and their supervisors.

### What does the study involve?

The participating young workers will be randomly allocated to one of two groups to receive one of the two supportive processes, with an equal chance of being in either group (like tossing a coin). The first group will receive an occupational wellbeing group training program delivered via videoconference software. The second group will be provided with a self-study reading material regarding occupational wellbeing.

In addition, supervisors of participating young workers will receive training in giving feedback and supporting young employees. Employees and supervisors participating in the study respond to the questionnaires before training or receiving support material, and about 1 month and 6 months after receiving them.

### What are the possible benefits and risks of participating?

The possible benefits of the study include improved occupational wellbeing and organizational adjustment among the participating young workers and improved supervisor skills among participating supervisors. No risks are anticipated.

Where is the study run from?

The Finnish Institute of Occupational Health (Finland). The study will be conducted in Helsinki and various other locations in Finland.

When is the study starting and how long is it expected to run for?

From August 2020 to August 2023

Who is funding the study?

The Finnish Work Environment Fund (Finland), the Finnish Institute of Occupational Health (Finland), and the participating companies.

Who is the main contact?

Otto Pankkonen, otto.pankkonen@ttl.fi

## Contact information

**Type(s)**

Scientific

**Contact name**

Dr Otto Pankkonen

**ORCID ID**

<https://orcid.org/0009-0007-7532-0622>

**Contact details**

Finnish Institute of Occupational Health (Työterveyslaitos)

P.O Box 18

Helsinki

Finland

00032

+358 30 4741 (switchboard)

otto.pankkonen@ttl.fi

## Additional identifiers

**Clinical Trials Information System (CTIS)**

Nil known

**ClinicalTrials.gov (NCT)**

Nil known

**Protocol serial number**

200091

## Study information

**Scientific Title**

Randomized controlled trial to assess the efficacy of a resource-based occupational wellbeing program among young workers

## **Study objectives**

1. The intervention group (intervention arm 1) will experience a greater increase in work-related sense-of-coherence, newcomer preparedness (self-efficacy, inoculation against setbacks), role-clarity, proactive work behavior, task-mastery, organization-based self-esteem, and perceived supervisor and co-worker support compared to the control group (intervention arm 2) from T1 (baseline) to T2 (immediately after intervention)
2. The intervention group will experience a more beneficial impact on job engagement, psychological resources, and lower perceived stress compared to the control group from T1 (baseline) to T3 (7 months after baseline measurement)
3. Intervention effect on self-efficacy mediates the beneficial impact on proactive work behavior
4. Intervention effect on newcomer preparedness mediates the intervention effect on work-related sense-of-coherence
5. Intervention effect on organization-based self-esteem (OBSE) mediates the beneficial impact on job engagement
6. The intervention will enhance supervisors' preparedness to guide young employees

## **Ethics approval required**

Old ethics approval format

## **Ethics approval(s)**

Approved 19/02/2021, Finnish Institute of Occupational Health ethics committee (Finnish Institute of Occupational Health, P.O. Box 40, FI-00032, Työterveyslaitos; +358 30 474 1; maria.tiikkaja@ttl.fi), ref: 3/2021

## **Study design**

Multicenter interventional two-arm randomized controlled trial

## **Primary study design**

Interventional

## **Study type(s)**

Prevention

## **Health condition(s) or problem(s) studied**

Young worker occupational wellbeing and organizational socialization

## **Interventions**

Previous:

Study participants (young workers) will be randomized within workplaces on a 1:1 allocation ratio by using simple randomization with computer-generated random numbers to the following trial arms:

Updated 08/04/2021:

Study participants (young workers) will be randomized within workplaces on a 1:1 allocation ratio by using block randomization with computer-generated random numbers to the following trial arms:

1. The intervention arm 1 (intervention condition) will receive a resource-based occupational wellbeing training program. This training program involves three (3 h each) group meetings delivered via a videoconference tool.

2. The intervention arm 2 (control condition) will receive self-study reading material including information on the same topics discussed in the resource-based training program. The main difference between these two conditions is that arm 2 does not participate in the group training sessions delivered via videoconference tools.

In addition, the supervisors of young workers in both arms receive training on how to provide feedback and support. Supervisor training is delivered using a videoconference tool and involves three group meetings (2 h each).

The resource-based occupational wellbeing training and supervisor training is implemented within one month for each group. The interventions will run from May 2021 to February 2023. Surveys for young workers and supervisors will take place from March 2021 to August 2023. Young workers participating in the study respond to the survey approximately 1 month before the intervention, immediately after the intervention and 7 months after the baseline measurement. Supervisors participating in supervisor training respond to the survey before the training, immediately after the training, and 7 months after the baseline measurement.

## **Intervention Type**

Behavioural

## **Primary outcome(s)**

1. Newcomer preparedness (self-efficacy and inoculation against setbacks) measured using a questionnaire (16 items) at baseline, immediately after the intervention, and after 7 months
2. Work-related sense-of-coherence measured using a questionnaire (9 items) at baseline, immediately after the intervention, and after 7 months
3. Perceived supervisor and co-worker support measured using a questionnaire (18 items) at baseline, immediately after the intervention, and after 7 months
4. Work-related goals measured using a questionnaire (9 items) at baseline, immediately after the intervention
5. Organization-based self-esteem (OBSE) measured using a questionnaire (10 items) at baseline, immediately after the intervention, and after 7 months
6. Role clarity measured using a questionnaire (2 items) at baseline, immediately after the intervention
7. Job engagement measured using a questionnaire (9 items) at baseline and 7 months
8. Psychological resources measured using a questionnaire (3 items) at baseline and 7 months
9. Perceived stress measured using a questionnaire (1 item) at baseline and 7 months
10. Proactive work behavior measured using a questionnaire (3 items) at baseline, immediately after the intervention, and after 7 months
11. Task mastery measured using a questionnaire (2 items) at baseline, immediately after the intervention

## **Key secondary outcome(s)**

1. Supervisors' preparedness to guide young employees measured using surveys (16 items) at baseline, immediately after the intervention, and after 7 months

## **Completion date**

31/08/2023

## **Eligibility**

### **Key inclusion criteria**

Current interventions as of 03/06/2021:

Employees:

1. Aged between 18-30 years
2. Fluent Finnish language skills

Supervisors:

1. Work in a supervisory position within the organization
2. Have young employees, as defined above, as their subordinates

Previous interventions:

Employees:

1. Aged between 18-30 years
2. A maximum of one year in the current job
3. Fluent Finnish language skills

Supervisors:

1. Work in a supervisory position within the organization
2. Have young employees, as defined above, as their subordinates

**Participant type(s)**

Healthy volunteer

**Healthy volunteers allowed**

No

**Age group**

Adult

**Lower age limit**

18 years

**Upper age limit**

30 years

**Sex**

All

**Total final enrolment**

250

**Key exclusion criteria**

Does not meet inclusion criteria

**Date of first enrolment**

23/03/2021

**Date of final enrolment**

02/12/2022

**Locations**

**Countries of recruitment**

Finland

**Study participating centre**

Finnish institute of Occupational Health

Topeliuksenkatu 41 B

Helsinki

Finland

00032

## Sponsor information

**Organisation**

Finnish Institute of Occupational Health

**ROR**

<https://ror.org/030wyr187>

## Funder(s)

**Funder type**

Government

**Funder Name**

Työsuojelurahasto

**Alternative Name(s)**

Finnish Work Environment Fund, Työsuojelurahasto Arbetarskyddsfonden, Työsuojelurahasto | Helsinki, TSRahasto

**Funding Body Type**

Government organisation

**Funding Body Subtype**

National government

**Location**

Finland

**Funder Name**

## Results and Publications

### Individual participant data (IPD) sharing plan

#### IPD sharing plan summary

Not expected to be made available

#### Study outputs

Output type	Details	Date created	Date added	Peer reviewed?	Patient-facing?
<a href="#">Participant information sheet</a>	Participant information sheet	11/11/2025	11/11/2025	No	Yes
<a href="#">Study website</a>	Study website	11/11/2025	11/11/2025	No	Yes