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Decreasing employees' work stress by a participatory, organizational level intervention in primary education

Submission date
09/09/2019

Recruitment status
No longer recruiting

Registration date
11/10/2019

Overall study status
Completed

Last Edited
15/05/2020

Condition category
Other

[_] Prospectively registered
[_] Protocol
[_] Statistical analysis plan
[X] Results
[_] Individual participant data

Plain English summary of protocol
Background and study aims
Work stress is an important problem among employees in education in the Netherlands. The present study aims to investigate the effects of a guideline for the implementation of a participatory organizational level stress prevention intervention to reduce job demands, increase resources (autonomy, supervisor and coworker support) and to reduce work stress and increase job satisfaction of employees in primary education.
This study makes use of a multiple case study research design with mixed methods. Questionnaires were filled out by 119 employees of 5 primary schools at baseline and one year later, measuring job demands, resources, work stress, job satisfaction and implementation factors. Per school five interviews were conducted to collect detailed information on the implementation process.

Who can participate?
The study has already been carried out. Participants were all employees of the 5 participating schools

What does the study involve?
The intervention implemented in the five schools is a participatory, organizational level work stress intervention targeted at job demands and resources as the sources of work stress. The intervention is implemented in all participating schools according to the same protocol, as described in detail in the work stress prevention guideline, during a period of 12 months (March 2016 - March 2017). The intervention consists of five successive steps aiming to facilitate the formulation, implementation and evaluation of specific work stress measures. These steps are: 1) preparation, 2) risk assessment, 3) action planning, 4) implementation, and 5) evaluation. The implementation process of the intervention is facilitated and coordinated by an intervention facilitator in all the five schools.

What are the possible benefits and risks of participating?
The study is expected to reduce job demands and increase resources of employees, and in addition reduce work stress and increase job satisfaction. No risks are foreseen for participants.

Where is the study run from?
The study is run from TNO, Netherlands

When is the study starting and how long is it expected to run for?
January 2016 to July 2017

Who is funding the study?
The implementation of the stress prevention guideline and data collection was funded by Arbeidsmarktplatform PO. The writing of the article was funded by TNO and financially supported by the Ministry of Social Affairs and Employment in the Netherlands.

Who is the main contact?
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Contact information

Type(s)
Scientific

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Additional identifiers

Protocol serial number
1

Study information

Scientific Title
Decreasing employees’ work stress by a participatory, organizational level intervention in primary education: a multiple-case study

Study objectives
1. The level of job demands will decrease and the level of resources (autonomy, supervisor and coworkers support) will increase between baseline and follow-up (proximal outcomes)
2. The level of work stress will decrease and the level of job satisfaction will increase between

baseline and follow-up (distal outcomes)
3. The implementation factors (participation, communication and dialogue on stress) will positively affect the decrease in job demands and the increase in resources between baseline and follow-up
4. The implementation factors (participation, communication and dialogue on stress) will positively affect the decrease in work stress and the increase in job satisfaction between baseline and follow-up

Ethics approval required
Old ethics approval format

Ethics approval(s)
In the Netherlands, a study needs ethical approval when it falls under the scope of the Medical Research Involving Human Subjects Act (WMO). Research with human subjects only falls under the WMO if there is an infringement of the physical and/or psychological integrity of the subject, we had strong reasons to believe that our study did not require ethical approval.

Primary study design
Interventional

Study design
Multiple case study research design with mixed methods

Study type(s)
Prevention

Health condition(s) or problem(s) studied
Work stress, job satisfaction, job demands and resources

Interventions
The intervention implemented in the five schools is a participatory, organizational level work stress intervention targeted at job demands and resources as the sources of work stress. The intervention is implemented in all participating schools according to the same protocol, as described in detail in the work stress prevention guideline, during a period of 12 months (March 2016 - March 2017). The intervention consists of five successive steps aiming to facilitate the formulation, implementation and evaluation of specific work stress measures.
These steps are:
1. Preparation
2. Risk assessment
3. Action planning
4. Implementation
5. Evaluation

The implementation process of the intervention is facilitated and coordinated by an intervention facilitator in all the five schools.

Intervention Type
Mixed

Primary outcome(s)

Work stress and job satisfaction measured by means of a questionnaire at baseline and follow-up (12-months)

Key secondary outcome(s)
Job demands and resources measured by means of a questionnaire at baseline and follow-up (12-months)

Completion date
01/07/2017

Eligibility

Key inclusion criteria
Employees of the 5 participating schools

Participant type(s)
Other

Healthy volunteers allowed
No

Age group
Adult

Sex
All

Total final enrolment
119

Key exclusion criteria
None

Date of first enrolment
01/01/2016

Date of final enrolment
01/03/2016

Locations

Countries of recruitment
Netherlands

Study participating centre
TNO
Anna van Buerenplein 1

Den Haag
Netherlands
2595 DA

Sponsor information

Organisation
TNO

ROR
https://ror.org/01bnjb948

Funder(s)

Funder type
Research organisation

Funder Name
Arbeidsmarkt Platform Primair Onderwijs (Labor Market Primary Education Platform)

Results and Publications

Individual participant data (IPD) sharing plan
The datasets generated during and/or analysed during the current study are available from the corresponding author on reasonable request

IPD sharing plan summary
Stored in repository

Study outputs

Output type	Details	Date created	Date added	Peer reviewed?	Patient-facing?
Results article	results	13/05/2020	15/05/2020	Yes	No