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Journal articles marked with an asterisk indicate an IWH scientist or adjunct scientist is included in the list of authors.

***Gould WA, Kinitz DJ, Shahidi FV, MacEachen E, Mitchell C, Venturi DC, et al. Improving LGBT labor market outcomes through laws, workplace policies, and support programs: a scoping review. *Sexuality Research and Social Policy*. 2024; [epub ahead of print].**

<https://doi.org/10.1007/s13178-023-00918-9>

***Salsi S, Ariano E, Casey J, Loewen M, and Engel L. Financial capability interventions used for specific diagnoses related to functional impairment: a scoping review. *American Journal of Occupational Therapy*. 2024; 78(1):7801205060.**

<https://doi.org/10.5014/ajot.2024.050254>

Abstract: **IMPORTANCE:** Occupational therapists often address financial occupations of clients with acquired functional impairments who experience challenges with financial capability (FC). **OBJECTIVE:** To explore the intervention literature aimed at improving FC in five diagnostic adult populations. **DATA SOURCES:** MEDLINE, CINAHL, PsycInfo, EconLit, and EMBASE; researchers also completed backward and forward citation searching and contacted expert authors. **STUDY SELECTION AND DATA COLLECTION:** Two independent reviewers completed article screening, selection, and extraction using a scoping review approach; a priori inclusion criteria were peer-reviewed articles, written in English, involving adults with one of five diagnostic conditions, describing any intervention to improve FC. **FINDINGS:** Twenty-four articles met the inclusion criteria. Most articles were aimed at substance use or mental health populations (n = 20); fewer focused on brain injury (n = 2), multiple sclerosis (n = 1), or mixed-diagnosis (n = 1) populations. Only 4 were randomized controlled trials (RCTs). Interventions were heterogeneous and complex, including components of skills training (n = 21), individualized budgeting (n = 18), representative payeeship (n = 11), education (n = 10), structured goal setting (n = 7), savings building (n = 5), metacognitive strategies (n = 2), and assistive technology (n = 1).

CONCLUSIONS AND RELEVANCE: Despite growth in the area, the literature regarding FC intervention is limited, with few RCTs and many populations unrepresented. The literature for a systematic review of FC intervention efficacy for these populations is insufficient, particularly because included studies used varied components, limiting comparison. Further research is imperative to guide evidence-based practice. **Plain-Language Summary:** This study is an overview of literature about interventions to address the financial occupations of clients with acquired functional impairments. The findings give occupational therapy researchers and clinicians the information they need to begin analyzing, using, and building the evidence to support the use of interventions to improve clients' financial capability and well-being

***Smith PM, Liao Q, Shahidi F, Biswas A, Robson LS, Landsman V, Mustard C. Variation in occupational exposure risk for COVID-19 workers' compensation claims across pandemic waves in Ontario. Occupational & Environmental Medicine. 2024; [epub ahead of print].**

<https://doi.org/10.1136/oemed-2023-109243>

Abstract: **OBJECTIVES:** To understand rates of work-related COVID-19 (WR-C19) infection by occupational exposures across waves of the COVID-19 pandemic in Ontario, Canada. **METHODS:** We combined workers' compensation claims for COVID-19 with data from Statistics Canada's Labour Force Survey, to estimate rates of WR-C19 among workers spending the majority of their working time at the workplace between 1 April 2020 and 30 April 2022. Occupational exposures, imputed using a job exposure matrix, were whether the occupation was public facing, proximity to others at work, location of work and a summary measure of low, medium and high occupational exposure. Negative binomial regression models examined the relationship between occupational exposures and risk of WR-C19, adjusting for covariates. **RESULTS:** Trends in rates of WR-C19 differed from overall COVID-19 cases among the working-aged population. All occupational exposures were associated with increased risk of WR-C19, with risk ratios for medium and high summary exposures being 1.30 (95% CI 1.09 to 1.55) and 2.46 (95% CI 2.10 to 2.88), respectively, in fully adjusted models. The magnitude of associations between occupational exposures and risk of WR-C19 differed across waves of the pandemic, being weakest for most exposures in period March 2021 to June 2021, and highest at the start of the pandemic and during the Omicron wave (December 2021 to April 2022). **CONCLUSIONS:** Occupational exposures were consistently associated with increased risk of WR-C19, although the magnitude of this relationship differed across pandemic waves in Ontario. Preparation for future pandemics should consider more accurate reporting of WR-C19 infections and the potential dynamic nature of occupational exposures

Bentley T, Onnis LA, Vassiley A, Farr-Wharton B, Caponecchia C, Andrew C, et al. A systematic review of literature on occupational health and safety interventions for older workers. Ergonomics. 2023; 66(12):1968-1983.

<https://doi.org/10.1080/00140139.2023.2176550>

Abstract: As the global population ages there is an imperative to enhance labour participation of older workers in ways that support good physical and psychological health. However, there is limited guidance for organisations on how to do this effectively. This systematic review examined literature identified through four databases and a targeted web-search, yielding 39 PRISMA records (32 scholarly, seven grey literature) reporting workplace interventions aimed at improving the injury outcomes of older workers. The review revealed that organisational and composite interventions may

be most effective, although an absence of robust research in this area and a scarcity of empirical evidence-based interventions known to improve injury outcomes for older workers was noted. Responding to these shortcomings, this article presents 'A future research agenda for older worker health, safety and well-being interventions.' This systems-based approach has a dual focus on organisational and composite interventions combined with robust research design. Practitioner summary: We conducted a systematic literature review of studies focussed on workplace interventions to improve the physical and psychological safety of older workers. Within the existing literature, evidence for effective interventions and guidance for organisations is weak. We present a future research agenda with a systems approach to address these gaps

Braunheim L, Dragano N, Khachatryan K, Beutel ME, and Braehler E. The effects of effort-reward imbalance on the job, overcommitment, and income on life satisfaction in Germany from a longitudinal perspective. *Social Science & Medicine*. 2024; 341:116523.

<https://doi.org/10.1016/j.socscimed.2023.116523> [open access]

Abstract: BACKGROUND: The effort-reward imbalance at work model offers a theoretical and analytical framework to estimate the subjective perception of work-related stress. High demands and low rewards in return can harm mental and physical health, well-being, and life satisfaction. According to the theory, overcommitment partially explains why employees endure such straining jobs. In Germany, cultural and economic aspects of labor differ between East and West. Incomes are lower in the East, while work centrality there is higher. In this article, the effects of effort-reward imbalance, overcommitment, and income on life satisfaction as well as their interactions with region were analyzed to gain a clearer picture of regional disparities regarding life satisfaction and the generality of this work stress model in Germany. METHODS: Data from 3848 participants from 2006 to 2011 of the German Socio-Economic Panel were analyzed. Within-between models were estimated, including fixed and random effects of the continuous form of effort-reward imbalance to predict subjective life satisfaction. Time-variant covariates - e.g., overcommitment or income - as well as time-constant variables - e.g., region, sex, education - were integrated. Differences in regional labor markets between East and West Germany were considered. RESULTS: Easterners exhibited higher imbalances and overcommitment than Westerners, indicating worse working conditions. Higher imbalances and overcommitment were associated with lower life satisfaction within and between participants, whereas for income only random effects were supported. While region did not moderate the effect of work stress, East Germans' life satisfaction benefitted more from a higher income. CONCLUSION: The importance of internal work structures in terms of recognition, adequate pay, advancement opportunities, or time pressure were underlined. As compared to the West, Easterners' life satisfaction benefitted more from higher income but not more from a lower imbalance or lower overcommitment. The interplay between materialistic and nonmaterialistic rewards at work should be focused on in the future

Doden W, Grosemans I, De Cuyper N, Tschopp C, and Grote G. Employability in the post-job security era: testing competing effects of perceived job insecurity on perceived employability change. *European Journal of Work and Organizational Psychology*. 2024; 33(1):11-23.

<https://doi.org/10.1080/1359432X.2023.2263201> [open access]

Abstract: Perceived job insecurity and perceived employability are often mentioned in one breath with employability typically referred to as the "modern response to job insecurity". Yet our

understanding of how individuals' perceptions of employability may change over time in response to job insecurity is limited. Both positive and negative changes seem plausible: Job insecurity may trigger employees to invest in employability, making them feel more employable. However, job insecurity may also elicit a defensive response in employees that undermines their perceived employability. We tested these two competing hypotheses against the background of conservation of resources theory in a sample of 358 employees surveyed on three occasions across 3.5 years. Using latent change score modelling, our findings suggest that job insecurity increases perceived employability. That is, the state-level of perceived job insecurity predicts a positive subsequent change in perceived employability. These findings highlight the importance of considering the dynamic within-person perspective to understand the relationship between job insecurity and perceived employability, and illustrate that results observed in prior static research may lead to different conclusions in within-person longitudinal studies. Implications of our findings for theory and practice are discussed.

Harkness KL, Herbison JD, Rowe J, Atallah R, Salomons TV, Trothen TJ, et al. Longitudinal associations between COVID-19 stress and mental health symptoms among university faculty and staff in Canada. *International Journal of Stress Management*. 2024; 31(1):45-55.

<https://doi.org/10.1037/str000299;10.1037/str000299>

Iwami RS, Silva MT, and Bergamaschi CC. Prevalence of low back pain and work-related musculoskeletal disorders in Brazilian domestics and cleaners: 2013 and 2019 National Health Survey. *Revista Brasileira de Medicina do Trabalho*. 2023; 21(2):e2021887.

<https://doi.org/10.47626/1679-4435-2021-887> [open access]

Abstract: Introduction: Low back pain and work-related musculoskeletal disorders are two of the leading causes of absenteeism worldwide. Objectives: To determine the prevalence and predictive factors of low back pain and work-related musculoskeletal disorders in Brazilian domestics and cleaners. Methods: This population-based cross-sectional study used data from the 2013 and 2019 National Health Survey (Pesquisa Nacional de Saúde), involving a total of 8,160 workers. The prevalence of low back pain and work-related musculoskeletal disorders was calculated based on adjusted prevalence ratio by Poisson regression and 95%CI. Results: The prevalence of lowback pain was 19.1% in 2013 and 20.6% in 2019, while the prevalence of musculoskeletal disorders was 2.2% in 2013 and 2.4% in 2019. Low back pain was associated with older age (prevalence ratio: 1.74; 95%CI 1.44-2.09), poor or very poor self-rated health (prevalence ratio: 2.10; 95%CI 1.76-2.50), holding a prepaid health plan (prevalence ratio: 1.27; 95%CI 1.09-1.47), and moderately severe (prevalence ratio: 2.27; 95%CI 1.84-2.80) or severe (prevalence ratio: 2.32; 95%CI 1.77-3.04) depressive symptoms. Musculoskeletal disorders affected domestics less frequently (prevalence ratio: 0.53; 95%CI 0.40-0.72) and were associated with women (prevalence ratio: 2.50; 95%CI 1.34-4.66), adults (40-59 years) (prevalence ratio: 1.79; 95%CI 1.26-2.55), holding a prepaid health plan (prevalence ratio: 2.31; 95%CI 1.63-3.26), and the presence of moderately severe (prevalence ratio: 4.00; 95%CI 2.34-6.86) or severe (prevalence ratio: 3.63; 95%CI 1.77-7.46) depressive symptoms. Conclusions: Brazilian domestics and cleaners need interventions and improvements in health care given the prevalence of low back pain and musculoskeletal disorders as well as their association with depression.

Keating DJ, Cullen-Lester KL, and Meuser JD. Virtual work conditions impact negative work behaviors via ambiguity, anonymity, and (un)accountability: an integrative review. *Journal of Applied Psychology*. 2024; 109(2):169-201.

<https://doi.org/10.1037/apl0001126>

Abstract: Negative work behavior (NWB) occurs with concerning frequency in virtual work environments. Despite their prevalence and a substantial, multidisciplinary research literature on virtual negative behaviors in general, we lack clear answers regarding if, how, and why conditions differentiating virtual (i.e., computer-mediated) from face-to-face (F2F) work impact perpetrators', victims', and bystanders' involvement in NWB. These questions remain because of an assumed isomorphism (i.e., identical form) within the literature on NWB in F2F and virtual work. We explain why we cannot assume that what is known about perpetrator engagement, victim experience, and bystander intervention from studying F2F NWB applies uniformly to virtual negative work behavior (VNWB). Specifically, we identify how eight conditions of the virtual workplace facilitate three psychological enablers (i.e., ambiguity, anonymity, and (un)accountability) of perpetrators', victims', and bystanders' involvement in VNWB. In doing so, this integrative conceptual review advances a coherent understanding of what is (un)known about VNWB, integrates fragmented theoretical literature, and guides practical intervention. Importantly, we identify limitations of existing research practices that threaten the validity and generalizability of empirical findings. If not addressed, these issues will continue to undermine theoretical development and empirical investigations of F2F NWB and VNWB. Finally, this review points to new areas of inquiry that will meaningfully advance the understanding of NWB in the modern, increasingly virtual workplace. (PsycInfo Database Record (c) 2024 APA, all rights reserved)

Liu F, Jia N, Wu C, Sun J, Li G, Zhang H, et al. The association between adverse ergonomic factors and work-related musculoskeletal symptoms among medical staff in China: a cross-sectional study. *Ergonomics*. 2023; 66(12):2212-2222.

<https://doi.org/10.1080/00140139.2023.2193868>

Abstract: We investigated the prevalence of work-related musculoskeletal symptoms (WMSs) among medical staff and evaluated the associations of different levels of adverse ergonomic factors with WMSs. A total of 6099 Chinese medical staff were asked to complete a self-reported questionnaire to assess the prevalence and risk factors of WMSs from June 2018 to December 2020. A prevalence rate of 57.5% was observed for WMSs among overall medical staffs, which mainly affected the neck (41.7%) and shoulder (33.5%). 'Keeping sitting for long hours very frequently' (OR = 1.26, 95% CI: 1.04, 1.53) was positively associated with WMSs in doctors, while 'keeping sitting for long hours occasionally' (OR = 0.91, 95% CI: 0.85, 0.97) was identified as a protective factor of WMSs in nurses. The associations of adverse ergonomic factors, organisational factors, and environmental factors with WMSs were different among medical staff in different positions. Practitioner summary: We conducted a multi-city study concerning the risk factors of WMSs by carrying out a face-to-face one-to-multiple questionnaire survey among medical staff in China. As a risk factor of WMSs in medical staff, adverse ergonomic factors should be paid more attention by the standard setting department and policy makers. Abbreviations: WMSDs: work-related musculoskeletal disorders; WMSs: work-related musculoskeletal symptoms; MSDs: musculoskeletal disorders; NMQ: Nordic Musculoskeletal

Questionnaires; DMQ: Dutch Musculoskeletal Questionnaires; NIOSH: National Institute for Occupational Safety and Health; ORs: odds ratios

Mastafa S, de Montgomery CJ, Pettersson E, Norredam M, Krasnik A, Taipale H, et al. Risk of unemployment and work disability among refugee and non-refugee migrants with incident psychotic disorders in Sweden and Denmark. *European Journal of Public Health*. 2024; 34(1):129-135.

<https://doi.org/10.1093/eurpub/ckad207> [open access]

Abstract: Background: Unemployment and work disability are common among individuals with non-affective psychotic disorders (NAPDs) but it is unknown whether rates differ among migrants and native-born individuals. The present study aimed to compare the risk of these outcomes during the first 5 years of illness in non-refugee migrants, refugees and native-born individuals with NAPDs in Sweden and Denmark—two countries with different immigration policies and models of early psychosis care. Methods: Using national registers, we identified all individuals aged 18–35 years in Sweden and Denmark who received an incident NAPD diagnosis between 2006 and 2013 (N = 6750 and 8320, respectively). Cohorts were followed for 5 years to determine the days of unemployment and sickness absence (analyzed using zero-inflated negative binomial models) and the time to receipt of disability pension (analyzed using complementary log-log models). Results: Relative to their native-born peers, refugees and non-refugee migrants in Sweden and non-refugee migrants in Denmark were significantly less likely to have zero unemployment days (OR range: 0.54–0.72) and all migrant groups experienced more unemployment days (IRR range: 1.26–1.37). Results were largely unchanged after adjustment for sociodemographic and clinical factors. In the adjusted model, both Swedish migrant groups and refugees in Denmark were more likely to experience zero sickness absence days than native-born individuals (OR range: 1.48–1.56). Only refugees in Denmark were at greater risk of disability pension. Conclusions: Non-refugee migrants and refugees with NAPDs in both Sweden and Denmark are particularly vulnerable to experiencing unemployment. Targeted interventions may help to reduce these disparities and promote long-term work ability among migrant groups.

Modji KKS, McCoy KE, Creswell PD, Morris CR, and Tomasallo CD. Long COVID among Wisconsin workers in the workers' compensation system: associations with sociodemographics, vaccination, and predominant variant period from March 1, 2020 to July 31, 2022. *Journal of Occupational & Environmental Medicine*. 2024; 66(2):e34–e41.

<https://doi.org/10.1097/JOM.0000000000003018>

Abstract: Objective: This analysis aimed to determine the likelihood of developing long COVID among Wisconsin workers while adjusting for sociodemographics, COVID-19 vaccination, industry, and occupation. Methods: This retrospective analysis determined the odds ratios of developing long COVID among Wisconsin workers who were compensated for COVID-19 lost time during March 1, 2020 to July 31, 2022. Results: A total of 234 workers (11.7%) were determined to have long COVID. Factors associated with long COVID were age ≥40 years, non-White race, infection occurrence during the initial and Omicron variant dominant periods, and the absence of COVID-19 vaccination. Workers in manufacturing and public administration were more likely to develop long COVID compared with those in health care and social assistance. Conclusions: Long COVID disproportionately affects some worker groups. This calls for more worker protection and preventative care to mitigate its impact.

Noja A, Tement S, and Kubicek B. Negative cognitive-affective involvement as a mechanism linking job demands to occupational well-being: the moderating role of maladaptive thinking patterns. *Journal of Occupational Health Psychology*. 2024; 29(1):30-44.

<https://doi.org/10.1037/ocp0000364>

Abstract: Negative cognitions and emotions about work during off-job time (e.g., worry about work tasks) can hinder the necessary recovery from work and lead to impaired occupational well-being. To better understand when this negative cognitive-affective involvement arises, we considered simultaneous and interactive effects of external and individual factors. Specifically, we investigated whether job demands (i.e., time pressure, cognitive demands, emotional demands) and maladaptive thinking patterns are independently and jointly related to negative cognitive-affective involvement and whether this is in turn associated with impaired occupational well-being (i.e., emotional exhaustion, cynicism). Using a diary study, we collected daily data from 109 employees twice a day over two working weeks (N = 667 day-level observations). Multilevel analyses showed that negative cognitive-affective involvement mediates the relationship between job demands (i.e., cognitive demands, emotional demands) and the two occupational well-being indicators. The relationship between cognitive and emotional demands, respectively, and negative cognitive-affective involvement is moderated by work-related maladaptive thinking patterns, with stronger relationships for employees reporting more frequent maladaptive thinking patterns. Moreover, work-related maladaptive thinking patterns moderate the indirect effects of job demands on occupational well-being via negative cognitive-affective involvement. Overall, we expanded the research on negative cognitive-affective involvement by providing a more comprehensive picture of its antecedents and outcomes. (PsycInfo Database Record (c) 2024 APA, all rights reserved)

Ravinskaya M, Verbeek JH, Langendam M, Daams JG, Hulshof CTJ, and Hoving JL. Intermethod agreement of self-reports compared to register data collection for return to work and sickness absence: a systematic review and meta-analysis. *Journal of Clinical Epidemiology*. 2024; 165:111209.

<https://doi.org/10.1016/j.jclinepi.2023.10.025> [open access]

Abstract: Objectives: To determine the intermethod agreement of self-reported vs. register data of 'sickness absence' (SA) and 'return to work' (RTW) outcome measurements. Study design and setting: We conducted a systematic review and a meta-analysis of studies reporting mean differences (MDs) and sensitivity and specificity for self-report vs. register data and an inductive analysis of the self-report question formulations. An information specialist searched Medline, Embase, PsycINFO for studies published from inception to November 2022. Screening and data extraction was done by two authors independently. Results: Twenty-three studies were included of which eighteen with an overall high risk of bias. Self-reports had a pooled MD of 1.84 SA days (95% confidence interval [CI] 0.26-3.41, I² 98%, 18 studies, 38,716 participants) compared to registries which varied among studies from 204 more to 17 days less. The median average sick leave in studies in the self-report group was 8 days (interquartile range 4-23 days). Being absent from work measured with self-report had a sensitivity of 0.83 (0.76-0.88 95% CI) and a specificity of 0.92 (0.88-0.94 95% CI) compared to registry data. The high heterogeneity amongst the studies could not be explained by recall time, gender, register type, prospective or retrospective self-reports, health problem, SA at baseline or risk of bias. Studies lacked standard outcome reporting, had unclearly formulated questions in self-reports and there was little information on the registers' quality. Conclusion: Current self-reports may differ from register-based

absence data but in an inconsistent way. Due to inconsistency and high risk of bias the evidence is judged to be of very low certainty. Further research is needed to develop clear standard questions which can be used for SA and RTW self-reports. Quality of registers needs to be better evaluated. Percentage positive and negative agreement, MDs and 2 × 2 tables should be reported for studies investigating agreement between SA and RTW outcome measures

Schaps V, Hower KI, Pfaff H, and Pfortner TK. Irritation, general and pandemic-related demands, and the importance of workplace health promotion in long-term care-results from a survey of managers in outpatient and inpatient long-term care facilities in Germany. *Journal of Occupational & Environmental Medicine*. 2024; 66(2):148-155.

<https://doi.org/10.1097/JOM.0000000000003011>

Abstract: OBJECTIVE: This study examines the association between irritation and demands of long-term care managers during the COVID-19 pandemic, as well as the role of workplace health promotion (WHP). METHODS: Findings were derived from an online survey investigating long-term care managers as part of the employees in the COVID-19 pandemic (N = 207). Data analyses were performed with linear regression and interaction analyses. RESULTS: For managers in long-term care, there was found a significant positive association between pandemic-related and general demands and irritation. The irritation level was significantly lower among managers in facilities where WHP was offered whereas the association between irritation and demands did not significantly vary by WHP. CONCLUSIONS: The presence of WHP was associated with lower average irritation levels among managers during the COVID-19 pandemic. Thus, the implementation of WHP can contribute to maintain the well-being of long-term care managers

Støren PG and Grønningsæter H. Do worksite health promotion programs (WHPP) influence presenteeism among employees? A systematic review. *Work*. 2024; 77(1):85-102.

<https://doi.org/10.3233/WOR-220115>

Abstract: Background: Worksite health promotion programs (WHPP) aiming to reduce presenteeism are rapidly increasing. However, program-efficacy seems impaired by lack of conceptual understanding and theoretical frameworks related to presenteeism. Objectives: To study (1) the concept of presenteeism, (2) the causes of the phenomenon and (3) which WHPP affect presenteeism. Methods: We followed the PRISMA 2020 guidelines for mapping relevant literature in seven databases. The main search-terms were "worksite", "WHPP", "presenteeism", "employee productivity" and "interventions". Reviews and review of reviews were included and analysed according to research questions and ecological theory. Results: Of 2196 studies identified, 14 reviews were included, comprising 1390 single studies. Conceptually, presenteeism was poorly defined, mostly related to productivity/performance limitations due to ill health. Factors causing presenteeism addressed individual health or lifestyle (78%), and, to a lesser extent work and organisational factors (management/job stress) (22%). Forty-five highly diverse WHPP were identified, about 90% focusing health outcomes. 22/45 WHPP affected presenteeism/productivity positively. Multi-component WHPP implemented at multi levels accounted for 55%. Single-component programs, implemented at individual level, were mostly targeting health-risk subgroups. No specific WHPP seems preferable. Methodological quality seems highly associated with worksite intervention-efficacy. Conclusion: Increased telework opportunities due to COVID-19 experiences has affected working conditions worldwide, for better and worse, requiring adaptations at employee, management, organisational and

socio-cultural levels. Our results showed high program diversity, several adaptable to future needs (e.g., digital solutions), however hampered by narrow focus on individual health. Future research should focus on theory-based high quality multilevel WHPP comprising contextual, work, and organisational factors.

Yavuz CI, Yildiz MI, Sari OY, Ucgun AB, and Altintas KH. Psychological well-being of healthcare workers during COVID-19: relationship with risk perception and fear in the context of health belief model. Archives of Environmental & Occupational Health. 2023; 78(9-10):483-494.

<https://doi.org/10.1080/19338244.2024.2303995>

Abstract: This study aimed to evaluate the extent of fear and risk perception related to COVID-19 and their impact on the psychological well-being of healthcare workers. Data were gathered through an online survey, incorporating questions about risk perception utilizing the health belief model, the Fear of COVID-19 Scale, and the General Health Questionnaire-12. A total of 364 HCWs participated in the survey, with 94% of participants identified as being in the high-risk category for mental disorders based on their General Health Questionnaire scores. The assessment of COVID-19-related risk perception within the Health Belief Model demonstrated significant correlations between perceived susceptibility, perceived severity, perceived barriers, and self-efficacy with both the fear scale and General Health Questionnaire scores. Linear regression was employed to identify factors influencing General Health Questionnaire scores, revealing that risk perception, Fear of COVID-19 scores, marital status, and perceived health were significantly associated with General Health Questionnaire scores. These findings underscore the importance of monitoring the psychological well-being of healthcare workers throughout all stages of pandemic preparedness and response

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