Chapter 2.6 Effects of work on health: psychosocial risk factors

Dr. K Nieuwenhuijsen, Coronel Institute of Occupational Health, Academic Medical Center/University of Amsterdam, The Netherlands, last updated 29/08/2012

K.Nieuwenhuijsen@amc.nl

Self-assessment exercises

The following questions are for self-assessment. Multiple choice questions with three possible answers are provided: please select the correct answer. Note that there is only one correct answer.

A nurse working in the emergency department of a hospital is concerned about the level of work demands at his workplace. She wonders what the consequences of high work demands may be. Could this be the reason for the high absenteeism rates in the emergency department in the last year?

Question 1: "Work demands" is a non-specific risk factor for the onset of mental disorders. It can contribute to the onset of more than one mental disorder. What mental disorders can NOT be caused by work demands?

a Stress-related disorder

b Depressive disorder

c Post Traumatic Stress Disorder

Question 2: The nurse was attracted to this job because of the excitement of never knowing what the day will bring. On the other hand, having to respond to a new situation all the time also means not having much control over her work activities.

According to the JDC-S model, what combination of psychosocial risk factors will be most likely to cause a stress reaction?

a. high job demands + low control + low social support

b. high job demands + high control + low social support

c. high job demands + low control + high social support

Question 3: The nurse believes that hard work is good for a person, as long as people appreciate the work you do. The effort-reward imbalance model describes how effort and reward can interplay in causing mental health problems.

What combination of psychosocial risk factors will be most likely to cause a stress reaction?

a. high effort + low reward + low commitment

b. high effort + low reward + high commitment

c. low effort + low reward + high commitment