

# 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

## Feedback on the self assessment exercises

Question 1: Correct answer is c (Post Traumatic Stress Disorder)

Explanation: Post Traumatic Stress Disorder can only occur after a person experiences or witnesses severe trauma. Work demands cannot be the cause of this disorder.

Question 2: Correct answer is a (high job demands + low control + low social support). According to the Job Demand Control (Support) model, the highest risk of adverse outcome is expected in high-strain jobs: that is the high demands + low control job. Low social support from colleagues or supervisors is not considered a separate risk factor. High social support is expected to buffer the negative impact of high strain.

Question 3: Correct answer is b. high effort + low reward + high commitment

According to the ERI model an imbalance between high effort and low reward (non-reciprocity) increases the risk of reduced health over and above the risk associated with each one of the components.

2. Overcommitted people are at increased risk of reduced health (whether or not this pattern of coping is reinforced by work characteristics).

3. The highest risks of reduced health are expected in people who are characterized by conditions (1) and (2).