Work Ability and Social inclusion project in TTU

V. Tuulik
D. Karai
The Work Ability and Social inclusion (WASI) project is mainly based on Metal Age – a method developed to increase wellbeing at work, including measuring the effects of intervention on organisational leadership and stress management.
WHO Global Plan of Action on Workers Health

- The 60th WHO World Health Assamble, held in May 2007,
- approved the WHO Global Plan of Action on Workers Health (2008–2017)
- the workplace should not be detrimental to health and well-being and that primary prevention of occupational health hazards should be given priority.
A healthy workplace

- WHO defines a healthy workplace as one in which workers and manager collaborate to use a continual process to protect and promote the health, safety and well-being of workers.
- Health, safety and well-being of workers concerns in the physical work environment and in the psychosocial work environment including organisation of work and workplace culture.
An occupational stress

- The psychosocial, physical and chemical factors, which affect the human organism on the workplace or in environment are considered by many authors as stress factors which affect the vigilance level of central nervous system.

- The developing of occupational stress depends on the length and the specific character of the stressors and the functional state of different systems of organism.
Social environment influence on health

- It is very well established that social relationships are important for physical health (N. Eisenberger, 2012)-
- the absence or presence of social connections can alter activity of neural and endocrine systems that affect disease pathophysiology, such as the sympathetic nervous system and the hypothalamus–pituitary–adrenal axis.
Although perceptions of social connection or disconnection may ultimately influence health through the same systems and functionally distinct neural circuits in the central neural and neurobiological systems.

It means– the health and well-being of workers on the workplace depends on social wellbeing at work-place.
Our question is—can we estimate the wellbeing on the workplace of computer workers by using different questionnaires as
- WAI (Work Ability Index),
- QPS Nordic stress questionnaire,
- Kiva questionnaire etc.
and can we impact on the wellbeing on the workplace of computer-workers by using Metal Age program?
The most interesting question was–how to assess the role of psycosocial factors on the wellbeing on the work–place?

The social relationships are important for the physical health of workers (Eisenberg&Cole,2012)

Human body responds to all stress factors through the nervous system, endocrine and immune systems.
Metal Age III

During the program the working conditions of the computer workers:

- lightening,
- Indoor climate
- ergonomic risk factors were investigated.
Metal Age IV

- The exposure level of the different physical, chemical and physical (ergonomical) factors—called as risk level—influences as complex hazards on the organism and can evoke the common occupational stress reaction on the different stages.
The stages of the impacting of psychosocial factors was estimated by using different questionnaires on the different work-places and in the different age groups—under 40 years and over 40 years workers.
Metal Age VI

- Kiva questionnaire and determination of cortisol in saliva was estimated dynamically—before and after using Metal Age program—and have given serious different changes before and after the using Metal Age program in different groups of computer-workers.
Metal Age VII

- The musculoskeletal disorders (MSD) were assessed by using Nordic questionnaire and myotonometrical method.
- The MSDs are the result of not ergonomically organized and not safe workplace designe and can be amplified by other physical and chemical and psychosocial hazard factors on the workplace.
Analyzing of the datas of the different questionnaires showed, that psycosocial factors and the risk factors of psychosocial factors can be estimated and measured by using questionnaires:
- the standardized QPS stress questionnaire
- Kiva

Both were sensitive to the occupational stress. They differ among organisations and characterized age-related changes by occupational.
The relations between WAI and mean-Kiva score was founded (p=0.40), as well between all subcomponents WAI and Kiva (analyzed with Spearman correlation analysis and determination analysis).

It means—the physical health state of workers and the assessment of the psychosocial factors of the workplace have very closely connected and are important to qualify and interpretate the well-being and work-ability on the workplaces of computer workers.
- Web-based
- Secure (https, ID-card)
- Long term using after end of the project
- Low permanent cost
- Unlimited users number
- Multilanguage
- User friendly
- Open source
Solution 1 /

- http://www.moodle.org
- Course Management System (CMS), also known as a Learning Management System (LMS) or a Virtual Learning Environment (VLE).
- Used in many Estonian universities
- Open source, unlimited using, free of charge

http://www.e-ope.ee
http://moodle.e-ope.ee
Solution 2/

  - Username: sem1210
  - Password: 123jaKorraga_

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Solution 3/

- Course for specialist
  - Introduction to WASI, MetalAGE
  - KIVA test
  - Articles
- Course for worker
  - Introduction to KIVA
  - First KIVA test
  - Second KIVA test

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