

Presentation Title	Place in Schedule
The Psychological Risk Assessment as an Approach for an age-sensitive Workplace Health Management	Poster Session <i>Day 2 – Wednesday – May 9th, 2018</i> <i>8:30am-9:30am</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>background</p> <p>The intention of workplace health management is to help keeping employees healthy as long as possible. Since 2013, §5 of the German Occupational Health and Safety Act obliges companies to carry out psychological risk assessments in order to identify and address potential mental stress at work. As the age of workers and working conditions are changing, an appropriate workplace design for different ages is recommended. This leads to the question whether an analysis of the results of a psychological risk assessment with regard to possible age effects can contribute to an age-sensitive workplace health management.</p> <p>methods</p> <p>Within the framework of the project "RegioKMUnet", funded by the German Federal Ministry of Education and Research (BMBF), psychological risk assessments were conducted through nine employee surveys in nine small and medium - sized companies.</p> <p>participants</p> <p>The analysis included the responses of 861 employees who were classified into age classes "up to 50" (n = 604) and "over 50" (n = 257) for initial calculations. The data was analyzed using IBM SPSS 24.</p> <p>results</p> <p>A man-Whitney U test shows significant differences between the groups within the sections of work organization (U of 31.5 to 79.7), mental stress (U of 79.8 to 82.5) and leadership quality (U of 60.1 to 81.3). Almost all of the values in the group older than 50 are worse than in the group up to 50 years. However the work-life balance (U between 21.9 and 63.1) is evaluated better by the age group over 50 (p <0.05).</p> <p>limitations</p> <p>The sections of the questionnaire, within which the items were not answered in a uniform manner, are offering potential for further analyses.</p>	<p>Amanda Voss, MA <i>Institute and Outpatient Clinic of Occupational, Social, and Environmental Medicine</i></p>

Furthermore, based on the data only up to three age groups can be examined. In order to determine the actual value of psychological risk assessments, further studies with more age groups are necessary.

conclusions

The analysis of the results of a psychological risk assessment with regard to possible age effects can be helpful for an age-sensitive workplace health management. Differences in age groups according to feeling stressed and differently experienced working conditions can be identified. On this basis, interventions of the workplace health management could be specifically implemented and, for example, workloads could be redistributed in such a way that the employees feel as little stressed as possible.