

RESEARCH ARTICLE

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How psychosocial factors affect well-being of practice assistants at work in general medical care? – a questionnaire survey

Katja Goetz^{1,2*}, Sarah Berger¹, Amina Gavartina¹, Stavria Zaroti¹ and Joachim Szecsenyi¹

Abstract

Background: Well-being at work is an important aspect of a workforce strategy. The aim of the study was to explore and evaluate psychosocial factors and health and work-related outcomes of practice assistants depending on their employment status in general medical practices.

Methods: This observational study was based on a questionnaire survey to evaluate psychosocial aspects at work in general medical practices. A standardized questionnaire was used, the Copenhagen Psychosocial Questionnaire (COPSOQ). Beside descriptive analyses linear regression analyses were performed for each health and work-related outcome scale of the COPSOQ.

Results: 586 practice assistants out of 794 respondents (73.8 %) from 234 general medical practices completed the questionnaire. Practice assistants reported the highest scores for the psychosocial factor 'sense of community' (mean = 85.9) and the lower score for 'influence at work' (mean = 41.2). Moreover, practice assistants who worked part-time rated their psychosocial factors at work and health-related outcomes more positively than full-time employees. Furthermore, the two scales of health related outcomes 'burnout' and 'job satisfaction' showed strong associations between different psychosocial factors and socio-demographic variables.

Conclusions: Psychosocial factors at work influence well-being at work and could be strong risk factors for poor health and work-related outcomes. Effective management of these issues could have an impact on the retention and recruitment of health care staff.

Keywords: General medical practices, Practice assistants, Psychosocial factors, Workforce strategy

Background

Sense of well-being at work is an important aspect of a workforce strategy. In recent years, close attention has been paid to this especially for health care professionals. In western nations, unattractive working conditions in combination with work-related stress, an aging population and workforce shortages all highlight the need for up-to-date research in this field. Well-being can be described as a summative concept and includes "physical, emotional and social factors, both inside and outside the workplace" [1] and is a major determinant of productivity [2]. An important impact on well-being at work can be attributed to

psychosocial work environment including work climate, work recognition, and social support [3]. Psychosocial factors comprise aspects such as workplace social support, job satisfaction or physical load at work [4].

In recent years, different work-related factors impacting on well-being at work for have been evaluated. For example, there was a reported positive association between medication errors, working overtime and poor job security for nurses [5]. It has also been shown that higher qualified health care professionals resulted in a lower mortality rate for patients [6]. Moreover, working conditions also impact on mental and physical health of employees. Garster and Rosen reported that workplace demands could produce different changes in mental and physical health [7]. From the job demands-control model, it is known that there is a relationship between stress

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Psychosocial Counseling In General Medical Practice

Lingsheng Yao



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