

<b>Name of research project:</b>	<b>Development of psychosocial risk factors instrument in a multi-ethnic Asian working population in Singapore</b>
<b>Background/Rationale</b>	Work-related psychosocial health is an emerging and critical area that has not been well studied in multi-ethnic Asian working population. Yet, a valid and reliable instrument to assess psychosocial work factors at the workplace which can be applied across companies and industries are notably lacking for the Asian working population in Singapore.
<b>Study Objectives and Design</b>	<p>The aim of this study is to develop a self-administered instrument that cover all key and culturally appropriate domains of workplace psychosocial risk in Singapore.</p> <p>This study is part of Evaluating Resilience and Stress in Employment (ERASE) survey. A survey was conducted among 2,718 employees from four companies in selected industries. The participants were randomly divided into two halves for development and validation analyses of the scale which went through a five-step process, covering the following:</p> <ul style="list-style-type: none"> <li>• exploratory factor analysis;</li> <li>• mokken scale analysis;</li> <li>• confirmatory factor analysis;</li> <li>• checking internal consistency; and</li> <li>• convergent validity .</li> </ul>
<b>Interim findings/reports:</b>	<p>The outcome of this study is a reliable and valid 27-item instrument with five domains of psychosocial risk (job demand, job control, employee engagement and management, supervisor support and colleague support) that can be used to measure and compare the level of psychosocial risk factors across companies and industries in Singapore.</p> <p>The 27-item instrument was further developed into a web-based workplace psychosocial health assessment tool, iWorkHealth. Companies can use iWorkHealth to determine the prevalence of work stress, identify the workplace stressors and monitor the effectiveness of their preventive measures.</p>
<b>Collaborator/s:</b>	This research project is conducted by WSH Institute in partnership with Institute of Mental Health, Changi General Hospital, Health Promotion Board and the Workplace Safety and Health Council.