

Person-related factors associated with work participation in employees with health problems

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1 Background and research question

- Work absence has negative consequences for the employee, employer and society.
- In order to minimize work absence, it is essential to know which factors influence work participation.
- There is no review which primarily focuses on cognitions and perceptions that influence work participation.

Research question:

What is the association between selected person-related factors and work participation of workers with health problems?

2 Methods

- Systematic review in PubMed and PsycINFO
- English or Dutch full-text articles published in peer-reviewed journals between January 2007 and February 2017
- Risk of bias: Quality assessment tools of the Joanna Briggs Institute
- Quality of evidence: GRADE framework for prognostic studies

3 Factors associated with work participation



4 Results 1

Factors **positively** associated with work participation:

- Positive recovery or return to work expectations
- Perceived health
- Optimism
- Self-efficacy
- Coping strategies
- Feelings of control
- Motivation

5 Results 2

Factors **negatively** associated with work participation:

- Catastrophizing
- Coping strategies
- Fear-avoidance beliefs
- Perceived work-relatedness of the health problem

6 Conclusions

- Person-related factors are associated with work participation and play an important role in work participation of employees with health problems.
- Person-related factors should be considered by occupational physicians and insurance physicians when they diagnose, evaluate or provide treatment to employees with health problems.

7 Next steps

Future research should focus on answering the following questions:

- How might physicians gain more insight into the different person-related factors of employees?
- Does the use of information about person-related factors by physicians improve work participation of employees with health problems?



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