

Person-related factors associated with work participation in employees with health problems: a systematic review

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1 Introduction

In order to minimize work absence, it is essential to know which factors influence work participation. However, 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

A systematic review was carried out in PubMed and PsycINFO. Studies were included when they were published in peer-reviewed journals between January 2007 and February 2017, in English or in Dutch.

The risk of bias of the studies included was assessed using quality assessment tools from the Joanna Briggs Institute. The quality of evidence was assessed using the GRADE framework for prognostic studies.

3 Results



Factors **positively** associated with work participation

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

Factors **negatively** associated with work participation

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

4 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.

