

PY792 CV Seminar of Occupational Health Psychology

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Overview

Occupational health psychology (OHP) is one of the most heavily researched areas within the work domain, although it is not well publicized in the traditional IO psychology domain. For instance, traditional topics in IO, such as job design (job characteristic model), person-environment fit, shift work, job stress, coping and adjustment, type A/B, safety climate, workplace violence, and so on, are covered in the OHP. This course provides an in depth treatment of this literature with the foci on occupational stress, violence, and safety.

Objectives

1. To acquire knowledge of the empirical literature on the covered topics.
2. To enhance skills in critical thinking.
3. To gain expanded appreciation of how an intervention program is proposed and developed.
4. To acquire needed competencies prescribed for OHP psychologists.

Readings

Required Text: Quick, J. C., Tetrick, L. E. (2003). Handbook of Occupational Health Psychology. Washington, DC: American Psychological Association. This book provides a survey of occupational health filed.

Weekly Readings. Weekly readings, that form the bulk of the material for the class, are described in the schedule.

Grading

Students obtain 90 points or above (80 points and 20 points for items A and B) will receive an A; 80-89, a B; and so on.

- (A) Readings will be assigned for discussion each week. Every student is to generate five discussion questions for the materials (except for the Handbook) each week. These questions will provide the stimulus for discussion in class of the material. Participation is required of all students. Each student is expected to distribute the questions to all participants via an email one day prior to the class. Questions can be anything including your reactions, thoughts, research ideas, concerns, or criticisms pertaining to each reading. Questions are not graded, and don't worry about what good questions should look like. People may have different opinions about what good questions are, and can hardly provide a simple yes or no answer. Nevertheless, please avoid recall, personal opinions, or general critiques. For instance, we might avoid asking people if they like this injury prevention program. Instead, we might ask what attributes this prevention program are appealing to them? What evidence supports the benefits of

these attributes? If no such evidence, what prior direct or indirect evidence lead them to take this stand. We also avoid making general comments such as “it is just a correlational study”, “everything is self-report,” or “method variance of the study.” Be constructive and focus on what we have learned from this study, what ideas can be developed, or what the study can be improved if we will conduct it.

- (B) Prepare a 5-10 page intervention proposal based on the following scenario (20%). In a chemical plant, 20 workers are required to wear respirator when they enter into the machine room. The respirator can prevent workers from inhaling odorless toxic gases. However, the current compliance rate is 0. You are going to propose an intervention program to improve the compliance behaviors based on either motivational approaches or attitudinal change approaches. The evaluative criteria are (a) convincing empirical evidence to make your case, (b) reasonable goals of the intervention program, (c) contents of the intervention, (d) practicality and efficiency, (e) evaluation approach, and (f) relapse prevention. Due on May 7.

Date	Topic	Reading/Assignment
1/22	What is OHP?	Handbook 1, 2, 5
1/29	Methodological issues I	Brief 88, Chen 91 (read in this order), Dohrenwend 84, Lazarus 85, Dohrenwend 85 (read in this order)
2/5	Methodological issues II	Chap 18, James, 97, Spector 92, Zapf 96
2/12	Methodological issues III	Frese 99, Lazarus 91, Perrewé 99, Schaubroeck 99
2/19	Job Stress I: Theoretical models	Beehr 78, Frese 85, Hart 01, Spector 88
2/26	Job Stress II: Chronic and acute stressors	Handbook 12, Evans 91, Fried 84, Klein 99, Shaw 83
3/5	Job Stress III: Chronic and acute stressors	Handbook 11, Ganster 01, Spector 00, Jex 99
3/26	Job Stress IV: Individual Characteristics	Handbook 10, Edwards 90, , Martocchio, 89, Schaubroeck 01, Spector 00
3/28	Stress Interventions I	Handbook 15-16, Bellarosa 97, Bruning 87, Westman 97
4/2	Stress Interventions II	Handbook 17, Beehr 00, Bosma 98, van Dierendonck 98
4/9	Workplace bullying and violence	Einarsen 03, Fox 01, Jockin 01, Neuman 98, Robinson 95, Zapf 99
4/16	Safety and Injury I	Handbook 6, Burke 02, Zohar 02, Griffin 02
4/23	Safety and Injury II	Handbook 3 Hofmann in press, Ludwig, 97, Maierhoef 00
4/30	Return to work	Amick 00, Krause 98, Martocchio 00, Shaw 00
5/7	Work-family conflict and schedules	Handbook 7 and 8, Frone 00, Martens 99, Major 02

Readings By Weekly Topic

What is OHP?

Handbook 1, 2, 5.

Methodological issues I

Brief, A. P., Burke, M. J., George, J. M., Robinson, B. S., & Webster, J. (1988). Should negative affectivity remain an unmeasured variable in the study of job stress? *Journal of Applied Psychology*, *73*, 193-198.

Chen, P. Y. & Spector, P. E. (1991). Negative affectivity as the underlying cause of correlations between stressors and strains. *Journal of Applied Psychology*, *76*, 398-407.

Dohrenwend, B. S., Dohrenwend, B. P., Dodson, M., & Shrout, P. E. (1984). Symptoms, hassles, social supports, and life events: Problem of confounded measures. *Journal of Abnormal Psychology*, *93*, 222-230.

Dohrenwend, B. P., & Shrout, P. E. (1985). Hassles in the conceptualization and measurement of life stress variables. *American Psychologist*, *40*, 780-785.

Lazarus, R., DeLongis, A., Folkman, S., Gruen, R. (1985). *American Psychologist*, *40*, 770-779.

Methodological issues II

Handbook 18.

James C. Wimbush, J. C., & Dan R. Dalton, D. R. (1997). Base rate for employee theft: Convergence of multiple methods. *Journal of Applied Psychology*, *82*, 756-763.

Spector, P. E. (1992). A consideration of the validity and meaning of self-report measures of job conditions. In C. L. Cooper and I. T. Robertson (Eds.), *International Review of Industrial and Organizational Psychology*, *7*, 123-151.

Zapf, D., Dormann, C., & Frese, M. (1996). Longitudinal studies in organizational stress research: A review of the literature with reference to methodological issues. *Journal of Occupational Health Psychology*, *1*, 145-169.

Methodological issues III

Frese, M., & Zapf, D. (1999). On the importance of the objective environment in stress and attribution theory. Counterpoint to Perrewé and Zellars. *Journal of Organizational Behavior*, *20*, 761-765. [Point/counterpoint]

Lazarus, R. S. (1991). Psychological stress in the workplace. In Perrewé, P. L. (Ed.). Handbook on job stress [Special Issue]. *Journal of Social Behavior and Personality*, *6*, 1-13.

Perrewé, P. L., & Zellars, K. L. (1999). An examination of attributions and emotions in the transactional approach to the organizational stress process. *Journal of Organizational Behavior*, *20*, 739-752. [Point/counterpoint]

Schaubroeck, J. (1999). Should the subjective be the objective? On studying mental processes, coping behavior, and actual exposures in organizational stress research. *Journal of Organizational Behavior*, *20*, 753-760. [Point/counterpoint]

Job Stress I: Theoretical models

Beehr, T. A., & Newman, J. E. (1978). Job stress, employee health, and organizational effectiveness: A facet analysis, model, and literature review. *Personnel Psychology*, *31*, 665-699.

Frese, M. (1985). Stress at work and psychosomatic complaints: A causal interpretation. *Journal of Applied Psychology*, *70*, 314-328.

Hart, P. M., & Cooper, C. L. (2001). Occupational stress: Toward a more integrated framework. In N. Anderson, D. S. Ones, H. K. Sinangil, C. Viswesvaran (Eds.). *Handbook of Industrial, Work and Organizational Psychology* (vol. 2, pp. 93-114). Thousand Oaks: SAGE Publications.

Spector, P. E., Dwyer, D. J., & Jex, S. M. (1988). Relations of job stressors to affective, health, and performance outcomes: A comparison of multiple data sources. *Journal of Applied Psychology, 73*, 11-19.

Job Stress II: Stressors and Strains

Handbook 12

Evans, G. W., & Carrere, S. (1991). Traffic congestion, perceived control, and psychophysiological stress among urban bus drivers. *Journal of Applied Psychology, 76*, 658-663.

Fried, Y., Rowland, K. M., & Ferris, G. R. (1984). The physiological measurement of work stress: A critique. *Personnel Psychology, 37*, 583-616.

Klein, D. J., & Verbeke, W. (1999). Autonomic feedback in stressful environments: How do individual differences in autonomic feedback relate to burnout, job performance, and job attitudes in salespeople? *Journal of Applied Psychology, 84*, 911-924

Shaw, J. B., & Riskind, J. H. (1983). Predicting job stress using data from the PAQ. *Journal of Applied Psychology, 68*, 253-261.

Job Stress III: Stressors and Strains

Handbook 11

Ganster, D. C., Fox, M. L., & Dwyer, D. J. (2001). Explaining employees' health care costs: A prospective examination of stressful job demands, personal control, and physiological reactivity. *Journal of Applied Psychology, 86*, 954-964.

Spector, P. E., Chen, P. Y. & O'Connell, B. J. (2000). A Longitudinal study of relations between job stressors and job strains while controlling for prior negative affectivity and strains. *Journal of Applied Psychology, 85*, 211-218.

Jex, S. M., & Bliese, P. D. (1999). Efficacy beliefs as a moderator of the impact of work-related stressors: A multilevel study. *Journal of Applied Psychology, 84*, 349-361.

Job Stress IV: Individual Characteristics

Handbook 10

Edwards, J. R., Baglioni, A. J., Jr., & Cooper, C. L. (1990). Examining the relationships among self-report measures of the Type A behavior pattern: The effects of dimensionality, measurement error, and differences in underlying constructs. *Journal of Applied Psychology, 75*, 440-454.

Martocchio, J. J. & O'Leary, A. M. (1989). Sex differences in occupational stress: A meta-analytic review. *Journal of Applied Psychology, 74*, 495-501.

Schaubroeck, J., Jones, J. R., Xie, J. L. (2001). Individual differences in utilizing control to cope with job demands: Effects on susceptibility to infectious disease. *Journal of Applied Psychology, 86*, 265-278.

Spector, P. E., Zapf, D., Chen, P. Y., & Frese, M. (2000). Why negative affectivity should not be controlled in job stress research: Don't throw out the baby with the bath water. *Journal of Organizational Behavior, 21*, 79-95.

Intervention I

Handbook 15-16.

Bellarosa, C., & Chen, P. Y. (1997). The Effectiveness and practicality of occupational stress management interventions: A survey of subject matter expert opinions. *Journal of Occupational Health Psychology, 2*, 247-262.

Bruning, N. S., & Frew, D. R. (1987). Effects of exercise, relaxation, and management skills training on physiological stress indicators: A field experiment. *Journal of Applied Psychology, 72*, 515-521.

Westman, M., & Eden, D. (1997). Effects of a respite from work on burnout: Vacation relief and fade-out. *Journal of Applied Psychology, 82*, 516-527.

Intervention II

Handbook 17

Beehr, T. A., Jex, S. M., Stacy, B. A., & Murray, M. A. (2000). Work stressors and coworker support as predictors of individual strain and job performance. *Journal of Organizational Behavior, 21*, 391-405.

Bosma, H., Stansfeld, S. A., & Marmot, M. G. (1998). Job control, personal characteristics, and heart disease. *Journal of Occupational Health Psychology, 3*, 402-409.

van Dierendonck, D., Schaufeli, W. B., & Buunk, B. P. (1998). The evaluation of an individual burnout intervention program: The role of inequity and social support. *Journal of Applied Psychology, 83*, 392-407.

Workplace bullying and violence

Einarsen, S., Hoel, H., Zapf, D., & Cooper, C. L. (2003). The Concept of bullying at work: The European tradition. In S. Einarsen, H. Hoel, d. Zapf, and C, L. Cooper. *Bullying and Emotional Abuse in the workplace* (pp. 3-30). New York, NY: Taylor & Francis.

Fox, S., Spector, P. E., & Miles, D. (2001). Counterproductive work behavior (CWB) in response to job stressors and organizational justice: Some mediator and moderator tests for autonomy and emotions. *Journal of Vocational Behavior, 59*, 1-19.

Jockin, V., Arvey, R. D., McGue, M. (2001). Perceived victimization moderates self-reports of workplace aggression and conflict. *Journal of Applied Psychology, 86*, 1262-1269.

Neuman, J. H., & Baron, R. A. (1998). Workplace violence and workplace aggression: Evidence concerning specific forms, potential causes, and preferred targets. *Journal of Management, 24*, 391-419.

Robinson, S. L., & Bennett, R. J. (1995). A typology of deviant workplace behaviors: A multi-dimensional scaling study. *Academy of Management Journal, 38*, 555-572.

Zapf, D. (1999). Organisational, work group related and personal causes of mobbing/bullying at work. *International Journal of Manpower, 20*, 70-85.

Safety and Injury I

Handbook 6

Burke, M. J., Sapry, S. A, Tesluk, P. E., & Smith-Crowe, K. (2002). General safety performance: A test of a grounded theoretical model. *Personnel Psychology, 2002, 55*, 429-457.

Zohar, D. (2002). Modifying supervisory practices to improve subunit safety: A leadership-based intervention model. *Journal of Applied Psychology, 87*, 156-163.

Griffin, M. A., & Neal, A. (2000). Perceptions of safety at work: A framework for linking safety climate to safety performance, knowledge, and motivation. *Journal of Occupational and Health Psychology, 5*, 347-358.

Safety and Injury II

Handbook 3

Hofmann, D. A., Morgeson, F. P., & Gerras, S. J. (in press). Climate as a moderator of the relationship between leader-member exchange and content specific citizenship: Safety climate as an exemplar. *Journal of Applied Psychology*.

Ludwig, T. D., & Geller, E. S. (1997). Assigned versus participative goal setting and response generalization: Managing injury control among professional pizza deliverers. *Journal of Applied Psychology*, 82, 253-261.

Maierhofer, N. I., Griffin, M. A., & Sheehan, M. (2000). Linking manager values and behavior with employee values and behavior: A study of values and safety in the hairdressing industry. *Journal of Occupational Health Psychology*, 5, 417-427.

Return to work

Amick, B. C., III., Habeck, R. V., Hunt, A., Fossel, A. H., Chapin, A., Keller, R. B., & Katz, J. N. (2000). Measuring the impact of organizational behaviors on work disability prevention and management. *Journal of Occupational Rehabilitation*, 8, 21-39.

Krause, N., Dasinger, L. K., & Neuhauser, F. (1998). Modified work and return to work: A review of the literature. *Journal of Occupational Rehabilitation*, 10, 113-139.

Martocchio, J. J., Harrison, D. A., & Berkson, H. (2000). Connections between lower back pain, interventions, and absence from work: A time-based meta-analysis. *Personnel Psychology*, 53, 595-624.

Shaw, W. S., Pransky, G. S., & Hoffman, S. (2000). Preemployment and preplacement screening. In T. G. Mayer, R. J. Gatchel, and P., B. Polatin (Eds.). *Occupational Musculoskeletal Disorders* (pp. 169-183). Philadelphia, PA: Lippincott Williams & Wilkins.

Work-family conflict and schedules

Handbook 7 and 8

Frone, Michael R. (2000). Work-family conflict and employee psychiatric disorders: The national comorbidity survey. *Journal of Applied Psychology*, 85, 888-895.

Martens, M. F. J., Nijhuis, F. J. N., Van Boxtel, M. P. J., & Knottnerus, J. A. (1999). Flexible work schedules and mental and physical health. A study of a working population with non-traditional working hours. *Journal of Organizational Behavior*, 20, 35-46.

Major, V. S., Klein, K. J., & Ehrhart, M. G. (2002). Work time, work interference with family, and psychological distress. *Journal of Applied Psychology*, 87, 427-436.