

**Work Organization and Health Psychology  
Current Topics, Psychology 377  
I/O Proseminar, fall 2003**

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Meeting time: 1:00 - 4:00 Wednesdays, Rm. 109 WAB

### Objectives

Become familiar with the broad field of Occupational Safety and Health (OSH).

Learn OSH research fundamentals, approaches and techniques.

Learn how to design OSH research studies.

### Primary reading sources

TBA by each professor prior to the beginning of his/her section (see below).

Assigned readings will be placed on reserve in the Psychology Center.

### Requirements

Develop a working knowledge of topics covered in class discussions and assigned readings.

Attend class and actively participate in discussions.

Prepare research proposals

### Grading

You will be asked to develop a mini research proposal for each section of the course (each is 20% of your grade). Mini-proposals should be submitted to the instructor for that section within one week following the end of that section. A final, larger proposal that demonstrates an integration/synthesis of multiple research themes and methods (30% of your grade) is due at the end of the course, and will serve as a final exam. This larger proposal should reflect a combination of design, measurement and analysis techniques from all three sections of the course. The remaining 10% of your grade will be based on class participation where you are expected to come to each class well prepared to discuss the topics scheduled for that day.

### Overall Meeting Schedule, Room 109 Bousfield (WAB)

Introduction; Profs. Henning, Magley, Stevens & Warren

8/27

Section 1, Profs. Warren and Stevens

9/3

9/10

9/17

9/24

10/1

Section 2, Prof. Henning

10/8

10/15

10/22

10/29

Section 3, Prof. Magley

11/5

11/12

11/19

Creative Synthesis; Profs. Henning, Magley, Stevens & Warren

Section 1 Reading List, Profs. Warren and Stevens

Session 1

- a. Armstrong, T.J., Buckle, P., Fine, L.J., Hagberg, M., Jonsson, B., Kilbom, A., Kuorinka, I.A.A., Silverstein, B.A., Sjøgaard, G., Viikari-Juntura, E.R.A. 1993. A conceptual model for work-related neck and upper-limb musculoskeletal disorders. *Scand. J. Work Environ. Health* 19:73-84
- b. Bongers, P.M., de Winter, C.R., Kompier, M.A.J., Hildebrandt, V.H. 1993. Psychosocial factors at work and musculoskeletal disease. *Scand. J. Environ. Health*; 19:297-312
- c. Faucett, J. and Rempel, D. 1994. VDT-Related Musculoskeletal Symptoms: Interactions between Work Posture and Psychosocial Work Factors. *Am. J. Ind. Med.* 26:597-612

Session 2

- a. NORA Organization of Work Team. 2002. *The Changing Organization of Work and the Safety and Health of Working People*. U.S. Dept. of Health and Human Services. DHHS (NIOSH) Publication No. 2002-226
- b. Hill, BA. 1965. *The Environment and Disease: Association or Causation?* *Proceedings of the Royal Society of Medicine* 58:295-300
- c. <http://bmj.com/epidem/epid.html> (epidemiology website of bmj): sections 1-4

Session 3

- a. Elovainio M, Kivimäki M and Vahtera J. 2002. Organizational Justice: Evidence of a New Psychosocial Predictor of Health, *AJPH* 92(1) 105-8
- b. Scott T, Mannion R, Davies HTO and Marshall MN. 2003. Implementing culture change in health care: theory and practice. *Int. J for Quality in Health Care* 15(2):111-18

Session 4

- a. DeRango K and Franzini L. 2003. Economic Evaluations of Workplace Health Interventions: Theory and Literature Review. In Quick JC and Tetrick LE, eds., *Handbook of Occupational Health Psychology*. American Psychological Association, Washington DC. Pp.417-30
- b. de Jonge J, van Breukelen GJP, Landeweerd JA and Nijhuis FJN. 1999. Comparing Group and Individual Level Assessments of Job Characteristics in Testing the Job Demand-Control Model: A Multilevel Approach
- c. Söderfeldt B, Söderfeldt M, Jones K, O'Campo P, Muntaner C, Ohlson C-G and Warg L-E. 1997. Does Organization Matter? A Multilevel Analysis of the Demand-Control

Model Applied to Social Services. Soc Sci Med 34(4):527-34

#### Session 5

a. Doi Y and Minowa M. 2003. Gender differences in excessive daytime sleepiness among Japanese workers. Social Science & Medicine 56:883-94

b. Schernhammer ES, Laden F, Speizer FE, Willett WC, Hunter DJ, Kawachi I and Colditz GA. 2001. Rotating Night Shifts and Risk of Breast Cancer in Women Participating in the Nurses' Health Study. J Nat Cancer Institute, 93(20) 1563-8

#### Section 2, Prof. Henning

##### Objectives

- 1) Develop a systems perspective on occupational safety and health.
- 2) Become familiar with programs, government regulations and agencies (NIOSH and OSHA).
- 3) Understand the need for professional standards and codes of practice.
- 4) Be able to recognize where basic and/or applied research is needed in this area.
- 5) Learn how to apply a systems approach when proposing occupational health and safety research

##### Section requirements:

- 1) Develop a working knowledge of topics covered in assigned readings.
- 2) Attend class and participate in discussions by bringing in prepared questions
- 3) about the readings. Submit a mini-proposal

#### Reading Sources (Assigned readings will be placed on reserve in the Psychology Center Library)

HAWHealth and work: Critical perspectives (1999). N. Daykin and L. Doyal (Eds.), Macmillan.

HOHPHandbook of occupational health psychology (2003). Quick JC and Tetrick LE, eds., American Psychological Association, Washington DC.

ILOEncyclopaedia of occupational health and safety, 4th edition (1998). Jeanne M. Stellman (Ed.) (4-volume set located in the Reference section, Homer Babbidge Library, non-circulating)

WEBNational Institute for Occupational Safety and Health (NIOSH)  
<http://www.cdc.gov/niosh>

Occupational Safety and Health Administration (OSHA) <http://www.osha.gov>

Health Services: A free and advertising-free weekly online update of the injury research and prevention literature. Each month information from more than 100 professional journals from many fields and provide abstracts of articles are reviewed that may be useful to injury researchers, safety specialists, and others with an interest in related fields. Each abstract contains full contact information for the author and a link to the Website of

the journal or organization that published the report. This information is available each Monday. [www.SafetyLit.org](http://www.SafetyLit.org)

NIOSH TM (a training manual) Human factors and systems principles for occupational safety and health (1979). K.U. Smith. Module 20, Division of Training and Manpower Development, NIOSH.

Macroergonomics (2003). H.W. Hendrick and B. Kleiner (Eds.), Erlbaum.

SafLitThe Center for Injury Prevention Policy and Practice, in partnership with the State and Territorial Injury Prevention Directors Association, the Injury Control and Emergency Health Services Section of the American Public Health Association, the Children's Safety Network, and the California Department of

### Section 2 Reading List (other readings TBA), Prof. Henning

- Session 1      Occupational health as a human right ILO 23.21  
Book forward by Lennart Leviix, HOHP  
Prevention at Work Ch 1, HOHP  
Technology and workplace health Ch 11, HOHP
- Session 2      Workers' compensation systems: overview ILO 25.2  
Social cybernetics and OSH, NIOSH TM
- Session 3      Macroergonomics of hazard management Ch 10, MAC  
A macroergonomic approach to reducing work-related injuries Ch 8  
Forms of worker participation ILO 21.21
- Session 4      Participatory approaches in occupational health research Ch 13, HAW  
Controlling OSH hazards Ch 3, HOHP  
OSHA: VPP WEB  
NIOSH: NORAWEB  
Ethical issues: information and confidentiality ILO 19.14  
Other readings TBA

### Section 3 Reading List (other readings TBA), Prof. Magley

#### Session 1: Stress Framework

Lazarus, R. S., & Folkman, S. (1984). Stress, appraisal, and coping. New York: Springer Publishing Company. Ch. 2, 5 & 6

Brotheridge, C. M. (2001). A comparison of alternative models of coping: Identifying relationships among coworker support, workload, and emotional exhaustion in the workplace. International Journal of Stress Management, 8, 1-14.

Viswesvaran, C., Sanchez, J. I., & Fisher, J. (1999). The role of social support in the process of work stress: A meta-analysis. Journal of Vocational Behavior, 54, 314-334.

Optional: Compas, B. E. , Connor-Smith, J. K., Saltzman, H., Thomsen, A. H., & Wadsworth, M. E. (2001). Coping with stress during childhood and adolescence: Problems, progress, and potential in theory and research. Psychological Bulletin, 127, 87–127.

Jex, S. M., Bliese, P. D., Buzzell, S., & Primeau, J. (2001). The impact of self-efficacy on stressor-strain relations: Coping style as an explanatory mechanism. Journal of Applied Psychology, 86, 401-409.

## Session 2: Emotionality as a Workplace Stressor

### Methods pieces:

Cooper, C. L. (2000). Introduction: A discussion about the role of negative affectivity in job stress research. Journal of Organizational Behavior, 21, 77.

Sanchez, J. I., & Viswesvaran, C. (2002). The effects of temporal separation on the relations between self-reported work stressors and strains. Organizational Research Methods, 5, 173-183.

### Substantive pieces:

Andersson, L. M., & Pearson, C. M. (1999). Tit for tat? The spiraling effect of incivility in the workplace. Academy of Management Review, 24, 452-471.

Cortina, L. M., Magley, V. J., Williams, J. H., & Langhout, R. D. (2001). Incivility in the workplace: Incidence and impact. Journal of Occupational Health Psychology, 6, 64-80.

Glomb, T. M. (2002). Workplace anger and aggression: Informing conceptual models with data from specific encounters. Journal of Occupational Health Psychology, 7, 20-36.

Grandey, A. A. (2000). Emotion regulation in the workplace: A new way to conceptualize emotional labor. Journal of Occupational Health Psychology, 5, 95-110.

### Optional pieces:

Albrow, M. (1992). Sine ira et studio: or Do organizations have feelings? Organization Studies, 13, 313-329.

Cortina, L.M., & Magley, V.J. (2002, August). Individual differences in responses to incivility in the workplace. In P.J. Moberg (Chair), Workplace Abuse, Aggression, Bullying, and Incivility: Conceptual Integration and Empirical Insights. Symposium conducted at the annual meeting of the Academy of Management, Denver, CO.

## Gendered Workplace Mistreatment

- Fitzgerald, L.F., Magley, V.J., Drasgow, F., & Waldo, C.R. (1999). Measuring sexual harassment in the military: The SEQ-DoD. Military Psychology, 11, 243-263.
- Gutek, B. A., & Koss, M. P. (1993). Changed women and changed organizations: Consequences of and coping with sexual harassment. Journal of Vocational Behavior, 42, 28-48.
- Hatch-Maillette, M. A., & Scalora, M. J. (2002). Gender, sexual harassment, workplace violence and risk assessment: Convergence around psychiatric staff's perceptions of personal safety. Aggression and Violent Behavior, 7, 271-291.
- Ilies, R., Hauserman, N., Schwochau, S., & Stibal, J. (2003). Reported incidence rates of work-related sexual harassment in the United States: Using meta-analysis to explain reported rate disparities. Personnel Psychology, 56, 607-631.
- Magley, V. J., Hulin, C. L., Fitzgerald, L. F., & DeNardo, M. (1999). Outcomes of self-labeling sexual harassment. Journal of Applied Psychology, 84, 390-402.