A Review of Work-Family and Job Stress Workplace Interventions within Total Worker Health® and Occupational Health Psychology Frameworks

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Drawing on Occupational Health Psychology (OHP) and Total Worker Health® (TWH) frameworks, this talk will review the impact of work-family and job stress on health, safety, well-being, family, and organizational outcomes. TWH is defined as policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness prevention efforts to advance worker well-being. OHP concerns the application of psychology to improving the quality of work life, and to protecting and promoting the safety, health and well-being of workers. I will present evidence on the known effects of workplace stress on such chronic health outcomes as cardiovascular disease, obesity, musculoskeletal disorders, mental health, and safety, as well as the evidence behind OHP and TWH interventions that are aimed at preventing such work and non-work related risk factors. Discussion of the economic impact as well as the impact on families of psychosocial and environmental risk factors, and of interventions aimed at reducing occupational hazards will be part of this presentation. Finally, a review of the essential elements of TWH, and how those converge with OHP will be presented. The emphasis will be on a review of the work-family and job stress workplace interventions within the TWH and OHP frameworks.
Dr. Hammer will introduce the topic of workplace interventions, providing rationale for the importance of the topic and important implications for worker health and well-being. Using a variety of research designs, three workplace intervention studies will be introduced in this symposium. In addition, theoretical frameworks related to the development of workplace interventions will be discussed in a fourth presentation. Kossek, Giddings, Lee and Bodner will present a cell phone policy intervention study among retail workers that shows that cell phone uses on and off the job relate to boundary control at work and home, and has implications for the design of cell phone policy use. Demerouti will present an intervention study on job crafting, which refers to proactive and voluntary adjustments that individuals make in their work characteristics in order to make it more meaningful and satisfying. Results indicated an increase in seeking resources was positively related to T2 social support, workload, team climate, whereas an increase in reducing demand was negatively related to T2 work-family conflict. Kooij, van Woerkom, and Kuijpers will present there has been substantial development in the science and practice of workplace interventions, relatively little published psychology-based intervention research has specifically focused on age-related interventions. The goal of his presentation is to stimulate additional research on age-focused workplace interventions. Based on the current state of the aging workforce literature, a number of possible lines of research on age-related workplace interventions will be proposed. Hammer will facilitate a discussion about workplace interventions, highlighting design issues, as well as issues related to the level of analysis for such interventions, drawing connections back to her keynote address on work-family and job stress workplace interventions.