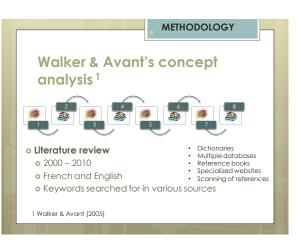


OBJECTIVE

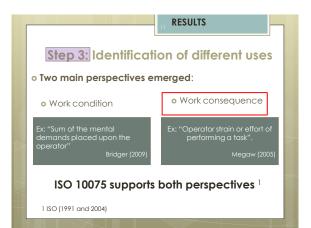
How to measure mental workload in the return to work process? How to define it?

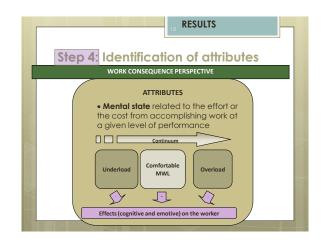
	, METHODOLOGY				
V	Valker & Avant's concept analysis ¹				
	Step 1 • Identify the concept				
	• Determine the purpose				
• Identify the different uses					
Slep 4 • Identify the attributes					
	Stop Step I eldentify a model case				
	Step 6 • Identify other cases				
	• Identify antecendents and consequences				
	Identify the empirical referents				
	1 Walker & Avant (2005)				



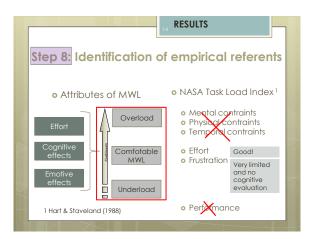


10 RESULTS	7
Focus on some of the results:	_
Slep 1 • Identify the concept	
Determine the purpose	
I ldentify the different uses	
step 4 • Identify the attributes	
Slep 5 • Identify a model case	
Identify other cases	
Slep 7 • Identify antecendents and consequences	
Identify the empirical referents	
	/4





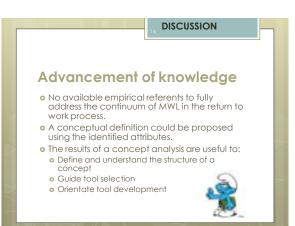
		13 RESULTS				
Step 8: Identification of empirical referents						
	Ex:	4	9			
1.Performance measures	Time or quantity	Well documented	Limited to overload			
2.Physiological measures	HR, HRV, EEG	Continuous	Not specific Require a controlled env.			
3. Indicators from work analysis	Postural indices, strategy changes	Substantial information	Time consuming and expertise level required			
4. Subjective measures	NASA-TLX (score)	Fast and low cost	Memory biais			



RESULTS

A conceptual definition of MWL

"A hypothetical construct reflecting an individual's mental state (affective and cognitive), related to the effort or cost resulting from accomplishing the work at a given level of performance. The mental state can be seen as a continuum varying from mental underload to mental overload, with a comfortable mental workload existing between. Both extremes are associated with negative effects and positive effects are associated with comfortable mental workload."

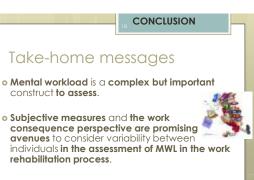


DISCUSSION

A question of perspective

- Work consequence:
 - Not as commonly used compared to the work condition perspective¹
 - Takes into account human variability
 - Broader than cognitive load (emotional component)^{2,3}
 - Related to stress at work or psychological distress (overload)^{4,5} but a comfortable MWL is also important²

1 Bridger (2009); 2 ISO (1991); 3 Coutu et al. (2011); 4 Karasek and Theorell(1990): 5 Kessner (2006)



• Results from this concept analysis can be used to develop a tool that will cover the continuum of MWL.

