

Team climate at work associated with mental health in the Health 2000 Study in Finland

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Introduction



Depressive disorders

- Significant contributors to work disability and premature exit from the labour market
- Antidepressant use in Finland increased 7-fold from 1990 to 2005

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Introduction

- Team climate is assumed to protect mental health
- This study examined the association between poor team climate at work, mental health, and subsequent antidepressant medication

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Methods



- A cohort of 3347 employees
- A population-based health survey
- Team climate at work: Self-assessment questionnaire (the Healthy Organization Questionnaire of the Finnish Institute of Occupational Health)
- DSM-IV diagnoses of depressive, anxiety, and alcohol use disorders based CIDI
- Purchases of antidepressants from the nationwide pharmaceutical register of the Social Insurance Institution

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Methods



- Adjustments for age, gender, marital status, occupational grade, lifetime mental disorders, job tenure, job control and job demands
- Adjusted odds ratios (OR) and their 95% confidence intervals (CI) for DSM-IV diagnoses and having at least one purchase of antidepressants during the 3-yr follow-up

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Results



Associations with mental disorders

Poor team climate and depressive disorders

OR **1.61**; 95% CI **1.10-2.36** (p=0.002)

Poor team climate and anxiety disorders

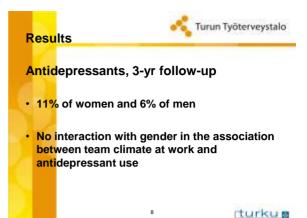
OR 1.26; 95% CI 0.76-2.08 (p=0.38)

Poor team climate and alcohol use disorders

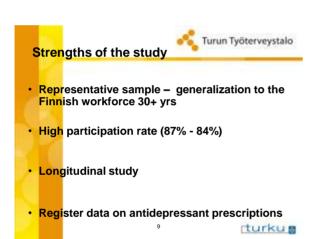
- OR **1.06**; 95% CI **0.70-1.62** (p=0.56)

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Associations between poor team climate and antidepressant use OR 1.53; 95% CI 1.02-2.30 (p=0.027)



Limitations of the study





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