

A longitudinal intervention study of the participatory approach for small-scale enterprises in Japan

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Introduction

- SSEs defined as having fewer than 50 workers are accounted for 97.2% of all enterprises in Japan.
- Workers at SSEs are believed to be experiencing a worsening of health problems.
- We conducted a longitudinal intervention study in order to develop and spiral-up appropriate measures for workers at SSEs in Japan.

Aims

This study developed the facilitative approach and evaluated the effectiveness of a longitudinal participatory approach for SSEs in Japan.

Methods

Subjects:

16 volunteer SSEs in Ibaraki prefecture in Japan

Period:

Jun.2008 –Mar.2010

Intervention method:

OHNs facilitate the independent health activity of the workplace

Analysis method:

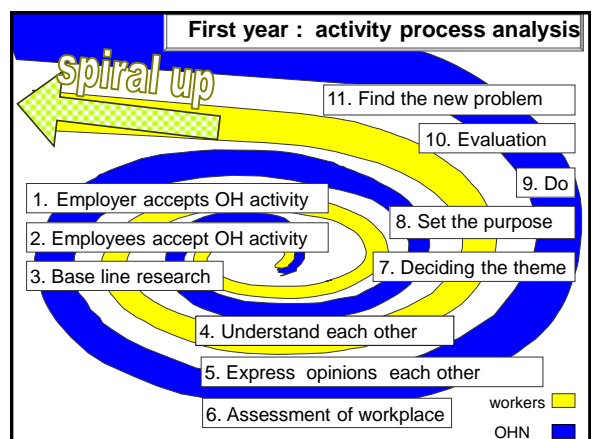
Activity process analysis by action research
The self-administered questionnaires for pre and post intervention by using Student t test

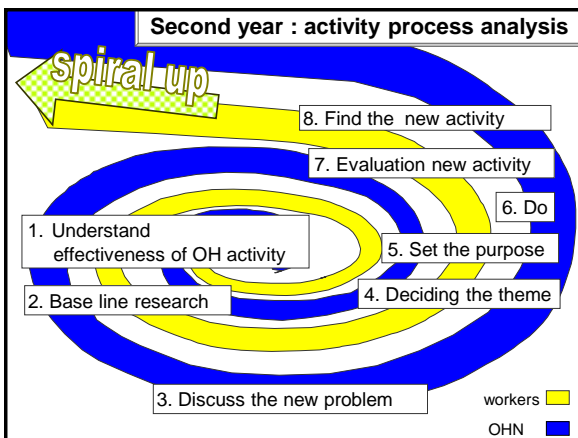
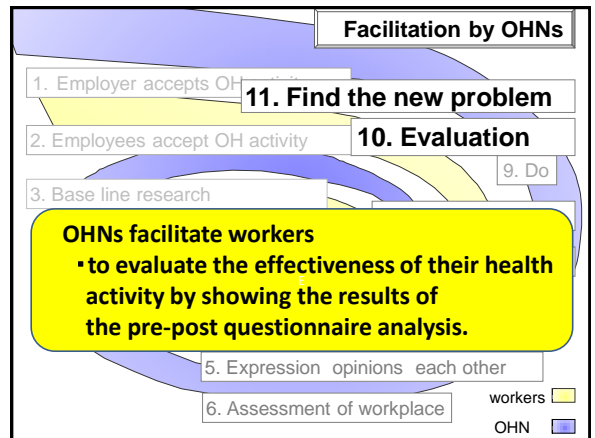
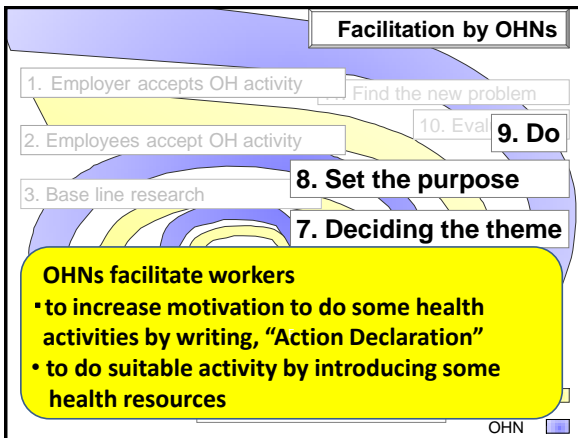
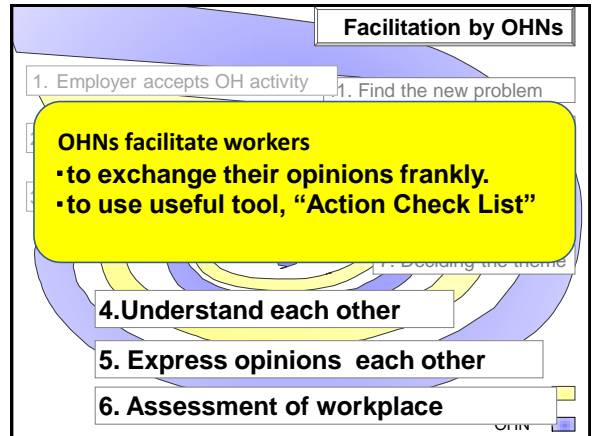
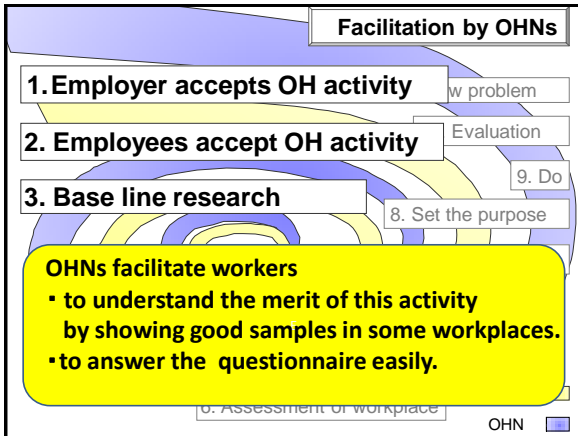
Results 1 (Process of action research)

We categorized the facilitative approach of the participatory activity into 11 steps.

Moreover,

The approach in the second year is categorized into 8 steps for spiral up.





Improvement Activity (Examples 1)




1. Set up regular meeting
2. Calling together "Good morning , have a good day ,Oh!"

Improvement Activity (Examples 2)



3. Set up physical exercise



4. Introduction of health education

Result 2 (Effectiveness analysis)

First year (N=28)	Pre	Post	P
	Mean (SD)	Mean (SD)	
Control of work	8.08(2.02)	8.27(1.51)	0.584
Superior's support	6.79(2.53)	6.93(1.94)	0.581
Work engagement	2.98(1.36)	3.03(1.18)	0.637
Performance of work	6.23(1.93)	6.38(1.72)	0.703
Smoking(/day)	8.59(9.89)	8.75(10.6)	0.797
Second year (N=73)	Pre	Post	P
	Mean (SD)	Mean (SD)	
Control of work	7.99(1.95)	8.06(1.96)	0.658
Superior's support	7.71(2.19)	7.90(2.17)	0.309
Work engagement	3.20(1.22)	3.34(1.12)	0.175
Performance of work	5.94(1.70)	6.01(1.71)	0.757
Smoking(/day)	10.5(11.0)	9.64(10.6)	0.062

Discussion 1

For lifestyle, smoking number was decreased.

→Because of establishment smoking room
(by activity report)

Not appropriate measure for smoking.

Why did it decrease smoking number?

Workers interest on smoking measures might effect on smokers consciousness.

OHNs should not deny their activity simply in the 1st step.
OHNs should encourage workers to start the activity easy-to-implement.

OHNs should support continued towards the totally non smoking.

Discussion 2

- It was suggested for control of work and the superior's support to be improved through the participatory approach, to lead to the rise of work engagement, and to have related to the improvement of the performance of work furthermore.

Conclusion

Facilitation of the workers' initiative could create good communication among workers and healthy workplace climate, to lead to the rise of work engagement and improvement of the work performance.

Thank you for your attention

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