

PSYCHOSOCIAL RISK AND ENGAGEMENT IN EARLY CHILDHOOD PROFESSIONALS

Insights from a Regional
Portuguese Study



SUMMARY

- **CONCEPTS**
- **OBJECTIVES**
- **METHODOLOGY**
- **RESULTS**
- **DISCUSSION**
- **CONCLUSION**
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CONCEPTS

HEALTH AND WELLBEING

Right to a safe and healthy working environment, (WHO, 2022).

Health and Safety at Work is a fundamental principle of labor law (ILO, 2023)

PSYCHOSOCIAL RISK

likely to cause an adverse effect on the health of the worker. Threat to the health and safety of workers. (EU-OSHA, 2022)

ENGAGEMENT

Performance and productivity predictor. Translates the relationship between professionals and the work environment. (Bakker & Demerouti, 2016)

EARLY CHILDHOOD PROFESSIONALS

66% of early childhood professionals experience moderate to high levels of stress (D.H.H.S.E, 2022)

GOALS

IDENTIFY PSYCHOSOCIAL RISKS AND ENGAGEMENT IN SCRLVT ELI PROFESSIONALS

ANALYZE WHETHER THE PERCEPTION OF PSYCHOSOCIAL RISKS AND ENGAGEMENT VARIES ACCORDING TO SOCIO-PROFESSIONAL AND SOCIODEMOGRAPHIC CHARACTERISTICS

CHECK IF THERE ARE DIFFERENCES IN THE MEDIAN VALUES IN THE WORK ENGAGEMENT DOMAINS

CHECK IF THERE IS A RELATIONSHIP BETWEEN PSYCHOSOCIAL RISKS AND ENGAGEMENT AMONG PROFESSIONALS AT SCRLVT'S ELIS

METHODOLOGY

TYPE OF STUDY

- Transversal

POPULATION

- SCRLVT ELI Professionals
(464 professionals from the 36 ELI units)

INSTRUMENTS

- Sociodemographic questionnaire
- Copenhagen Psychosocial Questionnaire III (COPSOQIII)
- Utrecht Work Engagement Scale (UWES-9)

COLLECTION

- Google Forms Online Survey

ANALYSIS

- Validation of information;
- Descriptive statistics;
- Graphical representation of the Likert-type scales of the instruments;
- Inferential statistics (bivariate analysis, measures of association and correlation, tests of independence, normality and homoscedasticity, for two or more groups and post-hoc analysis).

APPROVED BY THE ETHICS COMMITTEE IPS RESEARCH UNIT NO. 30 2024
PARTICIPANTS GAVE WRITTEN INFORMED CONSENT

METHODOLOGY

Hypotheses

- H1- THE PERCEPTION OF PSYCHOSOCIAL RISK VARIES ACCORDING TO SOCIODEMOGRAPHIC VARIABLES
- H2- THE PERCEPTION OF PSYCHOSOCIAL RISK VARIES ACCORDING TO SOCIO-PROFESSIONAL VARIABLES
- H3- THERE ARE DIFFERENCES IN MEDIAN VALUES IN AT LEAST ONE PAIR OF WORK ENGAGEMENT DOMAINS
- H4- THE PERCEPTION OF WORK ENGAGEMENT VARIES ACCORDING TO SOCIODEMOGRAPHIC VARIABLES
- H5- THE PERCEPTION OF WORK ENGAGEMENT VARIES ACCORDING TO SOCIO-PROFESSIONAL VARIABLES
- H6- THERE IS A RELATIONSHIP BETWEEN PSYCHOSOCIAL RISKS AND ENGAGEMENT

RESULTS

RESPONSE RATE

22% (103 responses)

DEMOGRAPHIC CHARACTERISTICS

Female (97%);
Average age: 43 years;
Married / de facto union (58%);
With descendants (60%);
With no dependents (56%)



RESULTS

PROFESSIONAL CHARACTERISTICS

- Kindergarten teachers (19%);
- Employer entity – IPSS (41%) and Ministry of Education (29%);
- Permanent employment contract (60%);
- Lisbon regional team (51%);
- Postgraduate studies (38%);
- No specific Early Intervention (EI) training (62%);
- Continuous training (74%);
- EI Experience and Time in Current Team (60 months);
- Full-time (54%);
- Average number of 5 supports / per week in each of the contexts (office / educational / home);
- Has resources (79%);
- Informal communication (77%).



RESULTS

PSYCHOSOCIAL RISK

- **Risk Factors** - High Risk
Cognitive Demands (90%) Emotional Demands (82%)
- **Protective factors** - Low risk Meaning of work (88%)
- **Health Factors** - Moderate Risk

ENGAGEMENT

- **Total Engagement** - Medium (M 4.46)
- **Vigor** - Medium Engagement (M 4.23)
- **Dedication** - Medium Engagement (M 4.67)
- **Absorption** - High Engagement (M 4.46)



RESULTS

DIFFERENCES IN A PAIR OF WORK ENGAGEMENT DOMAINS

The Dedication vs Vigor pair showed differences

(p-VALUE=0.005)

TOTAL ENGAGEMENT AND GLOBAL PSYCHOSOCIAL RISK

Significant negative correlation between global psychosocial risk and total engagement

($p < 0.001$; $\rho = -0.536$)



RESULTS



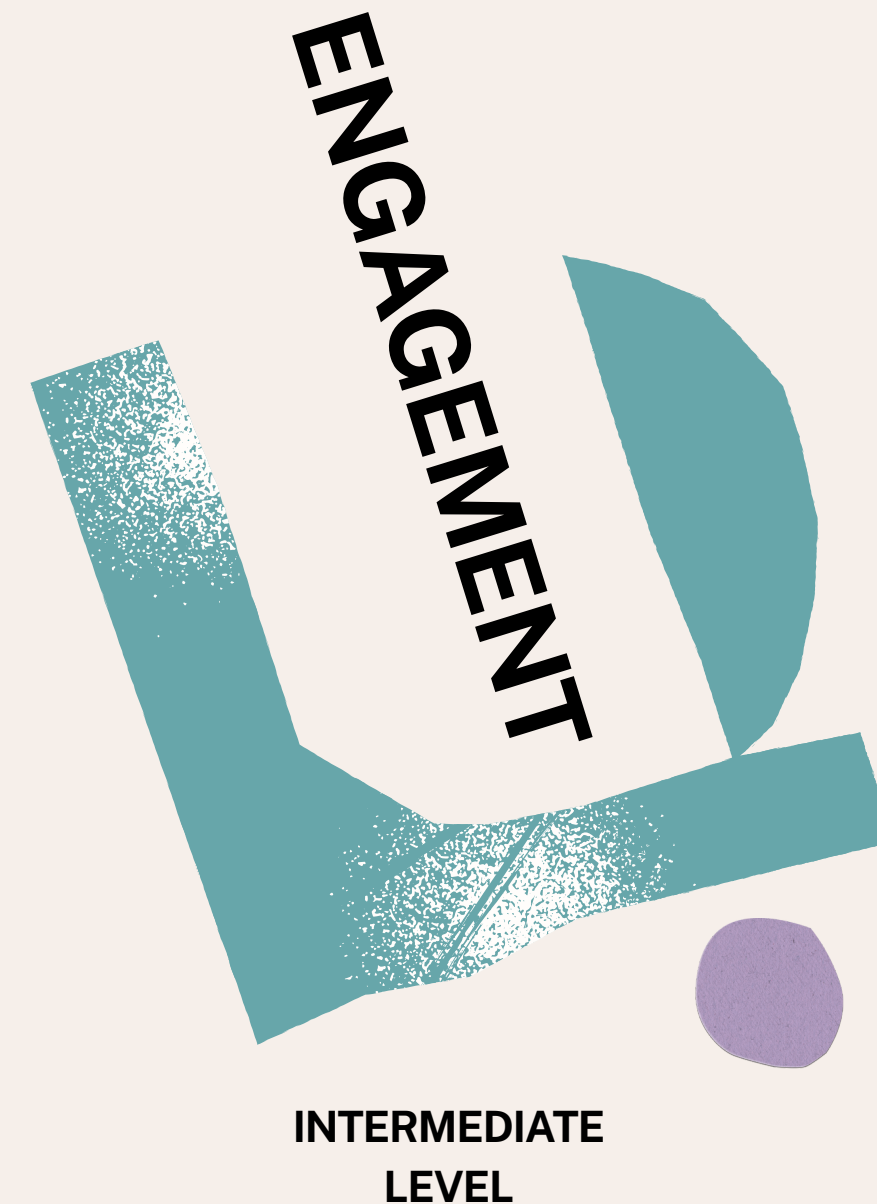
VARIABLES	Global Psychosocial Risk	Total ENGAGEMENT
Sociodemographic variables	<p>Age (p-value = 0.045, Fisher Exact Test Extension) Very strong association (Cramer's V=0.305)</p>	<p>Age (p-value = 0.051, Fisher Exact Test Extension) Very strong association (Cramer's V = 0.275)</p> <p>Marital status (p-value = 0.051, Fisher Exact Test Extension) Strong association (Cramer's V = 0.222)</p>
Occupational and social variables	<p>Employer (p-value = 0.025, Fisher Exact Test Extension) Very strong association (Cramer's V = 0.349)</p> <p>Employment relationship (p-value = 0.044, Fisher Exact Test Extension) Very strong association (Cramer's V = 0.307)</p> <p>Home support p-value < 0.001 Spearman correlation (-.252).- weak relationship</p>	<p>Employer (p-value = 0.010, Fisher Exact Test Extension) Very strong association (Cramer's V = 0.335)</p> <p>Employment relationship (p-value = 0.041, Fisher Exact Test Extension) very strong association (Cramer's V = 0.277)</p> <p>Specific EI formation (p-value = 0.064, Chi-square test) strong association (Cramer's V = 0.231)</p> <p>EI experience p-value = 0.011, rho-0.249 Spearman correlation test - weak negative relationship</p> <p>Current team integration time p-value = 0.005, rho -0.273 Spearman correlation test - weak negative relationship</p> <p>Home support p-value = 0.045, rho-0.198 Spearman correlation test - weak negative relationship</p>

DISCUSSION



DISCUSSION

- RESPONDING TO THE NEEDS OF CHILDREN AND THEIR FAMILIES WITH DIFFICULTIES AND COMPLEX PROBLEMS (YOUNG ET AL., 2021).
- INTENSE, EMOTIONALLY STRESSFUL SOCIAL INTERACTIONS. (LIPSCOMB ET AL., 2021).
- DEALING WITH COMPLEX COGNITIVE AND EMOTIONAL DECISIONS. (GERBERT E MULDER, 2023).
- DEALING WITH CHILDREN'S CHALLENGING BEHAVIORS GENERATES FEELINGS OF DISTRESS (LIPSCOMB ET AL., 2021)



- CONTRIBUTING TO THE DEVELOPMENT OF CHILDREN/FAMILY IS AN INTRINSIC REWARD FOR THE WORK ITSELF (WEST ET AL., 2018).
- SELF-EFFICACY, HAS A POSITIVE IMPACT ON THE JOB SATISFACTION OF PPIS (LEE ET AL., 2018).
- WORK ENGAGEMENT VALUES FOUND IN THIS RESEARCH ARE HIGHER THAN THE REFERENCE VALUES AT NATIONAL LEVEL (EUROFOUND, 2023).

DISCUSSION

H1

AGE
36-45 YEARS
MORE RISK
(OLDER PEOPLE
LOWER RISK)

H2

EMPLOYER ENTITY
IPSS

EMPLOYMENT
RELATIONSHIP-
INDEFINITE TERM
EMPLOYMENT CONTRACT

HOME INTERVENTION
MORE COMPLEX
DIFFICULT TO CONTROL
DEMANDING

H3

PAIR VIGOR/DEDICATION
DOMAINS WITH LOWER
VALUES

H4

AGE
36-45 YEARS
LESS
ENGAGEMENT

MARITAL STATUS:
MARRIED/DE
FACTO UNION

H5

EMPLOYER ENTITY
ALONG WITH
EMPLOYMENT RELATIONSHIP
SERVICE PROVISION

NOT HAVING SPECIFIC EI TRAINING
EI EXPERIENCE TIME
PROFESSIONALS WITH + EXPERIENCE
- **ENGAGEMENT**

CURRENT TIME TEAM
PROFESSIONALS LESS TIME TEAM
+ **ENGAGEMENT**


HOME INTERVENTION
FAMILY-CENTERED PRACTICE IN THE
HOME CONTEXT
+ **ENGAGEMENT**

H6

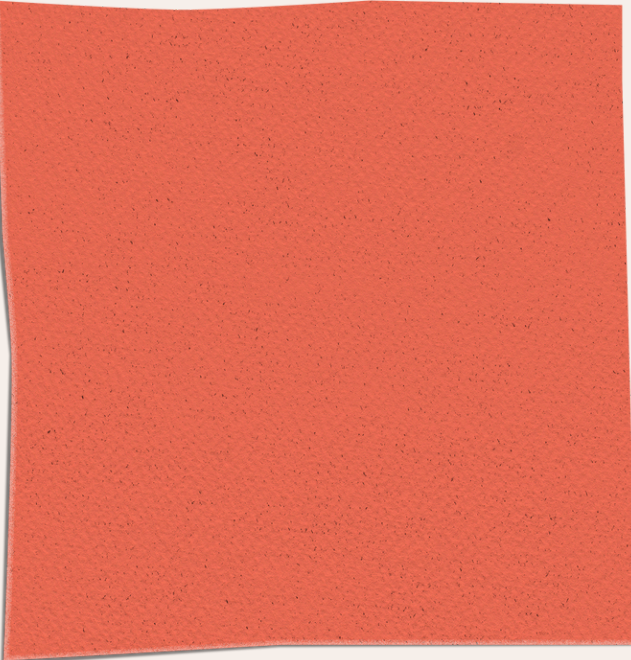
**STATISTICALLY
SIGNIFICANT NEGATIVE
RELATIONSHIP**
HIGHER PSYCHOSOCIAL
RISKS ASSOCIATED
WITH LOWER LEVELS OF
ENGAGEMENT




CONCLUSIONS



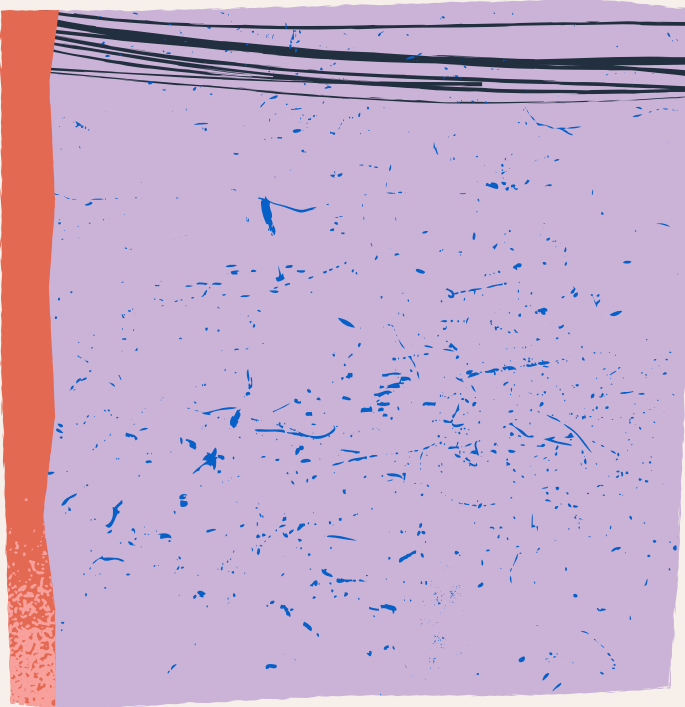
A SIGNIFICANT NEGATIVE RELATIONSHIP WAS IDENTIFIED BETWEEN PSYCHOSOCIAL RISKS AND WORK ENGAGEMENT. PROFESSIONALS WITH HIGHER RISKS HAVE LOWER LEVELS OF ENGAGEMENT



POSITIVE ASPECTS STAND OUT, SUCH AS THE MEANING ATTRIBUTED TO WORK AND THE HIGH LEVELS OF ABSORPTION



RELEVANT ASSOCIATIONS WERE FOUND BETWEEN PSYCHOSOCIAL RISK AND ENGAGEMENT WITH SOCIODEMOGRAPHIC AND PROFESSIONAL VARIABLES



MEASURES ARE SUGGESTED AT MACRO, ORGANIZATIONAL AND INDIVIDUAL LEVELS TO PROMOTE WELL-BEING AND ENGAGEMENT

RECOMMENDATIONS

MACRO

- Measures to mitigate and prevent identified risks
- Compliance with dispatch no. 12866 / 2023
- Hiring more professionals
- Review the Agreements for the Development of Social Responses (PROCOOP)

ORGANIZATIONAL

- Regular clinical supervision of ELI's

LOCAL

- Limit the number of cases manageable by each professional
- Guidelines for home intervention

INDIVIDUAL

- Specific EI training for all ELI professionals

CONTRIBUTIONS

- SCRLVT / SNIPI develop a prevention and health promotion plan for ELI professionals
- Validation and adaptation of COPSQQ III (medium version)
- Increase OPFPO database

FUTURE LINES OF RESEARCH

- Replicate this methodology to other SNIPI subcommittees at the national level
- Construct and criterion validity of COPQOS III (medium version)

LIMITATIONS

- Lack of studies (comparability)
- Greater adherence, for robust conclusions



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THANK YOU