

Implementatie van de Participatieve Aanpak bij leidinggevenden voor optimale inzetbaarheid.

No registrations found.

Ethical review	Positive opinion
Status	Recruiting
Health condition type	-
Study type	Interventional

Summary

ID

NL-OMON19888

Source

NTR

Brief title

ADAPT 2.0

Health condition

EN:

employability
sick leave
presenteeism
distress

NL:

inzetbaarheid
ziekteverzuim
presenteeism
stressklachten

Sponsors and support

Primary sponsor: VU University Medical Center

Source(s) of monetary or material Support: Zonmw

Intervention

Outcome measures

Primary outcome

Self-efficacy of supervisors regarding support for employees at risk for sick leave.

Secondary outcome

Secondary outcome measures for supervisors are attitude, social influence and intention regarding support for employees at risk for sick leave, as well as self-efficacy in communication with employees at risk for sick leave.

Secondary outcome measures for employees are attitude, self-efficacy and social influence regarding supervisor support. In addition, work performance, and sick leave of employees will be measured at employee level as well.

Study description

Background summary

Supervisors play an important role to prevent sick leave or to reduce lost time due to sickness absence. The Participatory Approach (PA) is an effective workplace intervention which supervisors can apply to support employees at risk for sick leave. The PA is a stepwise protocol to solve barriers for employability through joint problem solving. It is hypothesized that a multifaceted implementation strategy will be more effective than a minimal implementation strategy to implement the PA within a company. A tailored training for supervisors in applying the PA within their company should give them more confidence in supporting employees at risk for sick leave.

Study objective

It is hypothesized that a multifaceted implementation strategy compared to a minimal implementation strategy will be more effective to implement the Participatory Approach (PA) within a company. A tailored training for supervisors in applying the PA within their organization should give them more confidence in supporting employees at risk for sick leave.

Study design

Measurements will take place at baseline, and after 6 and 12 months. Measurements will be done using digital or paper questionnaires.

Intervention

Within this study two implementation strategies of the Participatory Approach (PA) will be compared. The intervention group will receive a multifaceted implementation strategy. This strategy comprises three stages:

1. Working group with representatives of all stakeholders about in-company conditions for the PA. This will be one session of 2 hours with 6-10 persons;
2. Training of supervisors in the PA by trained in-company professionals, taking 5 hours in a group of 4 to 10 supervisors;
3. Coaching 'on the job' of supervisors by in-company professionals.

Stakeholders are department managers, HRM-professionals, supervisors, employees and occupational health professionals.

The control group will receive a minimal intervention strategy. Supervisors in the control group will receive solely written down information about the Participatory Approach.

Contacts

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Eligibility criteria

Inclusion criteria

Eligible supervisors should have a minimum age of 18 years and work least 24 hours per week. Besides, they should supervise at least 10 employees. Eligible employees also should have a minimum age of 18 years and work at least 24 hours per week.

Exclusion criteria

Supervisors and employees whose contract will end within one year from baseline or who are not able to fill out questionnaires in the Dutch language will be excluded, as well as supervisors and employees with a serious medical condition or a juridical conflict at work.

Study design

Design

Study type:	Interventional
Intervention model:	Parallel
Allocation:	Randomized controlled trial
Masking:	Open (masking not used)
Control:	Active

Recruitment

NL	
Recruitment status:	Recruiting
Start date (anticipated):	01-01-2012
Enrollment:	120
Type:	Anticipated

Ethics review

Positive opinion

Date: 03-12-2012
Application type: First submission

Study registrations

Followed up by the following (possibly more current) registration

No registrations found.

Other (possibly less up-to-date) registrations in this register

No registrations found.

In other registers

Register	ID
NTR-new	NL3575
NTR-old	NTR3733
Other	METC VUmc : WC2011-076
ISRCTN	ISRCTN wordt niet meer aangevraagd.

Study results

Summary results

N/A