

# Effectiveness of Preventive Coaching.

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1. A screening instrument, consisting of predictive factors, can be used to predict which employees are at risk for sickness absence due to psychosocial health complaints; 2. Coaching is effective in preventing sickness absence and improving...

<b>Ethische beoordeling</b>	Positief advies
<b>Status</b>	Werving gestopt
<b>Type aandoening</b>	-
<b>Onderzoekstype</b>	Interventie onderzoek

## Samenvatting

### ID

NL-OMON23903

### Bron

NTR

### Verkorte titel

N/A

### Ondersteuning

**Primaire sponsor:** Department of Epidemiology - Maastricht University

**Overige ondersteuning:** Health Research and Development Council (ZONMw); SoFoKleS

### Onderzoeksproduct en/of interventie

### Uitkomstmaten

#### Primaire uitkomstmaten

The primary outcome measure is absenteeism. Data will be gathered through record linkage to the company's sick leave registry systems and by use of questionnaires filled in by the employees.

## Toelichting onderzoek

## **Achtergrond van het onderzoek**

Psychosocial health problems are important causes of disability and absenteeism in the Netherlands.

The difficulty to re-integrate employees who are on sick leave due to these problems is strongly supported by the available evidence. Obviously a better strategy would be to prevent absenteeism as much as possible.

In a randomised controlled trial among employees, who are at increased absenteeism risk due psychosocial health problems, the effectiveness of coaching using a preventive coaching programme will be investigated.

By means of a screening instrument employees from participating companies will be identified and, in addition, they will receive the baseline questionnaire.

Respondents on this questionnaire will be randomised over the experimental group and the control group.

The experimental group will receive the coaching programme; the control group will receive care as usual. Two follow-up questionnaires (at 6 and 12 months) will be sent to both groups. Primary outcome measure is absenteeism.

## **Doel van het onderzoek**

1. A screening instrument, consisting of predictive factors, can be used to predict which employees are at risk for sickness absence due to psychosocial health complaints;
2. Coaching is effective in preventing sickness absence and improving general well-being.

## **Onderzoeksopzet**

N/A

## **Onderzoeksproduct en/of interventie**

The intervention group will receive the coaching programme. The central guideline of preventive coaching is to provide insight in the situation of the employee, improve his notion that he is responsible for his career and life and to improve his ability to manage the changes.

The programme consists of 9 meetings between the employee and the coach. In two of the meeting, the supervisor of the employee will participate.

## **Contactpersonen**

### **Publiek**

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## **Wetenschappelijk**

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## **Deelname eisen**

### **Belangrijkste voorwaarden om deel te mogen nemen (Inclusiecriteria)**

By means of the developed screening instrument, employees from participating companies who are at increased risk of sickness absence due to psychosocial health complaints will be identified and included in the trial.

### **Belangrijkste redenen om niet deel te kunnen nemen (Exclusiecriteria)**

Employees will be excluded from participation:

1. If they were fully or partially on sick leave;
2. If they suffer from chronic psychosocial health complaints at baseline;
3. If they have more than one contract;
4. If they are pregnant or on maternity leave.

## **Onderzoeksopzet**

## Opzet

Type:	Interventie onderzoek
Onderzoeksmodel:	Parallel
Toewijzing:	Gerandomiseerd
Blinding:	Open / niet geblindeerd
Controle:	Geneesmiddel

## Deelname

Nederland	
Status:	Werving gestopt
(Verwachte) startdatum:	01-11-2004
Aantal proefpersonen:	200
Type:	Werkelijke startdatum

## Ethische beoordeling

Positief advies	
Datum:	07-09-2005
Soort:	Eerste indiening

## Registraties

### Opgevolgd door onderstaande (mogelijk meer actuele) registratie

Geen registraties gevonden.

### Andere (mogelijk minder actuele) registraties in dit register

Geen registraties gevonden.

### In overige registers

Register	ID
NTR-new	NL215

**Register**

NTR-old

Ander register

ISRCTN

**ID**

NTR252

: N/A

ISRCTN53213470

## Resultaten

**Samenvatting resultaten**

N/A