

Training for supervisors to improve sustainable employment of vulnerable employees - an effectiveness study.

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The training for supervisors will contribute to more self-efficacy with regard to the supervision of vulnerable employees and will thereby increase the self-efficacy of vulnerable employees with regard to the execution of working tasks and...

Ethische beoordeling	Positief advies
Status	Werving gestopt
Type aandoening	-
Onderzoekstype	Interventie onderzoek

Samenvatting

ID

NL-OMON28383

Bron

Nationaal Trial Register

Verkorte titel

TBA

Aandoening

Not applicable

Ondersteuning

Primaire sponsor: Not applicable

Overige ondersteuning: Subsidy of ZonMW; The Netherlands Organisation for Health Research and Development

Onderzoeksproduct en/of interventie

Uitkomstmaten

Primaire uitkomstmaten

Self-efficacy with regard to the supervision of vulnerable employees among supervisors, measured by self-reported questionnaires.

Self-efficacy with regard to executions of working tasks among vulnerable employees, measured by qualitative interviews (intervention group only).

Sustainable employability of vulnerable employees, measured by register data (in intervention and control group). Outcomes to measure sustainable employability are: 1) working for at least three months in a row, 2) number of months being employed for at least 12 hours per week, 3) number of hours working per month, 4) number of hours working per month according to contract, 5) drop-out from work and 6) type of contract.

Toelichting onderzoek

Achtergrond van het onderzoek

Daily supervision at the workplace is extremely important for sustainable employment among vulnerable employees. Research indicates that supervision at the workplace contributes to sustainable employment, as this may increase the self-efficacy of vulnerable employees. 'Mentorwijs' is a training for supervisors to develop and improve specific knowledge, attitudes and skills that are needed for an optimal supervision of vulnerable employees at the workplace. The training aims to improve self-efficacy of supervisors and thereby that of their vulnerable employees at the workplace. For supervisors self-efficacy is their belief in their ability to supervise vulnerable employees. For employees self-efficacy is their belief in their ability to execute working tasks. The goal of this non-randomized controlled study is to gain more insight into the effectiveness of the 'Mentorwijs' training on the level of the supervisors, vulnerable employees and trainers of the 'Mentorwijs' training.

Doel van het onderzoek

The training for supervisors will contribute to more self-efficacy with regard to the supervision of vulnerable employees and will thereby increase the self-efficacy of vulnerable employees with regard to the execution of working tasks and sustainable employability of vulnerable employees.

Onderzoeksopzet

Inclusion of participants and data collection: 01-05-19 - 01-01-2021.

Data analyses: 01-01-2021 - 01-09-2022

Onderzoeksproduct en/of interventie

The Mentorwijs intervention is a training for supervisors, which focuses on developing and

improving self-efficacy through knowledge, attitudes and skills, needed for an optimal supervision of vulnerable employees.

Contactpersonen

Publiek

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Wetenschappelijk

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Deelname eisen

Belangrijkste voorwaarden om deel te mogen nemen (Inclusiecriteria)

Supervisors; we included supervisors that followed the 'Mentorwijs' training and supervise vulnerable employees at the workplace. Supervisors were invited to participate in this study by governmental organizations throughout the Netherlands that offer the 'Mentorwijs' training.

Employees; we included employees with a work disability that are guided by a supervisor at the workplace that is also included in this study (intervention group). Employees were invited to participate in this study by their supervisors that are also included in this study and by their occupational rehabilitation officers (i.e. job coaches). We will match employees with a work disability that are guided by a supervisor who did not follow the 'Mentorwijs' training (control group) to our intervention group. Employees will be identified in administrative data from Statistics Netherlands and matched to employees of the intervention group.

Trainers; we included trainers of the 'Mentorwijs' training. Trainers were invited to participate in this study by organizations that offer the 'Mentorwijs' training.

Belangrijkste redenen om niet deel te kunnen nemen (Exclusiecriteria)

Supervisors: No exclusion criteria

Employees: Employees who are not competent to act for oneself and/or are unable to process the information provided in questionnaires and interviews

Trainers: No exclusion criteria

Onderzoeksopzet

Opzet

Type:	Interventie onderzoek
Onderzoeksmodel:	Parallel
Toewijzing:	Niet-gerandomiseerd
Blinding:	Open / niet geblindeerd
Controle:	Geneesmiddel

Deelname

Nederland	
Status:	Werving gestopt
(Verwachte) startdatum:	04-03-2019
Aantal proefpersonen:	380
Type:	Werkelijke startdatum

Voornemen beschikbaar stellen Individuele Patiënten Data (IPD)

Wordt de data na het onderzoek gedeeld: Nee

Ethische beoordeling

Positief advies	
Datum:	25-07-2019
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	NL7901
Ander register	TNO; The Netherlands Organisation for applied scientific research / Amsterdam UMC, location VUmc : METC 2019.239

Resultaten