

Implementatie van de Participatieve Aanpak bij leidinggevenden voor optimale inzetbaarheid.

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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...

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

Samenvatting

ID

NL-OMON19888

Bron

Nationaal Trial Register

Verkorte titel

ADAPT 2.0

Aandoening

EN:

employability

sick leave

presenteeism

distress

NL:

inzetbaarheid

ziekteverzuim

presenteeism

stressklachten

Ondersteuning

Primaire sponsor: VU University Medical Center

Overige ondersteuning: Zonmw

Onderzoeksproduct en/of interventie

Uitkomstmaten

Primaire uitkomstmaten

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

Toelichting onderzoek

Achtergrond van het onderzoek

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.

Doel van het onderzoek

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.

Onderzoeksopzet

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

Onderzoeksproduct en/of interventie

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.

Contactpersonen

Publiek

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Wetenschappelijk

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Deelname eisen

Belangrijkste voorwaarden om deel te mogen nemen (Inclusiecriteria)

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.

Belangrijkste redenen om niet deel te kunnen nemen (Exclusiecriteria)

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.

Onderzoeksopzet

Opzet

Type:	Interventie onderzoek
Onderzoeksmodel:	Parallel
Toewijzing:	Gerandomiseerd
Blinding:	Open / niet geblindeerd
Controle:	Actieve controle groep

Deelname

Nederland	
Status:	Werving gestart
(Verwachte) startdatum:	01-01-2012
Aantal proefpersonen:	120
Type:	Verwachte startdatum

Ethische beoordeling

Positief advies	
Datum:	03-12-2012

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	NL3575
NTR-old	NTR3733
Ander register	METC VUmc : WC2011-076
ISRCTN	ISRCTN wordt niet meer aangevraagd.

Resultaten

Samenvatting resultaten

N/A