Study afternoon „Werken aan werkvermogen en werkbarheid“
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Dipl.-Psych. Melanie Ebener
„Bergische“ University of Wuppertal
Institute for Safety Technology
WAI-Network Germany

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Projektträger:
WAI-Netzwerk Germany

1. WAI – from a scientific questionnaire to a family of tools

2. WAI-Netzwerk Germany:
   - Who are we?
   - How do we work?

3. Outlook: WAI in Germany
1. WAI – from a scientific questionnaire to a family of tools

I. Questionnaire

Work Ability Index

Questionnaire in scientific longitudinal studies

II. WAI-Interview

„WAI-Interviews“ by occupational health physician
(for routine examinations & for disability/integration management)

III. Employee survey

Participative employee surveys (paper/online)
• individual feedback possible
• group comparisons
• reference data
• also for monitoring

IV. Work Ability Coaching

Employee survey via individual interviews(!)
• asks for WAI and qualitative data
• during one individual working session
• Anonymous group report of WAI + qualitative data

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WAI-Network Germany – Jan 2013
1. WAI – from a scientific questionnaire to a family of tools

I. Questionnaire
- Work Ability Index (WAI) in scientific longitudinal studies

II. WAI-Interviews
- “WAI-Interviews” by occupational health physician
  (for routine examinations & for disability/integration management)

III. Employee surveys
- Participative employee surveys (paper/online)
  - individual feedback possible
  - group comparisons
  - reference data
  - also for monitoring

- Employee survey via individual interviews (!)
  - asks for WAI and qualitative data
  - during one individual working session
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IV. Work Ability Coaching

1. „House of work ability“ becomes more and more important (the goal is doing, not measuring)
2. Every new tool brought integration of knowledge from other disciplines (counseling, controlling etc.)
3. Vice versa: use of tools in companies demands further knowledge (for example systemic counseling)
4. New tools in future: WAI-Online self-administered, Work Wellbeing Index, ...?
1. WAI – from a scientific questionnaire to a family of tools: Example (SME, car dealer)
WAI-Netzwerk Germany

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WAI-Network Germany: Who are we? (I)

**Founded** end of 2003
Leader: Prof. HM Hasselhorn (till 2009), Prof. BH Müller (ongoing)

**Aim:** promoting the use of WAI in work settings (practice) in Germany

**Main measures:**

1. establishment of a WAI-user-network
2. Supply of WAI-Software (online/offline)
3. Building a national WAI-database

WAI-Network is part of **Institute of Safety Technology (IST), Wuppertal**, collaborating with the work groups:

- „Psychosocial work conditions in federal government (IPSO)“
WAI-Network Germany: Who are we? (II)
Members as of summer 2012 (n = 1310)

- 23% actors from companies
- 22% actors from companies
- 19% other
- 14% occupational health services
- 12% actors from science
- 2% actors from works councils
- 3% federal services
- 4% social insurance
- 1% rehabilitation services
WAI-Network in Germany: How do we work?

- active **WAI-community** in- and outside the WAI-Network, good cooperation between main actors; good network to european and international WAI-users
- WAI-Network **membership** is for free, idea: give and receive information and knowledge – many members, but only small part active
- **WAI-Network-Agency** is a **competence center** offering standards, workshops and initial counseling for WAI-projects in companies – financed by Ministry of Social Affairs and Work (BMAS) as part of the „Initiative new quality of work“
- WAI is not licensed in Germany, you have to pay for counseling and training, so WAI is widespread, but we cannot guarantee standardized use
- In Germany, there is more than one **software tool** - makes it complicated to collect reference data from companies
- Reference data are from „ad-hoc-samples“ (you never now how representative they are) – but now study (SMG-A) from Federal Institute for Occupational Safety and Health offers **representative data** from german employees (n = 3,000).
- Lack of resources and high effort for administrative things – slowing down development
WAI-Network Germany

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Outlook: WAI Germany – Topics and priorities

- Availability of WAI in foreign languages
- International collaboration in application & applied research
- New target groups for multiplication:
  - students, consultants +++
  - in science: psychologists/economists;
  - functions: human resources/development; ++
  - companies: small & medium enterprises +
- New target groups for participation: unemployed, apprentices, employees < 30 O
- WAI+: combination with scales for working conditions and outcomes from
  a) COPSOQ – german version of Copenhagen Psychosocial Questionnaire (Kristensen & Borg, 2000),
  b) KFZA – Kurzfragebogen zur Arbeitsanalyse (Prümper, 2009),
  e. g. social support, emotional demands, skill discretion, burnout, cognitive stress
- And (relatively) new: WAI combined with detailed age structure analysis (ASA) of headcount
Thank you very much!

Dipl.-Psych. Melanie Ebener
„Bergische“ University of Wuppertal – FB D
Institute for Safety Technology
WAI-Netzwerk Germany
D-42097 Wuppertal

Tel.: +49-202-439-3017
ebener@uni-wuppertal.de

We invite you to contact us for sharing experiences and discuss open topics in the field of work ability!