

Zukunft des WAI-Instruments

WAI in Survey
WAI Datenbank
WAI Implementation EU27

WAI in Survey

Work ability index in survey research

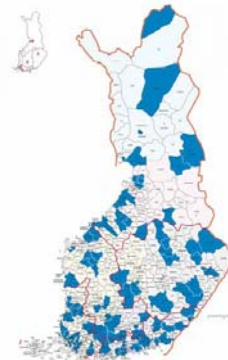
Basic results from the Finnish Health 2000 study
National Public Health Institute, Finland

Two samples:

Adults aged 30 years and over (n = 8028)
Young adults aged 18-29 years (n = 1894)

About half of the participants were occupationally active at the time of the study => Work Ability Index data available.

Study locations of Health 2000

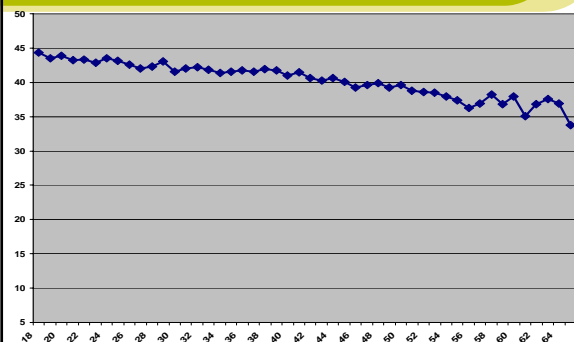


WAI means by age groups

Work ability index

Age	M	Sd
18-21	43,7	(3,24)
22-25	43,2	(3,39)
26-29	42,5	(3,96)
30-44	41,4	(4,41)
45-54	39,2	(5,50)
55-64	36,9	(6,62)

Average Work Ability Index by age

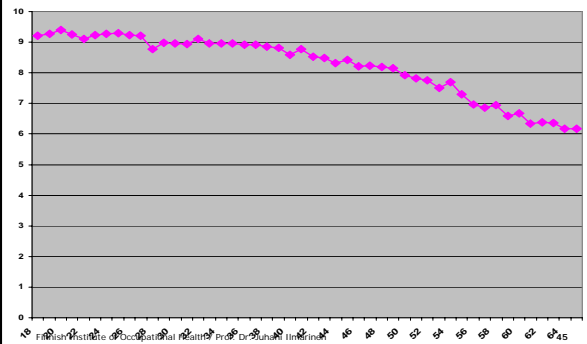


Means of WAI Items by age groups

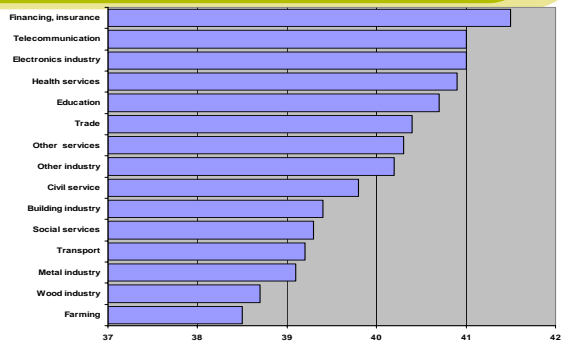
1) Work ability compared to the lifetime best

Age	M	Sd
18-21	9,28	(1,06)
22-25	9,23	(1,12)
26-29	9,04	(1,21)
30-44	8,57	(1,88)
45-54	8,01	(1,92)
55-64	6,72	(2,32)

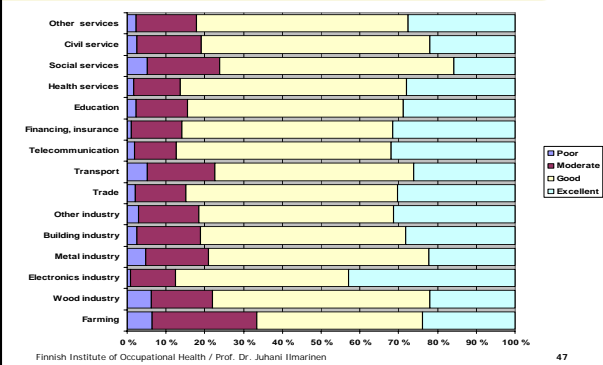
Average Work Ability Index Item1: Current work ability compared with the lifetime best by age



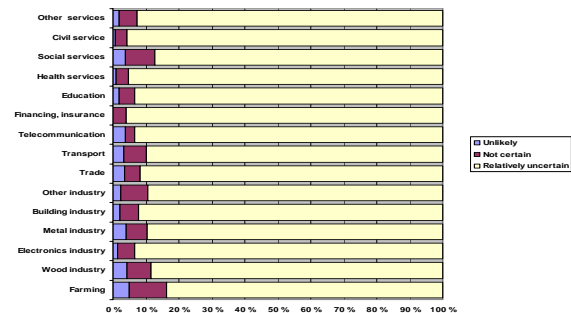
Average Work Ability Index by industrial branch. Adjusted by gender and age, (n=3704)



Work Ability Index classes by industrial branch, (n=3704)

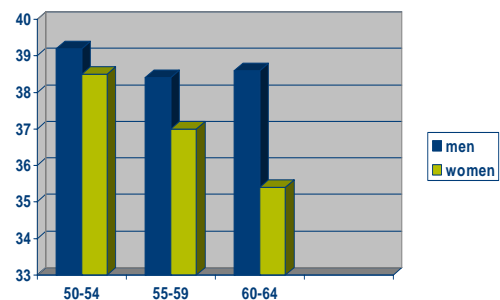


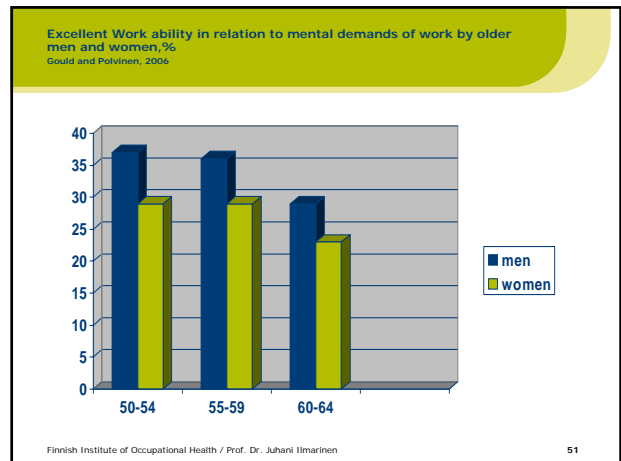
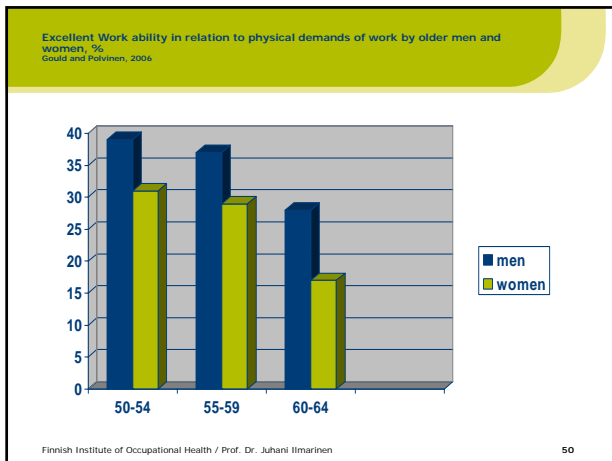
Own prognosis of work ability two years from now by industrial branch



Work ability index (7-49) among working men and women by older age groups

Gold and Polvinen, 2006



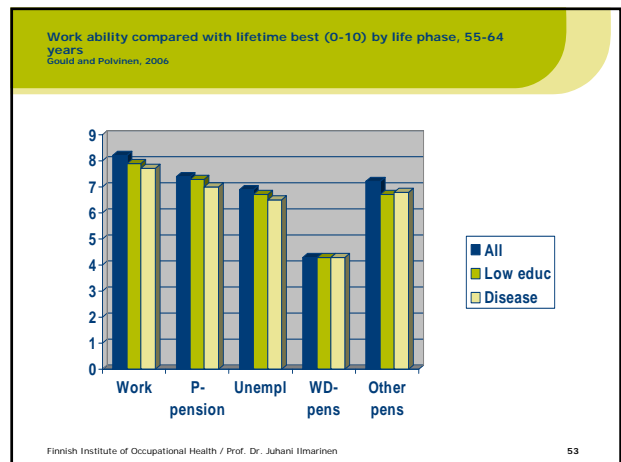


1. Current work ability compared with the life time best

Assume that your work ability at its best has a value of 10 points. How many points would you give to your current work ability?
(0 means that you cannot currently work at all)

0 1 2 3 4 5 6 7 8 9 10
completely unable to work work ability at its best

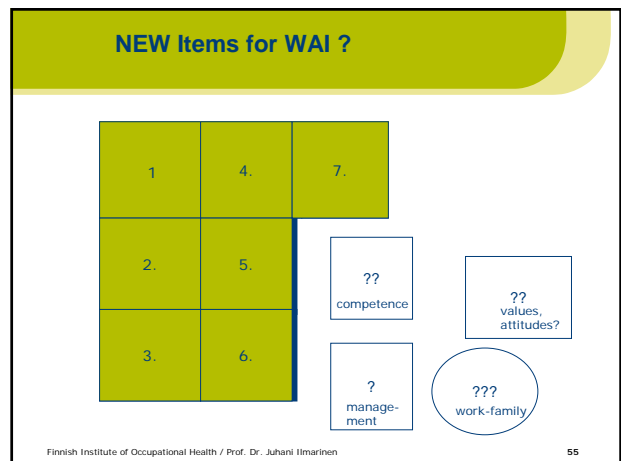
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Correlations between Work Ability Index items in two age groups ($r^2 > 0.30$)

WAI item	Age	
	18-29	55-64
	1.	1. 2. 3. 4.
2. Work ability in relation to job demands	0.41	0.60
3. Number of current diseases		0.32
4. Work impairment due to diseases	0.31	0.60 0.53 0.32
5. Sick leave during the past year		0.39 0.31 0.51
6. Own prognosis of work ability two years from now		0.51 0.52 0.52
7. Mental resources	0.32	0.45 0.41

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WAI Datenbank

Datenbank

- Finland (FIOH, Helsinki)
- Deutschland (BAuA, Uni Wuppertal)
- Japan, Taiwan, Korea (UOEH, Kitakyushu)
- Brazil (USP, Sao Paolo)
- Australia, South Pacific (Swinburne University of Technology, Melbourne)
- Holland (Loyalis ?)
- Switzerland (SECO ?)

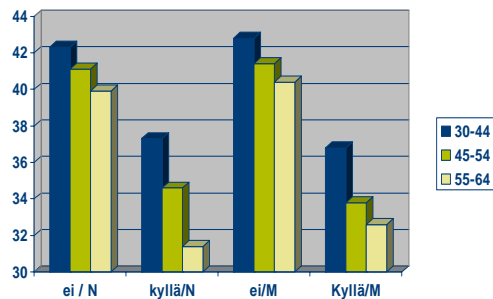
Changes in WAI-Background Questionnaire

- Background
 - Basic Education (0-8 classes)
 - Berufsausbildung (0-12 classes)
 - Arbeitsjahren in Beruf
 - Arbeitsjahren in Tätigkeit
 - Address, type and size of the organisation
 - Standard industrial classification (SIC)
- Question of problems at work

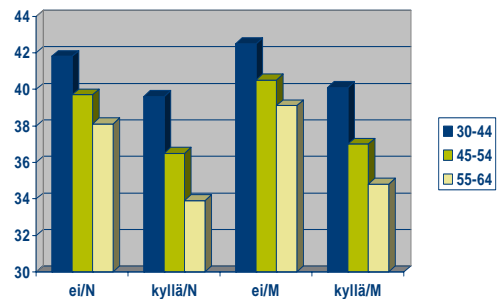
Do the following aspects affect your coping or performing at work

- Problems of health and functional capacities
- Problems of education or competence
- Problems of work environment or physical load
- Problems of work community or mental load
- Decreasing of work motivation or interest in work
- Problems outside of work (in the family, economic situation etc.)
- Scale:
 - does not occur/not problematic
 - affects slightly
 - affects greatly
 - does not know

WAI and problems related to health and functional capacities



WAI and problems related to decreasing of work motivation or interest of work



Correlation between WAI-items and problems at work

WAI	Health	Compe- tence	Physical environ.	Psycho- social env.	Motiva- tion	Family, Econo-my
1.	-0.48		-0.26	-0.13	-0.22	
2.	-0.43	-0.14	-0.34	-0.21	-0.26	-0.10
3.	-0.31		-0.15	-0.12	-0.09	
4.	-0.66		-0.30	-0.10	-0.15	
5.	-0.33		-0.19	-0.11	-0.13	
6.	-0.42		-0.27		-0.20	
7.	-0.27	-0.10	-0.17	-0.15	-0.26	-0.16

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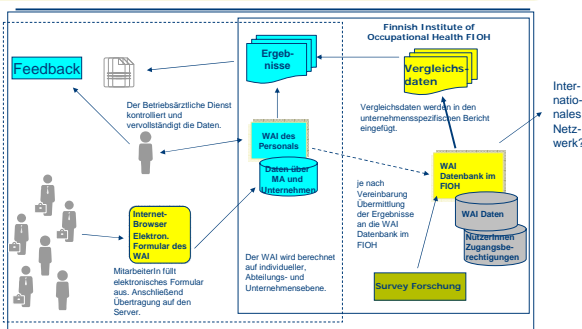
Correlations between WAI and problems at work

- Health -0.63
- Competence -0.11
- Physical env. -0.38
- Psychosocial env. -0.22
- Motivation -0.29
- Family, economy -0.13

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Die WAI – Software im Überblick



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Neu: Der WAI in elektronischer Form

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Die Vorteile des elektronischen WAI

- Es ist kein Papierformular mehr nötig, da die MitarbeiterInnen das Formular direkt am Rechner ausfüllen können.
- Das EDV-Programm berechnet die Punktzahl und das Ergebnis steht umgehend zur Verfügung.
- Die Ergebnisberichte sind umfangreicher als früher.

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Erweiterte Berichterstattung

- Vergleichsdatensätze direkt aus der Datenbank
- Individuelles Feedback
- Unternehmensspezifische Daten nach Berufsgruppen und Altersgruppen geordnet
- Erleichtertes Follow-Up, sowohl für die einzelnen MitarbeiterInnen als auch für das gesamte Unternehmen

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Individuelles Feedback

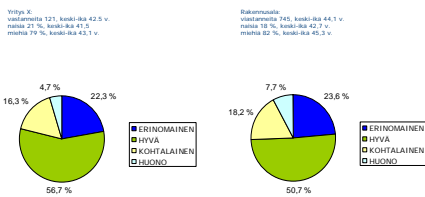
The screenshot shows a web-based questionnaire interface. At the top, it says 'Työkykyindeksi-tietopankki'. Below that, there are navigation links like 'Tietojen syöttö', 'Välilyhti', and 'Välilyhti ja raportit'. The main area contains a form with fields for 'Data ja ohjelma', 'Käyttäjän nimi', and 'Käyttäjän rooli'. Below the form is a table with columns 'Tulos', 'Välilyhti', and 'Välilyhti'. The table lists seven items related to work ability, such as '1. Kehon terveys', '2. Työkyky', etc., with corresponding scores.

Benutzerfreundlichkeit des elektronischen WAI

- Die Erfassung des WAI und das Zurückgreifen auf die WAI-Datenbank sind einfach und benutzerfreundlich gestaltet.
- Die Software funktioniert auf der Basis eines beliebigen Internet-Browsers.
- Die Software beinhaltet eine eigene Hilfefunktion.

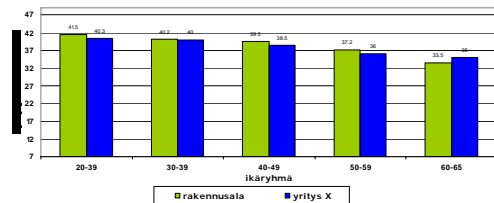
Ergebnisbeispiel 1

Verteilung der Arbeitsfähigkeit in Unternehmen X und in der Baubranche allgemein



Ergebnisbeispiel 2

Verteilung der Arbeitsfähigkeit in Unternehmen X (blau) und in der Baubranche allgemein (grün) nach Altersgruppen sortiert



Drei Nutzungsmöglichkeiten des elektronischen WAI

1. Papierformular und Zugangsberechtigung zur elektronischen WAI-Datenbank inkl. Vergleichsdaten
2. Elektronisches Formular und Zugangsberechtigung zur elektronischen WAI-Datenbank inkl. Vergleichsdaten und Berichten auf Arbeitsplatz- und Abteilungsebene
Papierformulare werden nicht benötigt
3. Durchführung der Befragung, umfangreiche WAI-Analyse, Ableitung von Maßnahmenempfehlungen und Ergebnispräsentation

Kontakt

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- Paivi Roland, +358 30 474 2892

Kontakttaufnahme

Mich interessiert der elektronische ABI und ich bitte um weitere Informationen

Unternehmen _____

Name _____

Arbeitsgebiet _____

Email

Adresse

Besonders interessiert mich: (ein oder mehrere ankreuzen)

Vergleichsdaten
Elektronischer ABI
ABI-Analyse im Unternehmen

WAI Implementation EU27

EU25 – Good Practice Implementation Programme for Senior Workers

- Lisbon Strategy: employment rate of older workers (55-64 years) up to 50% in 2010
- How? By implementing the evidence based good practices of employability, age management and promotion of work ability
- Smart Region approach
 - 1-3 Smart Regions per country: enterprises, organisations and social partners will be coached to implement good practices into their local circumstances
 - coaching includes
 - Age Management Coaching for the managers and supervisors of the enterprises and organisations
 - examples of good practices in the European union
 - promotion of employability and work ability during ageing
 - measuring Work Ability of Older workers
 - evaluation the effects of the implementation and work ability promotion

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EU25 – Good Practice Implementation Programme for Senior Workers

- Organisation
 - pending
 - could be based on cooperation and networking between countries in charge of the EU-presidency
 - needs the support of the Commission
- Finance
 - pending
 - 7th Framework Programme?
 - other programmes?

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