

Abstract #: 332

Presented by: Rebeca Delgado, BS, Graduate Student

Effects of excessive back loads from student's backpacks of the University of Puerto Rico Medical Sciences Campus.

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Keywords: Musculo-skeletal Disorders, Occupational Health, Ergonomics

Objective: Backpacks are a tool used to transport personal materials. These may be beneficial, but it also can be a risk factor for musculo-skeletal injuries. Improper use of this tool can cause musculo-skeletal problems. The American Occupational Therapy Association (AOTA) recommends that a healthy backpack should not exceed 10% of the user's body weight. This study analyzes the association between backpacks loads excess and musculo-skeletal pain among university students.

Methods: A survey was created and sent to the students by e-mail receiving 61 answered.

Results: The statistical analysis showed a relationship magnitude of 2.5 (OR = 2.5) between overloaded backpacks (more than 10% of body weight) and pain the back, an OR = 1.5 for pain in the neck and OR = 1.03 for pain in the shoulders.

Conclusion: Given these results it is recommended that the weight of student backpacks must be less or equal to 10% of their body weight. Results show that using overweight backpacks could increase risk of musculo-skeletal problems.

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Presented by: Kimberly French, PhD, Graduate Student

Work-family conflict and job satisfaction: A meta-analysis of cultural differences

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Keywords: work-family conflict, meta-analysis, job satisfaction, culture

Objective: We investigate the moderating role of culture (individualism/collectivism and performance orientation) on the relationship between work-family conflict and job satisfaction.

Methods: Database keyword searches and a search of relevant review references yielded 407 possible studies; 36 studies including 73 effect sizes from 20 countries were included in the meta-analysis. Cultural dimension values found in the GLOBE study (House et al., 2004) were imputed for each study based study country. Random-effects meta analysis and meta-analytic regression were used to test the hypotheses.

Results: Both WIF and FIW are negatively related to job satisfaction ($r = -.22$, $r = -.16$). The relationship between WIF and job satisfaction is weaker for cultures high in both forms of collectivism ($p < .01$). The relationship between FIW and job satisfaction is weaker for cultures high in institutional collectivism ($p < .01$), but not in-group collectivism ($p = .10$). Performance orientation moderates the relationship between FIW and job satisfaction ($p < .01$); the relationship is weaker for cultures high in performance orientation. The moderation is marginally significant for WIF and job satisfaction ($p = .05$); follow-up analyses this may be due to an incorrectly reported effect size.

Conclusion: The relationship between WIF and FIW and job satisfaction is moderated by performance orientation and collectivism. Workers in cultures with low performance orientation and/or high collectivism (e.g., Latin America, Eastern Europe, Javidan et al., 2006) may be particularly susceptible to negative work affect due to WIF and FIW. Implications of this study therefore extend to both research and practice focused on alleviating work-family issues in work settings across the globe.



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