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Presented by: April D. Schantz, Graduate Student

Antecedents to Employee Drug-alcohol-tobacco Use

April D. Schantz, Armando Falcon, Julie Lanz, Archana Manapragada, Florida International University Department of Psychology

Keywords: non-task organizational conflict, coping strategies, employee well-being, substance use

Objective: This paper examined the relationships between workplace conflict, coping strategies, and substance use among a diverse crowdsourcing sample of individuals employed in the United States.

Methods: Participants (N = 284) were recruited using Amazon Web Services, MTurk (2013) and represented a broad industry sample of employed individuals in the United States. Participants completed an online questionnaire containing the following measures: Michigan Organizational Assessment Questionnaire (MOAQ), Brief COPE, Non-Task Organizational (NTO) Conflict, and the Shorter PROMIS Questionnaire (SPQ).

Results: Results indicated that NTO conflict was associated with employee well-being measures of drug-alcohol-tobacco (DAT) use. Mediation analysis of coping styles on this stressor-strain relationship found avoidant coping fully mediating the stress process between NTO conflict and DAT use. NTO conflict was also associated to reduced job satisfaction and increased turnover intentions.

Conclusion: These findings concur with previous research regarding the effects of workplace conflict on employee health-related outcomes; and serve to answer recent calls to investigate the complex processes driving workplace substance use in more detail.

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Presented by: Shieloh Stephens Holland, BS, Graduate Student

Occupational Health Risks to Nontuberculous Mycobacteria

Shieloh Stephens Holland, BSN, RN, USF Sunshine ERC Occupational Health Nursing Program

Keywords: Nontuberculous Mycobacteria, Atypical Mycobacteria, Occupational health

Objective: In contrast to well-developed tuberculosis programs, knowledge of nontuberculous mycobacteria (NTM) and the health hazards they pose to workers is absent in the community.

Methods: Nontuberculous Mycobacteria referred to as Atypical Mycobacteria are members of the Mycobacteria family other than *M. tuberculosis* and *M. leprae*, although symptoms from infection are similar; are not transmitted from person to person and can cause pulmonary illness, skin disease, and disseminated disease.

Results: NTM are ubiquitous in the environment found in water and soil, and are causing illness in workers at an increasing rate. Recognition of this occupational health hazard is the initial step in formulating a health and safety plan for worksites.

Conclusion: Unlike their communicable cousins *M. tuberculosis* and *M. leprae*, NTM is not a reportable infection and can lead to serious acute and chronic conditions.

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