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Associations between observed time sitting at work and musculoskeletal symptoms: a repeated-measures study of manufacturing workers

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ABSTRACT

Time sitting at work is known to affect health overall, but its specific effects on musculoskeletal symptoms are unclear. We evaluated the relationship between observed time sitting at work and self-reported musculoskeletal symptoms among 195 manufacturing workers. Longer time sitting at work was significantly associated with lower prevalence of neck/shoulder (prevalence ratio [PR] = 0.70, 95% confidence interval [CI] [0.68, 0.72]; $p < 0.001$) and arm/wrist/hand (PR = 0.46, 95% CI [0.31, 0.69]; $p < 0.001$) musculoskeletal symptoms. Associations remained largely unchanged after adjusting for job type or occupational postures and load. Time sitting at work was associated with musculoskeletal symptoms, and should be taken into consideration as part of interventions to prevent musculoskeletal disorders (MSDs) and promote health of manufacturing workers.

KEYWORDS

musculoskeletal symptoms;
time sitting; occupational
health

1. Introduction

Although the health benefits of leisure-time physical activity are clear, the effects of occupational activity on health are less certain [1]. For example, there is currently a debate over the effects of sitting at work, with some studies promoting reductions in prolonged occupational sedentary time (e.g., Plotnikoff and Karunamuni [2]) and others arguing the potential benefits of sitting in some populations (e.g., Messing et al. [3]).

Musculoskeletal symptoms represent one type of health outcome that may be affected by time sitting at work. Sitting has been proposed to affect the musculoskeletal system via a variety of physiological mechanisms such as sustained muscle activity [4–6] or reduced muscle strength [7]. However, previous studies on this topic have reported contradictory findings. Laboratory studies have reported associations between prolonged periods of sitting and musculoskeletal discomfort [8,9]. Several observational occupational studies have also reported similar findings [10,11]. However, other studies have observed inverse associations between time sitting at work and musculoskeletal symptoms, indicating a protective effect [12–15].

Even if time sitting at work is associated with musculoskeletal symptoms, it is still not clear whether this association is consistent across different job types. For instance, Messing et al. [3] point out that results obtained by studying office workers might not be the same as results for those in the manufacturing or service sectors. One explanation may be that workers with different job types may be differentially exposed to other physical job exposures such as postures or loads, which are known to affect musculoskeletal symptoms [16]. If jobs requiring prolonged time sitting also have a different pattern of associated physical job exposures, the associations reported between time sitting and musculoskeletal symptoms might really reflect the effects of these other exposures. This mechanism has also been proposed in previous studies [12,13,15].

In the current study, we investigated the relationship between observed time sitting at work and musculoskeletal symptoms among workers in manufacturing companies. The workers recruited include representatives across a variety of job types including administrative and production workers. As demonstrated in previous studies, prolonged time sitting at work occurs in blue-collar occupations including manufacturing [10]. We hypothesized that time sitting at work would be associated with neck/shoulder, arm/wrist/hand, lower back and leg/foot musculoskeletal symptoms. We also explored whether other observed job exposures including head, trunk and hand grip postures and handling loads may be associated with musculoskeletal symptoms directly, and whether adjusting for these postures or loads might change the association between time sitting at work and musculoskeletal symptoms.

2. Materials and methods

2.1. Study design and participants

This study is part of a large longitudinal cohort study of six medium-sized manufacturing companies in Connecticut, USA [17]. The full study protocol was approved by University of Connecticut Health Center's Institutional Review Board Ethics Committee (IRB Number: 18-0725-2). Eligibility criteria for study sites were: medium company size; broad age distribution centered on late fifth and sixth decades; and a workforce engaged in skilled light-manufacturing with high degrees of repetition.

The current study used data on job exposures collected from observational analysis and information on musculoskeletal symptoms and participant demographics collected from paper-and-pencil surveys. Data collections were performed at two time points, time 1 and time 2, approximately 18

months apart. During the workday, following informed consent, surveys were distributed and collected by members of the research team. Participants were given a small financial incentive for completing the survey or observations. All employees at selected sites were considered eligible and invited to participate in the study; no exclusion criteria were specified. Employees of all job classifications participated (e.g., production, sales, administrative, managerial staff).

2.2. Musculoskeletal symptoms

Musculoskeletal symptoms were assessed with the survey question 'During the past 3 months, how much symptoms, aching or stiffness/limited motion have you had in the areas shown on the diagram below?'. The measure listed seven body regions including the neck, shoulder, wrist or forearm, hands, lower back, knee and foot, and asked respondents to rate how severely each area was affected on a 5-point rating scale from 0 = *mild* to 4 = *extreme*. This question has been used previously in research in other populations of North American workers [18,19]. We combined body parts into four categories: neck/shoulder, wrist/forearm/hands, lower back and knee/foot, as commonly reported in the literature [20]. Participants were considered to have musculoskeletal symptoms if they indicated a score of two (moderate) or more in any of the areas in the body region.

2.3. Job exposures

Posture, activity, tools and handling (PATH) observational analysis was used to characterize occupational job exposures including time sitting at work, head posture, trunk posture, hand grip and load. PATH is a work sampling-based approach that was developed to characterize the ergonomic hazards of non-repetitive work. The posture codes in the PATH method are based on the Ovako work posture analysing system (OWAS), with other codes included for describing worker activity, tool use, loads handled and grasp type. PATH has been used previously in research among other working populations in North America [21]. A researcher observed each participant at 10 time points each on 1–2 days and noted when participants were sitting, had neutral head, trunk and hand grip postures or handled loads. We calculated the percent time in each job exposure across the 10 observation points.

2.4. Job type

Each participant was classified as having an administrative or production job type based on interviews with company representatives.

2.5. Covariates

We obtained information on participants' age (continuous) and gender (male = reference) from responses to the survey.

2.6. Statistical analysis

Summary statistics including means, standard deviations and percentages were calculated to describe participant and work-site demographics, musculoskeletal symptoms and observed job exposures. Correlation analysis was used to obtain Pearson correlation coefficients for the relationship between percent

Table 1. Participant demographics.

Characteristic	Time 1 (N = 195)		Time 2 (N = 95)	
	n	%	n	%
Neck/shoulder pain	50	31	13	15
Arm/wrist/hand pain	24	15	12	14
Lower back pain	37	23	20	23
Leg/foot pain	36	23	20	23
Gender				
Male	129	66	65	68
Job type				
Production	128	67	64	68
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
Age (years)	51	10	53	9
Percent time sitting	0.36	0.37	0.30	0.35
Percent neutral head	0.75	0.18	0.71	0.29
Percent neutral trunk	0.87	0.13	0.81	0.16
Percent neutral hand grip	0.39	0.19	0.33	0.18
Percent no load	0.32	0.23	0.67	0.21

time sitting and percent time in other job exposures. To test the hypothesis that percent time sitting at work was associated with musculoskeletal symptoms, we used generalized linear models with time as a repeated measure to calculate β coefficients and standard errors for each outcome separately adjusted for age and gender (model 1). The 'estimate' statement was used to estimate the prevalence ratios (PRs) and 95% confidence intervals (CIs) using the delta method and to obtain the p value from a Wald χ^2 test. We next used the same generalized linear models with time as a repeated measure and including percent time sitting at work, all covariates and job type (model 2). Finally, we used the generalized linear models with time as a repeated measure and including percent time sitting at work, all covariates, job type and percent time neutral head, trunk and hand grip postures, and not handling loads (model 3). All data analyses were performed in SAS version 9.4.

3. Results

Our final population consisted of a convenience sample of 195 manufacturing workers measured at time 1, with 95 workers also having repeated measures at time 2. Our study participants were primarily male and had production jobs. Table 1 presents the distribution of musculoskeletal symptoms and job exposures at time 1 and time 2. Time sitting at work was weakly and positively correlated with percent neutral head posture ($r = 0.11$) and percent neutral hand grip ($r = 0.22$), and weakly and negatively correlated with percent neutral trunk posture ($r = -0.16$) and percent time not handling loads ($r = -0.07$).

After adjusting for covariates (Table 2, model 1), we observed a significant association between time sitting at work and neck/shoulder musculoskeletal symptoms. Higher percent time sitting at work was significantly ($p < 0.001$) associated with lower prevalence of neck/shoulder musculoskeletal symptoms (PR = 0.75, 95% CI [0.73, 0.78]). After including job type, time sitting at work remained significantly ($p < 0.001$) associated with lower prevalence of neck/shoulder musculoskeletal symptoms with a similar effect estimate (PR = 0.73, 95% CI [0.70, 0.76]) (model 2). Time sitting at work also remained significantly ($p < 0.001$) associated with lower prevalence of neck/shoulder musculoskeletal symptoms with a similar effect estimate (PR = 0.70, 95% CI [0.68, 0.72])

Table 2. Associations between observed occupational time sitting, postures, loads and neck/shoulder musculoskeletal symptoms.

Characteristic	Model 1			Model 2			Model 3		
	PR	95% CI	<i>p</i>	PR	95% CI	<i>p</i>	PR	95% CI	<i>p</i>
Percent time sitting	0.75	[0.73, 0.78]	< 0.001	0.73	[0.70, 0.76]	< 0.001	0.70	[0.68, 0.72]	< 0.001
Age	0.99	[0.98, 1.00]	0.007	0.99	[0.98, 1.00]	0.015	0.99	[0.98, 1.00]	0.008
Gender	Ref.			Ref.			Ref.		
Male									
Female	1.45	[1.10, 0.91]	0.009	1.33	[1.09, 1.63]	0.006	1.39	[1.08, 1.78]	0.010
Job type				Ref.			Ref.		
Production									
Administrative				1.26	[1.02, 1.56]	0.036	1.24	[1.04, 1.50]	0.018
Posture							0.69	[0.34, 1.40]	0.298
Percent time neutral head posture							2.40	[0.85, 6.74]	0.097
Percent time neutral trunk posture							3.69	[2.80, 4.88]	< 0.001
Percent time neutral hand grip									
Percent time not handling loads							0.48	[0.31, 0.73]	0.007

Note: Bold data indicate significant values ($p < 0.050$). CI = confidence interval; PR = prevalence ratio.

Table 3. Associations between observed occupational time sitting, postures, loads and arm/wrist/hand musculoskeletal symptoms.

Characteristic	Model 1			Model 2			Model 3		
	PR	95% CI	<i>p</i>	PR	95% CI	<i>p</i>	PR	95% CI	<i>p</i>
Percent time sitting	0.61	[0.39, 0.99]	0.045	0.61	[0.39, 0.97]	0.037	0.46	[0.31, 0.69]	< 0.001
Age	1.02	[1.02, 1.03]	< 0.001	1.02	[1.02, 1.03]	< 0.001	1.02	[1.02, 1.02]	< 0.001
Gender	Ref.			Ref.			Ref.		
Male									
Female	2.98	[2.35, 3.77]	< 0.001	2.84	[2.38, 3.37]	< 0.001	2.86	[2.63, 3.11]	< 0.001
Job type				Ref.			Ref.		
Production									
Administrative				1.09	[0.92, 1.30]	0.310	1.23	[1.09, 1.39]	< 0.001
Posture							0.41	[0.20, 0.82]	0.012
Percent time neutral head posture							16.76	[5.98, 46.97]	< 0.001
Percent time neutral trunk posture							0.31	[0.06, 1.65]	0.168
Percent time neutral hand grip									
Percent time not handling loads							1.69	[1.30, 2.20]	< 0.001

Note: Bold data indicate significant values ($p < 0.050$). CI = confidence interval; PR = prevalence ratio.

after including postures and loads (model 3). Age was significantly ($p = 0.008$) associated with lower prevalence of neck/shoulder musculoskeletal symptoms (PR = 0.99, 95% CI [0.98, 1.00]), and female gender (PR = 1.39, 95% CI [1.08, 1.78]; $p = 0.010$) and administrative job type (PR = 1.24, 95% CI [1.04, 1.50]; $p = 0.018$) were each significantly associated with higher prevalence of neck/shoulder musculoskeletal symptoms (model 3). Percent time in neutral hand grip posture (PR = 3.69, 95% CI [2.80, 4.88]) was significantly ($p < 0.001$) associated with higher prevalence of neck/shoulder musculoskeletal symptoms. Percent time not handling loads (PR = 0.48, 95% CI [0.31, 0.73]) was significantly ($p = 0.007$) associated with lower prevalence of neck/shoulder musculoskeletal symptoms (model 3). No significant association were observed for percent time in neutral head or trunk postures.

After adjusting for covariates (Table 3, model 1), we observed a significant association between time sitting at work and arm/wrist/hand musculoskeletal symptoms. Higher percent time sitting at work was significantly ($p = 0.045$) associated with lower prevalence of arm/wrist/hand musculoskeletal symptoms (PR = 0.61, 95% CI [0.39, 0.97]). After including job type, time sitting at work remained significantly ($p = 0.037$) associated with lower prevalence of arm/wrist/hand musculoskeletal symptoms with a similar effect estimate (PR = 0.61, 95% CI [0.39, 0.97]) (model 2). Time sitting at work also remained significantly ($p < 0.001$) associated with lower prevalence of arm/wrist/hand musculoskeletal symptoms, with a lower effect estimate (PR = 0.46, 95% CI [0.31, 0.69]) after including postures and loads (model 3). Age (PR = 1.02,

95% CI [1.02, 1.02]; $p < 0.001$), female gender (PR = 2.86, 95% CI [2.63, 3.11]; $p < 0.001$) and administrative job type (PR = 1.23, 95% CI [1.09, 1.39]; $p < 0.001$) were each significantly associated with higher prevalence of arm/wrist/hand musculoskeletal symptoms (model 3). Percent time in neutral head posture was significantly ($p = 0.012$) associated with a lower prevalence of arm/wrist/hand musculoskeletal symptoms (PR = 0.41, 95% CI [0.20, 0.82]). Percent time in neutral trunk posture (PR = 16.76, 95% CI [5.98, 46.97]; $p < 0.001$) and percent time not handling loads (PR = 1.69, 95% CI [1.30, 2.20]; $p < 0.001$) were significantly associated with a higher prevalence of arm/wrist/hand musculoskeletal symptoms. No significant association was observed for percent time in neutral hand grip posture (model 3).

We observed no significant associations between time sitting at work and lower back musculoskeletal symptoms (Table 4, models 1–3). Age was significantly ($p < 0.001$) associated with lower prevalence of lower back musculoskeletal symptoms (PR = 0.99, 95% CI [0.98, 1.00]), and female gender (PR = 1.53, 95% CI [1.21, 1.93]; $p = 0.005$) and administrative job type (PR = 1.35, 95% CI [1.26, 1.44]; $p < 0.001$) were significantly associated with higher prevalence of lower back musculoskeletal symptoms (model 3). Percent time in neutral head posture (PR = 0.24, 95% CI [0.18, 0.33]) was significantly ($p < 0.001$) associated with a lower prevalence of lower back musculoskeletal symptoms (model 3). Percent time in neutral trunk posture (PR = 4.66, 95% CI [3.70, 5.86]) and percent time not handling loads (PR = 1.97, 95% CI [1.39, 2.80]) were significantly ($p < 0.001$) associated with a higher prevalence of

Table 4. Associations between observed occupational time sitting, postures, loads and lower back musculoskeletal symptoms.

Characteristic		Model 1			Model 2			Model 3		
		PR	95% CI	<i>p</i>	PR	95% CI	<i>p</i>	PR	95% CI	<i>p</i>
Percent time sitting		1.06	[0.57, 1.97]	0.848	1.03	[0.56, 1.89]	0.915	1.04	[0.51, 2.14]	0.915
Age		0.99	[0.99, 1.00]	< 0.001	0.99	[0.99, 1.00]	< 0.001	0.99	[0.98, 1.00]	< 0.001
Gender	Male	Ref.			Ref.			Ref.		
	Female	1.58	[1.30, 1.93]	< 0.001	1.47	[1.25, 1.73]	< 0.001	1.53	[1.21, 1.93]	0.005
Job type	Production				Ref.			Ref.		
	Administrative				1.28	[1.13, 1.46]	< 0.001	1.35	[1.26, 1.44]	< 0.001
Posture	Percent time neutral head posture							0.24	[0.18, 0.33]	< 0.001
	Percent time neutral trunk posture							4.66	[3.70, 5.86]	< 0.001
	Percent time neutral hand grip							0.83	[0.61, 1.13]	0.229
Percent time not handling loads								1.97	[1.39, 2.80]	< 0.001

Note: Bold data indicate significant values ($p < 0.050$). CI = confidence interval; PR = prevalence ratio.

Table 5. Associations between observed occupational time sitting, postures, loads and leg/foot musculoskeletal symptoms.

Characteristic		Model 1			Model 2			Model 3		
		PR	95% CI	<i>p</i>	PR	95% CI	<i>p</i>	PR	95% CI	<i>p</i>
Percent time sitting		0.92	[0.70, 1.22]	0.577	0.91	[0.69, 1.21]	0.531	0.86	[0.57, 1.31]	0.493
Age		1.01	[1.00, 1.03]	0.127	1.02	[0.99, 1.04]	0.158	1.02	[1.00, 1.04]	0.116
Gender	Male	Ref.			Ref.			Ref.		
	Female	2.20	[1.91, 2.53]	< 0.001	2.13	[2.00, 2.27]	< 0.001	2.24	[2.16, 2.33]	< 0.001
Job type	Production				Ref.			Ref.		
	Administrative				1.04	[0.78, 1.39]	0.791	1.01	[0.80, 1.27]	0.943
Posture	Percent time neutral head posture							1.80	[0.84, 3.85]	0.130
	Percent time neutral trunk posture							0.98	[0.13, 7.30]	0.988
	Percent time neutral hand grip							1.15	[0.97, 1.35]	0.106
Percent time not handling loads								0.89	[0.83, 0.95]	< 0.001

Note: Bold data indicate significant values ($p < 0.050$). CI = confidence interval; PR = prevalence ratio.

lower back musculoskeletal symptoms. No significant association was observed for percent time in neutral hand grip posture.

We observed no significant associations between percent time sitting and leg/foot musculoskeletal symptoms (Table 5). Administrative job type (PR = 2.24, 95% CI [2.16, 2.33]) was significantly ($p < 0.001$) associated with higher leg/foot musculoskeletal symptoms (model 3). No significant association was observed for age or gender. Percent time not handling loads (PR = 0.89, 95% CI [0.83, 0.95]) was significantly ($p < 0.001$) associated with a lower prevalence of leg/foot musculoskeletal symptoms. No significant association was observed for percent time in neutral head posture, trunk posture or hand grip.

4. Discussion

In the current study, we investigated the relationship between time sitting at work and musculoskeletal symptoms in a cohort of manufacturing workers. We observed significant associations between time sitting at work and neck/shoulder and arm/wrist/hand symptoms, with higher time sitting associated with lower prevalence of symptoms. We also explored whether job type or other job exposures including head, trunk and hand grip postures and handling loads may be associated with musculoskeletal symptoms directly, and whether adjusting for these postures or loads might reduce the association between time sitting and musculoskeletal symptoms. Head, trunk and hand grip postures were all associated with musculoskeletal symptoms. We observed little change in the association between time sitting at work and

musculoskeletal symptoms after adjusting for job type or postures or loads.

Our findings of a lower prevalence of musculoskeletal symptoms among workers with higher time sitting was in line with reports from several previous studies. Lunde et al. [13] observed that long duration of sitting at work was associated with lower levels of lower back pain (LBP) intensity among healthcare workers. Korshøj et al. [14] reported that longer duration of total and temporal sitting periods at work was significantly associated with a favorable time course of LBP. Also, in one 15-year longitudinal study, Picavet et al. [15] observed a lower risk of chronic upper extremity pain among those who were sedentary at work. However, our findings oppose the results of several other studies on this topic. Gupta et al. [10] observed a positive association between sitting and LBP. Similarly, in a 2015 study, Hallman et al. [11] reported an association between time sitting at work and greater intensity of neck/shoulder pain.

In this study we observed no association between time sitting and LBP among manufacturing workers. This finding aligns with the results of a previous systematic review. Roffey et al. [22] reported that, among 24 studies meeting their inclusion criteria, 'strong, consistent evidence was found for no association between occupational sitting and lower back pain' (page 252). However, one more recent study did report an association between objectively measured time sitting and LBP among healthcare workers (although they also observed no association for construction workers) [13]. Also, in contrast to Lunde et al.'s results, Gupta et al. [10] observed a positive association between sitting and LBP.

We hypothesized that associations between time sitting at work and musculoskeletal symptoms could potentially be attributed to differences in the workers' job types or associated physical job exposures. The manufacturing workers included in this study performed a variety of different job tasks that we grouped into 'administrative' and 'production' categories, which we then included as covariates in our analyses (Tables 2–5, models 2 and 3). After adjusting for job type, the associations that we observed between time sitting at work and musculoskeletal symptoms remained similar – neck/shoulder and arm/wrist/hand musculoskeletal symptoms remained significantly associated with time sitting at work, with similar PRs, and lower back and leg/foot musculoskeletal symptoms were still not associated with time sitting at work. Similarly, after adjusting for job exposures including head posture, trunk posture, hand grip and load, we still observed significant associations between time sitting and lower prevalence of neck/shoulder and arm/wrist/hand, with similar effect estimates (Tables 2–5, model 3). Taken together, these findings support the notion that there may be effects of occupational time sitting on occupational health independent of job types or physical job exposures. Our findings are consistent with those reported by Hallman et al. [12], who also observed associations between more time sitting at work and a favorable development of pain intensity over time even after adjusting for self-reported occurrence of lifting/carrying, and objectively measured physical activity and upper arm elevation. However, Lunde et al. [13] did report attenuated associations between sitting and LBP after adjusting for lifting and forward bending in their analyses. In our study, time sitting was only weakly correlated with the other observed occupational postures or loads.

Along with the associations reported between time sitting and musculoskeletal symptoms, we also observed significant associations between observed postures and musculoskeletal symptoms (Tables 2–5). Non-neutral postures have long been associated with musculoskeletal symptoms [16]. In the current study, we observed a significantly lower prevalence of some symptoms, including LBP, associated with time in neutral head posture (Table 4). However, we also observed a significantly higher prevalence of neck/shoulder pain, arm/wrist/hand pain and LBP among participants with higher observed percent time in neutral trunk posture and neutral hand grip (Tables 2–5), which contradicts previous literature [16].

Our study adds to the debate over the effects of occupational sitting on health. In the past decade, there has been substantial recognition of sitting at work as an occupational health hazard [23]. In consequence, some recent publications have encouraged workers to reduce occupational time sitting (e.g., Plotnikoff and Karunamuni [2]). Yet, as others have pointed out (e.g., Messing et al. [3]) and our results support, there may be some advantages associated with seated work, including advantages to the musculoskeletal system. More research is needed to fully elucidate the appropriate amount of sitting recommended at work, which will also likely vary by industry and job type.

This study has several strengths as well as limitations that should be considered. Strengths include the repeated measures of job exposures and musculoskeletal symptoms that were obtained for nearly half of our participants. Further, measurements of job exposures were observational, which can be less biased than self-reports [24]. Also, as previously mentioned, observational studies that extend over

several hours and include adequate numbers of workers are rare [3]. Limitations include the smaller sample size as well as limited generalizability of these results to other populations.

5. Conclusions

Higher observed time sitting at work was associated with lower prevalence of neck/shoulder and arm/wrist/hand musculoskeletal symptoms in the current study, and this association remained significant after adjusting for other observed postures and loads. Time sitting at work should be taken into consideration as part of interventions to prevent musculoskeletal disorders (MSDs) and promote health of workers.

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Data availability statement

The data underlying this article will be shared on reasonable request to the corresponding author.

Disclosure statement

No potential conflict of interest was reported by the authors.

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