

NIOSH Work Organization and Stress-Related Disorders Program

May 2016

What are our priorities?

The National Institute for Occupational Safety and Health (NIOSH) Work Organization and Stress-Related Disorders Program works with partners in industry, labor, trade associations, professional organizations, and academia. The program focuses on these areas:

- Better understanding the health and safety effects of how work is organized
- Reducing stress and stress-related illnesses and injuries

What do we do?

- Explore the health and safety effects of the organization of work, defined as work processes (job tasks, job design) and organizational practices (management practices, production methods, human resource policies) impacting job design. It also includes external factors (legal, technological, economic, etc.) that can change organizational practices.
- Track trends in the design of jobs, the processes used to complete job tasks, and the health and safety impacts these have over time.
- Develop and promote the use of improved research methods.
- Release information and guidance on how to design jobs and work processes that protect and promote worker health and safety.
- Design workplace interventions that successfully minimize the harmful physical and emotional responses that occur when job demands cannot be met, also known as job stress.

What have we accomplished?

- Began using data collected with the 2014 wave of the NIOSH Quality of Worklife survey. Analyses of this dataset help the public to better understand the relationship between work organization, stress, and worker health and safety in the U.S.
- Co-sponsored and co-convened the Work, Stress, and Health 2015 conference with the American Psychological Association and the Society for Occupational Health Psychology. This 11th international conference on occupational stress and health brought global experts together to share critical research and identify emerging priorities.
- Developed and disseminated the online “NIOSH Training for Nurses on Shift Work and Long Work Hours.” To date, more than 1000 nurses and nurse managers have used desktop and mobile devices to complete the training, which teaches them to identify and reduce health and safety risks related to shift work, long work hours, and other workplace fatigue issues.

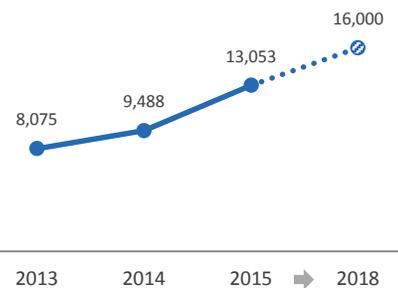
What's next?

- Submit the proposal for the 2018 NIOSH Quality of Worklife survey so that researchers can continue to track changes in the organization of work and understand the impact those changes have on worker safety and health.
- Update key NIOSH documents and reports with the latest information about the changing nature of work and its impact on work-related stress, health, and safety.
- Publish a workplace safety climate and culture resource webpage so that employers, researchers, and safety and health professionals can better understand this cutting-edge topic.
- Publish a brand-new, state-of-the-art NIOSH Quality of Worklife survey webpage that describes how work in the U.S. has changed over time and how workers and the economy have been affected by these changes.
- Release the Call for Proposals for Work, Stress, and Health 2017, the 12th international conference on occupational stress and health co-convened by NIOSH, American Psychological Association, and the Society for Occupational Health Psychology.
- Publish the results of at least three studies of contemporary issues in work organization and workplace stress in scientific and trade journals.

At-A-Glance

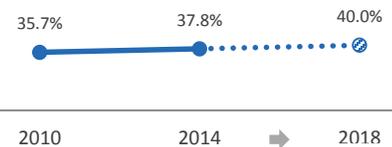
The Work Organization and Stress-Related Disorders Program improve s our understanding of how the organization of work is changing, the risks posed by these changes, and ways to reduce these risks. This snapshot shows recent accomplishments and upcoming work.

Cumulative views of *NIOSH Organization of Work: Measurement Tools* online resource



Source: NIOSH program records

Percent of workers with access to stress management programs



Source: NIOSH Quality of Worklife survey, a module of the National Opinion Research Center General Social Survey

Training Spotlight:

NIOSH Training for Nurses on Shift Work and Long Work Hours

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