

# The effectiveness of occupational health management: findings of a VBG practice-based project

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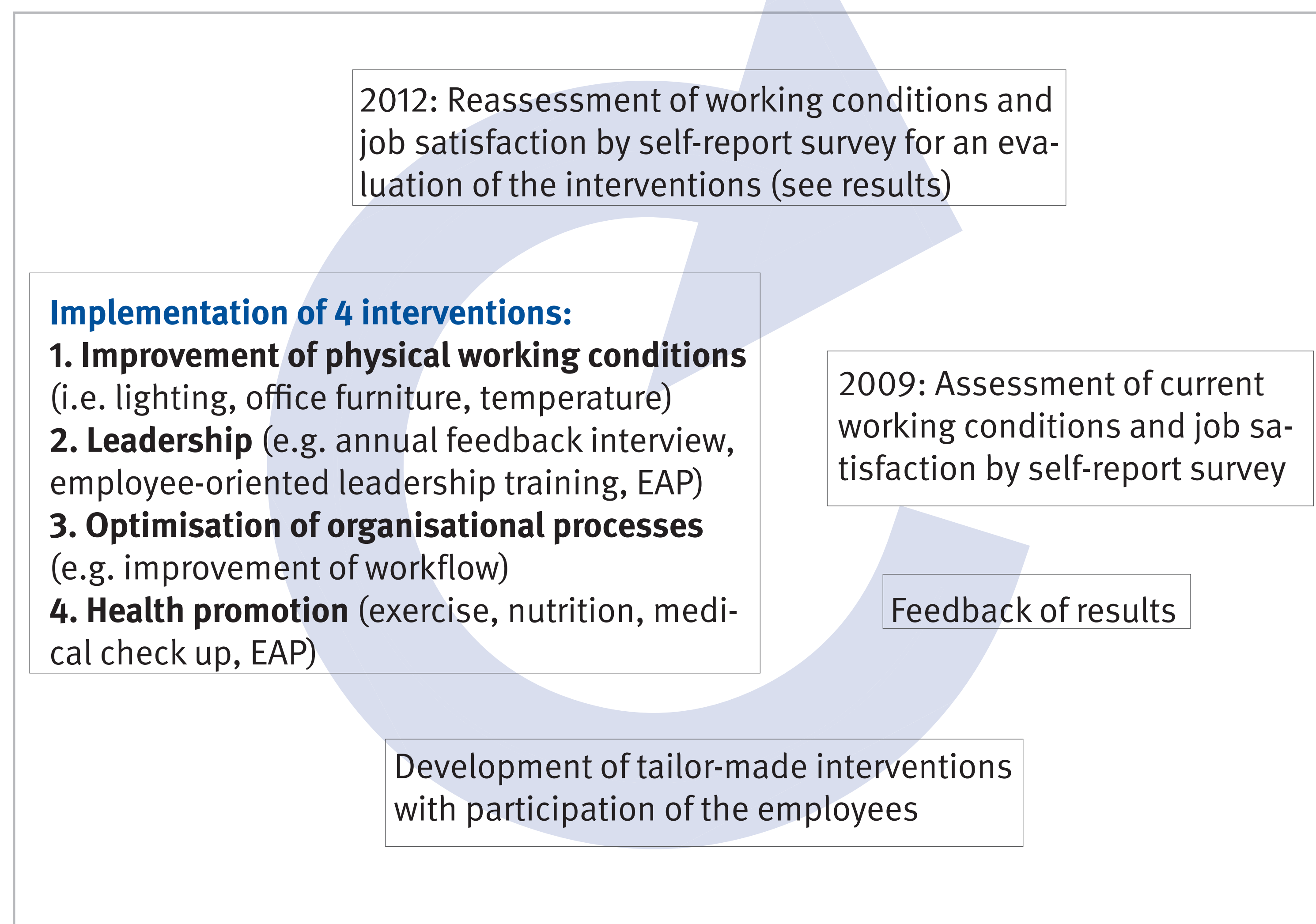
## Project goal:

Development and implementation of an occupational health management system  
Increase of employee job satisfaction and health

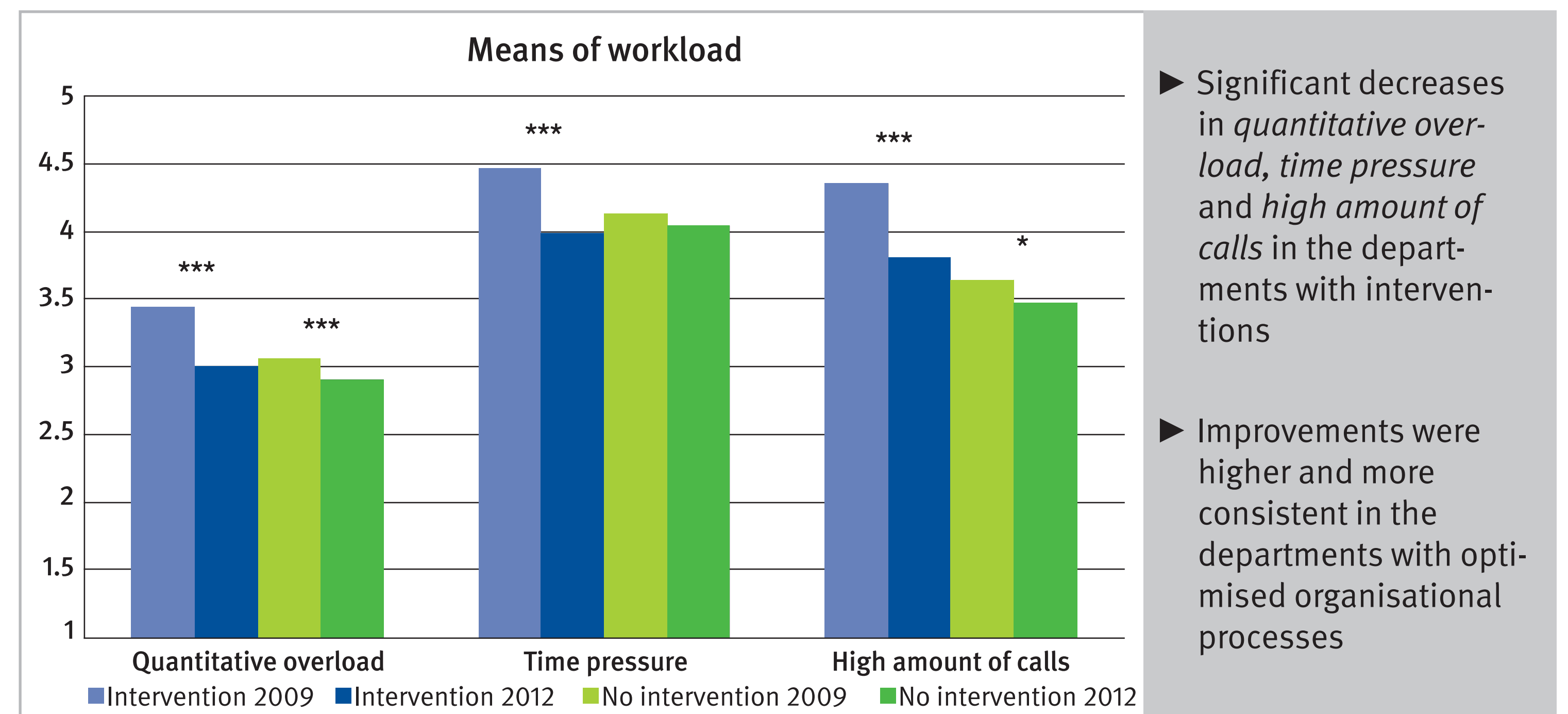
## Sample:

- **N** = 586; response rate 2009 = 79%, 2012 = 72%
- German insurance company
- **Gender:** 56% male
- **Age:**  $\bar{x}$  = 44.4 years (range: 24–64 years; SD = 8,4)
- **Position:** 82% employee; 18% manager
- **Tenure:** 43.7% > 10 years; 18.9% 5–10 years; 35% 1–5 years; 2.4% < 1 year

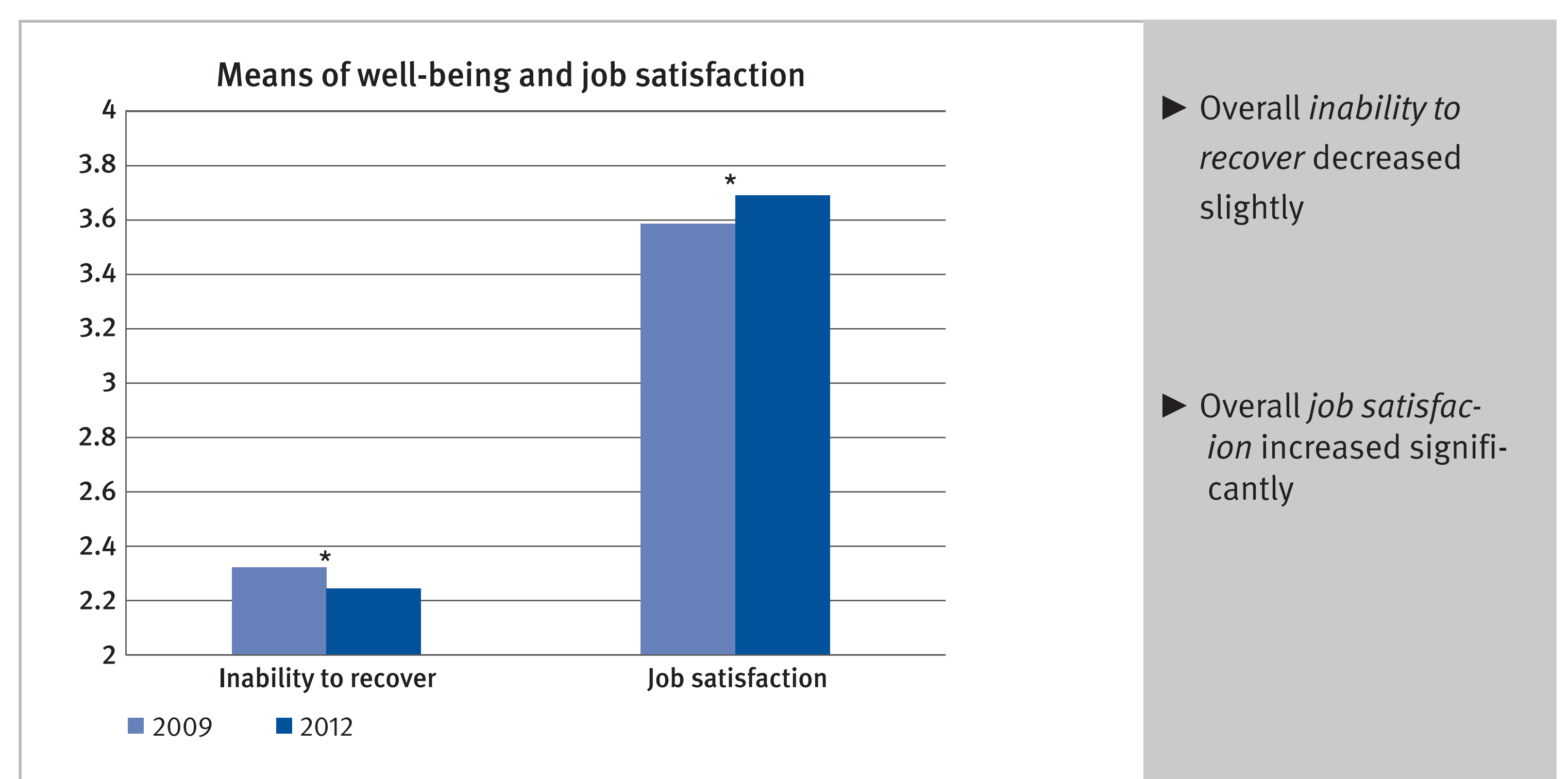
## Project design:



## 3. Optimisation of organisational processes



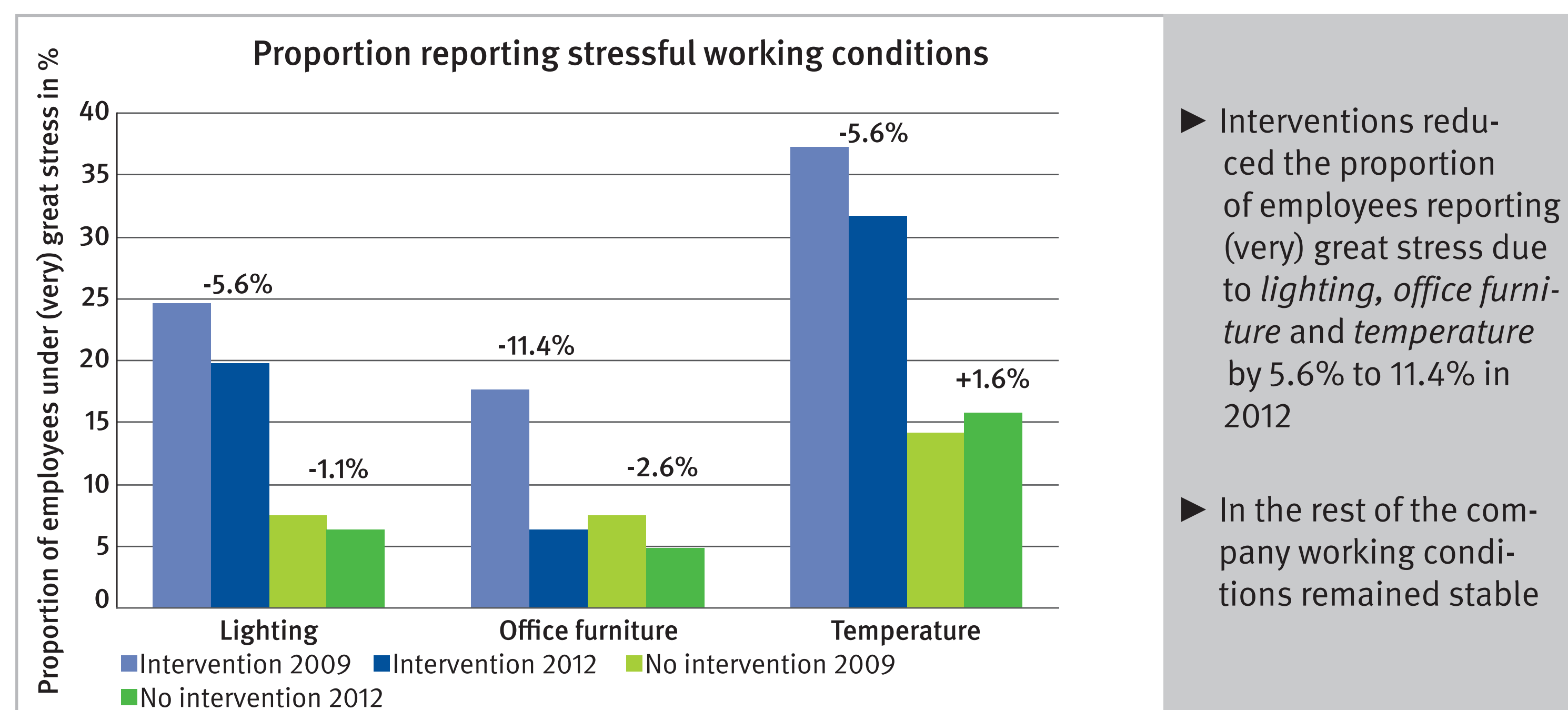
## 4. Well-being & job satisfaction



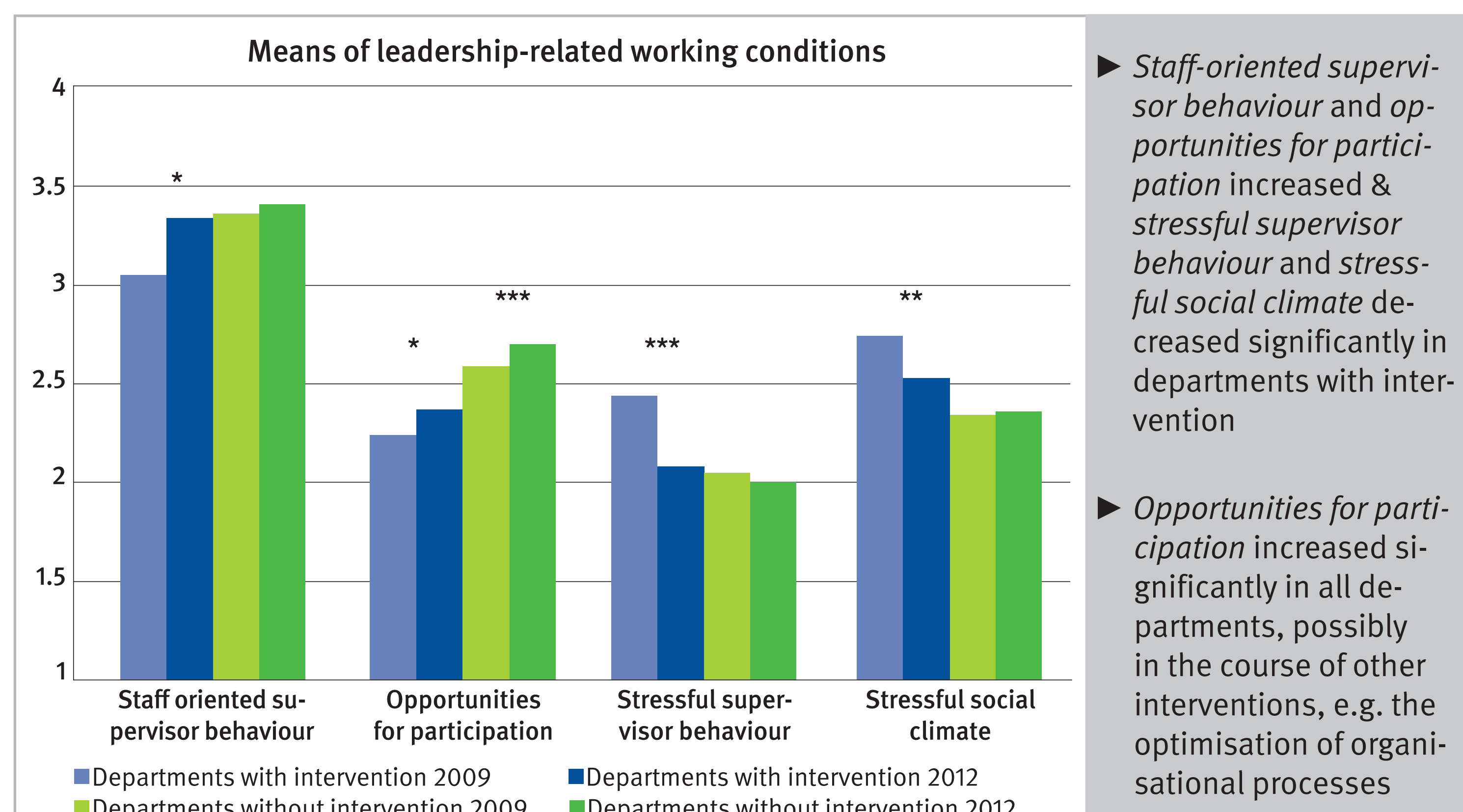
Note. \*  $p < .05$ ; \*\*  $p < .01$ ; \*\*\*  $p < .001$ .

## Results:

### 1. Improvement of physical working conditions



### 2. Leadership



## Summary:

- Working conditions (lighting, office furniture, temperature) were improved
- Participative leadership style was promoted and positively perceived by the employees
- Job demands (time pressure, work load) were reduced through optimised organisational processes
- Inability to recover was reduced, assumably also due to new health promotion activities
- Job satisfaction has improved in general

## Recommendations for successful health management:

- **Transparency** and **communication** during data collection and development of measures/interventions
- **Employee participation** in the development of interventions
- **Support from top level management**

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