

IC - (21041) - A COMPREHENSIVE MODEL OF STRESSORS AND ADAPTATION ON SHIFT WORKERS DAILY WORK LIFE: CONSEQUENCES FOR SUSTAINABLE LIFESTYLES

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Background and objectives

Environmental psychology has long been interested in the effect of different environments on the health of users (Gifford, 2007). The work environment has also started to be studied as a promoter or hinderer of health and to a part of support of green lifestyles (García Mira, 2017).

This study aims to explore workers' perception of characteristics on the work environment that most affect their Quality of Life (QoL) within the context of shift work as a part of promoters or hinderer of green lifestyles. We will answer the questions "What are the QoL barriers from the shift-worker's perception?" and "What are the dimensions that defined de shift-workers' QoL?"

Process and methods (for empirical research)

We used a multimethod approach consisting of both qualitative and quantitative analysis. Firstly, collected data is the result of 3 different focus groups (19 shift workers). Atlas.ti was used to analyse this qualitative data. At the second part of the study we developed a specific questionnaire from focus group data collected, we applied it in a factory located in Ferrol (n=115). The SPSS was used to analyse the data.

Main results (or main arguments in the case of critical reviews)

Results obtained show relevant dimensions to take into account because could characterize a healthy organization promoting healthy workers. As we have pointed out previously (Fraga, 2014), 15 dimensions as QoL barriers were derived from our analysis with 3 focus groups.

The second part of the study identified 8 dimensions, from the previous 15, classified in 3 factors. Factor 2, named "hourly organization", contribute to explain the labour satisfaction and the shift-workers' QoL in a 35,6%.

Implications for research and practice/policy | Importance and originality of the contribution

The conclusions in this study will be used to formulate recommendations to improve working environments and the shift worker' daily life; to provide trade unions with information that will support them in their efforts to achieve better workplace environments and to support corporate social responsibility policies in organizations.

Palavras-chave : Environmental perception; healthy organizations; workplace quality of life; shift work.