

THE ASSOCIATIONS OF RECOVERY EXPERIENCES WITH WELLBEING AT WORK AND HEALTH IN TEACHERS

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Background

A recent meta-analysis about Job Demands-Resources model and recovery experiences concludes that both work characteristics and recovery experiences play a role in employee wellbeing.

Aims

The aim of this study was to examine the relationships of recovery experiences with work-related factors and health among teachers from the Metropolitan area of Finland.

Materials and Methods

The cross-sectional study was conducted among 76 primary school teachers. Recovery experiences were measured with Recovery Experiences Questionnaire. Health was assessed with self-reported health and mental health with General Health Questionnaire and Beck Depression Inventory (BDI-II). Work stress was measured with Job Content Questionnaire and Effort-Reward Imbalance Questionnaire. Burnout was measured with Maslach Burnout Inventory (MBI-GS). We analyzed the data with correlation analysis.

Table 1. Characteristics of the sample.

	Mean/count	sd/%
Background		
Age	43,62	10.03
Gender, female	66	86.8
Weekly working hours	24,76	1.92
Working years	14.20	9.95
Recovery experiences		
Psychological detachment	3.29	0.87
Relaxation	3.91	0.80
Mastery	3.51	0.85
Control	4.17	0.83
State of health		
Self-reported health	3.96	0.86
Mental health		
Depressive symptoms	5.42	5.78
Psychological problems	1.95	0.42
Work-related		
Job strain	-0.86	0.87
Effort-Reward imbalance	0.02	0.12
Burnout	1.10	0.43
Exhaustion	1.16	0.58
Cynicism	0.99	0.53
Decreased professional efficacy	0.96	0.46

Results

Psychological detachment was linked to higher level of self-reported health ($r=.31$, $p=.007$), lower depressive symptoms ($r=-.39$, $p<.001$), psychological problems ($r=-.33$, $p=.004$), job strain ($r=-.25$, $p=.029$), burnout ($r=-.30$, $p=.009$) and exhaustion ($r=-.40$, $p<.001$).

Relaxation was related to higher self-reported health ($r=.29$, $p=.015$), lower depressive symptoms, psychological problems, job strain, ERI, burnout and all its dimensions (r varied from $-.28$ to $-.36$).

Mastery was linked to lower job strain ($r=-.25$, $p=.031$), burnout ($r=-.26$, $p=.022$) and decreased professional efficacy ($r=-.29$, $p=.010$).

Control was related to lower depressive symptoms ($r=-.25$, $p=.027$), psychological problems ($r=-.29$, $p=.012$), job strain ($r=-.28$, $p=.016$) and burnout ($r=-.23$, $p=.048$).

Table 2. Bivariate associations between recovery experiences, work-related factors and health.

Recovery experience	Self-reported health	Depressive symptoms	Psychological problems	Job strain	Effort-reward imbalance	Burnout	Exhaustion	Cynicism	Decreased professional efficacy
Psychological detachment	0.31**	-0.39***	-0.33**	-0.25*	-0.19	-0.30**	-0.40***	-0.12	-0.13
Relaxation	0.29*	-0.32**	-0.28*	-0.29*	-0.30**	-0.36**	-0.28*	-0.28*	-0.32**
Mastery experiences	0.20	-0.16	-0.14	-0.25*	-0.12	-0.26*	-0.18	-0.21	-0.29*
Control of free-time*	0.07	-0.25*	-0.29*	-0.28*	-0.21	-0.23*	-0.22	-0.06	-0.22

*Spearman correlation (non-normal distribution)

Discussion and conclusions

We found that recovery experiences are linked to wellbeing at work and health among primary school teachers. We conclude that, of the recovery experiences, psychological detachment and relaxation seem to be most widely linked to wellbeing and health. Mastery experiences seem to be linked only with work-related wellbeing. Control may be the most important way to recover in regard to depressive symptoms and burnout.

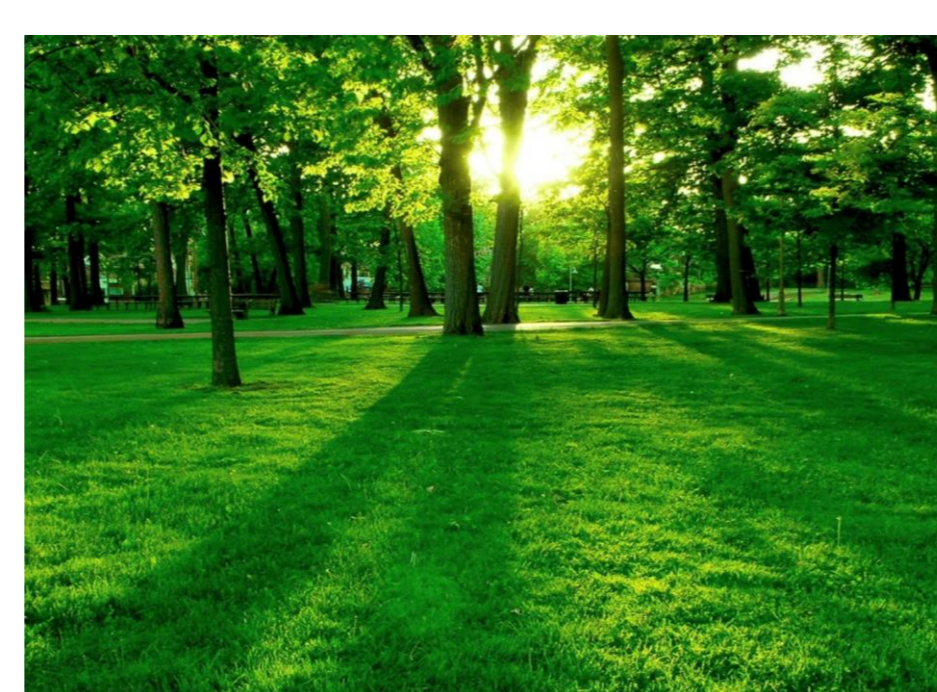
Take-home messages

- Recovery from work seems to be widely linked to wellbeing at work and health among primary school teachers.
- Psychological detachment from work and relaxation seem important in regard to wellbeing and health.
- Mastery experiences are linked especially to work-related wellbeing.

EHPS 2019 / 33rd Annual Conference of the European Health Psychology Society, Dubrovnik, Croatia 3-7 Sep 2019

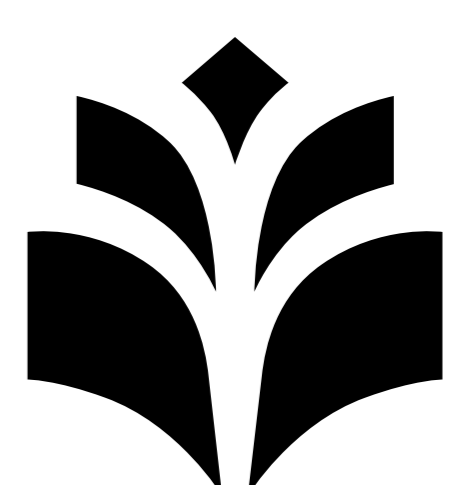
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Työsuojelurahasto
Arbetskyddsfonden
The Finnish Work Environment Fund

Work has been supported by the Finnish Work Environment Fund



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