

Work disability theories Part I

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Content

- Defining 'theory' and 'work disability'
- Taxonomy of theories
- Conclusion and discussion
- *In between: 6 assignments*

Assignment 1

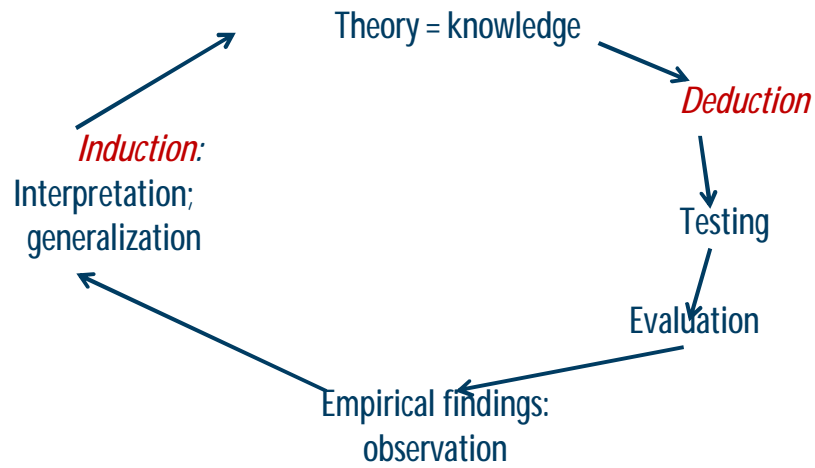
- What is a theory?

Theory =

- A statement about
 - how phenomena are related and
 - why they are related

Nothing is as practical as a theory!

Empirical cycle



Different levels of theories

- Grand theory or macro theory
- Middle-range theories
- Local theories (qualitative research)

Different types of theories

EXPLAINING

- ... of effect/outcome
- Visualized with boxes and arrows
- Cause and effect
- Essentialist approach
- (one truth that can be measured)
- Quantitative and qualitative methods

UNDERSTANDING

- ... from a perspective
- Theory as collection of concepts
- Unraveling background, motives, processes
- Qualitative methods

Theory as sieve or as glasses?



Falsification
Verification



Interpretation
(New local theory)

Assignment 2

1. Do you use theory? Which?
2. If not: what are the concepts you work with?

Aims of taxonomy of WD theories

- Overview of main approaches (in medical and) social science
- Framework
- Support smart use

Definition of Work disability

- When a worker is unable to stay at work or return to work because of an injury or disease
- Sickness absence



Definition (Sickness) Presenteeism (SP) (1)

- “When workers go to work despite significant illness” (Pransky, 2013, p. 101)
- “Decreased on-the-job performance due to the presence of health problems “(Schultz & Edington, 2007, p. 548)

Schultz, A. & Edington, D. (2007). Employee Health and Presenteeism: A Systematic Review. *Journal of Occupational Rehabilitation*, 17, 547-579

Taxonomy of theories (2)

Theories for

- I. Explaining the becoming work disabled
- II. Explaining the duration of work disability / return to work
- III. Understanding work disability in general

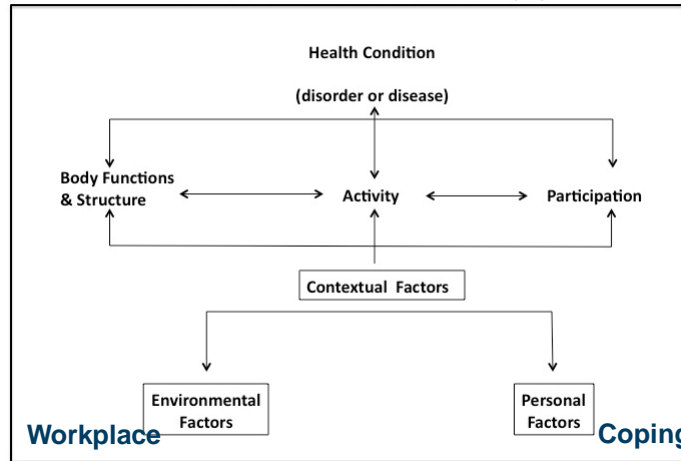
And: Explaining sickness presenteeism

I. Explaining becoming work disabled

1. Health-related theories
2. Personality of employees
3. Behavioural theories
 - Proximal theories
 - Distal theories
4. Combination: workstress and behavioural theory

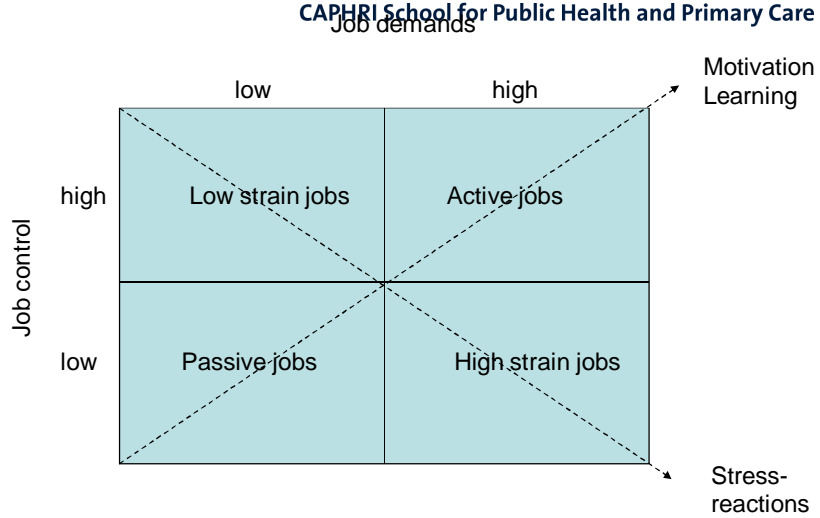
CAPHRI School for Public Health and Primary Care

International Classification of Function Model (ICF)



Adapted From: Model of Disability – ICF Model

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Efforts:
 Job demands
 Obligations
 Critical coping
 Need for control



Rewards:
 Money
 Esteem
 Status control

(III)Health



Figure 1. Job demands resources model



Explanations for the relations (1)

- Assumption:
Work → stress(→moderator/mediator)→
strain → illness → sickness absence
- Few studies

Related to the work-stress paradigm

- Work-family interference approach
- Work-family interference= effects from work to home (and from home to work)

