

ICOH 2022

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on Occupational Health

«Morality matters»: The relative impact of moral demands on indicators of wellbeing in hospital personnel

Delvaux Ellen

- KIR Department (Knowledge, Information & Research), IDEWE
- Centre for Social and Cultural Psychology of KU Leuven

I have no conflicts of interest to disclose

RESEARCH AIM & HYPOTHESES

Research aim =

- to investigate the relative impact of **moral demands** as a **source of work stress** in **health carers**, compared to established work-related stressors
- especially in the light of the COVID pandemic



Hypothesis 1: MD-APPS (= measure for moral demands) consists of **one content factor**, and there is **measurement invariance** across organizations and professional groups

Hypothesis 2: **Moral demands** are associated with both negative and positive **indicators of wellbeing** (regardless of professional group)

Hypothesis 3: **Moral demands** have an **incremental value** in predicting negative and positive **indicators of wellbeing** (regardless of professional group)

METHOD

- Quantitative online survey
-  N = 5427,  n = 4410, mean age = 42 years, (from 8 )

MEASURES

17 **job demands** and **resources**

Moral demands Role conflict
Qualitative job insecurity Bullying
Work-life conflict Work load
Work conflict Emotional demands
Aggression Threat of job loss
Life-work conflict Cognitive demands
Role clarity Social support
Participation Decision latitude
Development opportunities

8 wellbeing & attitudinal outcomes

Stress
Exhaustion
Mental distancing
Vigor
Dedication
Job satisfaction
Referral intention
Intention to stay

DATA ANALYSIS

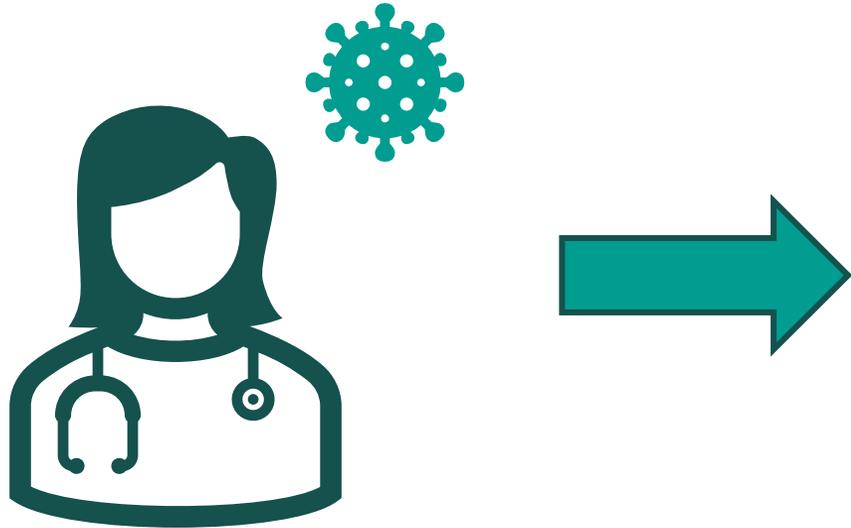
Different analysis methods

Multigroup CFA
Configural, metric and scalar
steps in measurement
invariance analyses
Pearson correlations
Hierarchical regression

RESULTS

- Internal structure and measurement invariance (hypothesis 1):
 - Cronbach's alpha = 0.90
 - Configural, metric and scalar invariance
 - One content factor (+ one unipolar factor and four error covariances)
- Associations between moral demands and both negative and positive indicators of wellbeing (hypothesis 2)
 - Negative correlation with vigor, dedication, job satisfaction and referral intention and intention to stay
 - Positive correlation with stress, exhaustion and distancing
- Incremental value of moral demands in predicting both negative and positive indicators of wellbeing (hypothesis 3)
 - Moral demands explain 15%-21% variance when controlling for background variables
 - Moral demands explain 0.6%-2.5% variance when controlling for background variables and 16 other work characteristics
 - Moral demands hold 4th place of all included work characteristics

DISCUSSION & PRACTICAL IMPLICATIONS



MORAL DEMANDS +

Other work demands and resources in occupational health



MORAL DEMANDS

- ⇒ Risk analyses
- ⇒ Wellbeing surveys



MORAL DEMANDS



*Céline Baele & Johnny Fontaine, Department of Work,
Organization and Society, Ghent University*

*Lode Godderis, KIR Department (Knowledge, Information &
Research), IDEWE & Centre for Environment and Health, KU
Leuven*



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