

quantitative workload was significantly higher in the normal weight, the overweight, and the obesity group compared to the underweight group. The obesity group had the highest average scores in qualitative workload, physical workload, and interpersonal conflict, whereas the group had the lowest level of job control among the whole group. Scores on other job stressors were not significantly different between the groups. Exposure to high levels of job stressors may contribute to weight gains by overeating/physical inactivity while workers with higher body mass may perceive their workload more demanding than the leaner counterparts. Health promotion targeting reduction of job stressors and control of body weight may be of a particular importance for young Japanese workers.

Keywords: job stressors, body mass index, young workers, Japanese

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THE FARMING FAMILY WORK ENVIRONMENT: CONSIDERATION OF A HYPOTHESISED MODEL OF ROLE INTERFERENCE.

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Background: Existing models of the work-home interface and work-family conflict has traditionally considered role interference to occur from only the two domains of work and home (Carlson et al., 2000; Greenhaus & Beutell, 1985; Frone et al., 1992). However, more recent research suggests that maintaining balance between these domains requires consideration of multiple potential sources of conflict (Pocock et al., 2009). This difference in perspective is particularly relevant to family business environments which present more complex interfaces due to dual roles, blurred boundaries, and succession issues (Danes & Morgan, 2004). The aim of the current research was to explore the factors which affected role completion in the context of a farming family business. Research has suggested that the farming family work-home interface may be unique to other workplace structures and therefore likely to have a differential impact on health and well-being (McShane & Quirk, 2009).

Methods: Participants (N=278) from farming families from across Australia and farming produce types were invited to complete a questionnaire package which explored the relationship between characteristics of the working environment and reported levels of psychological distress, work burnout, and life satisfaction.

Findings: Factors that interfered with role completion originated from multiple sources such as personal characteristics, work demands, home demands, and external demands. Findings from correlation matrices, exploratory factor analysis and path analysis ($\chi^2_{(18)}=23.98, p=.156$) indicate that work stressors, role interference, and low commitment and identification with farming results in higher reported psychological distress and work burnout and lower reported life satisfaction.

Discussion: Communication, trust and commitment to farm and family appeared to be important in reducing the impact of role

interference on well-being. Outcomes of the research have resulted in a hypothesised contextually specific model of role interference for farming families of Australia.

Keywords: Family; Occupational health; Stress; Mental health

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ADAPTATION OF COPENHAGEN PSYCHOSOCIAL QUESTIONNAIRE VERSION II (COPSOQ-II) IN HUNGARY

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Adaptation of Copenhagen Psychosocial Questionnaire version II (COPSOQ-II) in Hungary

Background: COPSOQ II is a complex and scientifically validated questionnaire for the measurement of psychosocial factors at work. COPSOQ II is used in more than 15 countries measuring 28 dimensions related to work stress. Through COPSOQ II users can get profiles of psychosocial factors at individual, group and company levels. In Hungary, there is no validated tool for assessing psychosocial risk factors.

Aim: Cultural and linguistic adaptation of COPSOQ II in Hungary. Setting up a widely-used tool for the psychosocial risk assessment process.

Methods: After the translation and linguistic validation of the COPSOQ II, the reliability of the Hungarian questionnaire was analyzed on a voluntary sample of 287 persons. The mean age of the sample was of 35.8 years, over 58% of those who completed the questionnaire had university degree and less than 15 % were unqualified workers. Inner reliability was calculated for the whole questionnaire and the different subscales. For cross-validating the tool Karasek's Job Demand/Control/Support questionnaire (JCQ), Siegrist's Effort/Reward Imbalance questionnaire (ERI), Cohen's Perceived Stress Scale (PSS10) and the WHO WB questionnaire (WHO-WB5) were used.

Results: The Cronbach alpha values for all subscales were good (above 0.7). We have found strong correlations among the corresponding subscales ($r=0.65-0.73$), thus well-being had the strongest negative correlation with burnout ($r>0.63$), stress ($r>0.55$) and work-family conflict ($r>0.41$), also we have found a strong positive correlations between well-being and workplace commitment ($r>0.5$) reward ($r>0.39$) and job satisfaction ($r>0.47$). The results of the construct validity suggest that the five theoretically defined areas i.e. demands (3 scales), work organization and job contents (4 scales), collaboration and leadership (8 scales), work-individual interphase (2 scales), values (3 scales) and strain (outcomes-4 scales) can partly be confirmed by exploratory factor analysis.

Conclusions: The results suggest that the adapted COPSOQ II has a good conceptual structure, is culturally accepted and relevant. Regarding the division of the sample from professional point of view, the sample of unqualified workers was underrepresented, thus further research is required on a more diversified sample.