

The significance of Sense of Coherence in health care staff's experiences of reorganisations

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Conclusion

Employees with high SOC experience reorganisations more positively than those with lower SOC. This result highlights SOC as a factor worth working with in workplace health promotion, something that could facilitate future reorganisations in relation to employee health.

Statement of the problem

The health care sector in Sweden reorganises continuously because of increased economic pressure. Employees are exposed to these reorganisations and are expected to re-code and follow the new organisation.

Aim

Explore if Sense of Coherence is an important factor in relation to the experience of reorganisation in the workplace.

Method

ANOVA was used to analyse SOC in relation to reorganisation experience.



Study design

In 2007 a questionnaire (WEMS – Work Experience Measurement Scale) supplemented with the SOC 13-item scale was sent to the health care staff in a Swedish hospital (n=411). The questionnaire included work related factors with a salutogenic approach. The six questions regarding experiences of reorganisation made up an index and were together with SOC used in the analysis.

Result

The response rate was 71% (n=293). The SOC-scores ranged from 40 to 87 (mean=69, median=70) and were divided into three groups according to upper and lower quartiles. A high SOC score was significantly ($p=0,014$) related to positive experiences of reorganisations.