

Doctoral thesis in 2016 (Abstract)

Studies on return-to-work self-efficacy among  
employees with mental disorders

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## Abstract

This study created an evaluation method by return-to-work self-efficacy and considered support method, for employee on administrative leave due to mental disorder. The purpose of this study is, first to create return-to-work self-efficacy scale, second to analyze difference in effect process of return-to-work self-efficacy to employee on administrative leave, rehabilitated employee and employee on non-administrative leave, and third to create intervention program to improve return-to-work self-efficacy and consider effective support method.

Study1 and 2: Free descriptive format survey was conducted for 55 employees on administrative leave, 623 items of return-to-work were collected. Those items were categorized into 41 sub-categories. 82 items were created by selecting two items from each sub-category, and two items were added from interview of clinical experiences, 84 items of return-to-work self-efficacy scale was created. The survey for total 600 employees on administrative leave, rehabilitated employees and employees on non-administrative leave was conducted. As a result of factor analysis, it was shown that return-to-work self-efficacy scale had 9 factors and 27 items.

Study3: In correlation with locus of control, mental manifestation and general self-efficacy, validity of return-to-work self-efficacy scale was shown. Return-to-work self-efficacy scale score was higher in the order of employee on administrative leave, rehabilitated employee and employees on non-administrative leave, it was shown that return-to-work self-efficacy indicated preparatory state of return-to-work and adaptive state after return-to-work.

Study4: The difference in effect process of return-to-work self-efficacy was considered between employee on administrative leave and rehabilitated employee by structure equation model. It was shown that positive coping and mental manifestation have direct influence on return-to-work, the difference of support source affecting on positive coping and negative coping became clear. In case of employee on administrative leave, it was shown that self-efficacy of work capacity, will to go to work and cognitive flexibility was low and these are the important tasks. Superior's support was shown to improve positive coping and return-to-work self-efficacy also. Since support from colleagues at workplace and from family affected on mental manifestation, it was shown that necessity to educate these persons about symptoms of employee on administrative leave was required. For person who returns to work at initial stages, maintaining strength, assuring leisure time and continuing to attend at work, were the important tasks. Therefore, executives at workplace need to support rehabilitated employee by adjusting

workload or shortening working hours, etc., so that he/she can continue to attend at work. Superior's support increased negative coping and became the factor to worse mental manifestation, therefore superior had better not push excessive pressure on employee on administrative leave. Family support improved positive coping, therefore, their continuous support is demanded since the time of administrative leave. Return-to-work self-efficacy of the person who returns to work at later stage, had been improved closely to the level of employee on non-administrative leave, but follow-up observation is necessary. In later stage of return-to-work, superior's support became the factor to reduce positive coping and negative coping, superior should not take high-handed attitude toward rehabilitated employee and should to make rehabilitated employee use coping of active solution or seeking help for solution. In later stage of return-to-work, colleague's support gave the most intensified impact on positive coping, it is important to educate colleagues about how to involve with rehabilitated employee and how to follow them. About employee on non-administrative leave, self-efficacy score of sleep is lower than the rehabilitated employee, the necessity of preventive intervention for mental health was shown.

Study 5: Intervention program was conducted for 55 employees on administrative leave. Normal cognitive-behavioral therapy (CBT program) was conducted for 30 persons, program using return-to-work self-efficacy scale (return-to-work SE-CBT program) for 25 persons. In return-to-work SE-CBT program, in addition with normal cognitive-behavioral therapy, self-evaluation and goal setting were conducted with return-to-work self-efficacy scale 3 times during program. Between CBT program and return-to-work SE-CBT program, the difference in return-to-work self-efficacy wasn't found, but return-to-work self-efficacy score in both programs increased by intervention. As a result of considering factors related to change in return-to-work self-efficacy, support method was clear in initial stage and last stage of return to work. In initial stage of return to work, it was shown that it is important to acquire cognitive flexibility and it is necessary to encourage cognitive flexibility in life aspect. Emotional expression involving others was not to encourage awareness about stress, and changing mood was not to adjust work pace, but intervention from supporters is necessary. In late stage of return to work, self-efficacy of to go to work and job reduced by seeking help for solution. And, due to emotional expression involving others, cognitive flexibility reduced. Therefore, about anxiety for return-to-work of employee on administrative leave, it is necessary to discuss specifically about job or attending at work, not by emotional expression. The goal set in program had many contents like "cognitive flexibility" or "support aspiration" that was low in return-to-work self-efficacy scale score. About

woman, characteristic goal was seen like “balance between work and childcare” or “womanliness”, it can be said to consider method of return-to-work support for woman.

In this study, evaluation method of return-to-work was created by return-to-work self-efficacy scale. Return-to-work self-efficacy scale was the useful scale that showed preparative state of return-to-work or adoptive state after return-to-work of employee on administrative leave. For employee on administrative leave, rehabilitated employee and employee on non-administrative leave, we could suggest specific support method to persons involved in workplace or family. And, effective support method was shown in initial stage and last stage of return-to-work support. This study is practical and useful study on site of return-to-work support.