

Need for recovery after work and associated risk factors in working menopausal women



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Original article

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ABSTRACT

Objectives: To explore relationships between ‘need for recovery’ (NFR), a strong predictor of burnout, and menopause symptoms and to identify work-related factors that are associated with a high NFR in Belgian menopausal women.

Study design: 760 menopausal women took part in a cross-sectional questionnaire study. NFR, presence of menopause symptoms, job type, age category, work activity, physical workload, psychosocial and physical work environment, balance of work and private life and the opportunity to discuss menopause at work were assessed.

- to explore associations between need for recovery and menopause symptoms
- to identify occupational risk factors for a high need for recovery in working menopausal women

Need for recovery

- need for recovery
 - fatigue at the end of a working day
- evolution to mental health complaints / disorders (exhaustion - burnout)
 - need for recovery above certain threshold (high need for recovery)
 - insufficient recovery in between working periods
 - during long period of time

high need for recovery → early indicator of decreased mental well-being
→ increased risk of developing burnout



Methods

Data collection and study population

- cross sectional questionnaire study
- screening “Well-being Indicator”
 - online questionnaire OHS
- data collection (2020)-2021-2022
- 45 organizations (both public and private sector)
- total n: 7792

- women: 3856 (49.5%)
- participation in menopause study: 2826 (73.3%)
- menopause: 779
- no outcome parameter: 19
- study population: 760 working women in menopause

Composition study population

- 760 working women in menopause
- mean age: 55.2 yr (SD 4.6 yr)
- job type
 - office work: 51.4%
 - indoor, but no office work: 35.2%
 - with private individuals: 8.1%
- managerial role
 - no: 85.9%

Menopause symptoms (occurrence of)

- hot flushes, joint stiffness, poor sleep, ...

	n	%
never	103	13.6
in the past	276	36.3
currently without problems at work	178	23.4
currently with problems at work	203	26.7

50.1 %

86.4 %

53.3%

- outcome parameter: high need for recovery ($>5/11$)
- % high need for recovery
- logistic regression analyses
 - odds ratio (OR) for having a high need for recovery
 - univariate
 - multivariate

Considered variables (1)

- occurrence of menopause symptoms
 - never / in the past / currently without problems at work / currently with problems at work
- age
- job type
- full time / part time
- managerial role Y/N
- physical work load
- physical work environment
 - discomfort from inadequate temperature (too hot or too cold)
 - discomfort from insufficient fresh air

Considered variables (2)

- work-private life (im)balance
- psychosocial work environment
 - quantitative work demands*
 - emotionele work demands*
 - discomfort from cognitive demands
 - working time controle*
 - social support from supervisor*
 - social support from colleagues*
 - vertical trust*
 - sense of community*
 - organizational justice*
- opportunity to discuss menopause at work

* *COPSOQ, Copenhagen
Psychosocial Questionnaire*



Results & discussion

Need for recovery and menopause symptoms

	% high NFR	OR univariate	OR multivariate
never	23.3	1	1
in the past	37.3	1.96*	2.30**
symptoms without problems	34.8	1.76*	1.75
symptoms with problems	61.1	5.17***	3.31***

* $p < 0.05$

** $p < 0.01$

*** $p < 0.001$

experiencing problems at work by menopause symptoms is associated with an increased risk of high need for recovery

Need for recovery and work-private life balance

	% high NFR	OR univariate	OR multivariate
good work-private life balance	32.9	1	1
poor work-private life balance	85.1	11.67***	7.89***

* $p < 0.05$

** $p < 0.01$

*** $p < 0.001$

poor work-private life balance is the most important factor associated with an increased risk of high need for recovery

Need for recovery, physical work load and psychosocial work environment

	OR univariate	OR multivariate
physical work load (0-10)	1.26***	1.17***
discomfort from cognitive demands (0-10)	1.24***	1.17***
social support colleagues (0-10)	0.80***	0.87**
organizational justice (0-10)	0.74***	0.86***

* $p < 0.05$

** $p < 0.01$

*** $p < 0.001$

organizational justice is a constant factor

Factors significantly associated with need for recovery only in univariate analysis

- psychosocial work environment
 - emotional work demands^{***}
 - working time control^{***}
 - social support supervisor^{***}
 - vertical trust^{***}
 - sense of community^{***}
- physical work environment
 - discomfort from inadequate temperature^{***}
 - discomfort from insufficient fresh air^{***}

* $p < 0.05$

** $p < 0.01$

*** $p < 0.001$

these factors may be relevant in populations with a different exposure profile

Factors not significantly associated with need for recovery

- job type
- age
- full time / part time
- managerial role

Need for recovery and opportunity to discuss menopause at work

	<i>n</i>	%	% high NFR	OR univariate
discussable	92	12.1	28.3	1
not discussable	125	16.5	59.2	3.68***
don't know	543	71.4	39.2	1.64*

* $p < 0.05$

** $p < 0.01$

*** $p < 0.001$

- cross-sectional
 - associations
 - no causal relationships
- exposure profile of study population
 - multivariate model only applicable to current population
 - factors significant in univariate analysis may be more relevant in other populations



Conclusions

Most important results

- *53% of the women with menopause symptoms* experience problems at work
- *experiencing problems at work by menopause symptoms* is associated with an increased risk of high need for recovery (and hence burnout)
- *poor work-private life balance* is the most important factor associated with an increased risk of high need for recovery (and hence burnout)
- *good organizational justice* reduces the risk
- *discussability*, if present and known, reduces the risk



Thank you