

Collaboration in work disability management processes

Poster presentation

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Background

The financial inputs for work disability management (WDM) varies much in organizations. However, it is not well-known, why some organizations are able to reach good results by lower inputs than the others. The aim of this poster is to present the methods to clarify WDM processes in organizations.

Methodological approach

This study was conducted in ten large Finnish organizations. We collected data from the years 2008-2013. The collaboration in the work disability management processes were studied using questionnaires and focus group interviews.

The selection of items included in the questionnaire was based on the current knowledge of factors in WDM associated with sick leaves, early retirement and work accidents. The aim was to clarify structures, processes and actions pertaining WDM. The questionnaire consisted of seven sections, which comprised 4 to 13 questions each. The four-unit scale was used for rating the answers. The questionnaire was carried out in different levels of organization (executive, operative, human resource and occupational safety and health management).

The 1½ -hour focus group interviews were used for deepening the understanding of WDM processes. Before each interview, the collected data of the organization were summarized and analyzed in the multidisciplinary study group and used for creating 3 to 4 interview themes.

Major findings

Combination of questionnaire with the focus group interviews gave a much deeper understanding of the WDM processes. We found the WDM actions reasonably well-organized and the workers got much support for maintaining their health and work ability. However, the organizations utilized mainly ex post indicators, whereas the usage of predictive and financial indicators was not optimal.

Implementation for practice

This study showed that WDM questionnaire was useful for obtaining comprehensive picture of the WDM processes in the organization. In addition to research use, the questionnaire can be easily utilized by companies to get a quick overview of their WDM processes.