BACKGROUND & OBJECTIVES

Time is a central issue on the research on psychosocial determinants of health at work because:
• There is a need to deepening the knowledge of the pathological process dynamics;
• There is an intrinsic complex web of interactions.

These are only possible through longitudinal studies and the use of sophisticated statistical analysis.

This review aims to collect and systematize up-to-date scientific information on the effects of psychosocial determinants of health at work on workers’ health and well-being over time.

RESEARCH QUESTION

How did the psychosocial determinants of health at work affected the Well-being of workers over time?

METHODS

Inclusion and exclusion criteria were defined (table 1), and a search was performed on the Medline databases via PubMed, Embase, PsycInfo, Google Scholar and also manual searches in journals in the area were conducted. The analysis of titles and abstracts to identify articles that met the inclusion and exclusion criteria was carried out in double.

Eligibility criteria (studies with a longitudinal design, in less than three different observation moments) and quality criteria (adapted from the STROBE checklist) were also established.

RESULTS

Table 1: Systematic review - inclusion and exclusion criteria

<table>
<thead>
<tr>
<th>Study type</th>
<th>Inclusion criteria</th>
<th>Exclusion criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>A longitudinal study with panel data: a study in which the dependent variable is measured in the same individual at least three different moments</td>
<td>Qualitative studies, case studies, cross-sectional studies, systematic reviews, clinical trials, longitudinal daily follow-up studies.</td>
<td></td>
</tr>
<tr>
<td>Population</td>
<td>Working population &gt; 16 years</td>
<td>Unemployed, students, persons aged &lt;16 years.</td>
</tr>
<tr>
<td>Exposure</td>
<td>Characteristics of the psychosocial environment at work: Job Demands, Job control, Supervisor support, Coworker support, Work, Family Conflict</td>
<td>Bullying, Workplace violence;</td>
</tr>
<tr>
<td>Results</td>
<td>Depression, depressive states, sleep disorders, somatic complaints, social dysfunction, anxiety, adjustment problems</td>
<td>Severe mental illness; Neurological disease; burnout; commitment; engagement;</td>
</tr>
</tbody>
</table>

We identify 242 articles but only seven longitudinal studies met the inclusion criteria and more than 50% of previously defined quality criteria. The selection was performed by the two authors independently.

CONCLUSIONS

• High values of the Job Demands were consistently associated over time with the decrease in Well-being, and the Job Control varied inversely with the well-being, but not significantly.
• Supervisor support was associated with high Well-being values in only three of the four studies that analyzed that dimension, but Coworkers support only revealed a meaningful and positive association with well-being in one of two studies.
• The Work-Family Conflict dimensions (Strain-Based Conflict and Time-Based Conflict) had direct effects on the adjusted analyses, but a 6 month time-lag effect in one study attributed by the authors to recovery effects.