

## **Research project: „Seelische Gesundheit am Arbeitsplatz Krankenhaus“ (SEEGEN) (Mental health at the workplace hospital)**

**Background:** Previous research show that the psychosocial work environment has a considerable impact on people's health and wellbeing. Autonomy, acknowledgement, the chance to be creative, productive, and to get in touch with others are health promoting resources. But there are also stressors like excessive demands and estrangement that might considerably impair health and wellbeing. A systematized occupational health management, which is able to improve the psychosocial work environment and individual competencies to cope with stressors, is missing especially in hospitals and clinics.

**Goal/Purpose:** The main goal of this two-step project is to develop a complex intervention based on behavioral and organizational preventive measures in hospitals, to implement the intervention, and to evaluate their effectiveness.

### **Procedure:**

**In step I (two years), we are going to develop and evaluate the following five intervention modules:**

**Subproject 1.A:** Sensitization of superior managers (head physicians and head nurses) for health management issues at the hospital. The subproject is located at the *Heinrich-Heine-University Düsseldorf – Centre for Health and Society (CHS) – Institute for Occupational, Social and Environmental Medicine*, **Project manager:** Prof. Dr. Peter Angerer and at the *University of Duisburg-Essen – Institute for Psychology, Work and Organizational Psychology*, **Project manager:** Prof. Dr. Andreas Müller

**Subproject 1.B:** Coping with dilemma situations in the health care. The subproject is located at the *University Hospital of the Ruprecht-Karls-University of Heidelberg, Center of Psychosocial Medicine (CPM), Institute for Medical Psychology*, **Project manager:** Prof. Dr. J. Schweitzer-Rothers

**Subproject 1.C:** Strengthening of the environmental preventive and interprofessional leadership competence of middle management to reduce mental stress of their employees at the hospital. The subproject

is located at the *University Hospital Tübingen*, Department of Psychosomatic Medicine and Psychotherapy, **Project manager:** Dr. F. Junne

**Subproject 1.D:** Improvement of the work-life-balance at the hospital to reduce the mental stress of employees. The subproject is located at the *University Hospital of the University of Ulm*, Clinic for Psychosomatic Medicine and Psychotherapy, **Project manager:** Dr. Eva Rothermund

**Subproject 1.E:** Healthy ageing in nursing – Development and evaluation of an intervention to support the successful ageing at work. The subproject is located at the *University Hospital of the Ruprecht-Karls-University of Heidelberg*, Clinic for General Internal Medicine. **Project manager:** Dr. I. Maatouk

**In step II (two years) a complex intervention program based on the above named interventions will be developed and evaluated.**

**Subproject 2:** The effectiveness of the complex intervention on mental well-being is going to be evaluated in a cluster randomized trial. The results will be the basis for intervention manuals for the sustainable implementation of occupational health management measures in hospitals and for the discussion with health care policy makers. **Project manager:** Prof. Dr. Harald Gündel

**Subproject 3:** An economic subproject, which overlaps step I and II, develops criteria (e.g. employer attractiveness, efficacy) for the economic evaluation of the interventions. This part of the project is located at the *Heinrich-Heine-University of Düsseldorf*, Chair in Business Administration, in particular Organization and Personnel. **Project manager:** Prof. Dr. Stefan Süß

**General coordination: Prof. Dr. Harald Gündel (University Hospital for Psychosomatic Medicine and Psychotherapy, Ulm)**

The research project is funded by the German Ministry of Education and Research (BMBF).