

## ***Bulletin de veille RPS n° 50*** ***23/09/2024***

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*La validation des informations fournies (exactitude, fiabilité, pertinence par rapport aux principes de prévention, etc.) est du ressort des auteurs des articles signalés dans la veille. Les informations ne sont pas le reflet de la position de l'INRS.*

*Les liens mentionnés dans le bulletin donnent accès aux documents sous réserve d'un abonnement à la ressource.*

## Veille juridique RPS

N/A

## Méthodes et outils d'évaluation

[HTML] [Validation d'une échelle de Qualité de Vie au Travail écart entre idéalisation et perception: la QUALTRA-Scale](#)

E Salès-Wuillemain, F Gabarrot, B Minondo-Kaghad... - Pratiques Psychologiques, 2024

[QVCT dans le secteur sanitaire et médico-social. Outil en ligne d'auto-évaluation et d'amélioration de la qualité de vie et des conditions de travail](#)

Aract Ile-de-France, 2024

[HTML] [Occupational Health Literacy Scale development and validation in Italy: a pilot study](#)

E Cannizzaro, G Malta - Public Health, 2024

[PDF] [Development of the occupational stress scale for small and medium-sized enterprise owners for stress prevention measures](#)

S KURIOKA, A HAGIHARA, K KAMEI, M HORIKOSHI... - Industrial Health, 2024

[Development and validation of the job stressor scale for specialty nurses](#)

P Zhang, W Lin, S Li, Y Li, J Wei, H Zhang, B Zhang... - Frontiers in Psychology

[Additional evidence for decent work scale: invariance and relations with sociodemographic, adaptability, work well-being, and burnout](#)

GH Martins, FM Pires, RAM Ambiel, AL De Andrade - International Journal for ..., 2024

[PDF] [Psychometric Analysis of the Validity of the Psychosocial Risk Factors Questionnaire Included in the NOM-035-STPS-2018 Standard](#)

MT Garza-Carranza, MF Gaspar-Hernández... - Psicumex, 2024

## Thèmes autour des RPS

### Généralités

Impact de l'intensification et de l'autonomie au travail sur la santé mentale

Blasco Sylvie – Valorisation de la recherche Dares, 08/2024

*Situation de crise psychosociale en milieu de travail : trousse d'information sur le soutien et la prévention.*

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[RisquesPsychologiquesTravail.pdf](#)

Mental health in the workplace : discover how best practices can support individuals

EU-OSHA, 08/2024

Guidance for workplaces on how to support individuals experiencing mental health problems

Eu-OSHA, 08/2024

[PDF] Screening for mental disorders in health workers

EDV Bernal, RJT Reyes, JRG Núñez, KED Bernal... - Salud, Ciencia y Tecnología, 2024

From social support to thriving at work via psychological capital: the role of psychosocial safety climate in a weekly study

N Okros, D Vîrgă - Journal of Managerial Psychology, 2024

[PDF] Examining Psychosocial Risks and Their Impact on Nurses' Safety Attitudes and Medication Error Rates: A Cross-Sectional Study

V Tzenetidis, A Kotsakis, M Gouva, K Tsaras... - 2024

[HTML] Psychological safety and psychosocial safety climate in workplace: A bibliometric analysis and systematic review towards a research agenda

RK Dong, X Li - Journal of Safety Research, 2024

Linking organizational safety support and construction workers' safety behavior: the roles of safety motivation, emotional exhaustion and psychosocial safety climate

W Liu, Q Meng, Z Li, HY Chong, K Li, H Tang - Engineering, Construction and ..., 2024

Psychosocial risks in the Canadian construction and extractive industries

MD McDonnell, BJ McAllister - The Extractive Industries and Society, 2024

Gayed, A., Strudwick, J., Kugenthiran, N., LaMontagne, A. D., Mackinnon, A., Christensen, H., . . . Harvey, S. (2024). Mental health training for physicians supervising resident physicians: A cluster randomised controlled trial. *Medical Journal of Australia*. <https://doi.org/10.5694/mja2.52407>

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Mental Health, Psychosocial Risks, and the Right to Digital Disconnection from Work: The Role of Collective Bargaining with a Focus on Spanish Social Dialogue

F TRUJILLO - Dialogue, 2024

Work-related Stress, Psychosocial Risks and Mental Health Outcomes among Workers across Various Occupational Fields

MR Barthel - 2024

[PDF] Psychosocial Risks at Work: She is More Stressed Than Him

CG BURÓN, MH SÁNCHEZ

Tsantila, F., Rugulies, R., Coppens, E., De Witte, H., Arensman, E., Kahar, A., . . . members, M. c. (2024). Towards an assessment of psychosocial work factors in a multi-level mental health intervention in the workplace: Results from the MENTUPP pilot-study. *International Archives of Occupational and Environmental Health*. <https://doi.org/10.1007/s00420-024-02096-6>

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[HTML] Translating Psychosocial Safety Climate (PSC) into real-world practice: Two PSC intervention case studies

MY Loh, MF Dollard, SS McLinton, P Brough - Journal of Occupational Health, 2024

Organizational change: challenges for workplace psychosocial risks and employee mental health

I Backhaus, A Lohmann-Haislah, H Burr, K Nielsen... - BMC Public Health, 2024

## Bien-être au travail

Équilibre émotionnel en insertion professionnelle pour un bien-être au travail

N Lafranchise, L Lafortune, N Rousseau

Bonheur et travail: Un accompagnement avec les neurosciences

P Laloux – 2024

Comment une organisation peut-elle améliorer le bien-être du personnel soignant en diminuant la centration sur la tâche dans les prises en soins?

M Delobbe, W Hesbeen

Chapitre 16. Développer le bien-être au travail par le sport

S Rosenthal, GR de Bézieux, M Soltani - Dans la tête des champions, 2024

[PDF] À bout de souffle: un système d'austérité entraîne la détérioration de la santé mentale et du bien-être du personnel hospitalier de l'Ontario

JT Brophy, MM Keith, M Hurley, C Slatin - Health Policy, 2024

Bien-être en entreprise privée en Belgique: quelle est la contribution de la communication interne au bien-être des personnes sur le lieu de travail et sous quelle ...

S d'Ursel, E Cobut

Worker well-being in the post-pandemic job design

V Knapić, M Torbarina, L Jelenc - 2024

Job Satisfaction and Workplace Representation in Europe

P Teixeira, J Addison - The Manchester School, 2024

The Health Benefits of a Workplace Built for Wellbeing

E Sternberg - Integrative and Complementary Therapies, 2024

Examining the Effect of Emotional Intelligence on Employee Well-being

S Alakh - International Journal of Indian Psychology, 2024

Work Engagement and Job Satisfaction in the Medical Sector: Two Aspects of Psychological Well-being Among Medical Staff

A Gkliati, A Saiti - International journal of health sciences

[PDF] OP66 Workplace factors influencing workplace wellbeing in women and marginalized workers in the European Union: a scoping review

K Kraljevic, PN Doan, E Demou, P Craig, T Kromydas - J Epidemiol Community ..., 2024

[PDF] Analysis of occupational well-being and its relationship with sociodemographic factors in public workers

LKC Rodriguez, DRS Rivera, MMZ Echegaray... - Universidad Ciencia y ..., 2024

A Systematic Review of Thriving at Work: A Bibliometric Analysis and Organizational Research Agenda  
Y Liang, TJ Wu, Z Zhang, Y Wang - Asia Pacific Journal of Human Resources, 2024

[PDF] A systematic review of happiness at work and cultural dimensions  
M ELKOUTOUR, M EL ABOUBI - International Journal of Accounting, Finance ..., 2024

[HTML] PERMA+ 4 Building Blocks of Well-being: A Mixed-Methods Exploration of Mechanisms & Conditions that Enable the Subjective Well-being of Workers  
V Cabrera - 2024

## Conflit travail / Vie familiale

CONFLIT TAVAIL-FAMILLE ET LE STRESS: UNE ANALYSE AUPRES DES FEMMES SALARIEES  
L NAIE - Revue Internationale du Chercheur, 2024

[PDF] Unravelling the Path to Employee Satisfaction: Interplay of Work-Family Dynamics  
A Rehman, A Qadir, S Tahir - Annals of Social Sciences and Perspective, 2024

[PDF] PROBLEMS AND CHALLENGES OF FEMALE EMPLOYEES OF HOTEL INDUSTRY IN MANAGING STRESS FOR WORK LIFE BALANCE  
M Singh, GK Sreenivasan – 2024

[PDF] Individual and Organisational Determinants of Work-Life Balance and Quality of Work-Life (Qwl) among Nurses and Pharmacists in Government Hospital  
OE Akinwale, SK Edegwa, BA Ofuani - African Journal of Economic and Business ..., 2024

[HTML] Double shift, double stress: How female manufacturing managers cope with work–family conflict  
LC Kinnear, A Naidoo - SA Journal of Industrial Psychology, 2024

Bibliometric Analysis of the Impact of Work-Life Balance on Mental Health in the Workplace  
YD Erliana, I Arisanti, A Astuti, R Indriawati, A Wilanda - West Science Social and ..., 2024

[PDF] Contemporary Challenges and Adaptations in Work-Life Balance Among IT Professionals in Nanotechnology  
M Kapoor, V Pandey - Nanotechnology Perceptions, 2024

Employees Job Satisfaction, Work-Life Balance, and Health During  
K Babu, K Gireesh, V Sukumar, A Sinha, LM Jethwani... - Anticipating Future Business ...

[PDF] A STUDY ON WORK LIFE BALANCE  
SM Ershad, DN Kalyan

[HTML] Building a better work/life balance  
P Pahal, S Lippmann - Current Psychiatry

## Conflit de valeurs / Sens au travail

Quiet Quitting: Opportunités ou menaces pour la gestion des ressources humaines des nouvelles générations? Cas du Tribunal de Première Instance et Tribunal de ...

P Lizin – 2024

[PDF] " Impact d'une concertation interprofessionnelle palliative aux soins intensifs sur la satisfaction et le sens au travail du personnel infirmier: Étude de cas aux soins ...

M Dumort, I De Brauwer

## Dépression / Anxiété / Choc post-traumatique

[PDF] STRATÉGIES D'AUTOGESTION CHEZ LES TRAVAILLEURS PRÉSENTANT DES SYMPTÔMES D'ANXIÉTÉ OU DE DÉPRESSION

C ROBERGE - 2024

Anxiety of Nurses in Hospital

A Alloubani - Handbook of the Behavior and Psychology of Disease, 2024

[HTML] Sickness absence after work accidents and post-traumatic stress among white-collar workers in the retail and wholesale industry; a longitudinal Swedish cohort study

K Farrants, K Alexanderson - BMC Public Health, 2024

[HTML] Job demands, workplace anxiety and psychological capital: Moderation by gender and technology

FM Magwegwe, S Sithole - SA Journal of Industrial Psychology, 2024

[PDF] Using online wellness assessment to screen for risk of lowered work ability, burnout, depression and anxiety in occupational health: A cross-sectional study

K Kauppi, K Korpela, P Borg, E Roos, P Torkki - DIGITAL HEALTH, 2024

## Epuisement professionnel /Engagement au travail

Comment le burn-out est-il perçu au sein des entreprises et quelle pourrait être la réponse des départements des ressources humaines face à ce phénomène?

A Samray – 2024

[PDF] " Le burn-out des équipes soignantes en milieu hospitalier: Perception du syndrome et des moyens de prévention par les infirmiers chefs

A Mango

Implémentation d'une stratégie de communication dans les activités infirmières pour la prévention de l'épuisement professionnel.

D Ali

L'impact du manque de reconnaissance de la profession d'ergothérapeute sur l'identité professionnelle et le burn-out

M Guelenne, A Ledoux

Burn out: au final, c'est le juge qui décide

L Azehana - Santé mentale et Droit, 2024

Hypnose et burn-out

J Sourzac - Journal de l'hypnose et de la santé intégrative, 2024

Relationships Between Job Burnout, Job Satisfaction, and Mindfulness Practices Among Mental Health Professionals

NSR Tillman - 2024

[PDF] The Four-Day Workweek on Worker Burnout and Work-Life Balance

S Prendushi

[HTML] Physician Burnout Crisis: Alarming Statistics and Comprehensive Analysis

CPB Rates, AT Trend

[HTML] The risk factors for burnout among nurses: An investigation study

K Wang, X Wang, Y Han, C Ye, L Pan, C Zhu - Medicine, 2024

[PDF] Factors Affecting the Level of Stress and Burnout among the Teachers in the New Normal

SAM Azis, C Abarquez - Psychology and Education: A Multidisciplinary Journal, 2024

Gynning, B. E., Christiansen, F., Lidwall, U. et Brulin, E. (2024). Impact of work–life interference on burnout and job discontent: A one-year follow-up study of physicians in Sweden. *Scandinavian Journal of Work, Environment & Health*. <https://doi.org/10.5271/sjweh.4181>

THE EFFECT OF BURNOUT ON EMPLOYEE PERFORMANCE WITH WORKLOAD AS A MODERATING VARIABLE

S Idrus, DR Pulungan, F Muliany, E Irdhayanti - JURNAL ILMIAH EDUNOMIKA, 2024

24 Physician Burnout

MG del Carmen - Masterclass in Medicine: Lessons from the Experts, 2024

Michalec, B., Cuddy, M. M., Price, Y. et Hafferty, F. W. (2024). U.S. physician burnout and the proletarianization of U.S. doctors: A theoretical reframing. *Social Science & Medicine*, 358, article 117224. <https://doi.org/10.1016/j.socscimed.2024.117224>



## Harcèlement moral et violences au travail

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### Le harcèlement moral au travail

L Lerouge, MF Hirigoyen - 2024

### Surcharge de travail: harcèlement moral, manquement de l'employeur à l'obligation de sécurité, et nullité du licenciement

R Durand - Santé mentale et Droit, 2024

Organisation Internationale du travail. (2024). *Prévenir la violence et le harcèlement dans le monde du travail par des mesures de sécurité et de santé au travail : résumé analytique*. ILO. <https://www.ilo.org/fr/publications/prevenir-la-violence-et-le-harcelement-dans-le-monde-du-travail-par-des>

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[PDF] The Impact of Workplace Bullying on Public Sector Employees' Mental Well-Being  
SM Haynes – 2024

[HTML] Poor Work Ability Is Associated with Workplace Violence in Nurses: A Two-Wave Panel Data Analysis

N Magnavita, I Meraglia - International Journal of Environmental Research and ..., 2024

Roelofs, C., Rodman, C., Trueblood, A. et Cain, C. T. (2024). A method to assess bullying and harassment as an upstream determinant of construction worker mental health. *American Journal of Industrial Medicine*. <https://doi.org/10.1002/ajim.23644>

### Burnout in healthcare professionals: time for occupational health

Gaceta Sanitaria, 2024

[PDF] Workplace Bullying Interventions in Healthcare: A Realist Approach  
C Emmerson

[PDF] Tracking Workplace Violence over 20 Years  
N Magnavita, I Meraglia, G Viti, M Gasbarri – 2024

Bullying at work: Differential pattern in Euro-Area according to gender-based disparities  
N Sánchez-Sánchez, ACF Puente - The Economic and Labour Relations Review, 2024

Violence prevention in pharmacies

C Cazacu-Stratu - MedEspera, 2024

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Job satisfaction and violence in the clinical relationship in Physical Therapists in Spain

T Boo-Mallo, A Martínez-Rodríguez... - Atención primaria

[HTML] Where care meets crisis: Rethinking our approach to occupational violence in paramedicine

J Mausz - Paramedicine, 2024

## Harcèlement sexuel et violences sexistes

La présence d'une personne de confiance influence-t-elle l'intervention d'un témoin de harcèlement sexuel?

K Vanspauwen - 2024

Gender-Based Violence in the Context of the Future of Work: A Qualitative Review of the Literature

S Galán - Trauma, Violence, & Abuse, 2024

Keenan, C., von Hippel, C., Neall, A. et Barlow, F. K. (2024). Blurred ideas: How perpetrator behavior, target response, and observer gender can influence perceptions of workplace sexual harassment. *Journal of Interpersonal Violence*. <https://doi.org/10.1177/08862605241271368>

[HTML] Perpetrators of gender-based workplace violence amongst nurses and physicians—A scoping review of the literature

B Ayaz, G Dozois, AL Baumann, A Fuseini, S Nelson - PLOS Global Public Health, 2024

Ajuwa, M.-E. P.-e., Veyrier, C.-A., Cousin Cabrolier, L., Chassany, O., Marcellin, F., Yaya, I. et Duracinsky, M. (2024). Workplace violence against female healthcare workers: A systematic review and meta-analysis. *BMJ Open*, 14(8), article e079396. <https://doi.org/10.1136/bmjopen-2023-079396>

[PDF] A Critical Engagement with the Conceptualization of Sexual Harassment in International Human Rights Law

Y Dergacheva - Nordic Journal of Human Rights, 2024

## Isolement/solitude au travail

N/A

## Justice organisationnelle

[PDF] THE INFLUENCE OF ORGANIZATIONAL JUSTICE AND PSYCHOLOGICAL EMPOWERMENT ON INNOVATIVE WORK BEHAVIOR AND EMPLOYEE ...

R Anzira, MA Djalil, TM Kesuma, M Tabrani

[PDF] Is there more to organizational justice than "just" fairness? A meta-analysis on the construct validity of overall justice

AC Drabish - 2024

[PDF] Understanding how organizational culture shapes the experiences of direct support professionals: A qualitative meta-synthesis from an organizational justice ...

APL Yu - Journal of Intellectual Disabilities, 2024

Organizational justice and its relationship to job involvement in institutions

S Chouabbi, H Ameur, FZ Boughari - International journal of economic perspectives, 2024

[PDF] ORGANIZATIONAL JUSTICE IMPACT ON ORGANIZATIONAL COMMITMENT (In case of company "A")

G Uyanga, B Nomundari, D Enkh-Otgon - Journal of Business and Innovation, 2024

[PDF] DOES ORGANIZATIONAL JUSTICE A MATTER? THE IMPACT OF DIFFERENT JUSTICE PERCEPTIONS ON ORGANIZATION COMMITMENT

SMN Kavindi, Y Sangarandeniya - Journal of Management

[PDF] Organizational Justice a Key Driver of Employee Well-Being and Performance in the Service Sector

A Sharma, H Sharma

## Managers/encadrement et RPS

Produire la confiance et donner du sens pour un management influent

D Ulrich

Défaillances des PME : la santé préoccupante des dirigeants

Journal de l'éco

Burnout among entrepreneurs: effects of job-related variables and mediation via engagement and over-engagement.

A Chaabane - 15ème Congrès International de Psychologie Sociale, 2024

The Moderating Effect of Leadership on the Relationship Between Workload and Work Stress: Empirical Evidence from a Public Hospital

L Judijanto, Y Pasagi, IC Dewi - 2024

Mohr, C., Hammer, L., Dimoff, J., Allen, S., Lee, J., Arpin, S., . . . Britt, T. (2024). Supportive-leadership training to improve social connection: A cluster-randomized trial demonstrating efficacy in a high-risk occupational context. *Journal of Occupational Health Psychology*. <http://doi.org/10.1037/ocp0000384>

Sonnentag, S., Kark, R. et Venz, L. (2024). Leader support for recovery: A multi-level approach to employee psychological detachment from work. *Journal of Occupational and Organizational Psychology*. <https://doi.org/10.1111/joop.12538>

[PDF] The impact of leadership on employee work engagement: Evidence from MNCs operating in Finland  
S Saviolo - 2024

## Nouvelles technologies de l'information et de la communication

Can smartphone applications and wearable technologies improve workplace well-being and help manage stress? A systematic review

M Herold, S Simbula, M Gallucci - Current Psychology, 2024

Friends or Foes: The Dynamics of Artificial Intelligence (AI) and Robotics in Managing People at Work—The Indian Experience

JG Jayasuria, HA Ajonbadi, IKT Ayo-Obiremi - 2024

Feel exhausted or motivated by techno-overload? The moderating role of mastery climate

S Hao, P Han, C Yu - Current Psychology, 2024

[HTML] TECHNOSTRESS: A COMPREHENSIVE LITERATURE REVIEW ON DIMENSIONS, IMPACTS, AND MANAGEMENT STRATEGIES

S POTHUGANTI - Computers in Human Behavior Reports, 2024

Mental Health, Psychosocial Risks, and the Right to Digital Disconnection from Work: The Role of Collective Bargaining with a Focus on Spanish Social Dialogue

F TRUJILLO - Dialogue, 2024

Technology Overload's Effects on Role-Conflict and Job Stress

A Pranandari, S Sitalaksmi - Economics and Finance Readings: Asia-Pacific ...

[PDF] [The Future of Work: Inequality, Artificial Intelligence, and What Can Be Done About It. A Literature Review](#)

C Peppiatt - arXiv preprint arXiv:2408.13300, 2024

[PDF] [Tackling techno-stress: Supervisor support and job clarity as catalysts for employee satisfaction](#)  
KMO Alshammary, MF Hilmi - Journal of Infrastructure, Policy and Development, 2024

[HTML] [Effects of Technostress on Psychological Contract Violation and Organizational Change Resistance](#)  
JW Shin, HC Shin - Behavioral Sciences, 2024

[PDF] [Digital detox: Reconnect the Disconnected](#)  
LK Chaithanya, CM Leena, J Anu, M Reddy, GS Reddy...

[Technostress in workplace: A bibliometric analysis of the last five decades of literature](#)  
A Memon, J Yeow, E Aminian, C Cheung - BAM, 2024

[PDF] [TECHNOSTRESS AMONG UNIVERSITY MEDICAL STAFF MEMBERS; A CROSS-SECTIONAL STUDY](#)  
SF El-Saka, MMF Elmetwaly, EEA Elsherbeny... - Egyptian Journal of ..., 2024

Suresh, P., Rohit, S., John, S. et Taylor, R. A. (2024). Balancing act: The complex role of artificial intelligence in addressing burnout and healthcare workforce dynamics. *BMJ Health & Care Informatics*, 31(1), article e101120. <https://doi.org/10.1136/bmjhci-2024-101120>

[PDF] [Testing the indirect effects of personality traits on the relationship between work overload and technostress](#)  
MS Carlotto, LS Vieira, GW Wendt - Análise Psicológica, 2024

[PDF] [The Impact of Technological Advancements and Automation on Workplace Well-Being: Theoretical Perspective](#)  
S Fifani, D Rabhi, A QACHAR - Congrès international, 2024

## Présentéisme

[L'absentéisme et le surprésentéisme: Étude qualitative des effets sur le soutien social et les soins prestés aux patients, chez le personnel infirmier](#)  
L Smessaert – 2024

[Presenteeism pressure: The development of a scale and a nomological network](#)  
CE Smith, ST McAbee, L Freier, S Huang, MA Albert - Journal of Occupational and ..., 2024

[HTML] [Sick of Leading? Supervisory Responsibility and Its Consequences for Sickness Absenteeism and Sickness Presenteeism](#)  
S Funk - Journal of Business and Psychology, 2024

[HTML] Associations between work-related factors and sickness presenteeism: a prospective study using the national French working conditions survey

I Niedhammer, E Pineau, S Bertrais - Occupational and Environmental Medicine, 2024

## RPS et atteintes physiques (TMS / Cardiovasculaire...)

A bibliometric analysis of coronary heart disease impacted by work stress elements and lifestyle disease

C Venkataraman, MR Sudha - Journal of evaluation in clinical practice

[PDF] How is social support defined, categorized and measured in studies of work-related musculoskeletal disorders among hospital nurses: A scoping review

EG Asuquo, S Murphy-Tighe, R Ryan, K O'Sullivan - Journal of Advanced Nursing, 2024

The relationship between perceived stress and emotional eating in bus drivers: the effect of shift work

E Bayraktaroglu, H Hizli-Guldemir, S Eti... - International Journal of ..., 2024

Sleepless in the Code: Exploring the Relationship Between Occupational Anxiety and Sleep Patterns in the Software Industry

AG Erol, M Yilmaz, PM Clarke - European Conference on Software Process ..., 2024

[PDF] Current situation and relationship between occupational stress, burn-out and sleep quality among ambulance drivers: a cross-sectional study

J Zhang, K Tan, X Xiao, Y Tang, J Tong, L Ling - BMJ Open, 2024

[PDF] Associations of work-family conflict with changes in metabolic risk factors: a four-year longitudinal study

M SAIKI, W ROBBINS, DA TOLENTINO, PM MACEY... - Industrial Health, 2024

## Stress

La communication interne dans la gestion du stress et de l'anxiété des collaborateurs au travail: une analyse de cas au sein de Louvain Coopération

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