

Bulletin de veille RPS

24/05/2023

Veille juridique RPS	2
Méthodes et outils de prévention	2
<i>Thèmes autour des RPS</i>	3
Généralités.....	3
Bien-être au travail	4
Conflit travail / Vie familiale	5
Conflit de valeurs / Sens au travail	6
Dépression / Anxiété / Choc post-traumatique	6
Epuisement professionnel / Engagement au travail.....	6
Harcèlement moral et violences au travail	9
Harcèlement sexuel	11
Isolement/solitude au travail	11
Justice organisationnelle.....	12
Managers/encadrement et RPS.....	12
Nouvelles technologies de l'information et de la communication	12
RPS et atteintes physiques (TMS / Cardiovasculaire...).	13
Stress.....	13
Suicide	14
Risk Detection and Suicide Prevention in the Workplace.....	14
Télétravail et RPS	14
Workaholisme /sureengagement	15

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

Dénonciation d'un harcèlement moral : le salarié désormais protégé même s'il n'a pas qualifié les faits de harcèlement moral [lien vers le résumé d'EVAD/IJ et le texte intégral]
Cour de cassation, 19 avril 2023

L'interdiction du harcèlement est distincte du principe de non-discrimination et de l'obligation général de prévenir les risques professionnels
Cour de cassation, 19 avril 2023

Le point de départ du délai de prescription de l'action en reconnaissance et réparation du harcèlement moral

Cour de cassation, 19 avril 2023

Surcharge de travail et conséquences psychiques

N Ouchia - Santé mentale et Droit, 2023

Méthodes et outils de prévention

Dynamic structural equation modeling of the relationship among daily workplace incivility, daily emotional exhaustion, self-reported health and psychological capital.

Yang, C.-H., Hwang, F.-M., ... *Perceptual and Motor Skills*, 00315125231165164, 2023
<https://doi.org/10.1177/00315125231165164>

Fear and coping with death in intensive care nurses: a Structural model predictor of compassion fatigue.

Medina-Fernández, J., Torres-Soto, N. Y., ... *Investigación y Educación en Enfermería*, 41(1), 2023 <https://doi.org/10.17533/udea.iee.v41n1e12>

[PDF] Innovation IN MEASURING WELL-BEING

R Gaucher, thesis [october 2022, Rotterdam]

Langevin, V. et Boini, S. (2023). Job Content Questionnaire (JCQ) : Questionnaire dit de Karasek - Catégorie Situation de travail perçue. *Références en santé au travail*, Mars 2023(173), 131. <https://www.inrs.fr/media.html?refINRS=FRPS%202>

[PDF] Measuring workplace wellbeing

JE De Neve, G Ward - 2023

Psychosocial Risk Assessment at work—an international validation study of the Questionnaire for Psychosocial Risk Assessment (QPRA)

J Dettmers, CR Stempel, M Burakova, PA Coquin... - 2023

Stress Assessment Questionnaires

N Williams - Occupational Medicine, 2023

Thèmes autour des RPS

Généralités

O025 Do surgeons' psychosocial working conditions achieve United Kingdom government standards?

J Houdmont, P Daliya, A Adiamah, E Theophilidou... - British Journal of Surgery, 2023

[HTML] L'entreprise émotionnellement intelligente: les fondements scientifiques, avantages et défis

N Millat, blog, mai 2023

[PDF] How effective are organizational-level interventions in improving the psychosocial work environment, health, and retention of workers? A systematic overview of ...

B Aust, JL Møller, M Nordentoft, KB Frydendall... - Scandinavian Journal of ..., 2023

[HTML] Rapport des garants des Assises du travail. Présentation et lien vers le rapport
Thiéry S., Senard J.D., avril 2023

[HTML] Sustaining psychological contracts during organizational change

S Raeder - Gruppe. Interaktion. Organisation. Zeitschrift für ..., 2023

When Peer Recognition Backfires: The Impact of Peer Information on Subsequent Helping Behavior

P Wang - Accounting Perspectives, 2023

Workplace Wellness: From Resiliency to Suicide Prevention and Grief Management
A Practical Guide to Supporting Healthcare Professionals

Springer, 2023

Bien-être au travail

Elvin, G., Kurt, Z., Kennedy, A., Sice, P., Walton, L. et Patel, P. (2023). A self-monitoring wellbeing screening methodology for keyworkers, 'My Personal Wellbeing', using an integrative wellbeing model. *BMC Health Services Research*, 23(1), 250.
<https://doi.org/10.1186/s12913-023-09213-0>

[PDF] Les avantages et les facteurs clés de réussite d'un management participatif en entreprise. Etude de cas: Easi

V Buscemi, M Rauchs, X Desclée De Maredsous

Investigation of key domains associated with worker well-being and burnout and turnover in the early care and education workforce

CV Farewell, E Mauirro, C VanWieren, P Shreedar... - ... Archives of Occupational ..., 2023

Adnan, N. B. B., Dafny, H. A., Baldwin, C., Beccaria, G. et Chamberlain, D. (2023). Is this the solution to wellbeing and burnout management for the critical care workforce? A parallel, interventional, feasibility and realist informed pilot randomized control trial protocol. *PLOS ONE*, 18(4), e0285038. <https://doi.org/10.1371/journal.pone.0285038>

[PDF] Mental well-being at work: Support and protective factors of work engagement and work-life balance in contemporary working life

JM Björk-Fant - 2023

Mindful self-care, coping, and meaning in life: An examination of the professional quality of life and well-being among individuals who support and provide services to ...

E Halady, C Cook-Cottone - ... Trauma: Theory, Research, Practice, and Policy, 2023

Meier, L. L., Keller, A. C., Reis, D. et Nohe, C. (2023). On the asymmetry of losses and gains: Implications of changing work conditions for well-being. *Journal of Applied Psychology*, 2023 <https://psycnet.apa.org/doi/10.1037/apl0001080>

[PDF] Re-organising wellbeing: Contexts, critiques and contestations of dominant wellbeing narratives

C Land

[PDF] Teachers' occupational well-being in relation to teacher–student interactions at the lower secondary school level

SW Chan, S Pöysä, MK Lerkkanen, E Pakarinen - Scandinavian Journal of ..., 2023

WE CAN IMPACT WORKER WELL-BEING

C Sullivan, ASSE, Professional safety, 2023

Well-being and performance at work: a new approach favourable to the optimal functioning of workers through virtuous organisational practice [France]

J Aubouin-Bonnavenport, S Chevalier, FJ Lahiani... - International Journal of ..., 2023

" Wellness Bubbles" for caregivers, a way to improve the quality of life at work

P Pradère, C Degoulet, M d'Ussel, C Credico - Soins; la Revue de Reference ..., 2023

[PDF] What's it going to take? Lessons learned from COVID-19 and worker mental health in the Australian construction industry

R Dickson - Construction Management and Economics, 2023

[PDF] WORKER WELL-BEING: Transforming From a Traditional to a More Holistic OSH Program

R Emery, S Patlovich, G Delclos - Professional Safety, 2023

Workplace Wellness: From Resiliency to Suicide Prevention and Grief Management: A Practical Guide to Supporting Healthcare Professionals

JE Davidson, M Richardson - 2023

Conflit travail / Vie familiale

[PDF] A recipe for balance or conflict: factors related to work-nonwork dynamics among chefs

S Vlass - 2023

[PDF] Missed connections between the leadership and work-life fields: Work-life supportive leadership for a dual agenda

EE Kossek, MB Perrigino, M Russo, G Morandin - Academy of Management Annals, 2023

Conflit de valeurs / Sens au travail

[PDF] Les politiques de régulation de la profession enseignante et leurs effets sur les enseignants: Une étude comparative internationale

X Dumay, T Coppe, A Voisin - Apprendre et enseigner aujourd'hui, 2023

Sens au travail: quête de sens et gestion du stress

N Millat, blog avril 2023

Dépression / Anxiété / Choc post-traumatique

[PDF] Intervention de prévention primaire pour l'état de stress post-traumatique chez le personnel infirmier d'urgence de région

L Vigneault

Vitale, E., Lupo, R., Artioli, G., Mea, R., Lezzi, P., Conte, L. et De Nunzio, G. (2023). How shift work influences anxiety, depression, stress and insomnia conditions in Italian nurses: an exploratory study: Shift work in Italian nurses. *Acta Biomedica Atenei Parmensis*, 94(2), e2023102. <https://doi.org/10.23750/abm.v94i2.14230>

Trajectories of marginal part-time work and risk of depression. Does job or income insecurity mediate the relation ?

Nielsen, H. B., Kirchheimer-Rasmussen, J., ... *Scandinavian Journal of Work, Environment & Health*, 2023 <https://doi.org/10.5271/sjweh.4091>

Epuisement professionnel / Engagement au travail

[HTML] 5 Ways to Manage Burnout

A Tallant

A Qualitative Explanatory Case Study of the Strategies Used by Special Education Teachers to Address Burnout

S Porter - 2023

[PDF] Authentic Leadership, Employee Work Engagement, Trust in the Leader, and Workplace Well-Being: A Moderated Mediation Model

A Baquero - Psychology Research and Behavior Management, 2023

[PDF] BURNING OUT OF TIME: THE RELATIONSHIP BETWEEN FUTURE TIME PERSPECTIVE, WORKAHOLISM, PSYCHOLOGICAL CAPITAL, EMOTIONAL ...

H Ikram - 2023

Burnout among ICU caregivers: a positive impact of therapeutic communication?

C Pilon, N Fusco, E Nourry, N Nesseler, A Mansour - Intensive Care Medicine, 2023

Burnout, anxiety, insomnia and depressive symptoms among French outpatient physicians in the second wave of COVID-19: Comparison between general ...

A Frajerman, E Deflesselle, R Colle, E Corruble... - L'encephale, 2023

Burnout and coping strategies in pediatric and neonatal intensive care staff.

Butcher, I., Morrison, R., Balogun, O., et al. *Clinical Practice in Pediatric Psychology*, 2023
<https://doi.org/10.1037/cpp0000474>

Direct and mediating effects of work engagement on organisational commitment: a conceptual framework

H Kaur, P Mehta - International Journal of Business Excellence, 2023

The Effects of Job Satisfaction, Workplace Functions, Staffing, and Work Life Balance on Burnout in Radiation Therapists

C Worley - 2023

Emotional labour job characteristics in compassion work – differentiating exposure, empathy, compassion, and distancing.

Kleineidam, N. J. et Fischbach, A., *Work & Stress*, 1-21, 2023

<https://doi.org/10.1080/02678373.2023.2199383>

Examining Differences in Psychological Capital, Burnout, and Work Engagement Among Women in Leadership Positions

E Trejo-Rivera - 2023

Exploring Teacher Engagement on the Example of Polish FL Teachers

M Szulc-Kurpaska - Contemporary Issues in Foreign Language Education ..., 2023

The impact of workplace flexibility on the wellbeing of employees: a focus on work engagement

G BOCCOLI - 2023

L'implication: moteur de la construction d'une identité. Un incontournable pour les infirmiers

A Goujon Belghit, J Husser, M Laurent - Revue de gestion des ressources humaines, 2023

[PDF] Leadership Style, Job Satisfaction, and Burnout: The Attrition Dilemma in the Teaching Profession

R Neuhoff – 2023

Leading for Work Engagement

R Singh, S Ramdeo - ... Perspectives in Human Resource Management and ..., 2023

The link between burnout and social-occupational variables in Spanish social workers

LB Ariza Toledano, R Ruiz-Olivares - International Social Work, 2023

[PDF] Magnet Hospitals: An Update on the Impact on Nursing Burnout [Impact of shared governance and structural empowerment on burnout]

J Settle, M Davis, A Coustasse - 2023

[PDF] OCCUPATIONAL BURNOUT AMONG UNIFORMED SERVICES–CAUSES AND WAYS TO COUNTERACT IT ON THE EXAMPLE OF FIREFIGHTERS [Pologne]

BW Stefanowski - Scientific Papers of the Main School of Fire Service, 2023

[PDF] Overtime Worked and Its Effect on Burnout, Illness, and Health outcomes

H Zhang - 2023

La pause où on cause [Balado]. (2023).

<https://www.jemesensbienautravail.be/fr/pauseouoncause>

3 épisodes de 21 mn, 18 mn et 18 mn sur le stress chronique et le burn-out (prévenir, le reconnaître, se reconstruire)]

Prevalence of Burnout Syndrome Among Physical Therapists Practicing in Louisiana

G Lafontaine, T Gioia - 2023

[PDF] Psychopathic traits in managers: Implications for employees' motivation, performance, and well-being at work.

M Stapleton - 2023

[HTML] Shift work characteristics and burnout among nurses: cross-sectional survey

C Dall'Ora, OZ Ejebu, J Ball, P Griffiths - Occupational Medicine, 2023

[PDF] Understanding and Preventing Burnout Among Behavioral Health Workers

J Almukdadi - 2023

Harcèlement moral et violences au travail

Addressing a key leadership challenge: workplace violence

PK Howard, K Robinson - Journal of Emergency Nursing, 2023

[Etude en Espagne] [PDF] Analysis of some Demographic and Psychosocial Factors that Influence in the Perception of the Workplace Violence: Factores demográficos que afectan a la violencia ...

G Cañavate, I Meneghel - International Journal of Psychological Research, 2023

Meiser, E. T. et Wilson, E. R. (2023). Avoiding, Resisting and Enduring: A New Typology of Worker Responses to Workplace Violence. *Work, Employment and Society*, 0(0), 09500170231159845. <http://doi.org/10.1177/09500170231159845>

Cyberbullying at work: an extension of traditional bullying or a new threat?

J Platts, I Coyne, S Farley - International Journal of Workplace Health Management, 2023

Evidence-based approaches to mitigate workplace violence from patients and visitors in emergency departments: A rapid review.

Recsky, C., Moynihan, M., Maranghi, G., et al. *Journal of Emergency Nursing*, 2023, <https://doi.org/10.1016/j.jen.2023.03.002>

Exploring incivility experiences of marginalized employees: implications for psychological distress

R Labelle-Deraspe, C Mathieu - Current Psychology, 2023

Nurses' rationale for underreporting of patient and visitor perpetrated workplace violence: a systematic review.

Spencer, C., Sitarz, J., Fouse, J., ... *BMC Nursing*, 22(1), 2023, 134.

<https://doi.org/10.1186/s12912-023-01226-8>

[PDF] Prevalence of Workplace Violence and Effects of De-escalation Training Among Hospitalists: A pilot study

I Gupta, SM Eid, CM Harris, R Kauffman, C Washburn... - *Journal of Community* ..., 2023

Vaktskjold Hamre, K., Valvatne Einarsen, S. et Notelaers, G. (2023). Psychosocial safety climate as a moderator in role stressor- bullying relationships: A multilevel approach.

Safety Science, 164, 106165. <https://doi.org/10.1016/j.ssci.2023.106165>

[HTML] Reduction of aggressive behavior and effects on improved wellbeing of health care workers and people with dementia: A review of reviews

IL Karlsen, J Kristiansen, SØ Jaspers, L Rasmussen... - *Aggression and Violent* ..., 2023

[PDF] The Role of Support Following Workplace Harassment Experiences

VH Paquette - 2023

[PDF] Self-Worth and Identity: The Influence of Workplace Violence and Harassment in Canadian Workplaces

C Reid – 2023

Staff duress alarms for workplace violence in the emergency department: a mixed-methods evaluation

MA Carr, A Derouin - *Journal of Emergency Nursing*, 2023

Trépanier, S.-G., Peterson, C., Ménard, J. et Notelaers, G. (2023). When does exposure to daily negative acts frustrate employees' psychological needs? A within-person approach. *Journal of Occupational Health Psychology*, 28, 65-81. <http://doi.org/10.1037/ocp0000338>

Why Won't It Stop: Workplace Violence in Emergency Care

GL Gillespie, S Tamsukhin - *Journal of Emergency Nursing*, 2023

Harcèlement sexuel

[PDF] [A cross-sectional survey of English NHS Trusts on their uptake and provision of active bystander training including to address sexual harassment](#)

A Robertson, S Steele - JRSM Open, 2023

[PDF] [ADAPTING THE INTERNATIONAL PROTOCOL FOR SEXUAL VIOLENCE WITHIN THE DEPARTMENT OF DEFENSE: SEXUAL ASSAULT PREVENTION & ...](#)

T Sohail - 2023

[HTML] [Canadian Women in Otolaryngology—Head and Neck Surgery part 1: the relationship of gender identity to career trajectory and experiences of harassment](#)

K Ioanidis, K Naismith, A Dzioba, SD MacNeil... - Journal of Otolaryngology ..., 2023

[PDF] [Femininity work: The gendered politics of women managing violence in bar work](#)

J Coffey, D Farrugia, R Gill, S Threadgold, M Sharp... - Gender, Work & ..., 2023

[HTML] [Prévention des violences sexistes et sexuels en entreprise : un travail de longue haleine](#)

ANACT, 2019, mise à jour 2023

[PDF] [Power Plays Memory Workshop: Prevent sexual harassment in workplaces of care with memory work](#)

J Krøjer, M Padovan-Özdemir, H Louhela, BW Nielsen... - 2023

[Power Plays Tools Compass for workplace sexist harassment prevention](#)

M Padovan-Özdemir, H Louhela - 2023

Isolement/solitude au travail

[PDF] [The impact of Internet addiction on the life satisfaction of a remote worker](#)

CF Rodrigues - 2023

Justice organisationnelle

[PDF] [Australian financial services and workplace gender inequity: A critical feminist economic analysis](#)

KC Deakin, 2023, thesis

[HTML] [Gender inequities in the workplace: A holistic review of organizational processes and practices](#)

LSS Hing, N Sakr, JB Sorenson, CS Stamarski... - Human Resource ..., 2023

[HTML] [Manager's gender, supervisory style, and employee's perception of the demanding work climate](#)

C van Mensvoort, D Tomaskovic-Devey... - European Sociological ..., 2023

Managers/encadrement et RPS

[PDF] [Enhancing Nurse Manager Resilience with a Resilience-Enhancing Toolkit](#)

RAJ Pelikan – 2023

[Leaders' well-being—antecedent or consequence of authentic leadership?](#)

X Bolschakow, T Rigotti, K Otto - Leadership & Organization Development Journal, 2023

[Qualité de vie au travail des directions et directions adjointes d'établissement scolaire en France et au Québec](#)

R Rouillard, L Clément, A Levasseur, R Naimi, E Poirel... - Colloque international en ..., 2023

Nouvelles technologies de l'information et de la communication

[HTML] [Does workplace telepressure get under the skin? Protocol for an ambulatory assessment study on wellbeing and health-related physiological, experiential, and ...](#)

R Semaan, UM Nater, R Heinzer, J Haba-Rubio... - BMC Psychology, 2023

[PDF] [Healthy Workplaces Campaign 2023-2025 \[Safe and healthy work in the digital age\]](#)

C Guide, EU-OSHA - 2023

[HTML] [How to prevent technostress at the digital workplace: a Delphi study](#)

M Berger, R Schäfer, M Schmidt, C Regal, H Gimpel - Journal of Business Economics, 2023

Mental workload variations during different cognitive office tasks with social media interruptions.

Zahmat Doost, E. et Zhang, W. *Ergonomics*, 2022, 1-17.

<http://doi.org/10.1080/00140139.2022.2104381>

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

[HTML] Associations of technostressors at work with burnout symptoms and chronic low-grade inflammation: a cross-sectional analysis in hospital employees

HC Kaltenegger, L Becker, N Rohleder, D Nowak... - International Archives of ..., 2023

[HTML] Workplace Psychosocial Resources and Risk of Sleep Disturbances Among Employees

T Xu, R Rugulies, J Vahtera, S Stenholm, J Pentti... - JAMA Network Open, 2023

Work-related psychosocial and physical paths to future musculoskeletal disorders (MSDs).

Afsharian, A., Dollard, M. F., ... *Safety Science*, 2023, 164, 106177.

<https://doi.org/10.1016/j.ssci.2023.106177>

Stress

[PDF] Addiction among Health Care Professionals? What is the Current State of Nurses, Caregivers and Paramedics in 2022? A Review [France]

A Amirouche, H Felix, R Serreau, P Denormandie...

[PDF] Developing resilience: examining the protective factors of early career construction professionals

M Turner, S Holdsworth - Construction Management and Economics, 2023

[HTML] FACE AUX RISQUES D'ORIGINE PSYCHOSOCIALE DU TRAVAIL. DIALOGUER SUR LES ORGANISATIONS

LAURENT TERTRAIS

Jiang, L., Xu, X., Zubielevitch, E. et Sibley, C. G. (2023). Gain and loss spirals: Reciprocal relationships between resources and job insecurity. *Journal of Occupational and Organizational Psychology*. <https://doi.org/10.1111/joop.12440>

Myran, D. T., Roberts, R., McArthur, E., Jeyakumar, N., Hensel, J. M., Kendall, C., . . . Tanuseputro, P. (2023). Mental health and addiction health service use by physicians compared to non-physicians before and during the COVID-19 pandemic: A population-based cohort study in Ontario, Canada. *PLOS Medicine*, 2023, 20(4), e1004187. <https://doi.org/10.1371/journal.pmed.1004187>

[PDF] Occupational health effects for firefighters: The extent and implications of physical and psychological injuries and the sources of occupational stress
W Mitchell, Australia - 2023

[PDF] Occupational stress and coping mechanisms among student audiologists: a mixed-method study.
S Joseph - 2023

La pause où on cause [Balado]. (2023).

<https://www.jemesensbienautravail.be/fr/pauseouoncause>

3 épisodes de 21 mn, 18 mn et 18 mn sur le stress chronique et le burn-out (prévenir, le reconnaître, se reconstruire)]

Physical Activity Solutions to Decrease Occupational Stress

A Aslakson, B Melton, H Bland, D Biber - ACSM's Health & Fitness Journal, 2023

Suicide

Risk Detection and Suicide Prevention in the Workplace

CY Moutier, MG Mortali - ... : From Resiliency to Suicide Prevention and Grief ..., 2023

Télétravail et RPS

A Product Design Approach to Promote: Psychological Detachment in Remote Work from Home

MM Cartay, EC Duarte - Developments in Design Research and Practice II: Best ..., 2023

The future of telework and hybrid work

S Demetriades, J Cabrita, FF Eiffe - 2023

Generation Z Individuals Working in a Remote Work Environment: Organizational Commitment and Authentic Leadership as Predictors of Job Satisfaction

S Knowles - 2023

Psychosocial safety climate: Measurement and relationship with well-being in a four-wave longitudinal study during remote work.

Juutinen, S., Sjöblom, K., et al. *Scandinavian Journal of Psychology*, 2023

<https://doi.org/10.1111/sjop.12917>

Remote Work in Early Career: Examining the Federal Public Service

S Kerr - 2023

Remote Work: The Great Equalizer of the Twenty-First Century? Stress and Employee Motivation in High-and Low-Cost Countries: Exemplary Analysis for Germany ...

A Ditsche, M Bugajska, G Dimitrova, N Kopaliani... - The Digital Transformation ..., 2023

Self-efficacy, work-related autonomy and work-family conflict and their role on employee's stress level during home-based remote work

M Lange, I Kayser - Population Medicine, 2023

Telework and Conflict (Work–Family and Work–Family): What Is the Effect on Occupational Stress?

A Moreira, M Salvador, A de Jesus, C Furtado... - Future Health Scenarios, 2023

Le travail à distance. Défis, enjeux et limites

C Senik, La Découverte, mai 2023

Workaholisme /sureengagement

Yuko, O., Masaya, T., Tomoaki, M., Takeshi, S., Yuki, S., Kenji, F., . . . Yasumasa, O. (2023). Characteristics of long working hours and subsequent psychological and physical responses: JNIOSH cohort study. *Occupational and Environmental Medicine*, oemed-2022-108672. <http://dx.doi.org/10.1136/oemed-2022-108672>

Xu, X., Peng, Y., Ma, J. et Jalil, D. (2023). Does working hard really pay off? Testing the temporal ordering between workaholism and job performance. *Journal of Occupational and Organizational Psychology*. <https://doi.org/10.1111/joop.12441>

Extending and intensifying work as mediators in the relationship between weekly time pressure and fatigue: The moderating role of perfectionism.

A Hoppe, E Lopper, E Prestele, M Milius, S Nitz... - International Journal of ..., 2023