

# Executive Health Study / Étude sur la santé des cadres 2002

*Overview of Preliminary Findings*

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*Aperçu des résultats préliminaires*



APEX

# Research Team/ *Équipe de recherche*

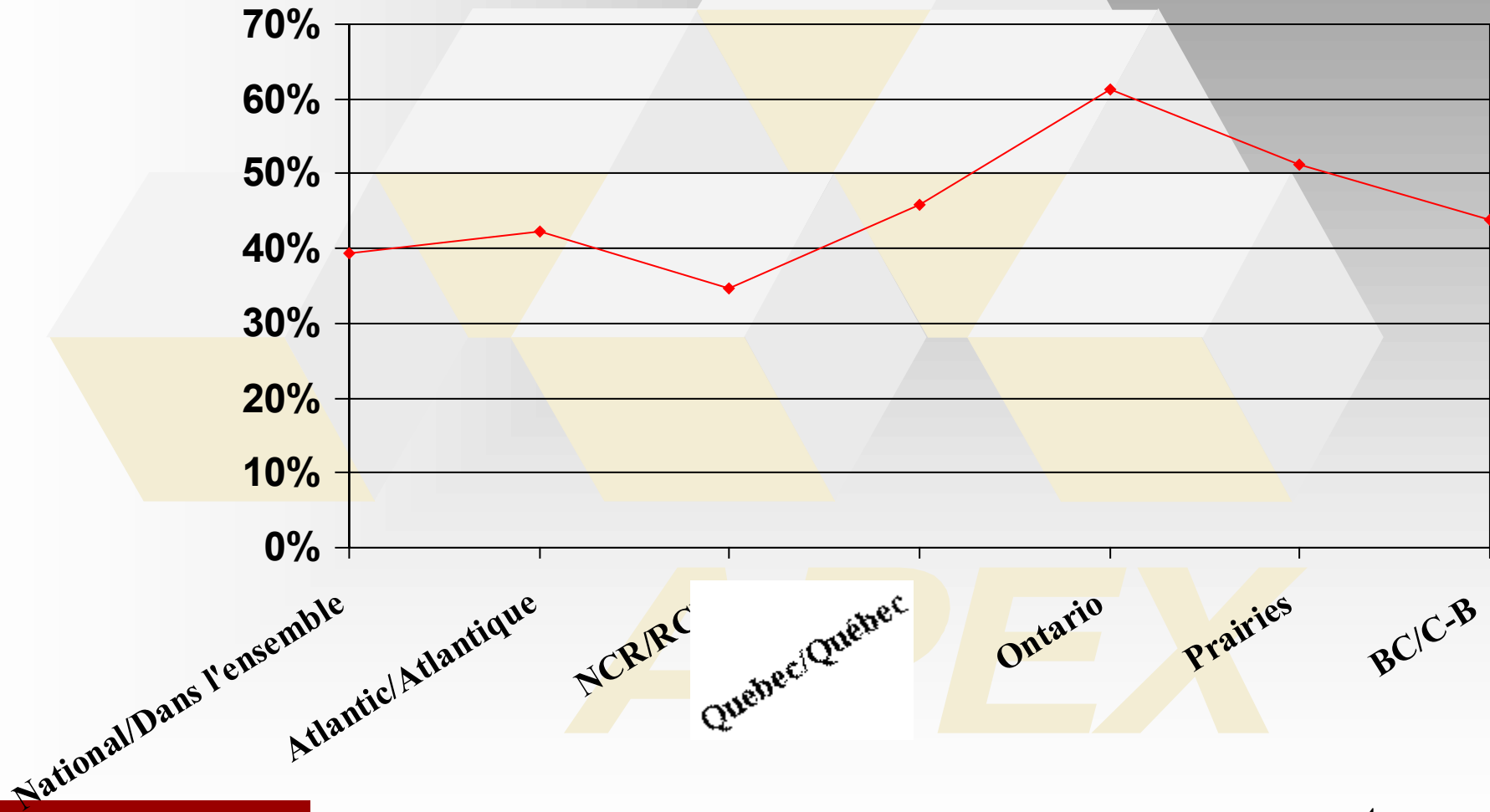
- Dr. Wayne Corneil, School of Medicine, U of Ottawa
- Dr. Louise Lemyre, Institute for Population Health, U of Ottawa
- Dr. Jacques Barette, School of Management, U of Ottawa
- Dr. Linda Duxbury, School of Business, Carleton University
- Dr. Gail Hepburn, Institute for Work and Health
- Grant Schellenberg, Canadian Policy Research Networks
- Dr. Martin Shain, Centre for Health Promotion, University of Toronto

# Response Rates/*Taux de réponse*

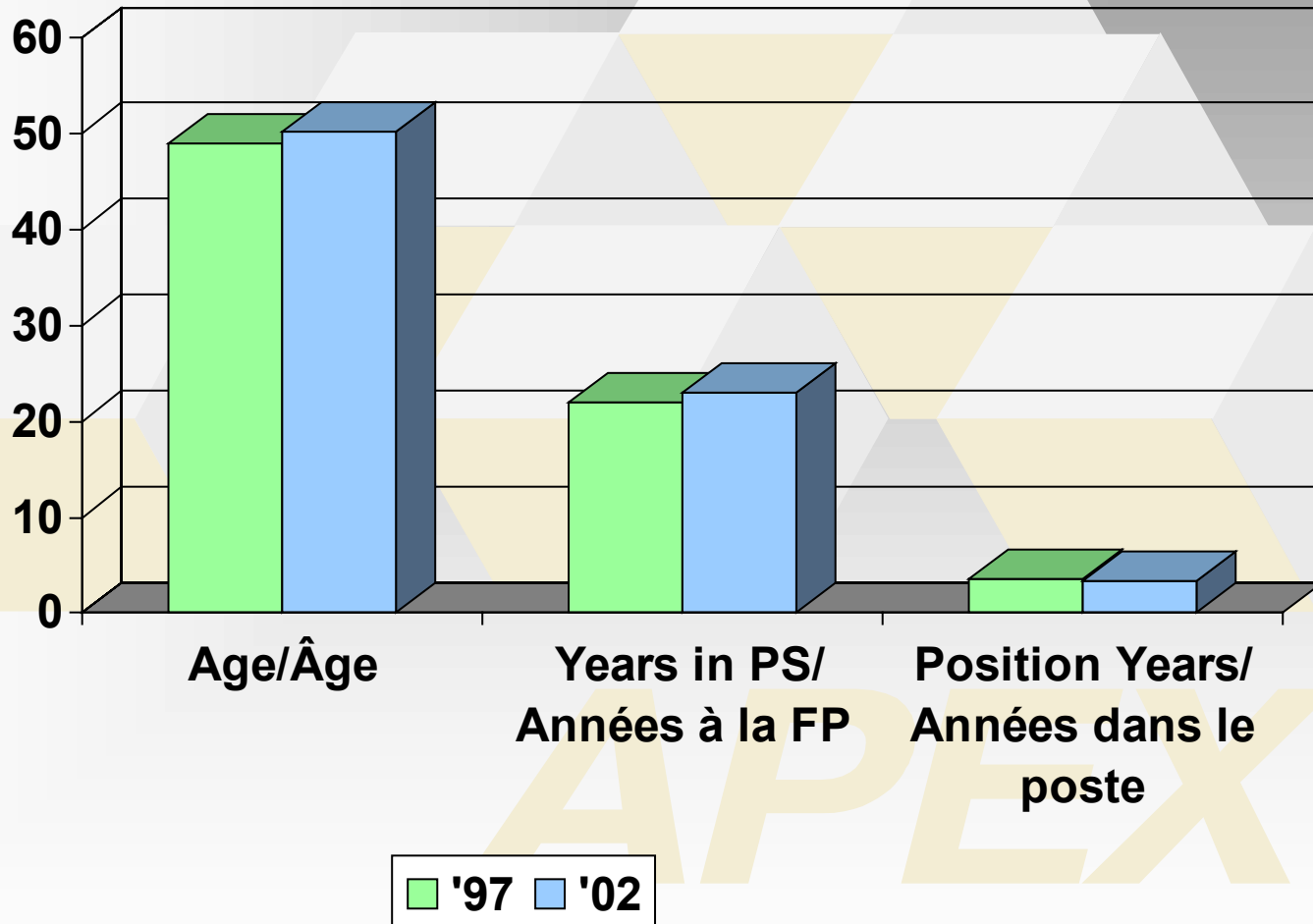
- 39.4 % Public Service / *Fonction publique*
- 30 % RCMP / *GRC*
- 26 % Agencies ( CCRA, Parks, CFIA) / *agences (ACDR, Parcs, ACIA)*

APEX

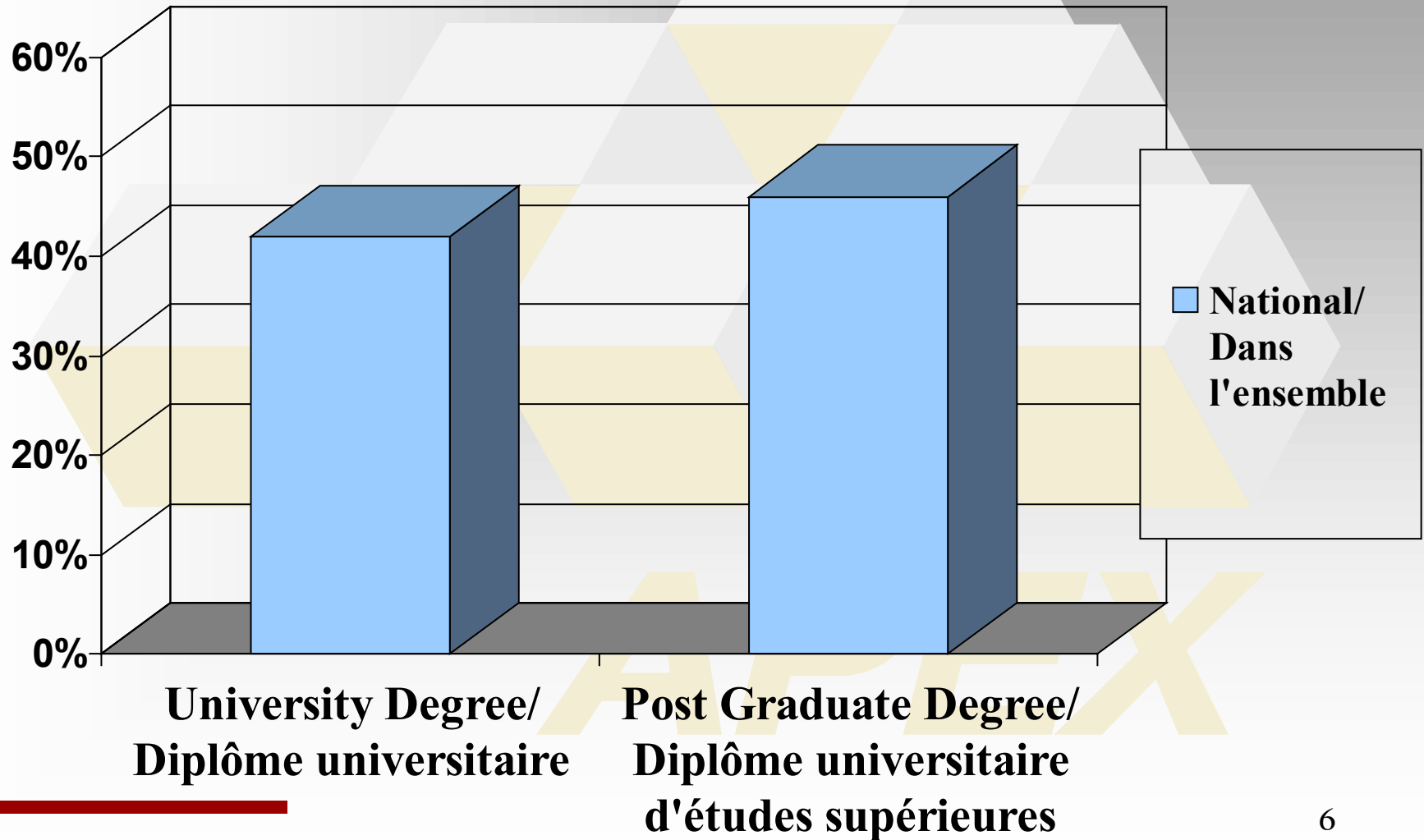
# Response Rates / *Taux de réponse*



# Demographics/*Démographie*



# Education/Études



# MODÈLE DES RELATIONS ENTRE LE TRAVAIL ET LA SANTÉ DES CADRES

## INTRANTS:

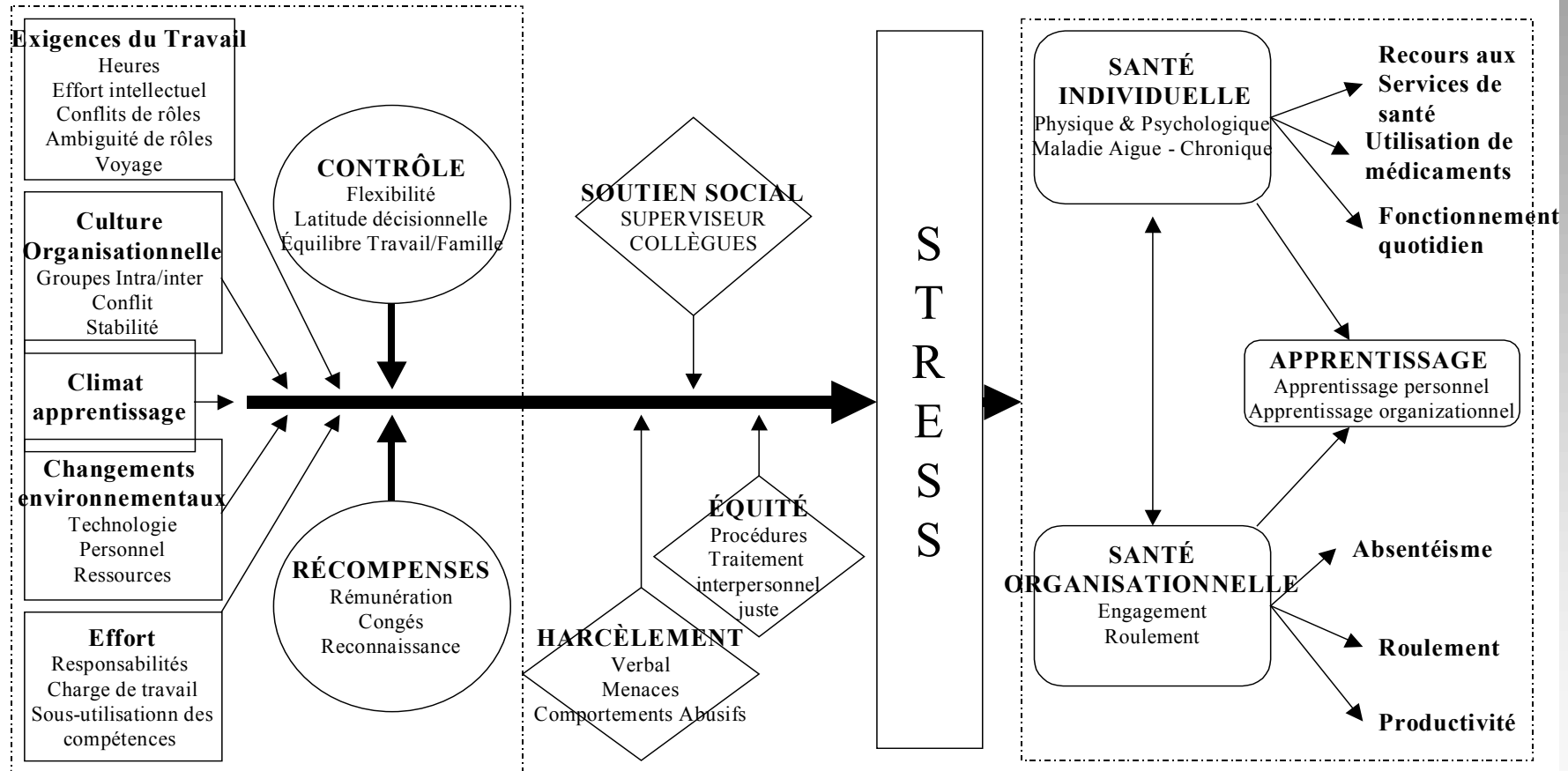
Environnement  
Organisationnel

## MODÉRATEURS:

Soutien social  
Equité

## RÉSULTATS:

Santé  
individuelle & organisationnelle



# EXECUTIVE WORK AND HEALTH MODEL

## INPUTS:

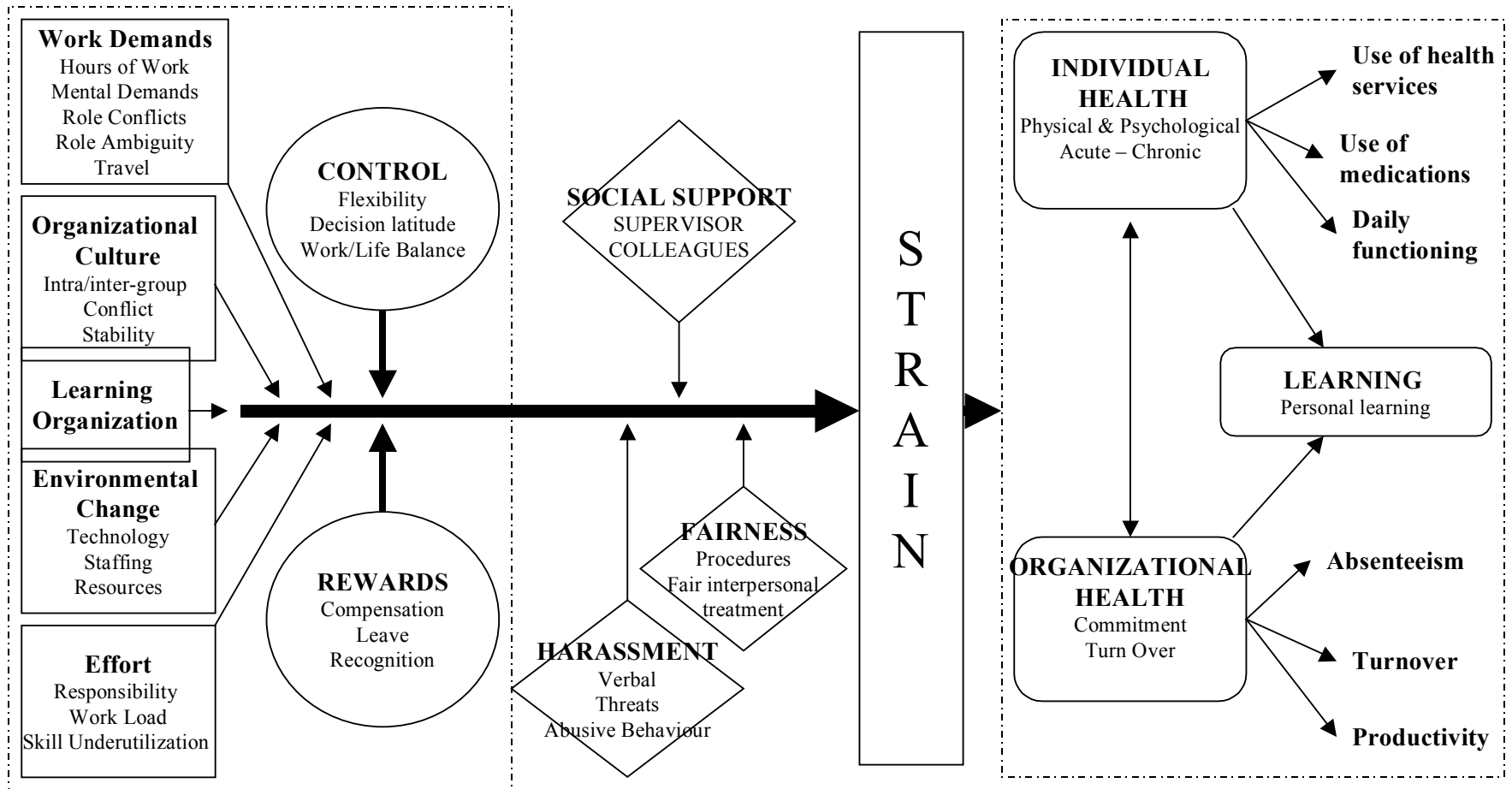
Organizational Environment

## MODERATORS:

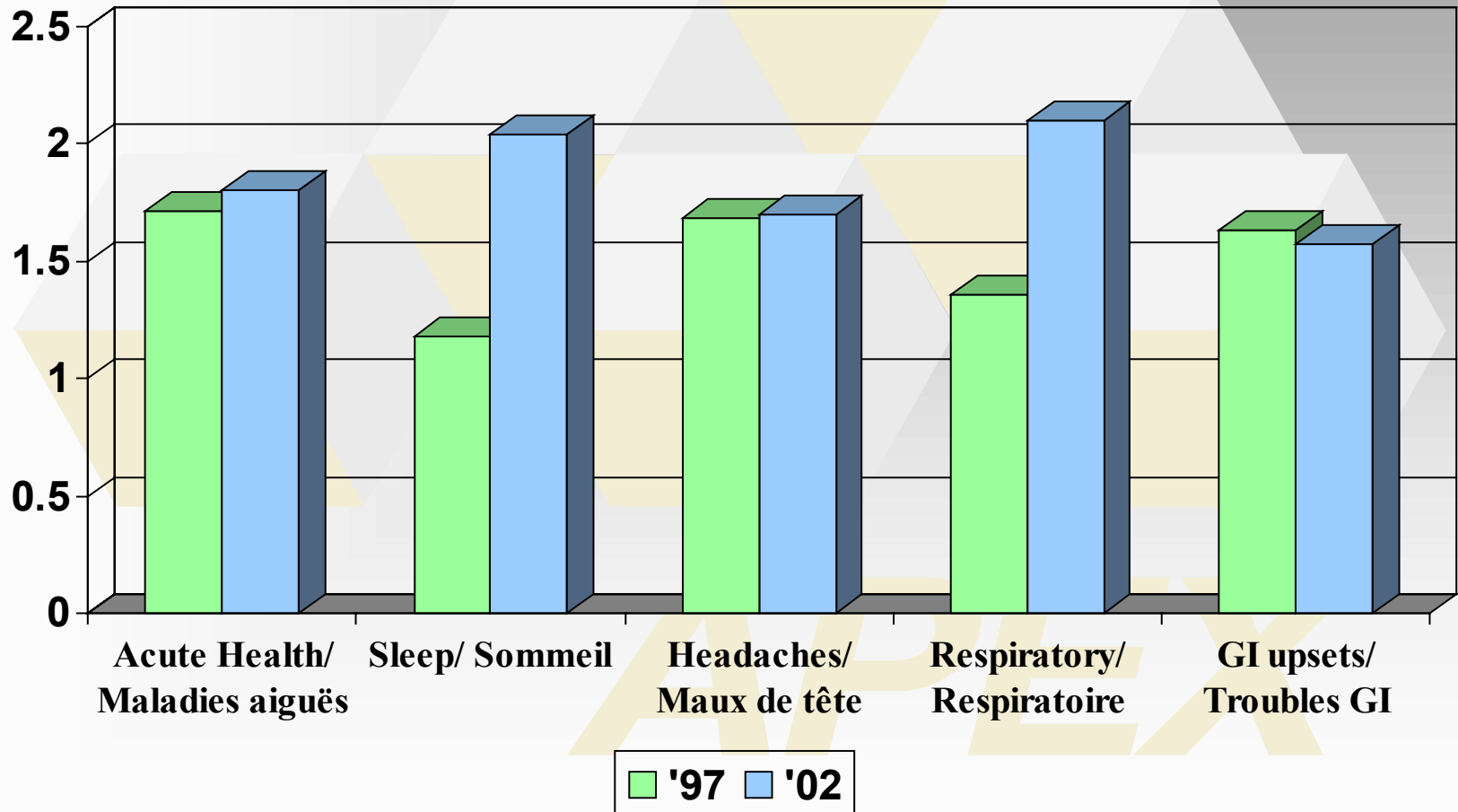
Social Support  
Fairness

## OUTCOMES:

Individual & Organizational Health

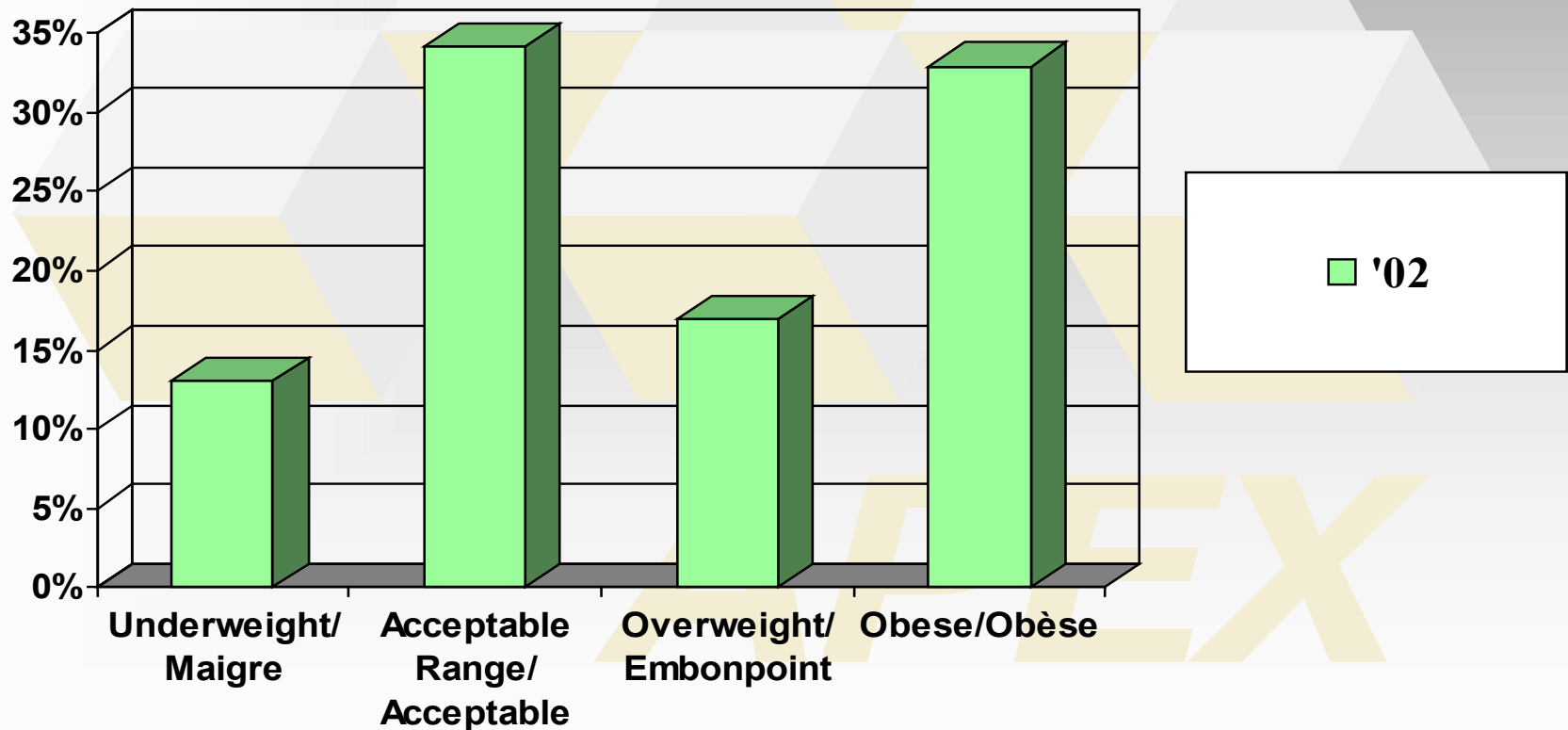


# Short Term Health/ *Effets à court terme*

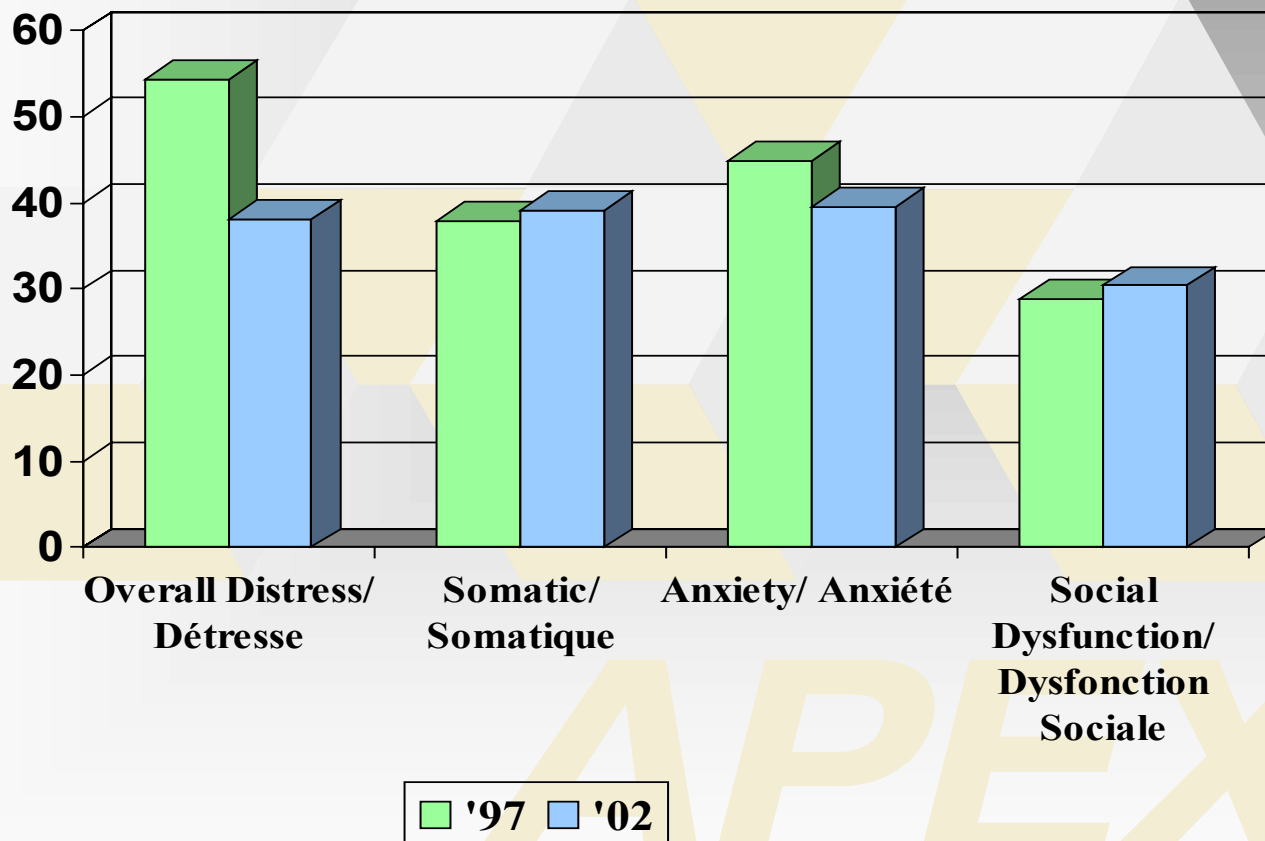


# Health: Body Mass Index/ *Santé: Indice de masse corporelle*

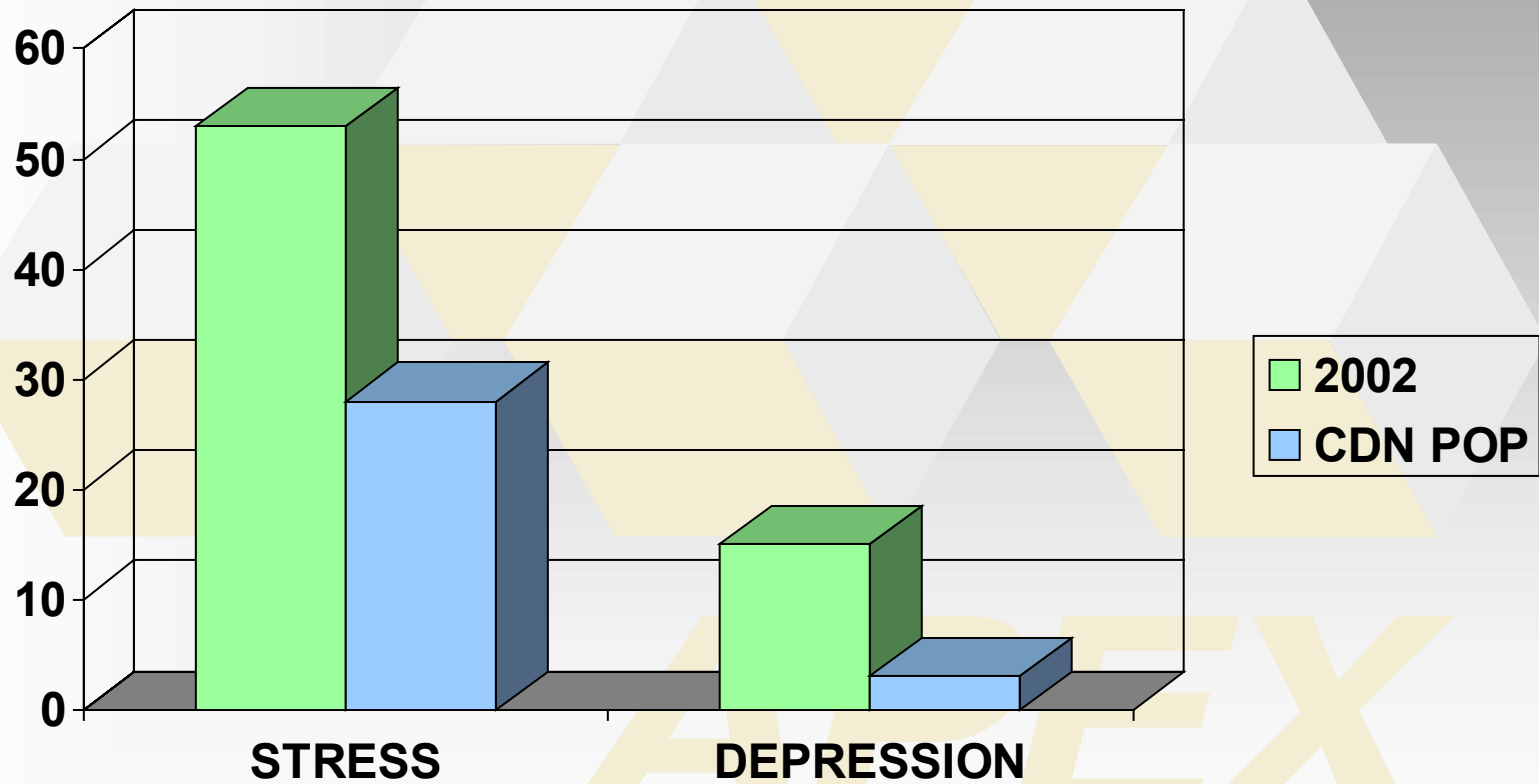
- Critical risk factor for CHD, CVD, Diabetes /*Facteur de risque de MCV, diabète*



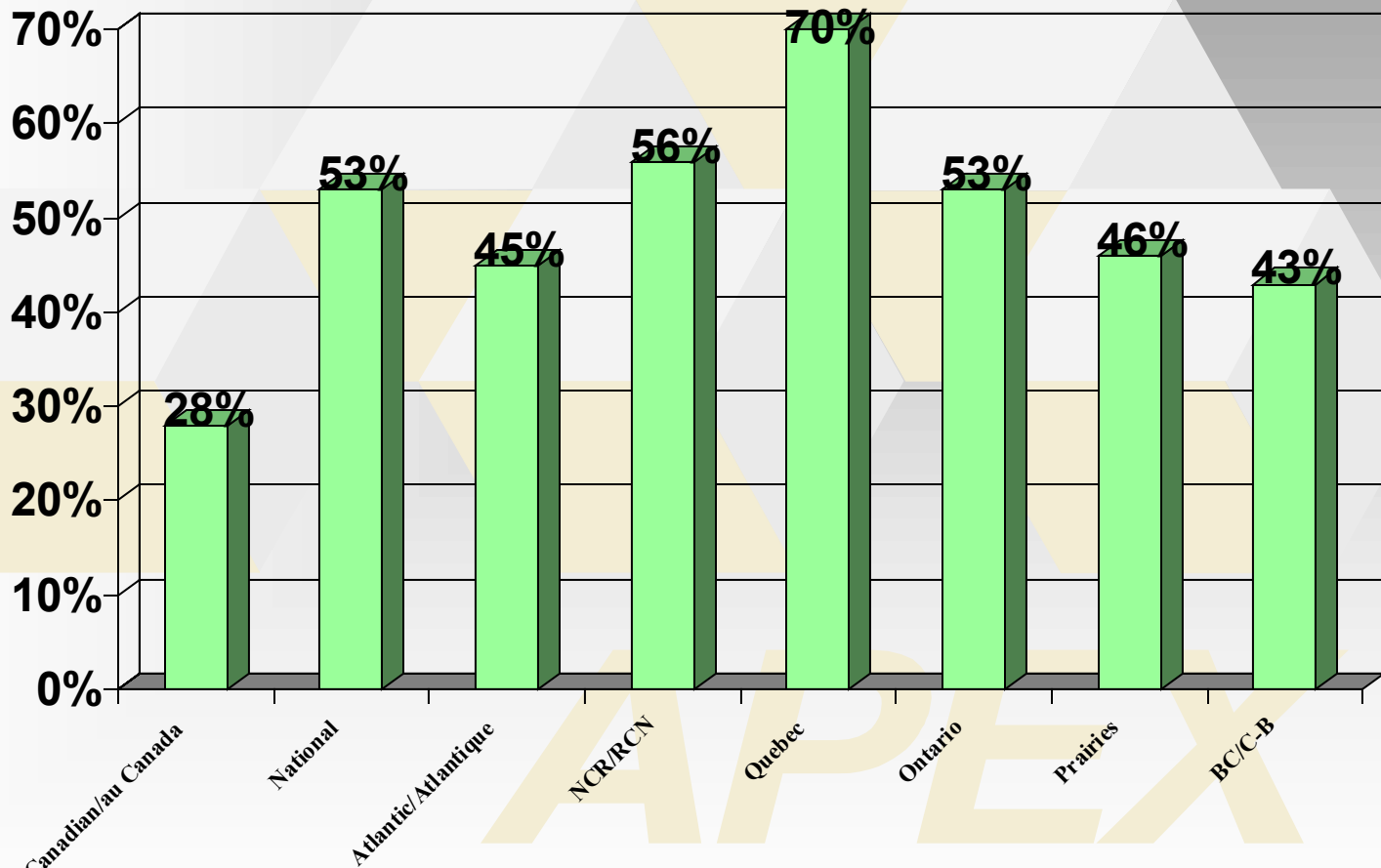
# GHQ % cut point/*Seuil global du QESG*



# Health: Stress Levels/Risk for Depression/ *Santé: Niveaux de Stress/ Risque de dépression*

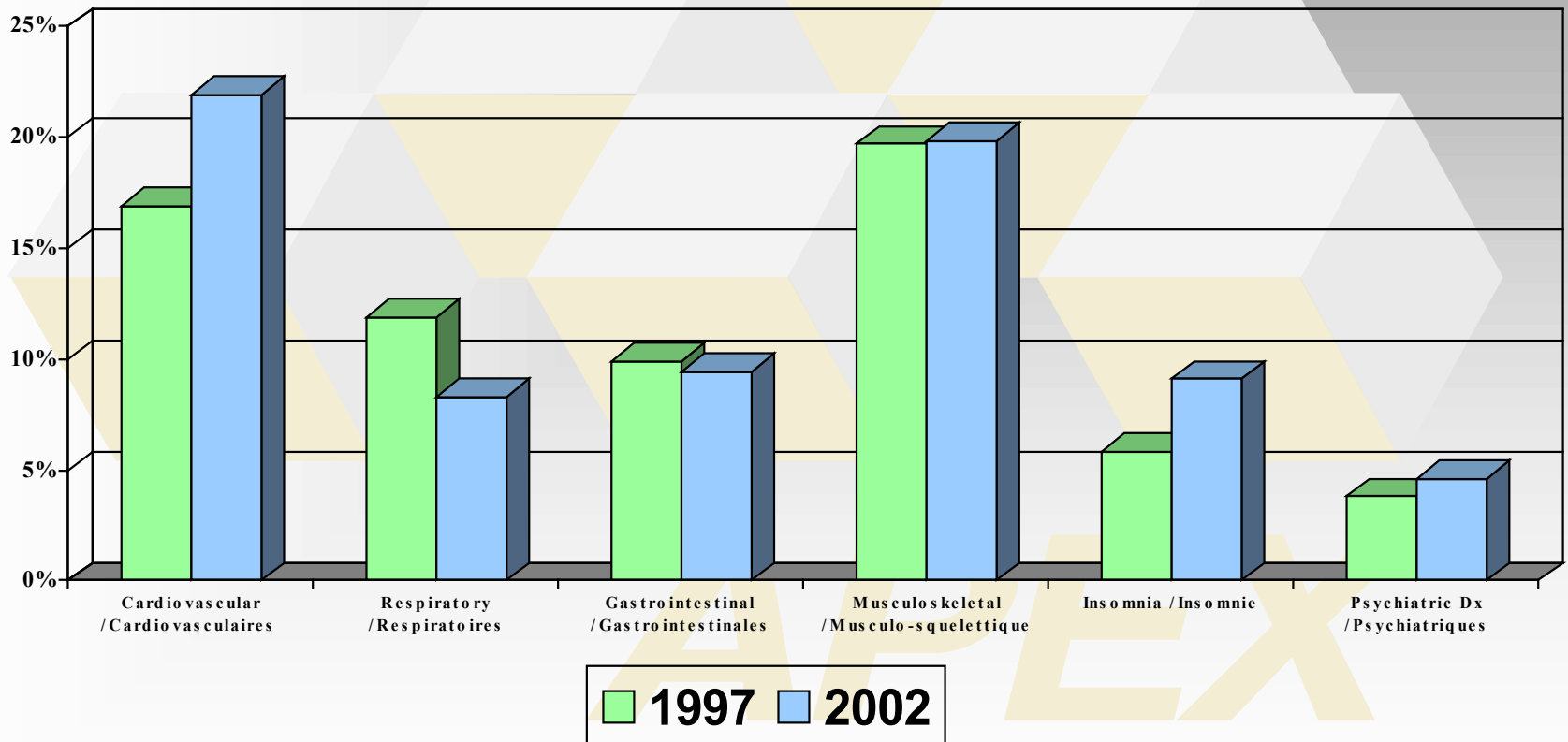


# Stress Levels: Reports of high to extreme stress / *Niveaux de stress : élevés à extrêmes*

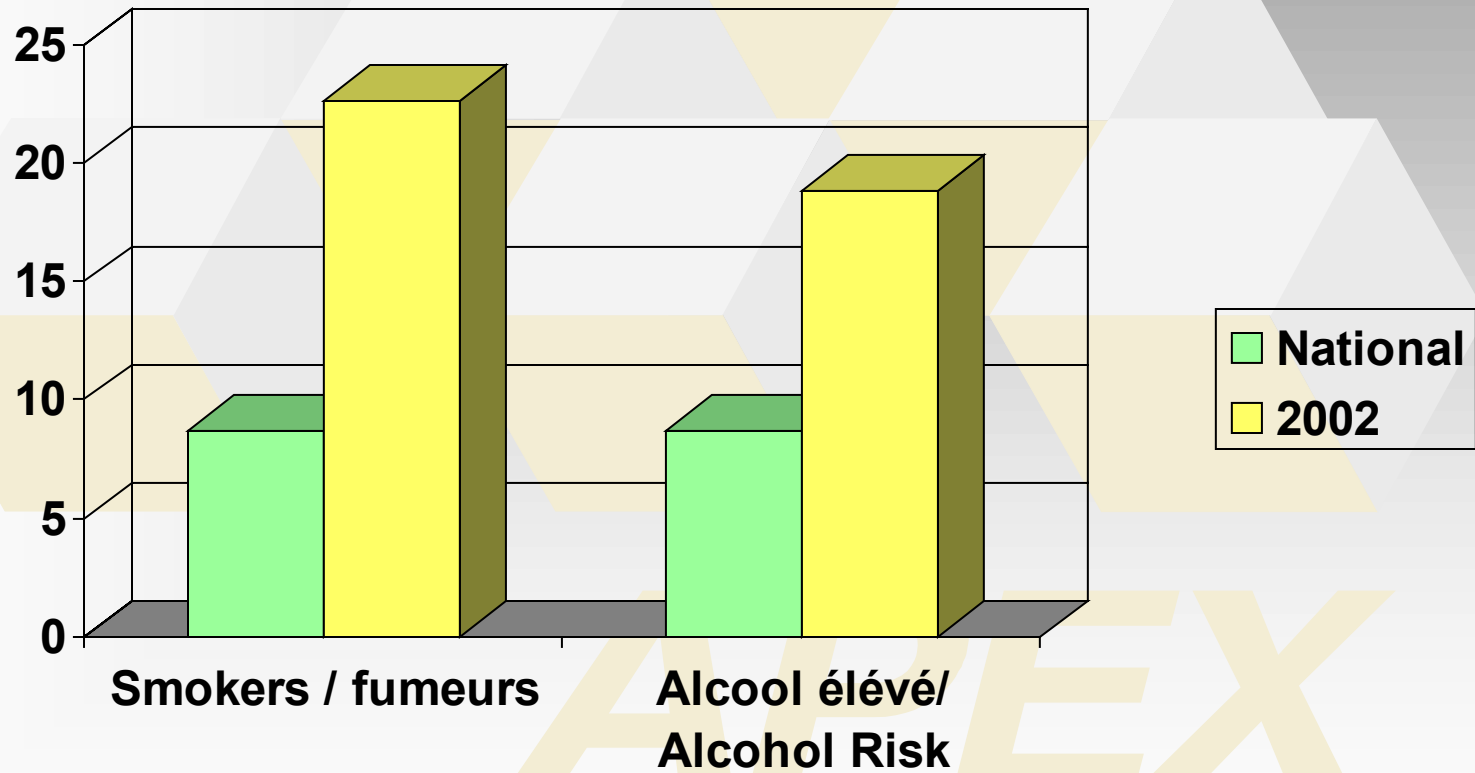


# Chronic Health Conditions / *Maladies chroniques*

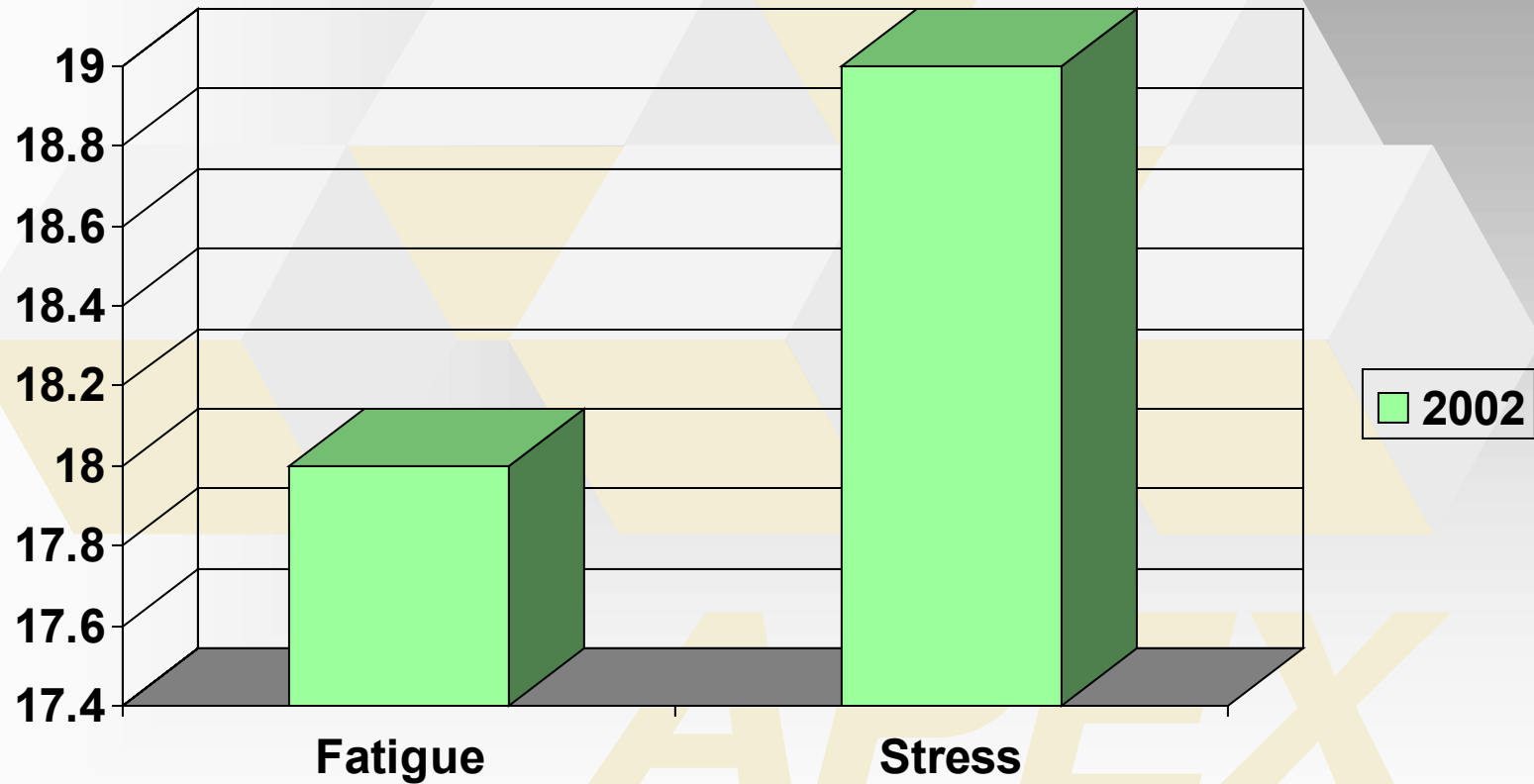
- Diagnoses in past year by physicians / *Diagnostiquées par des médecins au cours de l'année dernière*



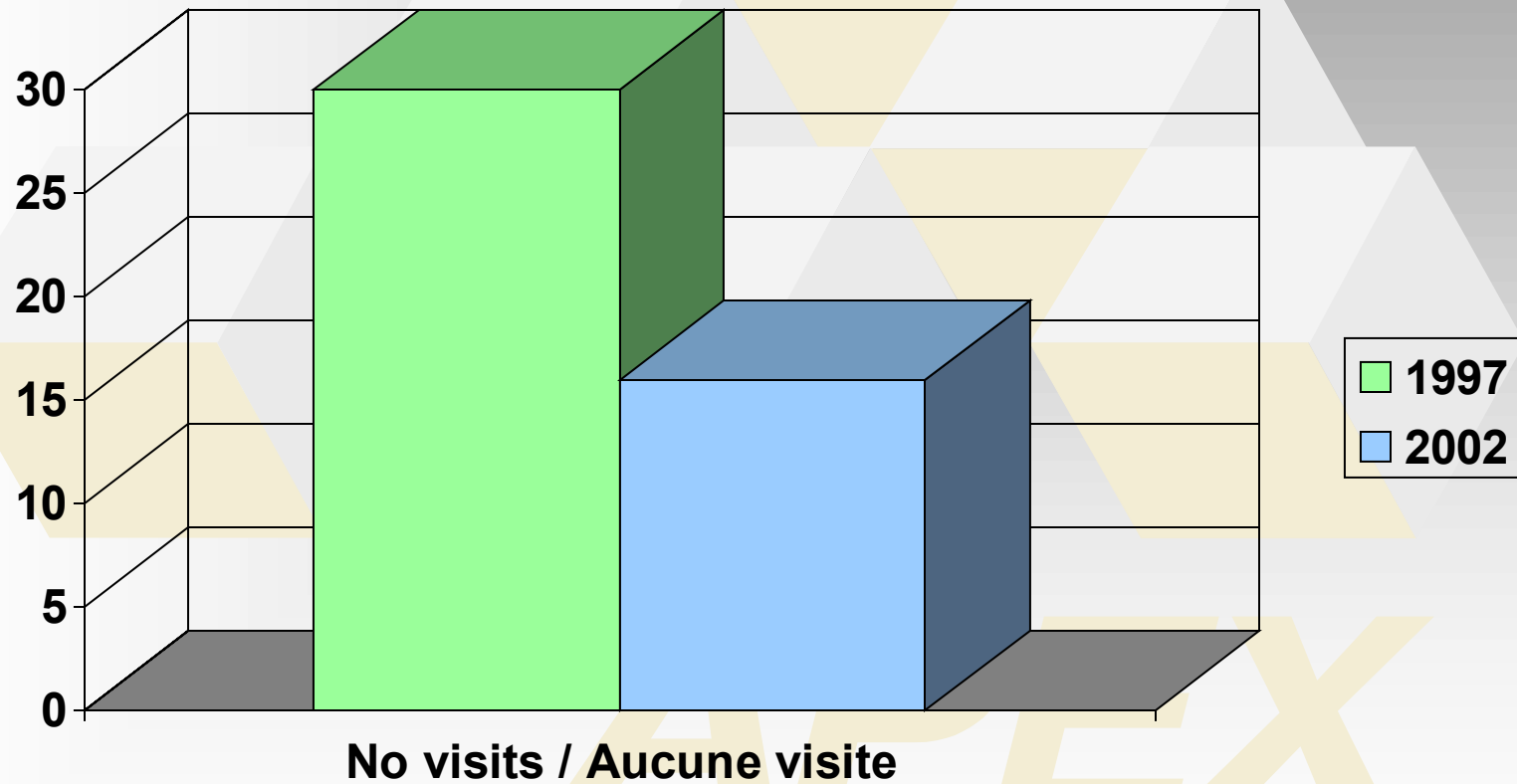
# Health: Lifestyle Behaviours/ *Santé: Mode de vie*



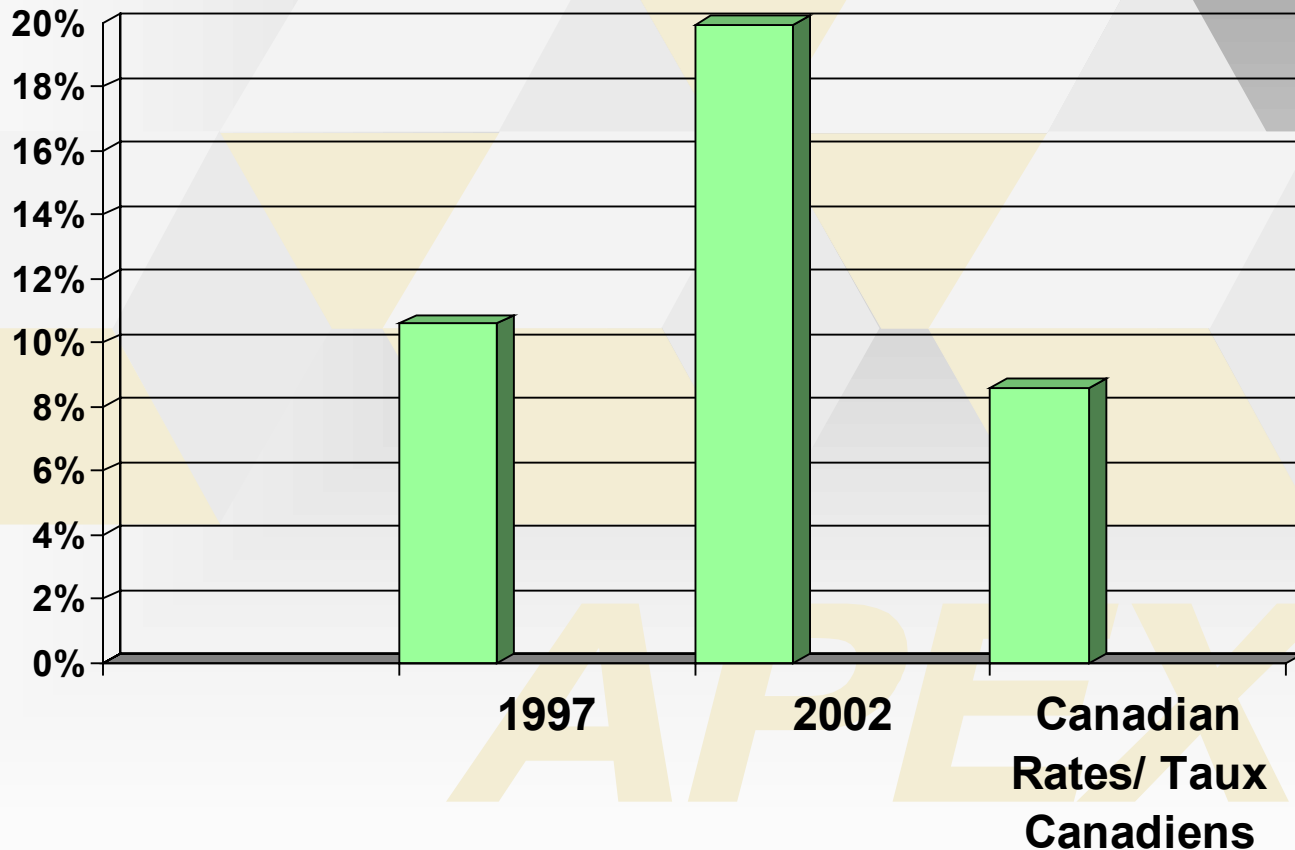
# Absenteeism/*Absentéisme*



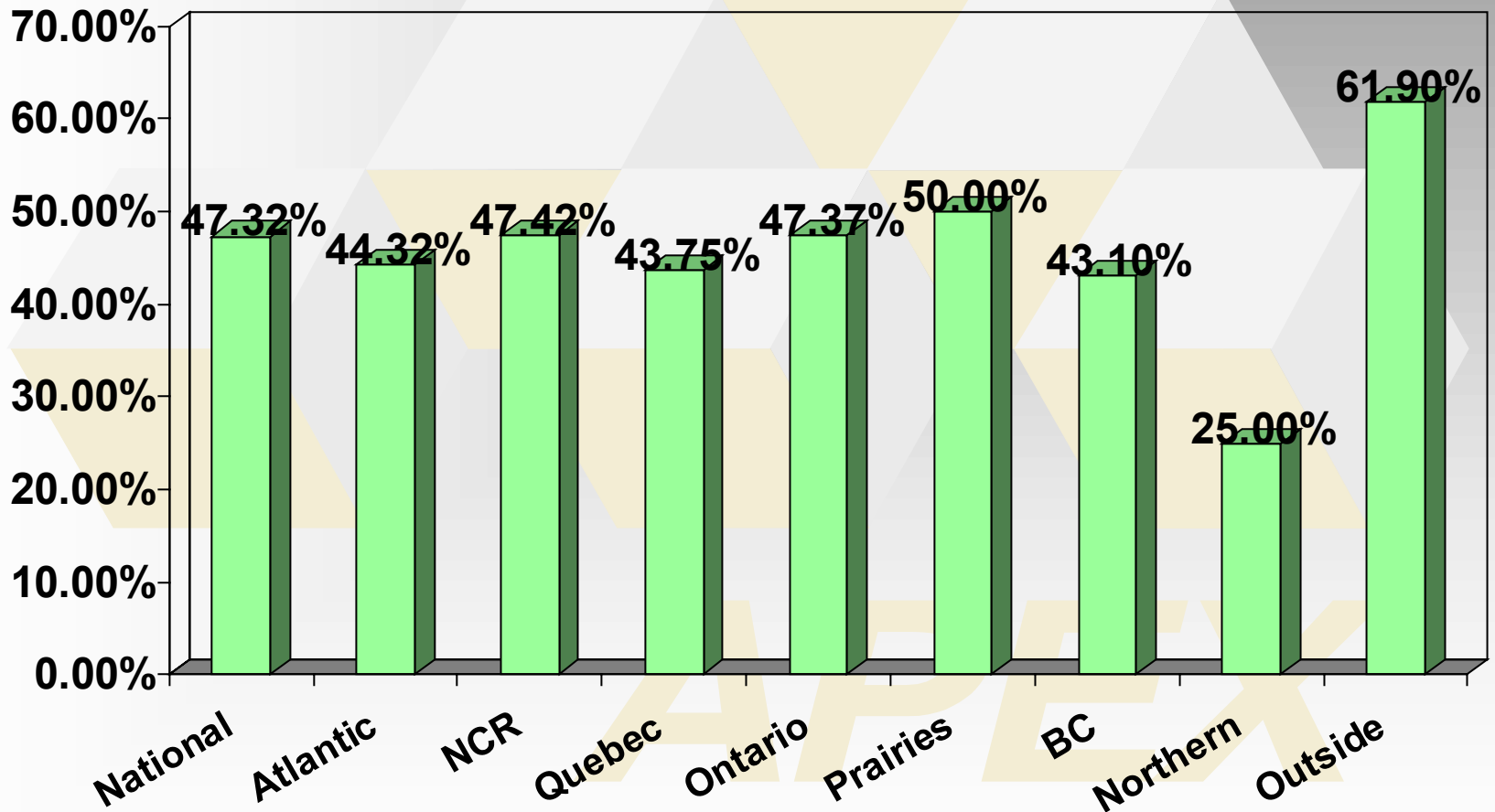
# Use of Health Care Services/ *Utilisation des services de soins de santé*



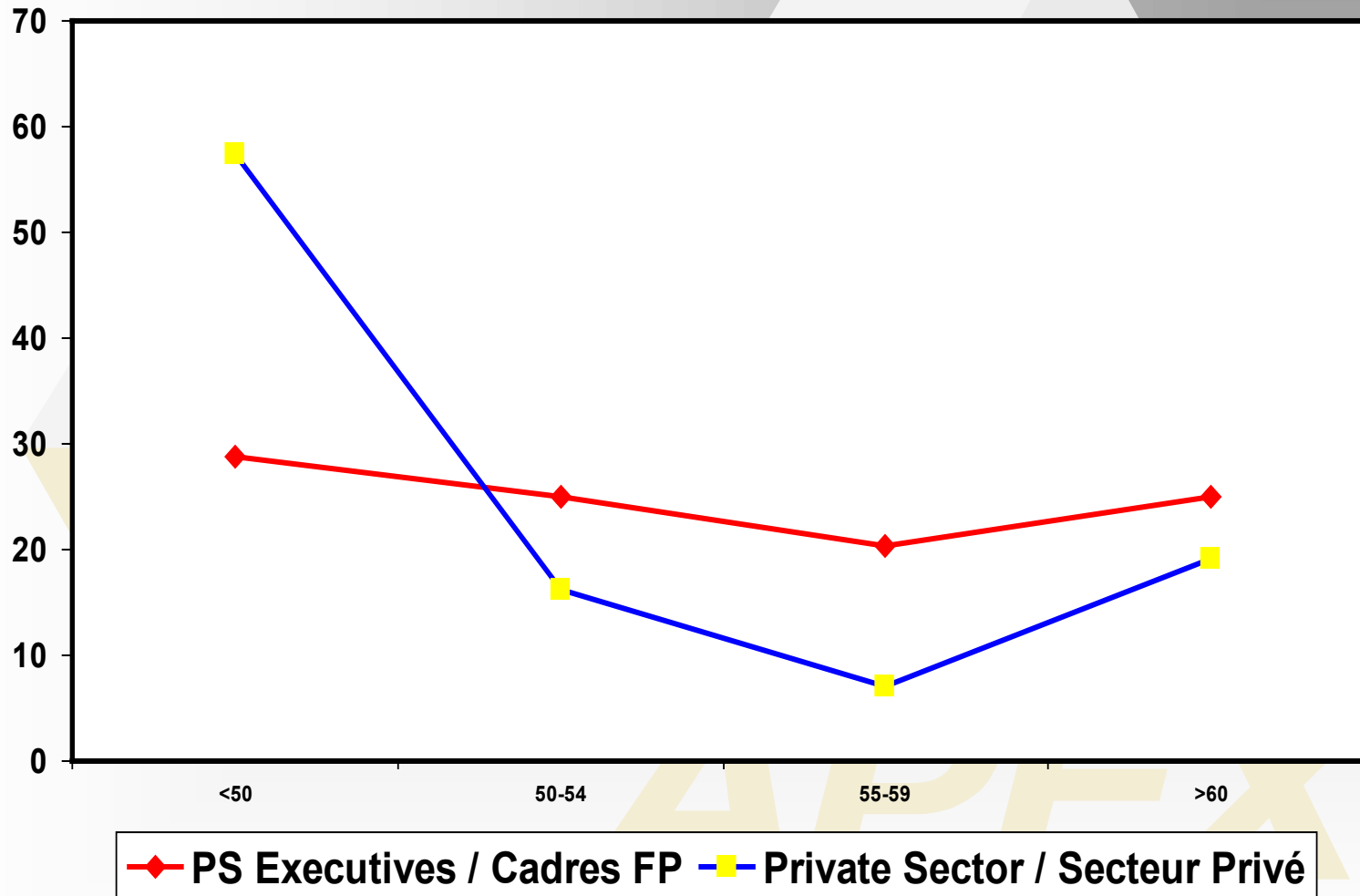
# Use of Professional Counselling/ *Utilisation des services de conseillers professionnels*



# Work Hours/*Heures de Travail*

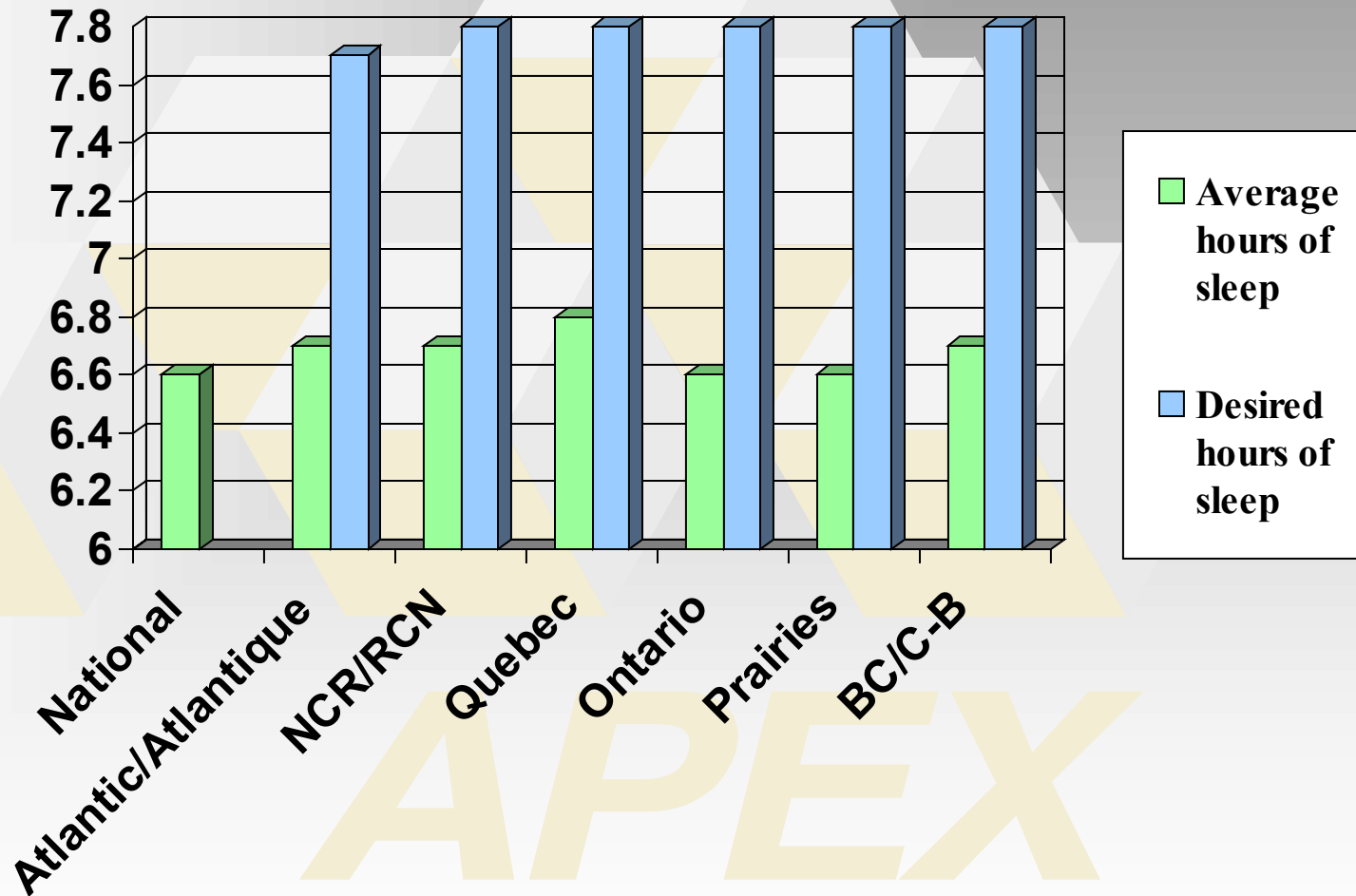


# Hours of work / *Heures travaillées*

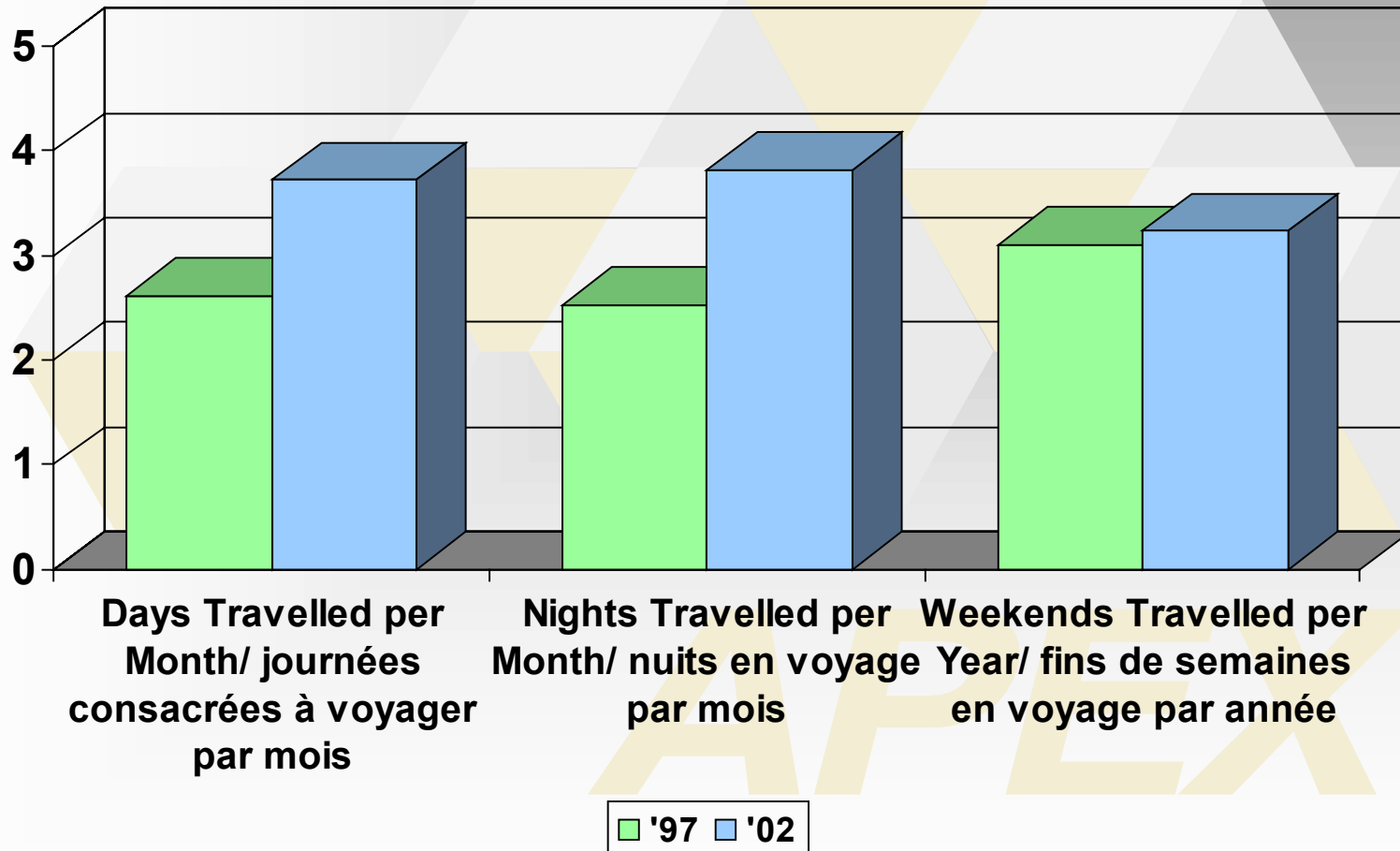


# Average Hours of Sleep/Night

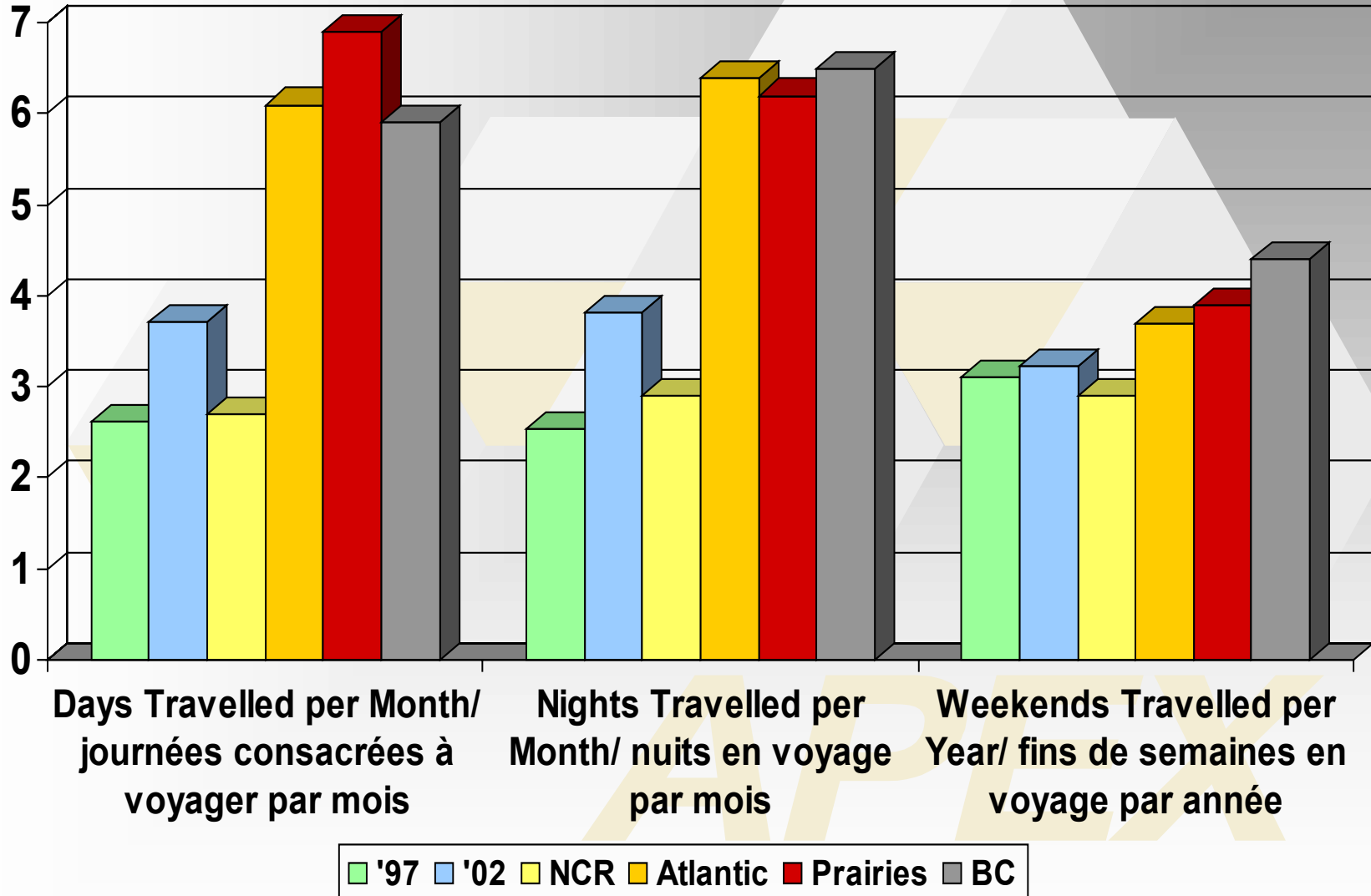
## *Heures de sommeil en moyenne*



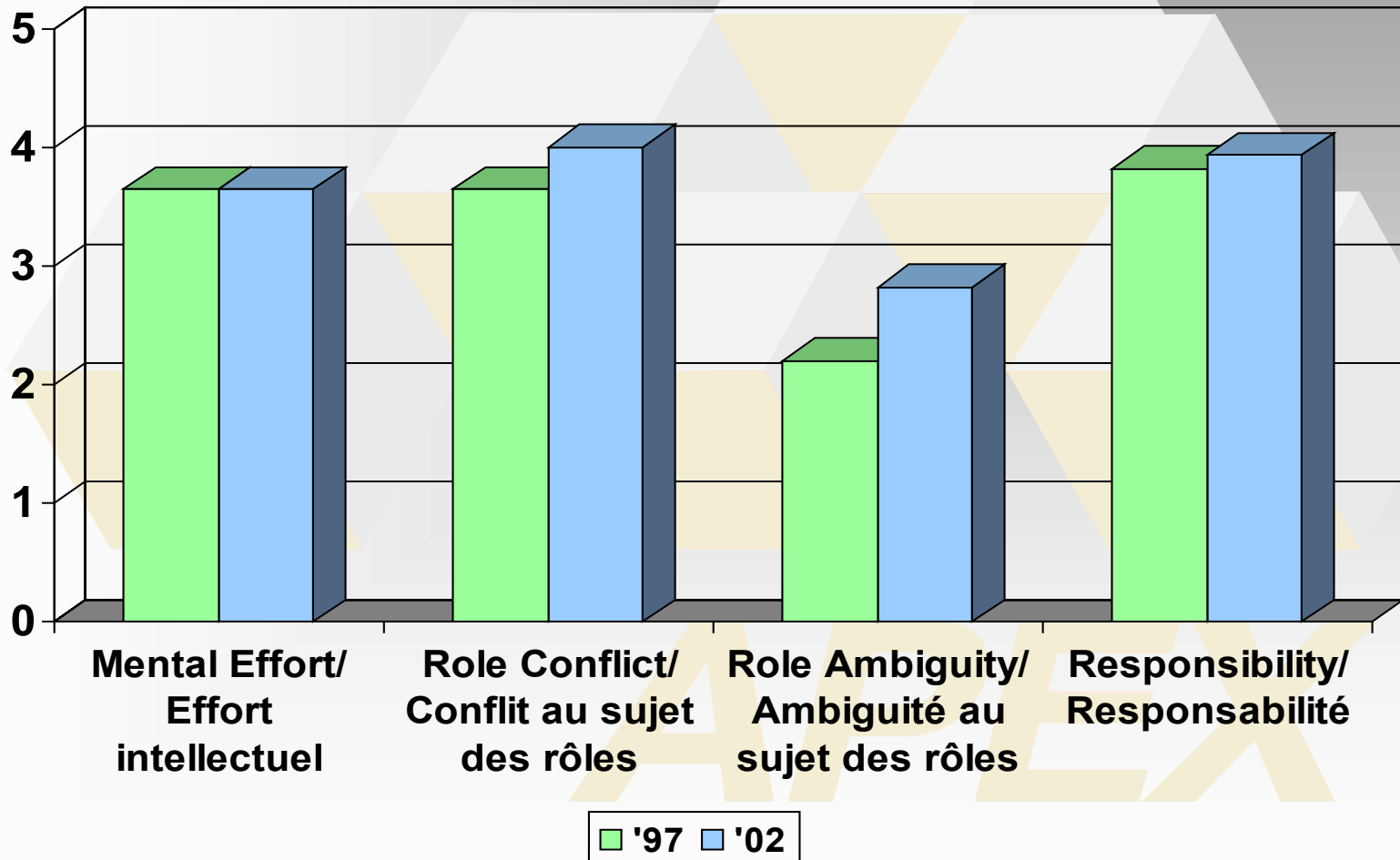
# Travel/Déplacements



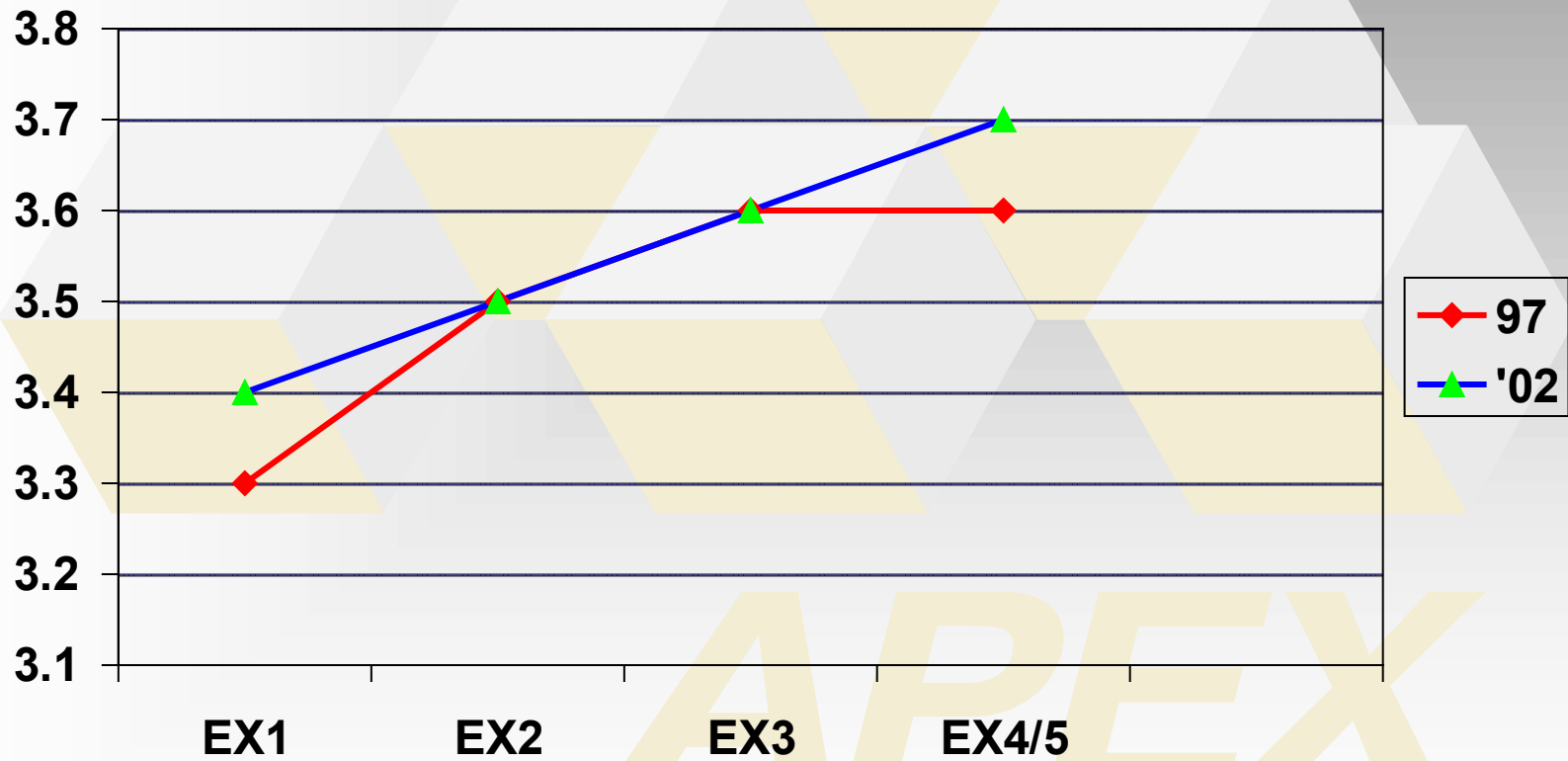
# Travel/Déplacements



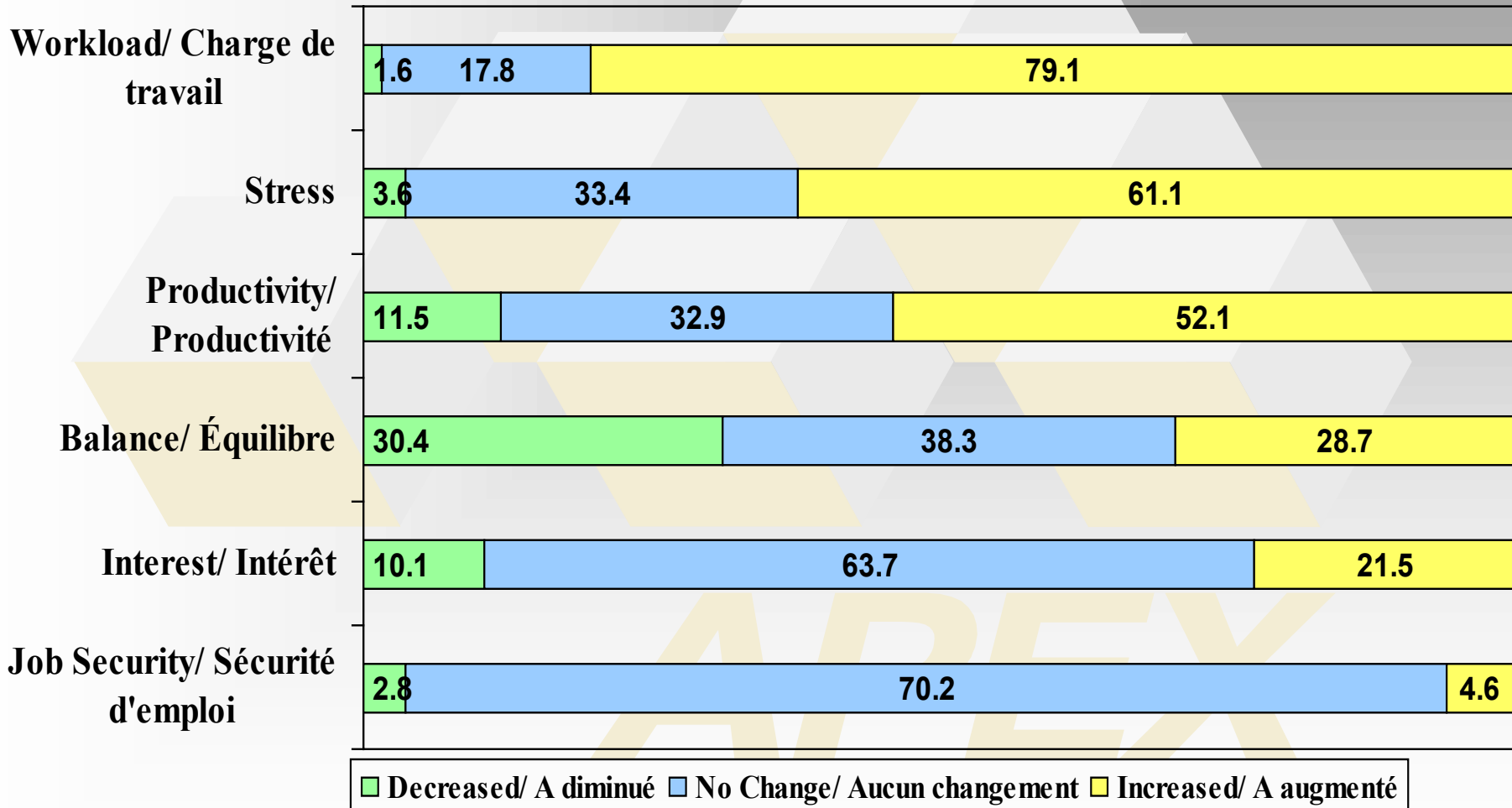
# Work Demands/*Exigences du travail*



# Decision Latitude/ *Latitude décisionnelle*

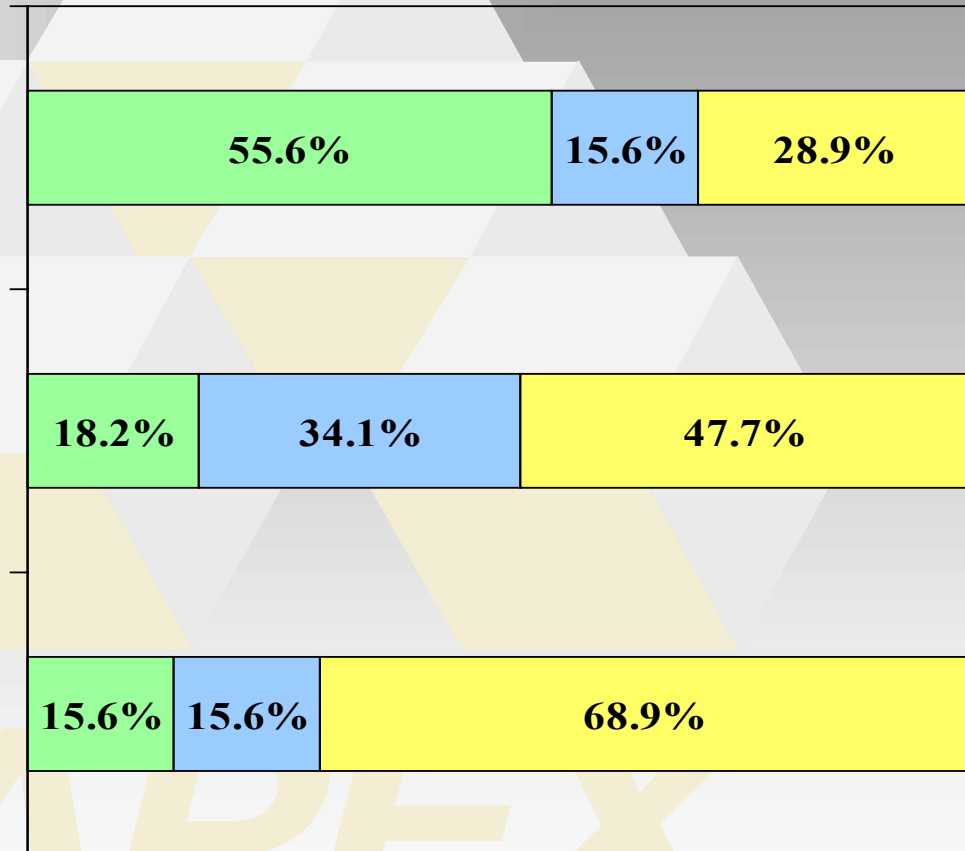


# Technology /Technologie



# Access to Resources/ *Accès aux ressources*

**Necessary Human Resources/  
Ressources humaines nécessaires**

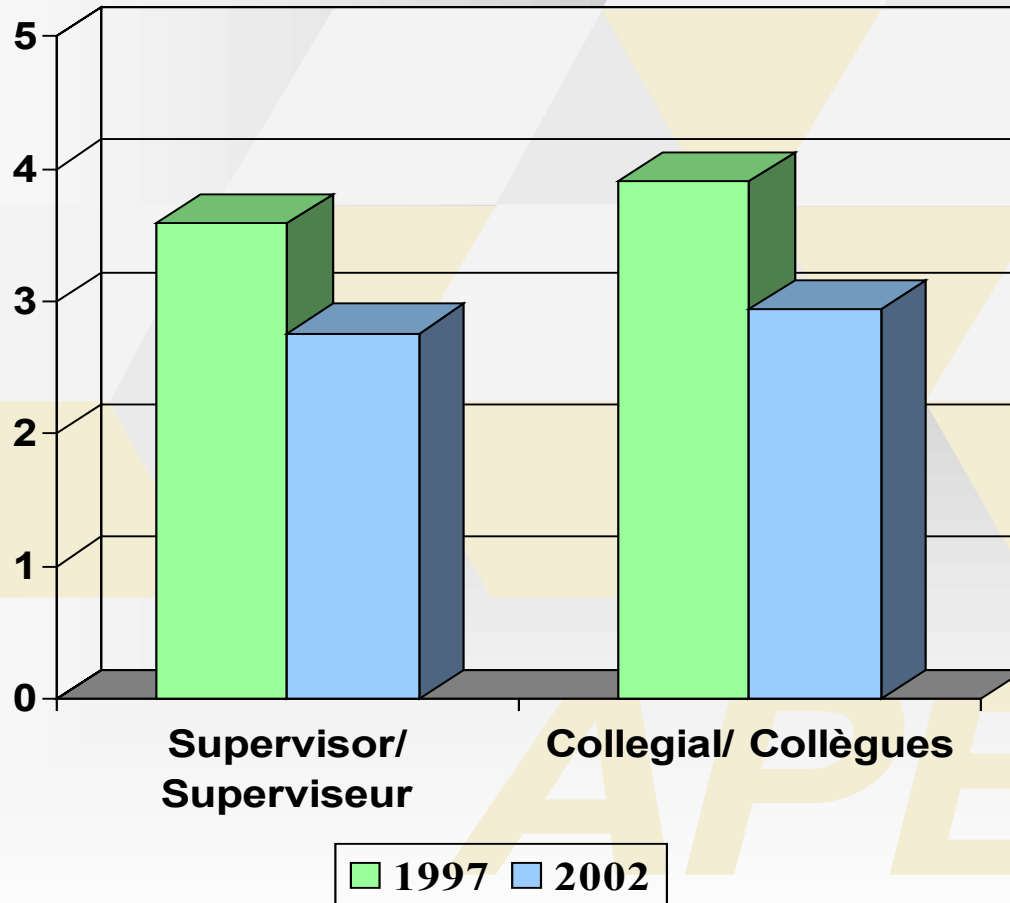


■ Disagree/ En désaccord

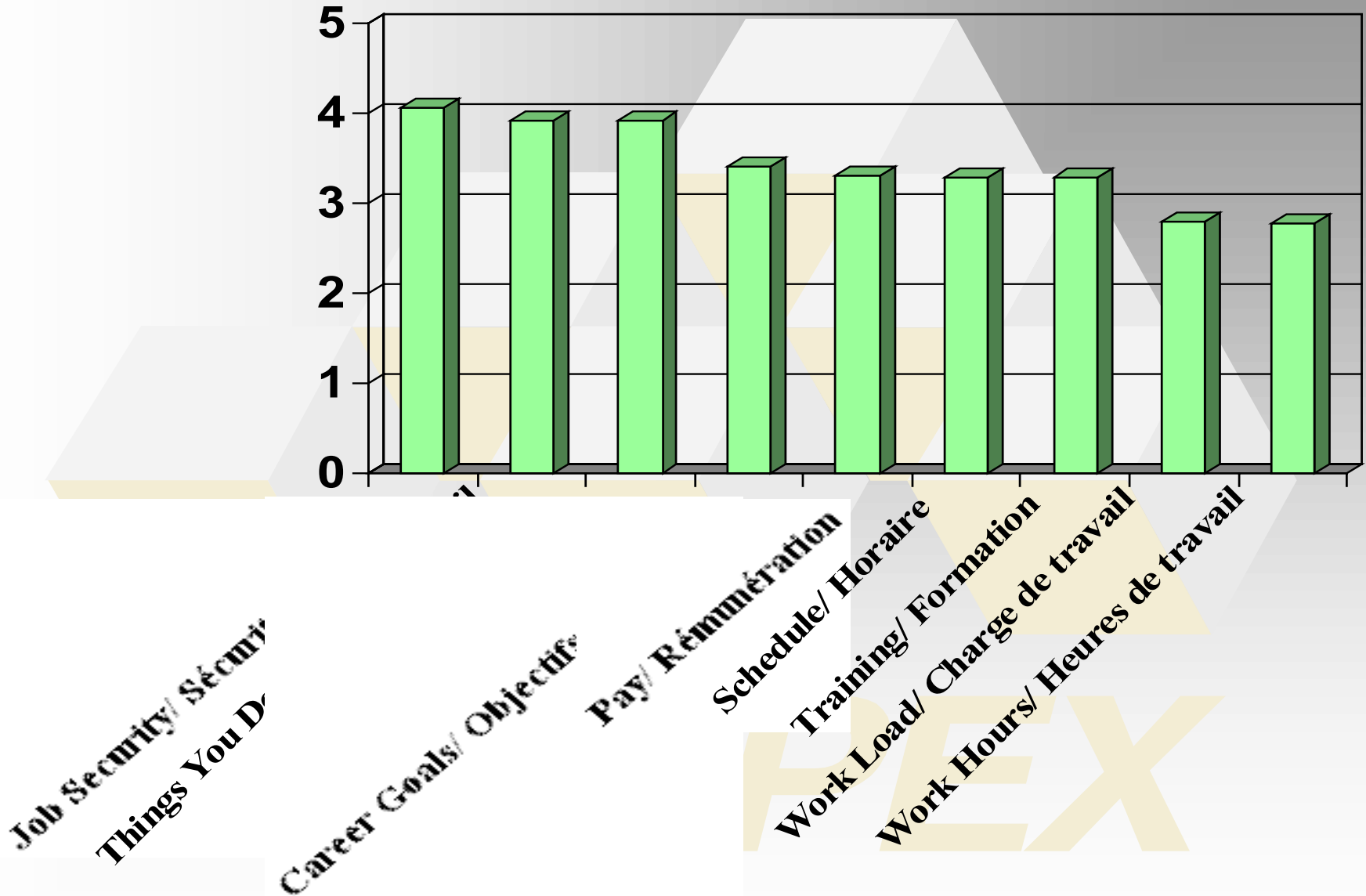
■ Neither/ Neutre

■ Agree/ En accord

# Workplace Support/ *Appuis sociaux en milieu de travail*

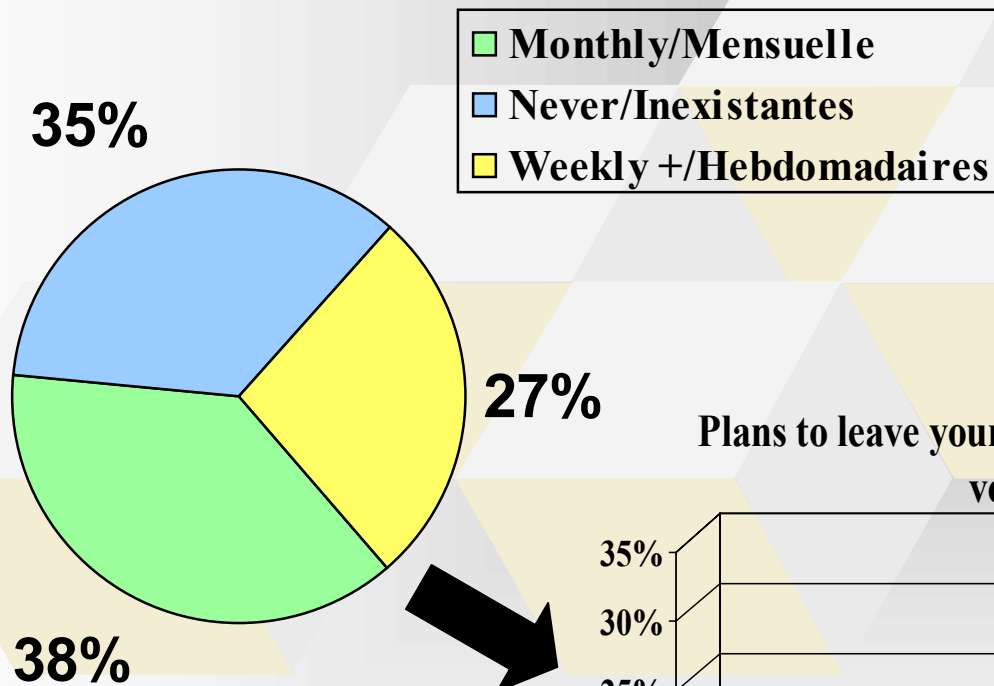


# Satisfaction

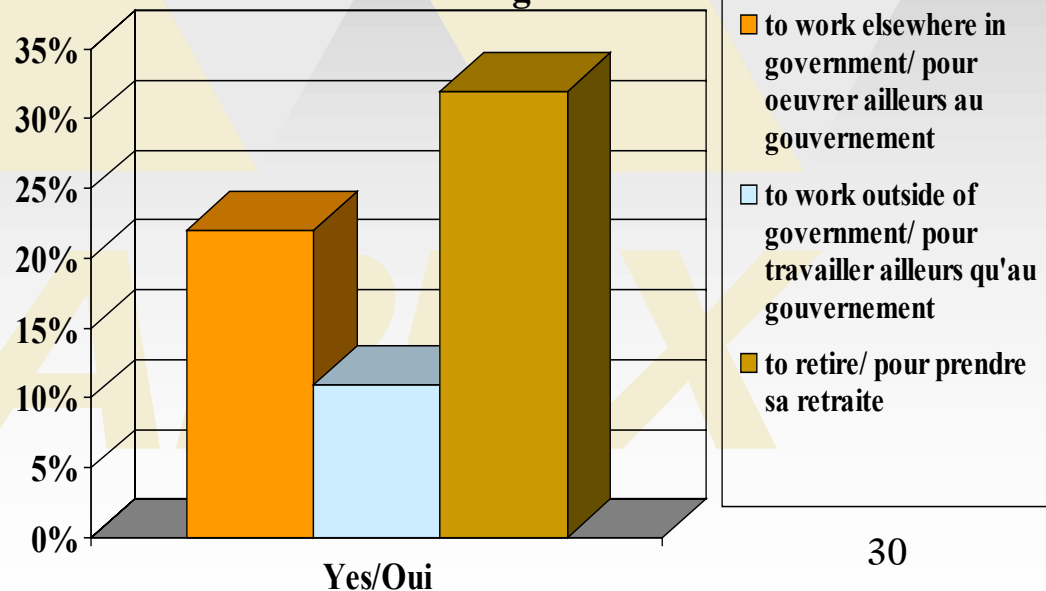


# Intent to Leave / *Intentions de quitter*

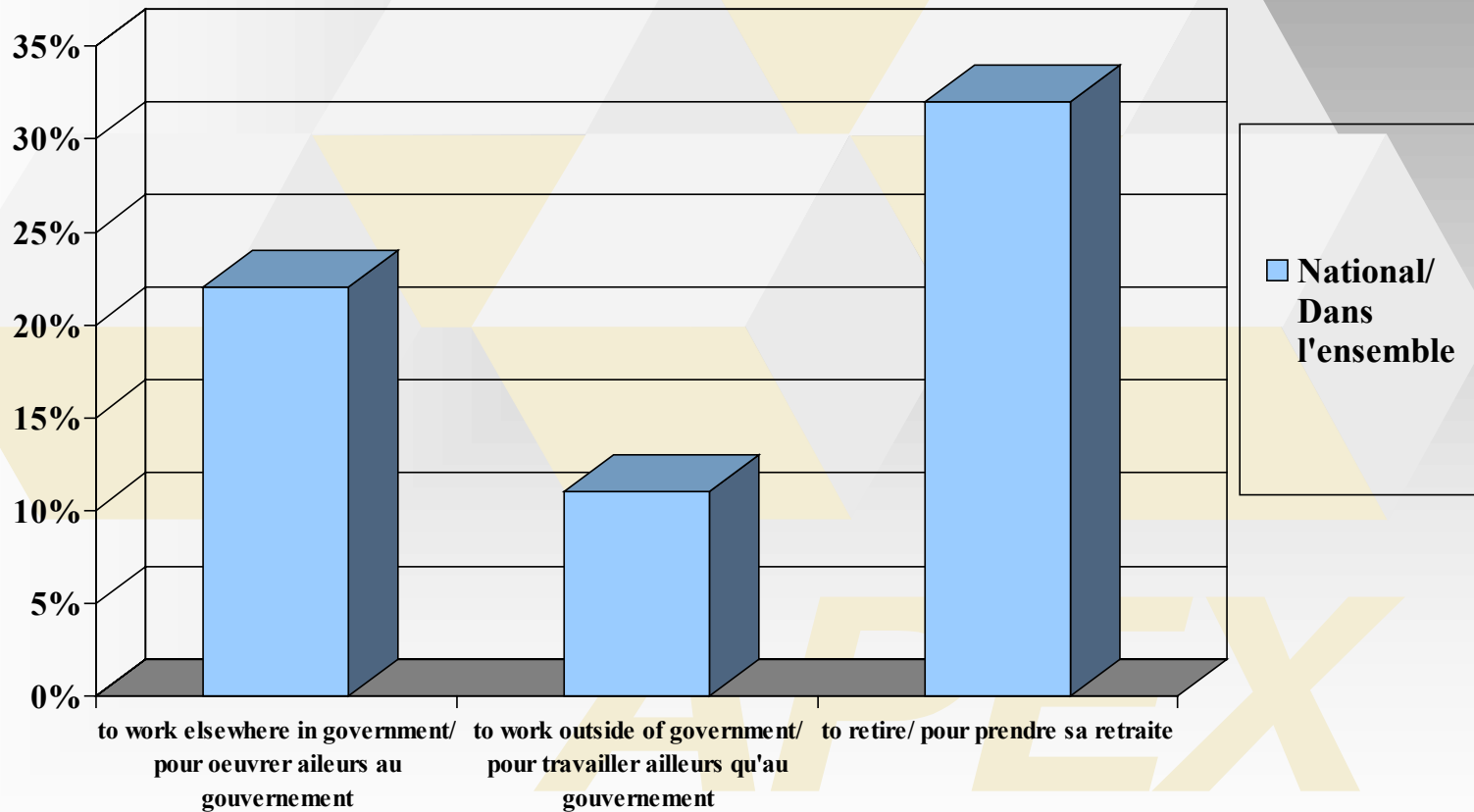
## Thoughts about leaving / *Pensées*



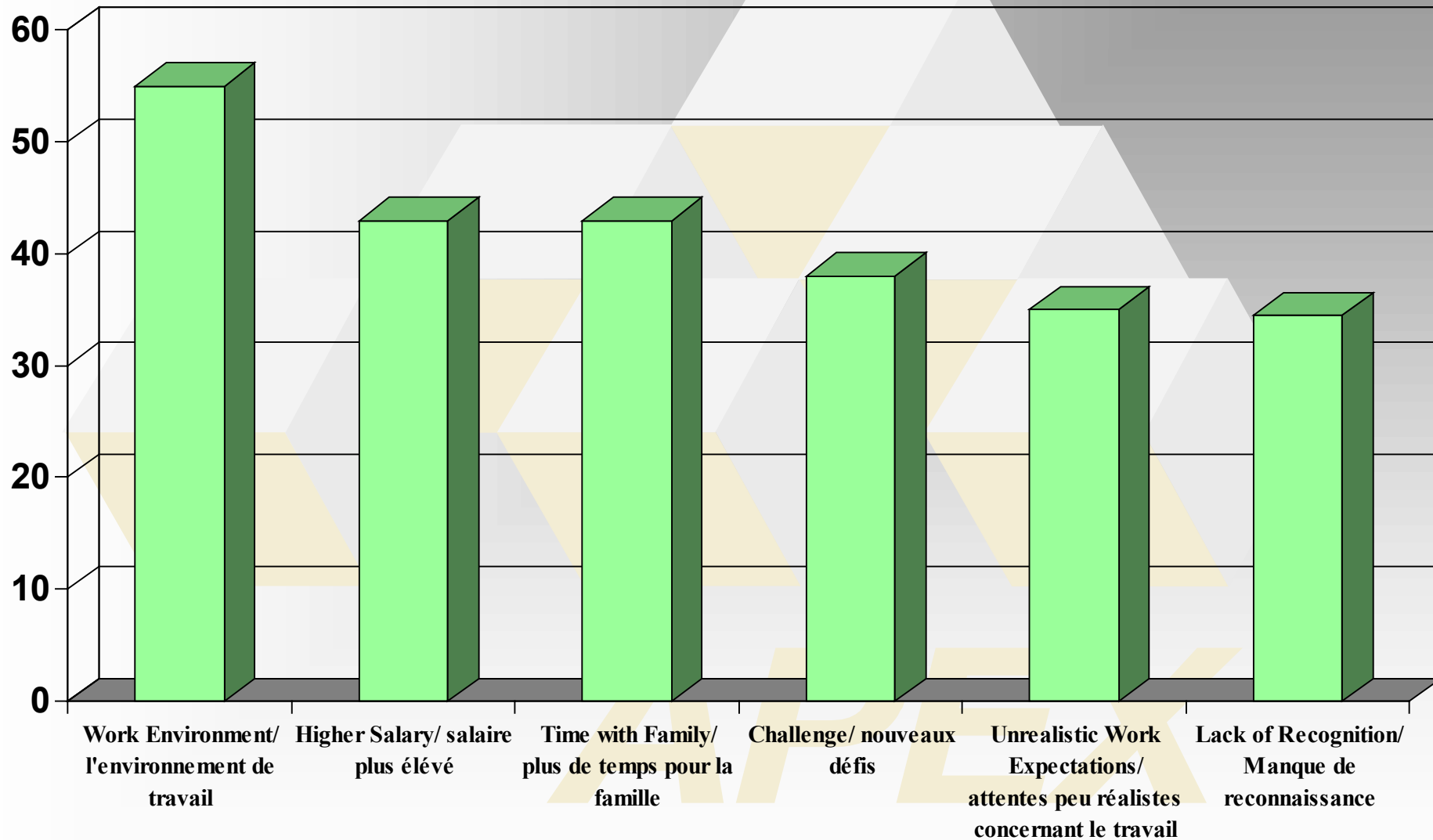
## Plans to leave your organization / *Plans pour quitter votre organisation*



# Turnover: those with definite plans to leave/ *Intentions de quitter*



# Reasons for Leaving/ *Raisons pour quitter la FP*



# Reasons for Leaving/ *Raisons pour quitter la FP*

