

Spotlight: OHP Concentration at Central Michigan University (cont.)

In her thesis, Maja Osolnik examined the processes and outcomes involved in employee's experiencing emotional labor at work as well as the issues pertaining to work-family conflict.

In his thesis, Alex Stemer seeks to examine the interaction between health behaviors, individual health, and organizational attraction based on the availability of employee wellness programs. This study will further explore the role of person-organization health value fit in supporting organizational outcomes.

A Spotlight on a Few Alumni Who Remain Engaged in OHP Research in an Academic Capacity:

Dr. Nathan Bowling (now on the faculty at Wright State University) has authored numerous publications on the topics of job satisfaction, occupational stress, and counterproductive work behaviors.

Dr. Sharon Glazer (now on the faculty at the University of Baltimore) has served as the editor of the *International Journal of Stress Management* since 2007. She has published widely on organizational stress and climate, social support, and person-environment fit in cross-cultural contexts.

Dr. Lana Ivantiskaya (now a professor in the Department of Health Sciences at CMU) has published articles on topics including lifestyle, health literacy, and safety climate. Her work has been funded by the National Institutes of Health.

Dr. Matthew Monnot (now on the faculty at the University of San Francisco) conducts research on employees' well-being.

Dr. Hyung In Park (now on the faculty at Chonnam National University) has conducted research on P-E Fit stress of employees.

Dr. Jennifer Ragsdale (now on the faculty at the University of Tulsa) has been doing research on conservation of resources theory.

Dr. Jennica Webster (now on the faculty at Marquette University) has been conducting research on challenge-hindrance stressors. (kimberly.e.obrien@gmail.com)



Book Review: Gil-Monte, P. R. (Coord.) (2014). *Handbook of Applied Work Psychosociology and Occupational Risk Prevention*. Madrid: Pirámide

Preventing psychosocial risks at work and encouraging occupational health are not easy tasks, as numerous scenarios and actors intervene in this endeavor. With this reality in mind, in recent decades the field of Psychology has developed the necessary knowledge and tools to successfully set the stage, but without trained actors the performance will not take place.

Responding to this need, this book, *the Handbook of Applied Work Psychosociology and Occupational Risk Prevention*, emerges with the purpose of training these actors to play their roles successfully, so that they are capable of evaluating the psychosocial factors at work and identifying their associated risks stemming from an unsuitable design of the workplace and its organization. The actors must be capable of encouraging occupational health based on psychosocial principles and preventing the decline in workers' quality of work life, while being able to foster a job safety climate and culture.

Rigor, reliability, relevance, a clear presentation and didactic contents are principles that have guided the development of the book. These principles could be followed thanks to a collective effort made by some of the main experts in research and teaching in the field of Occupational Health Psychology, as well as experts in worker health promotion. Their contribution grants an added value to the book.

This book offers researchers and professionals, and especially teachers, a tool to train experts in Occupational Health Psychology and psychosocial risk prevention at work. The scenarios for its use can be quite diverse, ranging from subjects included in postgraduate Occupational

Health Psychology programs to specialization courses in Psychosociology Applied to Work. Other possible settings would be subjects in the Psychology degree and other higher education degrees (bachelor's and graduate), and even shorter training activities such as seminars, courses, workshops, conferences, etc.

The book presents a script organized in twenty "acts" that include the main topics in Occupational Health Psychology. To compose this script, the psychosocial factors related to the characteristics of the task, the organization, the job, and time management at work were taken into account.

It also includes the main characteristics of the individual that can foster the appearance of psychosocial risks and workplace accidents, as well as other consequences of psychosocial risks for health and the organization. These contents conclude with the main methods for evaluating psychosocial factors at work, both qualitative and quantitative, the necessary statistical techniques for the analysis of psychosocial data, and the presentation of some intervention strategies, considering the organization as a whole, the group, the work unit and the individual.

The chapters offer teachers and researchers the most relevant theoretical elements (concepts, models, process development, etc.) to explain a specific topic or phenomenon related to occupational health. They also provide applied activities so that students can also develop the necessary aptitudes, competencies, and skills to practice as professional experts in Occupational Health Psychology and psychosocial risk prevention at work.

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Book Review: Gil-Monte, P. R. (Coord.) (2014). *Handbook of Applied Work Psychosociology and Occupational Risk Prevention*. Madrid: Pirámide (cont.)

Traveling through this manual, students and professionals will be able to improve their knowledge and develop various competencies, such as: communicate their conclusions based on the supporting knowledge to specialized and non-specialized audiences in a clear and unambiguous way, (2) critically analyze psychosocial problems and needs at work, (3) plan, advise and make decision using ethical criteria, (4) analyze new problems with the knowledge and tools learned and reason with rigor, (5) develop as researchers, (6) promote health prevention in companies, (7) evaluate and obtain relevant data for organizational diagnosis in questions of occupational health psychology, and (8) propose measures to control and reduce psychosocial risks in work organizations, in addition to all those specific competencies the teacher is able to develop based on the contents of the book.

As the reader can imagine, I cannot end this review without expressing my gratitude to all the authors who contributed to the book for their efforts, and to the students with whom I have been able to share my professional knowledge and experiences for their constant motivation to continue to learn, and to the national and international organizations that on a daily basis encourage occupational health promotion and psychosocial risk prevention at work. In Spain, we have the examples of the *Instituto Nacional de Seguridad e Higiene en el Trabajo* (INSHT), the Spanish Society for the Study of Anxiety and Stress (SEAS) and the *Instituto Valenciano de Seguridad y Salud en el Trabajo* (INVASSAT); in Latin America, la *Red de Investigadores sobre Factores Psicosociales en el Trabajo A.C.*; in the United States, the Society for Occupational Health Psychology (SOHP), or in Europe, the European Academy of Occupational Health Psychology (EA-OHP). To all of them: thank you, and I look forward to sharing future scenarios with you on the stage of occupational health.

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Chapter 3. Organizational processes: communication, conflict and negotiation. Pedro R. Gil-Monte.

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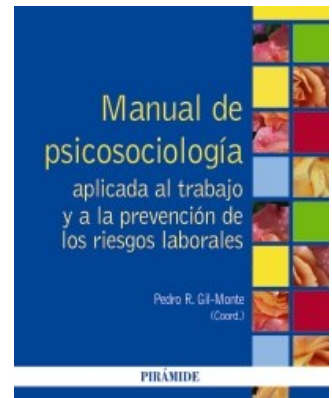
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To Reference

Gil-Monte, P. R. (Coord.) (2014). *Handbook of Applied Work Psychosociology and Occupational Risk Prevention*. Madrid: Pirámide.

Understanding and Improving Hotel Housekeeper Safety and Health: A Series of NIOSH Research Studies

According to the Bureau of Labor Statistics, nearly 1 million maids and housekeeping cleaners currently work in the United States (Bureau of Labor Statistics [BLS], 2013a). Almost half are employed in the traveler accommodations industry, which "provid[es] short-term lodging in facilities known as hotels, motor hotels, resort hotels, and motels" (US Census Bureau, 2012). Hotel housekeepers (hereinafter housekeepers) make beds, restock linens, dust, vacuum, and perform cleaning duties as assigned in guest rooms and other areas of the hotel establishment. While housekeeping is only 1 of 226 unique occupations in traveler accommodations, housekeepers account for the largest proportion--approximately 25%--of all the industry's workers (BLS, 2013a). Most housekeepers are female (89%) and self-identify with an ethnic minority group

(44% Hispanic or Latina, 22% other minority; BLS, 2014).

Seminal studies demonstrate that work-related bodily pain and injuries are significant problems. Very high proportions (77% to 91%) of housekeepers self-report pain--primarily in their lower backs, upper backs, and shoulders--attributed, at least in part, to their workloads and work tasks (Krause, Scherzer, & Rugulies, 2005; Lee & Krause, 2002; Scherzer, Rugulies, & Krause, 2005; UNITE HERE!, 2006). In 2010, housekeepers had the highest reporting rates of all workers for overall injuries (7.9 per 100) and musculoskeletal disorders (3.2 per 100), and Hispanic/Latina housekeepers were 1.75 times as likely as their white counterparts to be injured on the job (Buchanan, et al., 2010). Analyses of (continues on page 8)



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