

Summary of Research Findings

Workplace stress evaluation tools: A Snapshot Review

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Research Question

- Is the "Stress Satisfaction Offset Score" (SSOS) tool reliable enough to be used as an initial indicator of workplace stress?
- Are there any other tools of this type, available at no cost, which could be used for the same purpose?

Research findings

The SSOS tool has not been validated to an acceptable level. More rigorous testing is needed to make a full assessment of its effectiveness. Three alternatives were found which are available at no cost but none of these have been properly tested.

What do the findings mean for the Organisation?

The following options are recommended:

- The SSOS tool and the alternatives should be tested thoroughly to assess effectiveness and to ascertain whether changes could be made which would enhance their relevance to WorkSafe.
- An existing, freely available, large questionnaire could be reduced to a short form version through a standard validation process.
- A new scale could be developed and validated.

Background

Inspectors have raised the concern that stress in the workplace is difficult to identify. The Prevention Strategy Division has sought an assessment tool to help them form belief regarding the measurement workplace stress. Some proposed models include rapid assessment tools which inspectors could use as a "pulse check" of stress levels in the workplace in order to inform decisions on further action. One such tool is the Stress and Satisfaction Offset Score (SSOS) tool, which is a short 4 question tool.

What methods were used?

Academic database and general internet search using specific inclusion and exclusion criteria.

Who were the authors?

- Dr Tracey Shea, Research Assistant, Australian Centre for Research in Employment and Work (ACREW), Monash University
- Professor Helen De Cieri, Director, Australian Centre for Research in Employment and Work (ACREW), Monash University

Accompanying documents to this executive summary

Title	Report number
Workplace stress evaluation tools: A Snapshot Review (Full report)	1111-022.16-RR1

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