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## Introduction

**Workplace environmental conditions** and their **effects on workers' absenteeism and job satisfaction** (Im 2018).

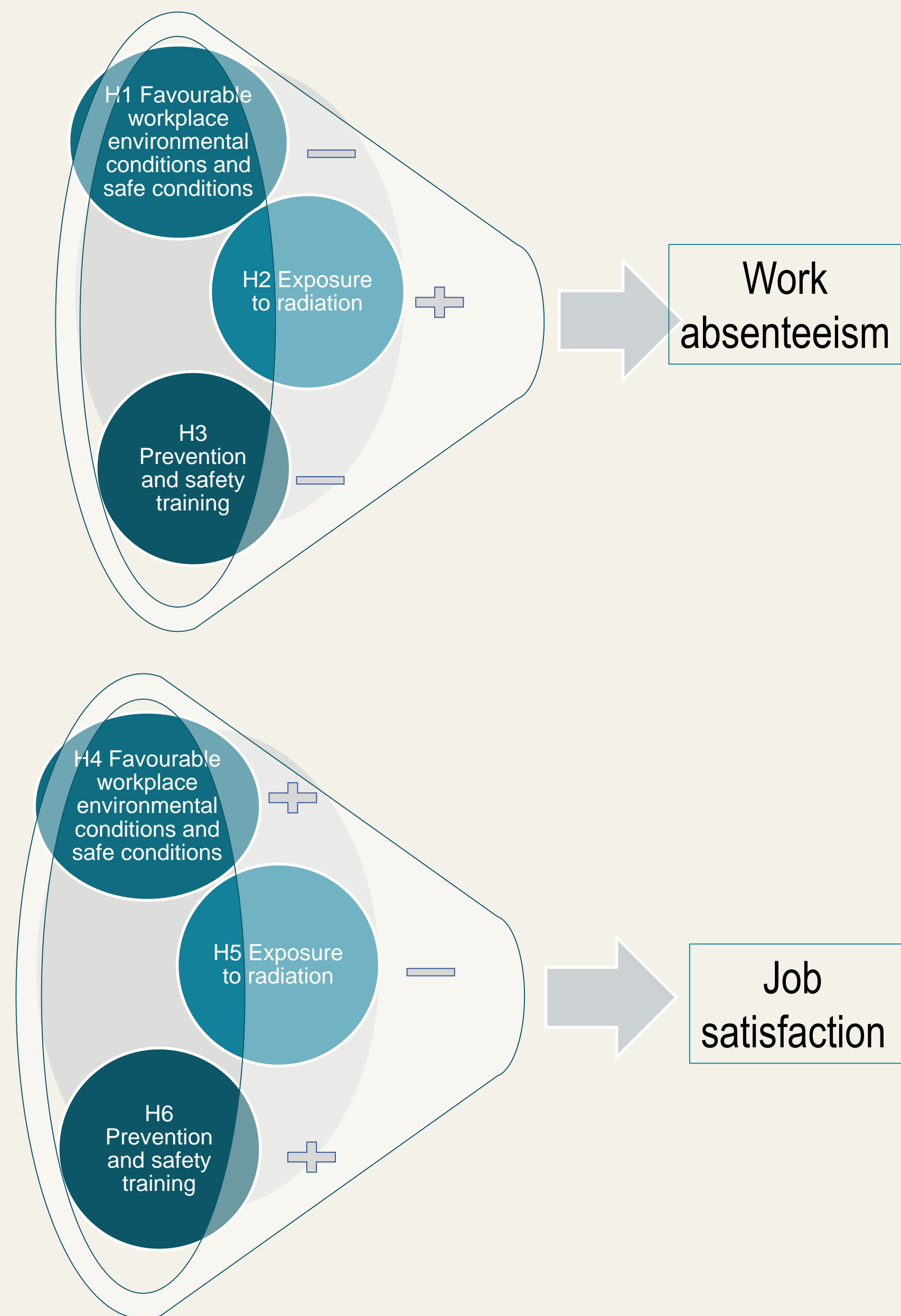
**Employees** can be **exposed to several risks**, such as **carcinogens, air pollution, noise, radiation** - substantial influence on **health and wellbeing** and thus on **absenteeism and job satisfaction** (WHO 2012, Ji 2018).

## Hypothesis

**Work environmental conditions** (temperature, humidity, lighting, radiation, noise, and radiation), **training or its inexistence** and **safety affect worker's job satisfaction** (Maghsoodi 2018; Aziri 2011; Bakotić 2013; Hanaysha 2016).

**Positive correlation between poor workplace conditions and employees absenteeism** (Kottwitz 2018; Soriano 2018; Singh 2010; Thurston 2018).

**Job satisfaction plays an important role on work absence** (Aziri 2011; Bakotić 2013).



## Aim of the Study

Analyze the effects of workplace environmental conditions in worker's absenteeism and job satisfaction.

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## Material and Methods

European survey for assessing the workplace Health, Wellbeing and Quality of Work Life of 443 respondents (Erasmus Strategic Partnership with 12 partners from 6 South European countries)

The sample covers 15 private SMEs and 5 large firms per partner, involving 2 employees per organization.

In order to avoid biases in the responses, neither the owners of the companies nor the general managers were interviewed.

A total of 443 questionnaires were analyzed using a probit regression model.

## Variables Characterization

Variable	%
Absent from work	47%
Satisfied with work	25%
Ionizing radiation	5%
Radon_gas	3%
Work_radon	5%
Water_radon	3%
Prevent_radon	3%
Work_ventilation	5%
Work_temperature	5%
Work_humidity	5%
Safety_training	5%
Safety_maintenance	5%
Safety_equipment	5%
Extreme_temperature	3%
Female	49.89%
Average age	36-45
Average organization_size	10-49
Average organization_age	16-29
Qualified worker	84%
College education	72%
Tertiary sector	83%

## Results

Variables	Model 1		Model 2		Model 3		Model 4	
	Dependent - Satisfied with work		Dependent - Absent from work		Dependent - Absent from work		Dependent - Absent from work	
	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.
					Satisfied workers		Unsatisfied workers	
Ionizing_radiation	-.0012314	.0395853	-.0930335**	.0416017	-.2318183**	.1070971	-.0930335**	.0416017
Radon_gas	-.0716929	.0515195	.002321	.0512672	.417906***	.1548094	.002321	.0512672
Informed_radon	-.0020924	.0465608	.0896357*	.0463137	.1831514	.1111983	.0896357*	.0463137
Water_radon	-.1502496***	.0526156	-.0662804	.0512958	-.3314744**	.1490919	-.0662804	.0512958
Prevent_radon	.1213488**	.0517708	.0450815	.056187	.1052728	.115387	.0450815	.056187
Safety_training	-.1528668***	.0537258	-.1485148**	.0617521	.0173159	.1306508	-.1485148**	.0617521
Safety_equipment	.1214504**	.0597639	.2380858***	.0665099	.1669799	.1380136	.2380858***	.0665099
Gender	.3149784**	.151604	-.1109256	.1516562	.1262717	.3624625	-.1109256	.1516562
Organization_size	.0472078	.084013	-.1689571**	.0812931	-.0367848	.198841	-.1689571**	.0812931
Organization_age	-.0134351	.0860135	-.0007325	.0834097	.4242438*	.2217312	-.0007325	.0834097
Qualified worker	-.7157711***	.2328757	.144104	.2794335	-.1908067	.5008881	.144104	.2794335
College education	-.0210331	.204632	.1910177	.2098621	-.9852311*	.5087299	.1910177	.2098621

\* p < 0.05  
 \*\* p < 0.01  
 \*\*\* p < 0.001  
 N = 443

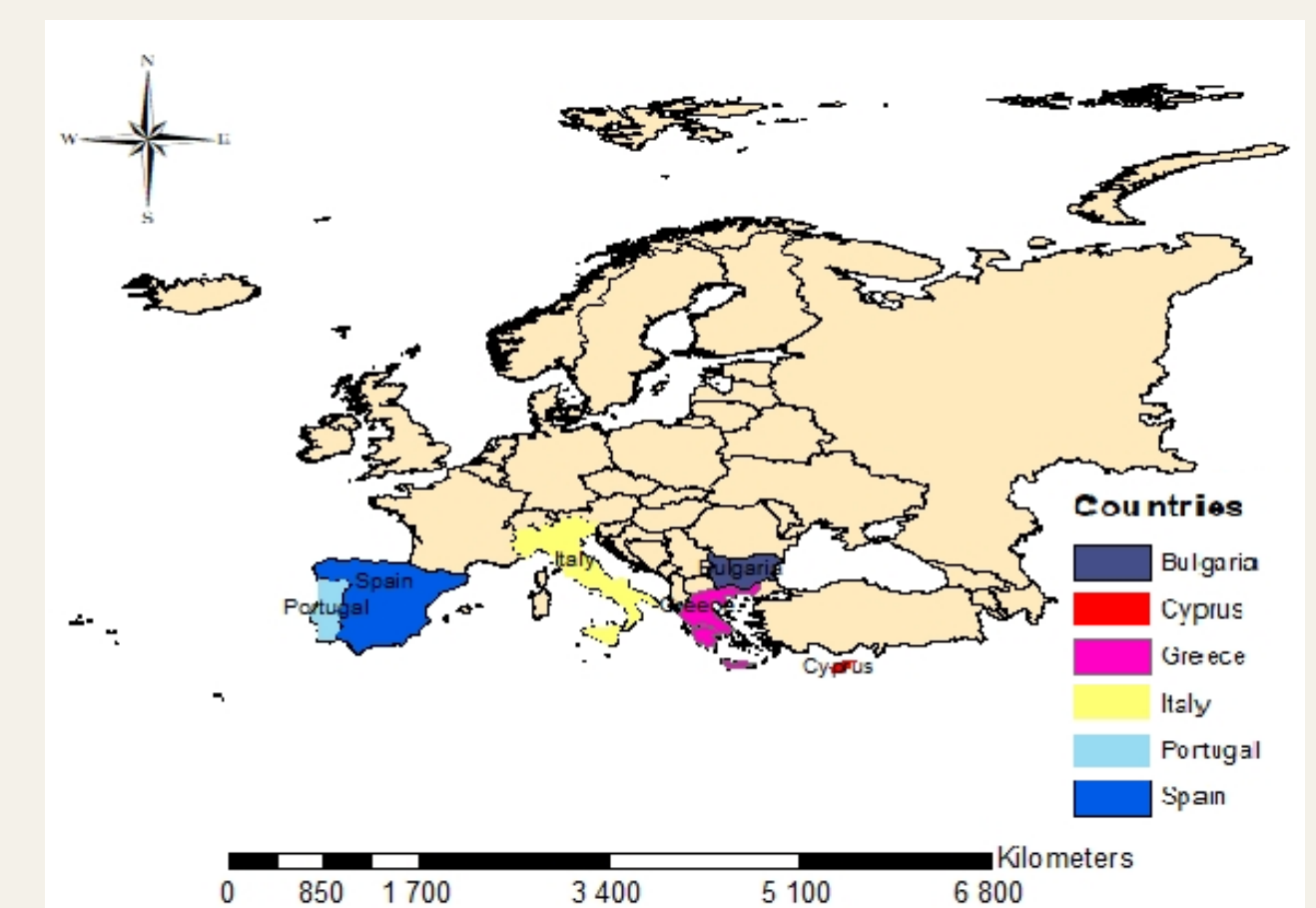
Variables excluded due to not being significant: Work ventilation, Work temperature, Work humidity, Safety maintenance, Extreme temperature, Age, Contract without term, Tertiary sector.

Workplace environmental conditions parameters	% All countries
Organization does radon prevention	18.68
Acceptable noise level	66.06
Appropriate lighting level	78.51
Appropriate ventilation level	73.64
Appropriate workplace temperature	73.41
Appropriate humidity levels	66.14
Good ergonomic conditions	60.05
Sufficient safety equipment and regular maintenance	65.84
Exposure to extreme heat or cold	14.67

## Conclusions

- Job satisfaction is positively affected by prevention actions for radiation and the use of safety equipment;
- Absent workers are informed of the risks of being exposed to radon and usually use safety equipment;
- Workers that denote absenteeism from work belong to companies that regularly test the workplace air for the presence of radon gas and that are on average older companies - nevertheless these are satisfied employees;
- Unsatisfied workers that tend to be absent from work are, however, well informed and prepared regarding radiation at the workplace and use safety equipment.

Because these results are preliminary we need a more specific/in-deep analysis.



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