



# Risk Assessment of Psychosocial Stressors on the Workplace with IMPULS-Test|2<sup>®</sup> Professional

## A calibrated measurement method

The online survey **IMPULS-Test|2<sup>®</sup> Professional**<sup>1</sup> is a screening method in accordance with EN ISO 10075-3 developed by humanware GmbH. It is practice-approved and offers significant results in a short survey.

The standardized online survey **IMPULS-Test|2<sup>®</sup> Professional** is well-calibrated on a scientific base. Measured values are always interpreted using norm values. Further details can be found in PSYNDEX-Tests, the biggest test documentation in the German-speaking area: [test-theoretical description](#)

All of our qualified and licenced partners offer the same professional standard for survey and interpretation.

5 Scales	11 Subscales	25 Items	Subjective priorities
<b>A</b> Environmental conditions	Exposures	Noise Dust	<b>Subjective priority for each of the five scales:</b> 0 % (unimportant) to 100 % (important)  <b>Subjective comments per item possible</b>
	Ergonomics	Light Climate Body posture	
<b>B</b> Tasks and processes	Variety	Use of knowledge Variability of tasks	
	Completeness	Quality of results visible Completeness of product	
	Job control	Determining process steps Influence on division of work Independent planning	
<b>C</b> Work demands	Quantitative demands	Time pressure Amount of work	
	Qualitative demands	Complexity of work Concentration	
<b>D</b> Social environment	Communication	Converse with colleagues Feedback	
	Support	Support from colleagues Support from supervisor Relying on each other	
<b>E</b> Perspectives and participation	Perspectives	Further education Promotion possibilities	
	Participation	Information Consideration of ideas	

## What is obtained?

1. The invited test participants answer **25 questions (items)** in **five dimensions (scales)** regarding their working conditions.
2. Additionally, participants can determine their **subjective priority for improvement** for each of the five scales.
3. Participants later have the opportunity to add **subjective comments** for each item.

**A) Environmental conditions**

	does not apply at all	hardly applies	applies more or less	applies mostly	applies completely
1. At my workplace I am exposed to noise and/or risks caused by noise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. At my workplace I am exposed to dust and/or risks caused by dust.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How important would it be to you to see improvements of environmental conditions at your workplace?

(not important) 0 %            100 % (important)

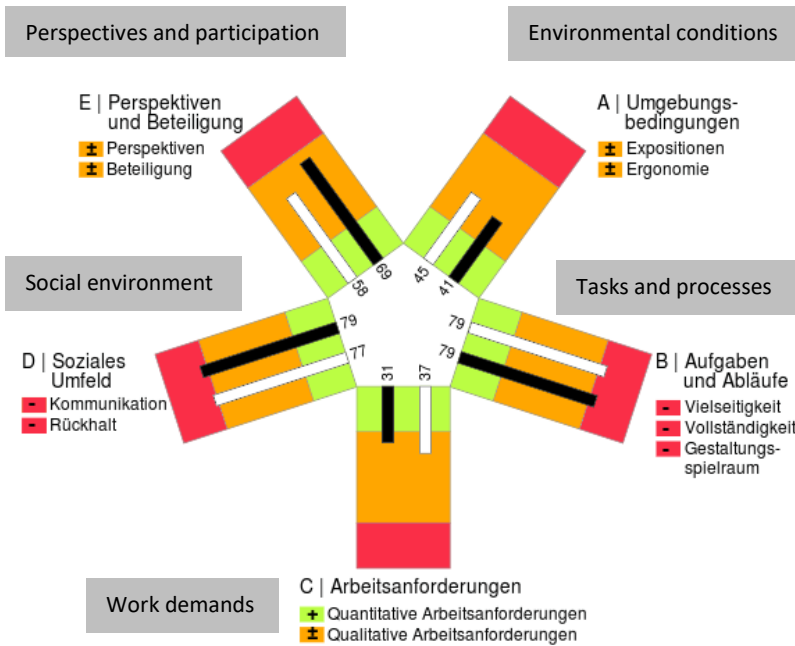
1. Noise

<sup>1</sup> Molnar, Scheck & Schünemann (2012) nach Molnar, Haiden und Geißler-Gruber (2002) auf Basis von KFZA (Prümper, Frese, Hartmannsgruber, 1995)



## Examples of IMPULS-Test|2<sup>®</sup>- Results

The short 10 minute online survey for five dimensions (scales) of working conditions, determination of the priority of each of the dimensions and the free comments for single items allows a variety of significant and calibrated evaluations. Some examples are shown below.



## The IMPULS-Test|2<sup>®</sup>-Star

The black bars display the results of a subgroup (e.g. department). The scales “tasks and processes” and “social environment” reveal critical working conditions. The results are shown as percentile ranks (PR). A PR of 79 indicates that only 21 % of the reference group in the workforce stated more critical conditions, whereas 79 % stated less critical ones. The white bars display the results of the entire organisation for means of comparison.

## Group comparison

Different departments are compared in this section. The table displays **objectified psychosocial risk levels** (green, orange, red) as percentile ranks (PR) for scales, subscales and **subjective priorities of improvement** per scale (blue). One can see that several groups show critical

Musterfirma Organisationseinheiten		Skala A		Skala B			Skala C		Skala D		Skala E											
		Umgebungsbedingungen	Verbesserungsbedarf in %	Aufgaben und Abläufe	Verbesserungsbedarf in %	Vielseitigkeit	Vollständigkeit	Gestaltungsspielraum	Arbeitsanforderungen	Verbesserungsbedarf in %	Quantitative Anforderungen	Qualitative Anforderungen										
<b>Gesamt</b>	Anzahl Befragte: 215	68	79	75	60	56	71	50	69	63	78	68	61	50	74	61	47	67	79	65	71	
<b>Bereich 1</b>	83	62	83	69	54	68	76	70	45	77	69	82	76	67	65	81	70	62	84	87	86	80
<b>Abteilung A</b>	8	23	42	25	20	67	56	70	41	78	59	71	65	59	84	85	86	83	81	70	81	76
<b>Abteilung B</b>	12	62	75	63	64	76	67	65	59	86	73	81	72	77	66	72	75	61	87	90	87	85
<b>Abteilung C</b>	37	62	88	71	51	69	84	76	35	77	66	85	77	61	59	88	63	58	84	94	91	75
<b>Abteilung D</b>	14	76	89	83	65	61	73	66	49	69	77	80	80	76	72	77	70	69	89	85	83	91

red values in the scale “perspectives and participation”. In “department A”, however, there are some green values, whereas some departments show an accumulation of critical red values.

### Comments

**Lärm (198 Kommentar/e):** Großraumbüro!!!!!!! // kleinere Büroeinheiten // Druckeraufstellung hinter meinem Rücken (nicht wirklich problematisch) // Kleinere Büros, Belastung durch viele Kollegen in Umgebung // Großraumbüro - Telefon, Gespräche, "Arbeiten" bedingt ein gewissen Lärpegel // Gespräche unter den Kollegen in leiser Lautstärke, private Handys lautlos // Lärmbelastung im Großraum durch telefonierende Kollegen // Keine Großraumbüros // Gang direkt daneben, ständig gehen Leute vorbei, WC-Türen genau hinter mir // Die Klimaanlage ist laut und verursacht ein permanenten Geräuschpegel. // aufgrund des Großraumbüros ist der Lärmpegel durch Telefonate sehr hoch // Verbesserung: weniger Lärm durch Schalldämmung bzw. schallschluckende Möbel/Einrichtung // Durch Großraumbüro – Änderung Kojengestaltung, brummende Klimageräte an den Fenstern, Tastaturreklimer aus allen Richtungen // weniger Großraumbüros // ist es uU

### Comments

These details (psychosocial stressors, ideas for improvement) are helpful in analysing causes and develop actions to be taken.



With the **IMPULS-Test|2<sup>®</sup>** you can identify scientifically calibrated characteristics of psychosocial stressors in your departments or task groups for every topic (environmental conditions, tasks and processes, work demands, social environment, perspectives and participations). With this you can focus on detailed analysis and inducing a selective measure.

What qualities does the IMPULS-Test 2 <sup>®</sup> offer?	
<b>Widespread</b>	Well-known as IMPULS-Test since 2002 in the countries Austria (AT), Germany (DE) and Switzerland (CH)
<b>Trademark</b>	Protected by trademark law as <b>IMPULS-Test 2<sup>®</sup></b> since 2014
<b>Scientific quality assurance</b>	2012 scientific update on a high standard (e.g. requirements of the EN ISO 10075-3 regarding objectivity, reliability, validity)
<b>Quantitative and qualitative data</b>	25 items for psychological stress factors, 5 items for priorities of improvement, possibility to add individual comments
<b>Efficiency</b>	5-10 minutes completion time
<b>Multilingualism</b>	Survey in German, English, Serbian/Croatian/Bosnian
<b>Online survey</b>	PC, tablet, smartphone - internet, intranet combined with internet - objective, flexible, anonymous
<b>Quality-assured online evaluation</b>	Accurate evaluation: Critical, average and uncritical results including interpretation and suggestions for further actions
<b>Any desired group evaluations</b>	Departments, task groups and demographic groups or cross evaluations
<b>free individual results</b>	Optional: Each individual completing the survey can download their own results after evaluation.
<b>Norm table and benchmarks</b>	Total norm, several industry norms, demographic norms, internal benchmarks and comparison over time
<b>Over 180 client projects</b>	Various industries and tasks in Austria and Germany
<b>Professional publications excerpt</b>	Manual risk assessment of psychological stress of BAuA; PSYNDEX (biggest german psychological test collection): <a href="https://www.zpid.de/retrieval/PSYNDEXtests.php?id=9006911">https://www.zpid.de/retrieval/PSYNDEXtests.php?id=9006911</a>
<b>Data security</b>	TÜV-Rheinland certificated server in Germany, SSL-encryption of the data, protection of anonymity, objective external security audit 2014
<b>Contract security with humanware GmbH and all licenced partners</b>	humanware GmbH since 1992, industrial psychology and IT-trade licence, legal IT-contract; highly professional german server management by Mittwald CM Service GmbH & Co. KG

### Need further information?

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