



Abstract Book

1282 - ABSENTEEISM AND WELL-BEING AT WORK: APPLYING THE SUSTAINABLE WELL BEING AT WORK MODEL

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Purpose: Sustainable Well-Being at Work Model (SWBW) suggests that the relation between well-being and performance is organized in synergic and antagonist patterns, indicating that this relation is more complex than the happy productive worker linearism suggested before. Founded on the SWBW model we tested four patterns of the relation between well-being at work and individual absence, an indicator that may be considered a reverse measure of performance.

Design: Data were obtained from 2.177 teachers in public schools in Brazil, FD. We tested two types of absence: sickness and no-sickness absence ($r = 0,25$); and a general measure of well-being, composed by hedonic (high positive and low negative emotions) and eudaimonic dimensions (fulfillment).

Results: we found similar profiles using both types of absence indicators: high well-being low absence, low well-being high absence, high well-being high absence, and low well-being low absence. Multinomial analysis showed differences in job design characteristics between the four profiles.

Limitation: The self-report of absence.

Practical implication: The diagnostic value of the profiles in order to identify how organizational factors can contribute to synergetic or antagonist performance-well-being patterns.

Originality: The mayor contribution of this work is the support obtained for the SWBW model using different types of variables to identify the synergistic and antagonist profiles.

1460 - FEMALE COPING AND GENERAL INDIVIDUAL WORK PERFORMANCE IN PINK-COLLAR

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Purpose

This research arose from the need to deepen the knowledge about female labor particularities, especially in the stressful educational scenario, as the construction of an identity is considered a perceptual construction. The aim of this work is to study the relation between female coping strategies and general individual work performance in educational context considering that performance is perceived differently between pink-collar workers and the other categories.

Methodology:

3532 female employees of the Secretary of Education in the Federal District (Brazil) answered a Portuguese-version of brief-cope (Pais-Ribeiro & Rodrigues, 2004) and General Individual Work Performance (Andrade, Queiroga, & Valentini, 2016) scales.

Results:

Results partially support what was found in the literature about coping and performance. As expected, active problem-solving strategies (active coping and planning) are positively related with performance. But in contrast of what is found in the literature, the 'palliative reaction' (seeking emotional support) is negatively related with individual work performance.

Limitations:

All scales were self-reported in a transversal study. Social support needs to be further studied to allow better understanding of the phenomenon.

Practical implications:

Social support usually ameliorates performance and here we see the opposite, probably due to the emotional nature of this coping strategy. This kind of coping could be used in different stages of stress (e.g. on account of double burden), as an excuse, as a form to develop social relationship or other. Probably, these mechanisms allow them to evaluate their own performance worst.

Originality:

This essay deepens the discussion about the relation between coping and performance in a female pink-collar work.