

A cross-country process evaluation of an individual level intervention implemented in one Spanish SME and an Italian public healthcare institution



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- 1) Aim
- 2) Introduction
- 3) Method
- 4) Results
- 5) Conclusions



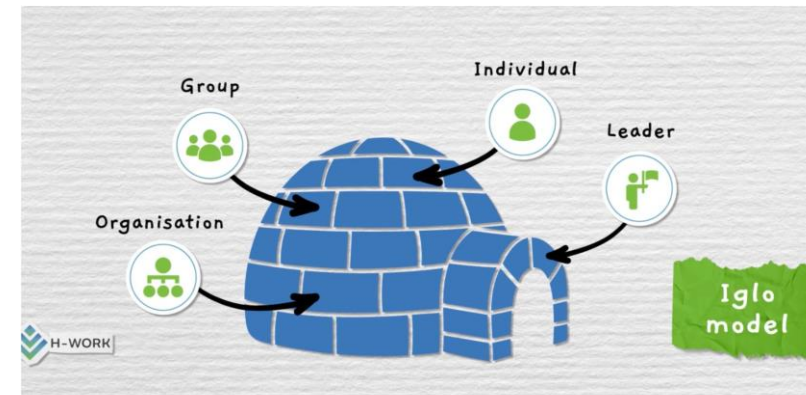
“To test the interplay between the different phases of an individual-level intervention conducted in an Italian healthcare institution and one Spanish SME”



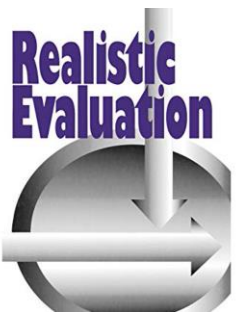
Positive Psychological Interventions:

- Positive Stress Management (Coo & Salanova, 2018)

IGLO Model (Nielsen, 2018)



DAY & NIELSEN, 2017; NIELSEN ET AL., 2017



Realist Evaluation (Nielsen & Abildgaard, 2013)



Sample: 164 employees (65= Spanish SME; 99 = Italian Hospital)

Positive Stress Management Description

Aim: to understand the causes and consequences of stress and develop a set of skills to proactively manage stressful situations

Session I

Physiological and psychological bases of stress. Fundamentals of mindfulness practice and basic exercises. Integration into daily life.

3hs

Session II

Reappraisal and Positive Coping Strategies, Acceptance and Mindfulness. Character strengths as a positive coping practice. Integration exercises.

3hs

Session III

Identifying recurring sources of stress. Developing proactive and meaningful action plans for the promotion of flexibility and well-being.

3hs

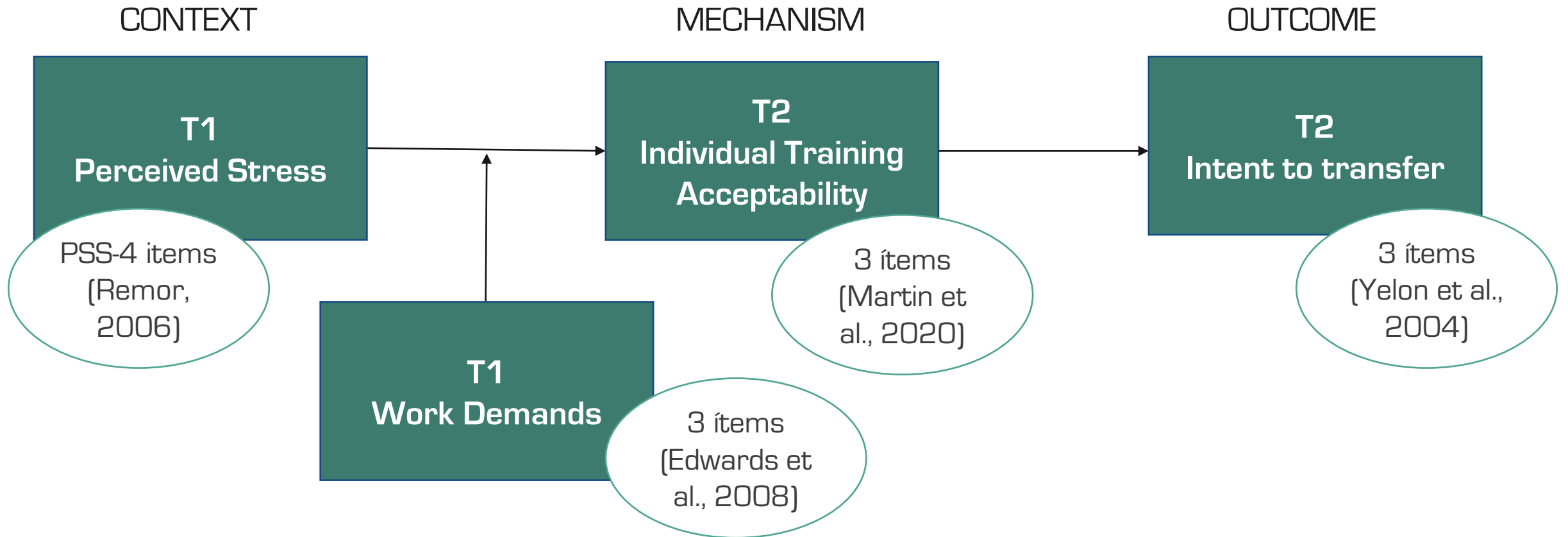


Sample: 31 employees (16 = Spanish SME; 15 = Italian Hospital)

Design: SEM. Moderated Mediation. SPSS. PROCESS

CMO Model

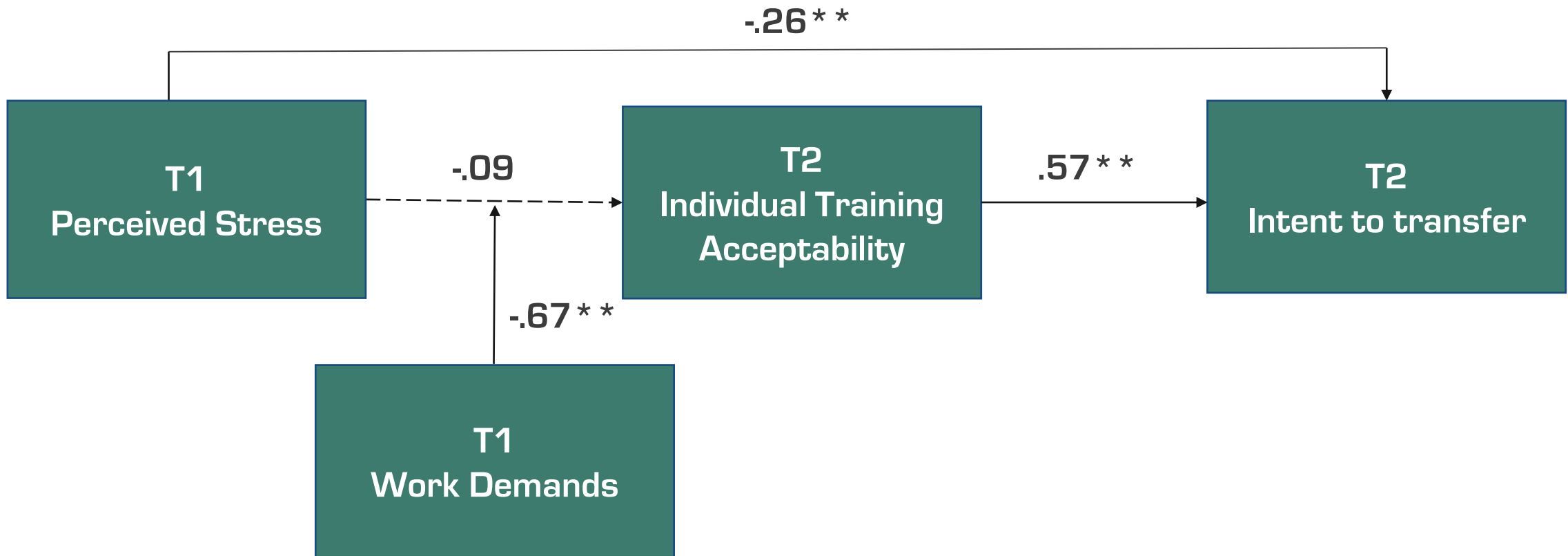
Gender: 52% Female; **Age:** 35% = 35-44; 35% = 45-54





RESULTS

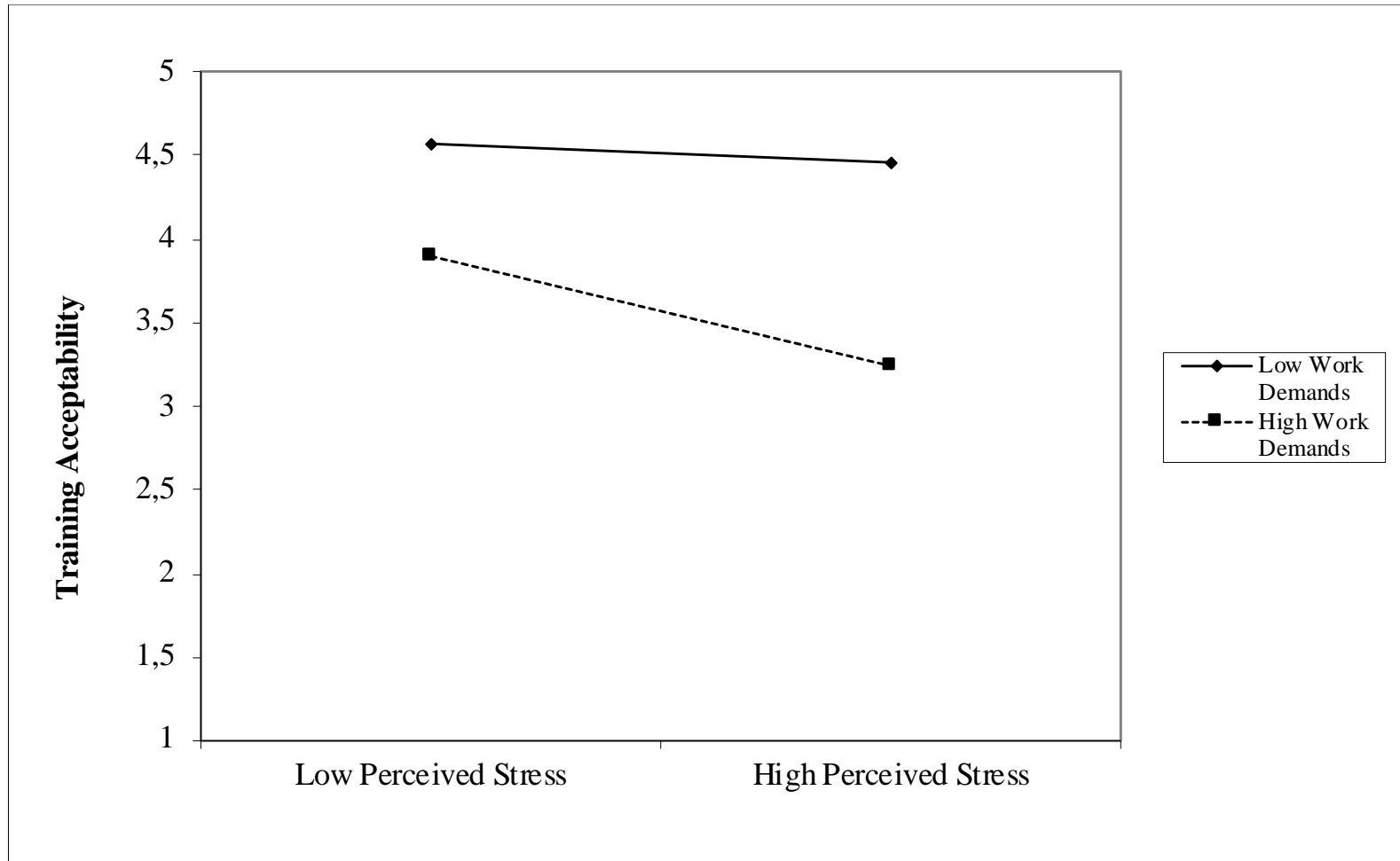
FOLLOW US



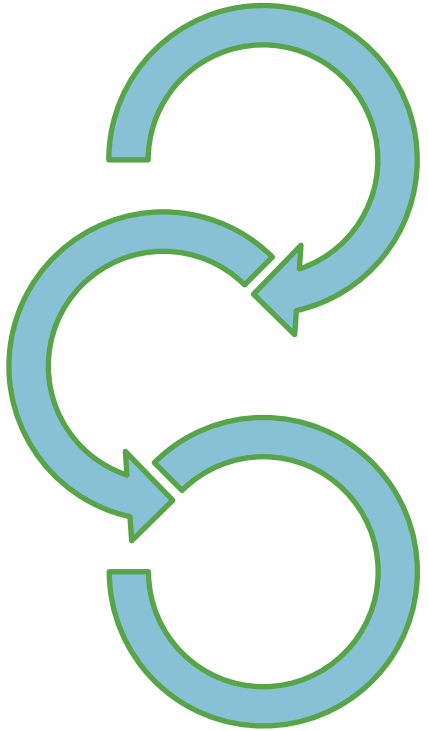


RESULTS

FOLLOW US



$$X^*W = -.67, 95\% \text{ CI} = -.6856 \text{ to } -.0211, p = 0.008$$



Low baseline levels of employee **perceived stress** (T1) promote a positive **acceptability of the training** (T2), only when Work Demands acts as Moderator in the interaction.

-> **Intent to transfer** the training acquired to their daily work (T2)

The implementation of this intervention on different organizations will allow for cross-countries scientific comparison on **what works** for **whom** and under **which circumstances**.

