

HANDLEIDING **/ GUIDE (nl – en)**

17 schalen om de attitude, sociale norm en eigen effectiviteit ten aanzien van re-integratie te meten, de motivatie en de attitude van belangrijke anderen /
17 Scales to measure the return to work (RTW) attitude, perceived social norm, self-efficacy, and motivation of an absentee and the RTW attitude of key actors

April 2008 – Angelique de Rijk & Nathalie Janssen

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Report related to paper: de Rijk, A., Janssen, N., van Lierop, B., Alexanderson, K. & Nijhuis, F. (2009). A behavioral approach to RTW after sickness absence: the development of instruments for the assessment of motivational determinants, motivation and key actors' attitudes. *Work* 33, 273–285.



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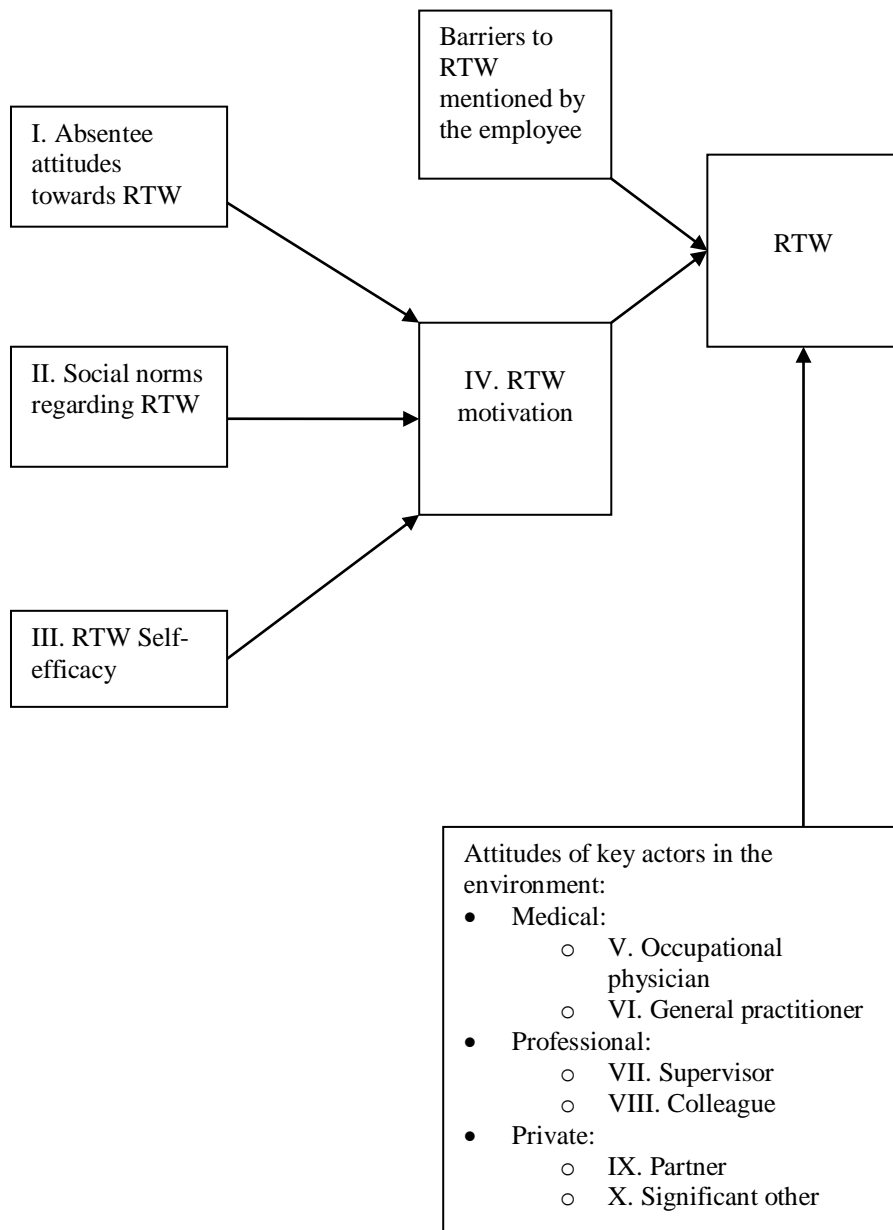
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INTRODUCTION

Return to work after sickness absence (RTW) has been extensively investigated from a medical perspective, in which emphasis has been placed on clinical factors as potential explanations for RTW. The focus in sickness absence research has now shifted to behavioral and environmental determinants of RTW. In order to further develop this behavioral research approach to RTW, new measurement scales were developed to measure behavioral determinants of RTW. These scales are based on the theoretical framework presented in figure 1. This framework is derived from the Attitude, Social Norm, Self-Efficacy model (ASE-model) (de Vries, Backbier, Kok & Dijkstra, 1995).

Figure 1: Theoretical framework



In this paper, new scales are presented for:

- The absentee's attitudes towards RTW;
- The absentee's perceived social norms regarding RTW;
- The absentee's self-efficacy regarding RTW;
- The absentee's motivation regarding RTW; and
- Attitudes of key actors towards the absentee's RTW. This is additional to the variables proposed by the ASE model. The assumption was made that also the attitudes of key persons affect RTW. Therefore, in addition to measurement scales for the absentee's motivational determinants of RTW behavior, scales were developed to measure the attitudes of these key actors. Three types of environments with six key actors were distinguished:
 1. The professional environment, which is represented by the supervisor and colleagues;
 2. The medical environment, which is represented by the occupational physician and the general practitioner; and
 3. The private environment, which is represented by the partner (if applicable) and a significant other (an important person that is not the partner).

We also attempted to develop a scale for barriers but did not succeed (see de Rijk et al. (in preparation) for a discussion on this).

Items were developed using theoretical literature and 28 in-depth interviews. The scales were subsequently tested with a sample of 119 employees who had reported sick for more than one month. Although the results are promising, it should be noted that validation in larger samples is necessary and the relationships of the variables with RTW that were demonstrated need to be tested further. In the following sections, the measurement scales are presented.

The self-efficacy measure and the attitude measures for key actors have been published in Dutch (de Rijk, van Lierop, Janssen & Nijhuis, 2002).

I. ABSENTEE'S ATTITUDE TOWARDS RTW

Items generated for determining (a) the absentee's attitude towards RTW; and (b) the absentee's attitude towards being ill and staying at home were derived from the literature and in-depth interviews. We attempted to collect items that covered both the advantages and the disadvantages of RTW. Additionally, the items included referred not only to affective, emotional aspects but also to more instrumental outcome expectancies as well. After compiling the answers given for these items and conducting the subsequent analyses, four scales emerged.

IA. ATTITUDE TOWARDS WORKING AGAIN (2 SCALES)

- Initially 17 items
- PCA: aiming for data-reduction
- Varimax: most simple solution (used because of the small sample size; moreover, oblique rotation did not lead to better factor solutions)
- PCA with varimax rotation showed 5 components with eigenvalue >1
- First two components had high eigenvalues (3.951; 2.695; 28.445% explained variance); following components eigenvalues: (3) 1.540; (4) 1.458; (5) 1.098.
- The two component solution is presented in Table 1. All items loaded on one of the factors >.40 and <.20 on the other factor (approximately) (component loadings for each item are presented in bold).
- The two components could be interpreted and had sufficient reliability

Scale (Factor 1): *Positieve attitude t.a.v. weer werken* (Positive attitude towards working again). N items = 8, $\alpha = .78$.

Items (Answering categories: Agree very strongly (4), agree (3); disagree (2); disagree very strongly (1)):

Weer gaan werken houdt in... (Going back to work means....)

rswh1. *de gewone draad weer oppakken.* (picking up where you left off at work)

rswh2. *er weer helemaal bij horen.* (belonging once again.)

rswh7. *weer tussen de mensen zijn.* (being with people again.)

rswh8. *alle taken die waren overgenomen, weer zelf kunnen doen.* (being able to do all the tasks that others took over in my absence).

rswh9. *terugkeren naar je passie.* (returning to your passion.)

rswh10. *eindelijk weer het huis uit.* (finally getting out of the house.)

rswh11. *voldoening voelen.* (feeling satisfied.)

rswh12. *einde van de verveling.* (an end to your boredom.)

Scale (Factor 2): *Negatieve attitude t.a.v. weer werken* (Negative attitude towards working again). N items = 9; $\alpha = .78$

Items (Answering categories: Agree very strongly (4), agree (3); disagree (2); disagree very strongly (1)):

Weer gaan werken houdt in.... (Going back to work means...)

Rswh3. *weer kans op terugkeer van je klachten* (running the risk that the health complaints will recur.)

rswh4. *dat spanningen binnen het team kunnen ontstaan door je terugkomst* (creating tension with your work team as a result of your return.)

rswh5. *angstig zijn dat het misschien niet lukt* (being scared that you won't be able to do it.)

rswh6. *aangekeken worden op je ziekteverleden.* (being negatively judged because of your history of illness.)

rswh13. *geen baas meer over je eigen tijd en werkzaamheden.* (not being in charge of your own time and daily activities anymore.)

rswh14. *kans op stress of conflicten met leidinggevende.* (potentially creating stress or conflicts with supervisors/managers.)

Rswh15. *minder tijd voor hobbies.* (having less time for hobbies.)

rswh16. *minder vaak leuke dingen doen met het gezin.* (having less time to do fun things with your family.)

rswh18. *minder tijd voor het huishouden en zorg voor het gezin.*(having less time to do the housekeeping and care for your family.)

Tabel 1: Rotated component matrix items for attitude towards working again.

	component	
	1	2
rswh1	.480	.010
rswh2	.655	.015
rswh3	.210	.435
rswh4	-.091	.638
rswh5	-.121	.637
rswh6	.075	.541
rswh7	.680	-.066
rswh8	.553	-.225
rswh9	.550	-.107
rswh10	.648	-.029
rswh11	.794	.025
rswh12	.611	-.041
rswh13	.008	.584
rswh14	-.074	.619
rswh15	-.286	.634
rswh16	-.204	.696
rswh18	-.040	.560

IB. ATTITUDE TOWARDS BEING SICK-LISTED (TWO SCALES)

- Initially 22 items
- PCA + varimax: 7 scales eigenvalues > 1
- Eigenvalues of first two components: 4.177, 3.230 (explained variance 25.90%), other eigenvalues: (3) 1.654; (4) 1.591; (5) 1.465; (6) 1.245; (7) 1.024.
- In case of 7 factors, 11 items do not meet the <.20 and >.40 criterion regarding component loading
- 2 components: 4 items do not meet the criteria (approximately). This is shown in Table 2. Component loadings meeting the criterion are indicated in bold.

Scale (Factor 1): *Negatieve attitude t.a.v. ziekteverzuim* (Negative attitude towards being sick-listed). N items =10, $\alpha = .79$.

Items (Answering categories: Agree very strongly (4), agree (3); disagree (2); disagree very strongly (1)):

Niet werken omdat je ziek bent, houdt in... (Not working because you are ill means...)
rssb7. *dat je alleen thuis naar de tv staart.* (that you stay at home and stare at the television.)
rssb12. *dat je het stempel van ziek zijn krijgt.* (that you are labeled ill by others.)
rssb14. *dat je jezelf niet meer nuttig kan maken.* (that you cannot be useful anymore.)
rssb15. *dat je voortdurend met je beperking/ziekte wordt geconfronteerd.* (that you are constantly confronted with your limitations/illness.)
rssb17. *dat je geen voldoening meer voelt.* (that you cannot feel satisfied or fulfilled anymore.)
rssb19. *je schuldig voelen omdat je niet werkt.* (that you feel guilty because you don't work.)
rssb20. *dat de muren op je af komen.*(that you get cabin fever by being stuck at home.)
rssb22. *dat je buitengesloten wordt van het werk.* (that you are excluded from your work and all things associated with it (colleagues, tasks, etc.)
rssb23. *dat je jezelf niet kan ontwikkelen.* (that you cannot develop yourself.)
rssb25. *dat je geen doel meer hebt in je leven.* (that you no longer have a purpose in life.)

Scale (Factor 2): Positieve attitude t.a.v. ziekteverzuim (Positive attitude towards being sick-listed). N items=6, $\alpha = .77$

Items (Answering categories: Agree very strongly (4), agree (3); disagree (2); disagree very strongly (1)).

Niet werken omdat je ziek bent, houdt in... (Not working because you are ill means...)
rssb2. *dat je met recht bepaalde dingen niet meer hoeft te doen.* (that you are entitled to not do certain things.)
rssb3. *dat er thuis veel minder dingen hoeven te worden geregeld omwille van het werk.* (that less things have to be arranged at home that were previously necessary because of your work.)
rssb4. *dat je meer tijd hebt om anderen te helpen.* (that you have more time to help others.)
rssb13. *dat je niet hoeft te denken aan werk.* (that you don't have to think about work.)
rssb16. *dat je je eigen ritme kan bepalen.* (that you can determine what you do and when you do it.)
rssb21. *meer tijd aan je gezin te kunnen besteden.* (that you can spend more time with your family.)
rssb26. *meer rust is in het gezin.* (that there is more peace in the family.)

Tabel 2: Rotated component matrix items for attitude towards being ill.

	Component	
	1	2
rssb1	.315	.321
rssb2	-.016	.556
rssb3	.094	.541
rssb4	-.076	.633
rssb5	.078	-.096
rssb6	.396	.375
rssb7	.504	-.163
rssb9	.298	-.047
rssb12	.545	.090
rssb13	.016	.367
rssb14	.730	-.112
rssb15	.523	.91
rssb16	.057	.496
rssb17	.691	-.134
rssb18	-.324	.620
rssb19	.646	.033
rssb20	.594	-.254
rssb21	-.207	.788
rssb22	.583	.274
rssb23	.529	.031
rssb25	.574	-.115
rssb26	-.011	.680

II. SOCIAL NORMS EXPERIENCED BY ABSENTEE

The answering categories for the social norms items were: (4) yes, very much, (3) yes, somewhat; (2) no, hardly; (1) no, not at all. The items were completed having the most important person, second most important person, and third most important person in mind.

Scale: *Sociale norm t.a.v de werkhervatting* (Social norm regarding RTW). N items=5, $\alpha = .66$ (most important person); $\alpha = .70$ (second most important person); $\alpha = .74$ (third most important person)

Denkt u dat hij/zij het belangrijk vindt dat u... (Do you think he/she thinks it is important that you...)

1. *een cursus of scholing gaat volgen mocht dat noodzakelijk zijn voor uw werkhervatting?* (receive additional education or attend training session(s) if they are necessary for you to RTW?)
2. *naar ander werk gaat zoeken mocht werkhervatting in uw oude functie niet mogelijk zijn?* (look for another job if returning to your old job turns out to be impossible?)
3. *(betaald) werk heeft?* (have a (paid) job?)
4. *nu zo snel mogelijk weer aan het werk gaat?* (return to work as soon as possible?)
5. *op termijn het werk weer voor hetzelfde aantal uur hervat als in uw contract staat?* (in due time, go back to work and then work the same number of hours your contract specifies?)

Scale: *Sociale norm t.a.v het ziekteverzuim* (Social norm regarding the sickness absence). N items=2, $\alpha = .56$ (most important person); $\alpha = .60$ (second most important person); $\alpha = .59$ (third most important person)

1. *Is hij/zij overdreven bezorgd over uw gezondheid?* (Is he/she overly anxious about your health?)
2. *Denkt u dat hij/zij begrip heeft voor uw situatie?* (Do you think he/she understands your situation and is sympathetic to it?)

III. ABSENTEE'S RTW SELF-EFFICACY

The answering categories for RTW Self-efficacy items were: (4) Agree very strongly; (3) agree; (2) disagree; (1) disagree very strongly. All 14 items were included in one reliable scale.

Scale: *Eigen effectiviteit t.a.v werkhervatting* (Self-efficacy regarding RTW). N items=14, $\alpha = .78$ *Hoe moeilijk vindt u het om weer te gaan werken als...* (How difficult is it to go back to work if...)

1. *u er zelf voor moet zorgen dat het werk zo wordt aangepast dat u geen problemen meer ondervindt?* (you will have to take care of work adaptations yourself in order to avoid further problems?)
2. *u weet dat u veelvuldig de hulp zult moeten inroepen van uw collega's?* (you know that you will often have to ask your colleagues for help?)
3. *u daardoor minder tijd en energie over zult hebben voor de dingen die u opgepakt heeft toen u thuis zat?* (this means you will have less time and energy for the activities/hobbies you started doing when you were sick at home?)

4. *u dan wordt geconfronteerd met negatieve reacties van collega's?* (this means you will be confronted with negative reactions from your colleagues?)
5. *u dan wordt geconfronteerd met negatieve reacties van uw direct leidinggevende?* (this means you will be confronted with negative reactions from your supervisor?)
6. *u moet beginnen met een opgelopen achterstand in te halen?* (you will have to start catching up on everything you missed while you were sick)
7. *u daarvoor eerst scholing of training moet volgen?* (you will, before you can start, have to receive additional education or training?)
8. *u ander werk gaat doen dan u eerst deed?* (you will have to do different work than what you did before you became sick?)
9. *u op een andere afdeling komt te werken?* (you will have to work for another department?)
10. *u nog niet helemaal hersteld bent?* (you are not fully recovered yet?)
11. *u niet zeker weet of uw klachten door het werk weer terug zullen komen?* (you are not sure whether or not your health complaints will return as a result of your work?)
12. *u niet zeker weet of uw klachten door het werk zullen verergeren?* (you are not sure whether or not your health complaints will worsen as a result of your work?)
13. *u niet zeker weet dat alles thuis weer goed is geregeld?* (you are not sure whether or not, at home, things will be arranged as you think they should be?)
14. *het maar voor een paar uur is en u woon ver van uw werk?* (it is only for a few hours and the commute to work is long?)

IV. ABSENTEE'S RTW MOTIVATION

- Initially 12 items
- PCA with varimax rotation
- 4 component solution; eigen values (1) 2.594; (2) 1.673; (3) 1.478; (4) 1.190 (explained variance 57.78%)
- 4 component solution: 5 out of 12 items did not load according to criterium
- 3 component solution: 4 out of 12 items did not load according to criterium
- 2 component solution: 4 out of 12 did not load; first two components explained 35.54% of variance. This solution is presented in Table 3, component loadings according to criterion in bold.

Scale (Factor 1): *Motivatatie t.a.v werkhervatting (RTW motivation).* N items=5, $\alpha = .60$.

Rrsbw2. *Ik denk niet dat ik over een tijdje weer werk* (Reverse scoring). (I don't think I will be going back to work in the near future.)

Rrsbw23. *Ik ben er niet rouwig om als ik niet meer aan het werk kom* (Reverse scoring). (I will not be disappointed if I do not RTW at all in the future.)

Rrsbw25. *Als ik mijn oude functie niet meer kan vervullen hoeft het van mij niet meer* (Reverse scoring). (If I cannot go back to my old job, I don't want to RTW.)

rsbw26. *Het doet er niet toe wat voor werk ik doe, als ik maar weer aan de slag kan.* (It does not matter what kind of work I do as long as I can RTW.)

rsbw28. *Erachter komen wat je nog kan, doe je door alvast weer te gaan werken.* (The best way to discover what you can still do is to RTW and find out.)

Scale (Factor 2): No reliable scale could be formed.

Tabel 3: Rotated component matrix items for motivation to RTW.

	Component	
	1	2
rsbw2	-.474	-.299
rsbw13	.118	.727
rsbw14	.413	.695
rsbw15	-.055	.657
rsbw16	.365	.115
rsbw18	-.183	.695
rsbw19	.065	.192
rsbw20	.088	.145
rsbw23	-.698	-.107
rsbw25	-.689	-.022
rsbw26	.599	-.054
rsbw28	.547	.042

V. OCCUPATIONAL PHYSICIAN'S (OP) ATTITUDE TOWARDS RTW OF ABSENTEE

Scale: *Positieve attitude t.a.v het zoeken naar alternatieve werkhervattingsmogelijkheden (BA) (Positive attitude towards seeking alternative RTW possibilities (OP)).* Answering categories: Yes, very much (4), yes, somewhat (3), no, hardly (2) and no, not at all (1). N items=2, $\alpha = .86$.

Vindt u het belangrijk dat (Do you think it is important ...)

- er voor naar ander werk wordt gezocht als hij/zij het werk niet meer zou kunnen hervatten in zijn/haar oude functie? (to seek another job for him/her if he/she is no longer able to fulfill the old job)*
- hij/zij scholing en/of cursussen volgt als dat noodzakelijk is voor zijn/haar werkhervatting? (that he/she receives additional education or training if this is necessary to RTW?)*

Scale: *Positieve attitude t.a.v een vroegtijdige werkhervatting (BA) (Positive attitude towards early RTW (OP)).* Answering categories: Agree very strongly (4), agree (3); disagree (2); disagree very strongly (1). N items=4, $\alpha = .67$.

- Ik stimuleer(de) hem/haar zodra zijn/haar gezondheid het ook maar enigszins toeliet, het werk zo snel mogelijk te hervatten. (I encourage(d) him/her to RTW as soon as his/her health condition allow(s)(ed) for it.)*
- Ik stimuleer(de) hem/haar zich eerst volledig te richten op herstel alvorens weer aan het werk te gaan denken. (Reverse scoring) (I encourage(d) him/her to first focus on recovering before even thinking of returning to work.)*
- Ik zal pas c.q. ben pas over werkhervatting begonnen als c.q. toen dit zelf aangeeft / aangaf. (Reverse scoring) (I only talk (talked) up the subject of RTW when... brings (brought) is up.)*
- Pas als / toen ... zich volledig hersteld voelt/voelde vind/vond ik werkhervatting goorloofd (Reverse scoring) (I only approve(d) of RTW when ... feels/felt completely recovered.)*

VI. GENERAL PRACTITIONER'S (GP) ATTITUDE TOWARDS RTW OF ABSENTEE

Scale: *Positieve attitude t.a.v een vroegtijdige werkhervatting (HA)* Positive attitude towards early RTW (GP)). Answering categories: Agree very strongly (4), agree (3); disagree (2); disagree very strongly (1). N items=3; $\alpha = .82$

1. *Zolang mijn patiënt nog in het behandelingsproces is, doet hij/zij er verstandig aan nog niet te gaan werken.* (As long as my patient is still being treated, it is best if he/she does not RTW)
2. *Ik stimuleer(de) mijn patiënt zich eerst volledig te richten op herstel alvorens weer aan werk te gaan denken.* (I encourage(d) my patient to first focus on recovering before even thinking of returning to work)
3. *Pas als mijn patiënt zich volledig hersteld voelt, vind ik werkhervatting geoorloofd.* (I only approve(d) of RTW when ... feels/felt completely recovered)

VII. SUPERVISOR'S (SV) ATTITUDE TOWARDS RTW OF ABSENTEE

Scale: *Positieve attitude t.a.v het nemen van reïntegratiemaatregelen (DL)* (Positive attitude towards taking RTW measures (SV)). Answering categories: Yes, very much (4), yes, somewhat (3), no, hardly (2) and no, not at all (1), fourth item: Agree very strongly (4), agree (3); disagree (2); disagree very strongly (1). N items=4, $\alpha = .85$.

1. *Vindt u het belangrijk dat er voor de werknemer naar ander werk wordt gezocht als hij/zij het werk niet meer kan hervatten in zijn/haar oude functie?* (Do you think it is important to seek another job for him/her if he/she is no longer able to fulfill the old job?)
2. *Vindt u het belangrijk dat hij/zij scholing en/of cursussen volgt als dat noodzakelijk is voor zijn/haar werkhervatting?* (Do you think it is important that he/she receives additional education or training if this is necessary for his/her RTW?)
3. *Vindt u het belangrijk dat hij/zij nu zo snel mogelijk weer aan het werk gaat?* (Do you think it is important that he/she returns to work as soon as possible?)
4. *Ik stimuleer(de) hem/haar, zodra zijn/haar gezondheid het ook maar enigszins toelaat/toeliet, het werk zo snel mogelijk te hervatten.* (I encourage(d) him/her to RTW as soon as his/her health condition allow(s)(ed) for it.)

Scale: *Negatieve attitude t.a.v. het ziekteverzuim (DL)* (Negative attitude towards the sickness absence (SV)). Answering categories: Agree very strongly (4), agree (3); disagree (2); disagree very strongly (1). N items=2, $\alpha = .77$.

1. *Door het verzuim van hem/haar is/was de sfeer slechter geworden binnen het team of op de afdeling waar hij/zij werkt(e).* (Due to his/her sickness absence, the team atmosphere or the atmosphere at the department has/had worsened.)
2. *Door het verzuim van hem/haar is/was de werkdruk gestegen binnen het team of op de afdeling waar hij/zij werkte.* (Due to his/her sickness absence, the workload of his/her team or department (has) increased.)

VIII. COLLEAGUE'S (CO) ATTITUDE TOWARDS RTW OF ABSENTEE

Scale: Positieve attitude t.a.v. het zoeken naar alternatieve werkhervattingsmogelijkheden (CO) (Positive attitude towards seeking alternative RTW possibilities (CO)). Answering categories: Yes, very much (4), yes, somewhat (3), no, hardly (2) and no, not at all (1). N items=2, $\alpha = .86$.

1. *Vindt u het belangrijk dat er voor de werknemer naar ander werk wordt gezocht als hij/zij het werk niet meer kan hervatten in zijn/haar oude functie?* (Do you think it is important to seek another job for him/her if he/she is no longer able to fulfill the old job?)
2. *Vindt u het belangrijk dat hij/zij scholing en/of cursussen volgt als dat noodzakelijk is voor zijn/haar werkhervatting?* (Do you think it is important that he/she receives additional education or training if this is necessary for his/her RTW?)

Scale: Negatieve attitude t.a.v. het ziekteverzuim (CO) (Negative attitude towards the sickness absence (CO)) Answering categories: Agree very strongly (4), agree (3); disagree (2); disagree very strongly (1). N items=2, $\alpha = .83$.

1. *Door het verzuim van werknemer is/was de sfeer slechter geworden binnen het team of op de afdeling waar hij/zij werkte.* (Due to his/her sickness absence, the team atmosphere or the atmosphere at the department has/had worsened.)
2. *Door het verzuim van werknemer is/was de werkdruk gestegen binnen het team of op de afdeling waar hij/zij werkte.* (Due to his/her sickness absence, the workload of his/her team or department, (has) increased.)

VIII. PARTNER'S (PA) ATTITUDE TOWARDS RTW OF ABSENTEE

Scale: Positieve attitude t.a.v. het zoeken naar alternatieve werkhervattingsmogelijkheden (PA) (Positive attitude towards seeking alternative RTW possibilities (PA)). Answering categories: Yes, very much (4), yes, somewhat (3), no, hardly (2) and no, not at all (1). N items=2, $\alpha = .82$.

1. *Vindt u het belangrijk dat er voor de werknemer naar ander werk wordt gezocht als hij/zij het werk niet meer kan hervatten in zijn/haar oude functie?* (Do you think it is important to seek another job for him/her if he/she is no longer able to fulfill his/her old job?)
2. *Vindt u het belangrijk dat hij/zij scholing en/of cursussen volgt als dat noodzakelijk is voor zijn/haar werkhervatting?* (Do you think it is important that he/she receives additional education or training if this is necessary for his/her RTW?)

IX. SIGNIFICANT OTHER'S (SO) ATTITUDE TOWARDS RTW OF ABSENTEE

Scale: *Positieve attitude t.a.v het zoeken naar alternatieve werkhervattingsmogelijkheden (AN)* (Positive attitude towards seeking alternative RTW possibilities (SO)). Answering categories: Yes, very much (4), yes, somewhat (3), no, hardly (2) and no, not at all (1). N items=2, $\alpha = .82$.

1. *Vindt u het belangrijk dat er voor de werknemer naar ander werk wordt gezocht als hij/zij het werk niet meer kan hervatten in zijn/haar oude functie?* (Do you think it is important to seek another job for him/her if he/she is no longer able to fulfill his/her old job?)
2. *Vindt u het belangrijk dat hij/zij scholing en/of cursussen volgt als dat noodzakelijk is voor zijn/haar werkhervatting?* (Do you think it is important that he/she receives additional education or training if this is necessary for his/her RTW?)

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