



Mayday, Mayday 2024 2.

International COPSOQ Survey Network Research Stories

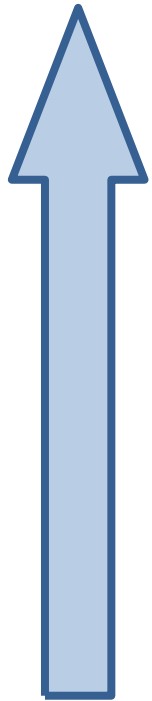
## **Online Data Collection: Validating the COPSOQ Questionnaire**

**F.F. Erisman Federal Research Center for Hygiene  
Russian Federation**

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and Occupational Pathology

# Labor Intensity



- ❑ Competition in enterprises
- ❑ Increased quality requirements
- ❑ Increased service delivery speed
- ❑ Increased volume of information
- ❑ The need to develop new competencies

**Psycho-emotional  
Overloads**

# Causes of Increased Stress and Tension at the Workplace

- New forms of labor organization
  - Aggregator companies (e.g., Yandex.Go, SberHealth)
  - Marketplaces (e.g., OZON, WildBerries)
- Features of the workspace (Open space, remote work)
- New Information and Communication Technologies (ICT)
  - Software tools for planning and control (e.g., JIRA, Outlook)
  - State and regional information systems
  - Widespread use of mobile communication
  - Monitoring programs (employee monitoring systems)

# Burnout and Depression

## Meta-analysis

69 studies

examining the relationship  
between burnout and depression

46 191 participants

Results: Similarities between  
burnout and depression found

Meier ST, Kim S. Meta-regression analyses of relationships between burnout and depression with sampling and measurement methodological moderators. *J Occup Health Psychol.* 2022 Apr;27(2):195-20. 6. doi: 10.1037/ocp0000273. Epub 2021 Mar 29. PMID: 33779198



# Depression at Work

Work-related stress can provoke clinical depression in employees.

Niedhammer I, Coindre K, Memmi S, Bertrais S, Chastang JF. Working conditions and depression in the French national working population: Results from the SUMER study. *J Psychiatr Res*. 2020 Apr;123:178-186. doi: 10.1016/j.jpsychires.2020.01.003.

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25 977 workers surveyed  
PHQ-9 questionnaire used

Preventative measures regarding psychosocial factors at the workplace are necessary to preserve mental health.

Madsen IEH, Nyberg ST et al, IPD-Work Consortium. Job strain as a risk factor for clinical depression: systematic review and meta-analysis with additional individual participant data. *Psychol Med*. 2017 Jun;47(8):1342-1356. doi: 10.1017/S003329171600355X.

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120 221 participants examined  
982 episodes of depression reported

# Key Regulatory Documents in Russia

**GOST R 55914-2013** "Risk management. Guidelines for psychosocial risk management at the workplace"

**GOST R ISO 31000-2019** "National Standard of the Russian Federation. Risk management. Principles and guidelines"

For practical research, these documents suggest using a number of foreign methodologies. Currently, in Russia, **there is no legislation that mandates organizations to conduct an assessment of psychosocial risk**. Without such requirements, most organizations do not consider it necessary to perform such assessments.

# Assessment of Psychosocial Risks in Russia

- Lack of awareness about psychosocial risks
- Stigmatization of mental health issues
- Absence of standards and validated tools for assessing workplace stress

Insufficient awareness of the importance of these issues leads to stressors remaining unrecognized and unmanaged!



# Issues with Identifying Psychosocial Risk and Lack of Clarity in Definition

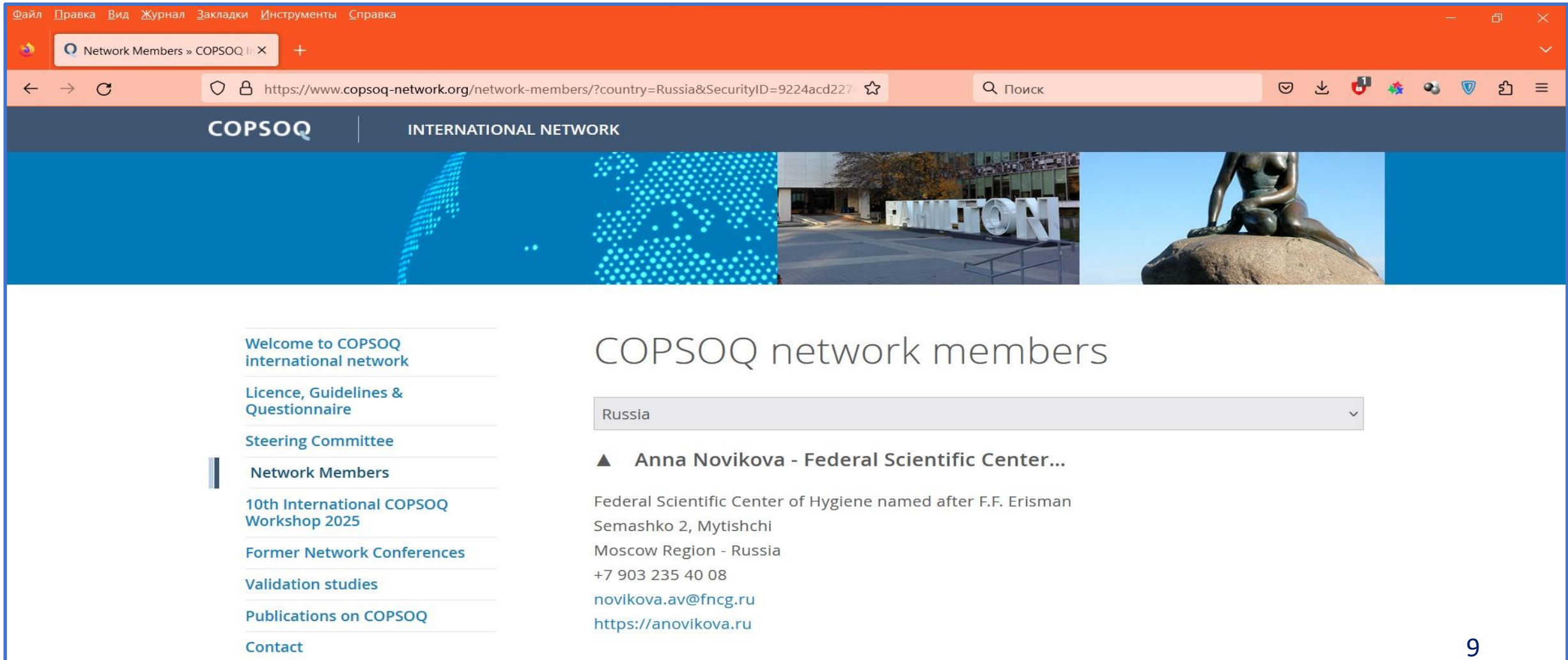
**The concept of "psychosocial risk" encompasses a broad range of factors:**

- Structure of work processes
- Work schedules and labor intensity
- Organizational culture
- Interpersonal relationships
- Conflict between personal and work time
- Job satisfaction





# Assessment of Psychosocial Factors at the Workplace



The screenshot shows a web browser window displaying the COPSOQ International Network website. The browser's address bar shows the URL: <https://www.copsoq-network.org/network-members/?country=Russia&SecurityID=9224acd227>. The website header includes the COPSOQ logo and the text "INTERNATIONAL NETWORK". Below the header is a banner image featuring a blue background with a globe, a modern building, and a statue. The main content area is titled "COPSOQ network members" and features a dropdown menu set to "Russia". Below the dropdown, a member profile is displayed for Anna Novikova.

**Navigation Menu:**

- Welcome to COPSOQ international network
- Licence, Guidelines & Questionnaire
- Steering Committee
- Network Members**
- 10th International COPSOQ Workshop 2025
- Former Network Conferences
- Validation studies
- Publications on COPSOQ
- Contact

## COPSOQ network members

Russia

▲ **Anna Novikova - Federal Scientific Center...**

Federal Scientific Center of Hygiene named after F.F. Erisman  
Semashko 2, Mytishchi  
Moscow Region - Russia  
+7 903 235 40 08  
[novikova.av@fncg.ru](mailto:novikova.av@fncg.ru)  
<https://anovikova.ru>

# Language and Cultural Adaptation of COPSOQ III

- Direct translation of all questions (146 items) from COPSOQ from English to Russian.
- Creation of two independent versions of the direct translation and formation of a preliminary Russian-language version of COPSOQ.
- Back-translation of the preliminary version and harmonization of translations.
- Discussion and formation of national versions of COPSOQ III (short, medium, and long).
- Creation of a test medium (standard) version of COPSOQ in Russian.
- Surveying and interviewing employees of Rospotrebnadzor institutions to test the COPSOQ.
- Approval of the final version of COPSOQ III in Russian.

# Validation of the Russian-Language Version of COPSOQIII

Data Processing of 3129 Respondents Working in Various Professional Fields:

- Creation of an online survey

<https://www.surveymonkey.com>

<https://www.testograf.ru>

<https://forms.yandex.ru>

- Survey procedure and data collection
- Mathematical data processing

# surveymonkey.com

The screenshot displays the 'Моя учетная запись' (My Account) page on the Russian version of SurveyMonkey. The browser address bar shows the URL: [https://ru.surveymonkey.com/user/account?ut\\_source=header](https://ru.surveymonkey.com/user/account?ut_source=header). The page navigation includes 'Главная страница' (Home) and 'Тарифные планы' (Pricing Plans). The main content area is titled 'Моя учетная запись' and has three tabs: 'ОБЗОР УЧЕТНОЙ ЗАПИСИ' (Account Overview), 'ПЛАТЕЖНЫЕ ДАННЫЕ' (Payment Information), and 'ИСТОРИЯ ТРАНЗАКЦИЙ' (Transaction History). The 'Account Overview' tab is active, showing 'Сведения об учетной записи' (Account Information) and 'Профиль' (Profile). Under 'Account Information', the current plan is 'Учетная запись BASIC (бесплатная)' (BASIC account (free)) with '25 вопросов на опрос' (25 questions per survey). There is an 'Изменить' (Change) button next to the plan. The storage location is listed as 'США' (USA). Under 'Profile', the user's name is 'Имя пользователя' (User Name) and the email is 'anna.v.novikova@mail.ru'. There are 'Изменить' (Change) buttons for both. A note indicates that the email and password are new ('НОВИНКА!') and provides instructions on how to change them. A 'НУЖНА ПОМОЩЬ?' (Need Help?) sidebar on the right offers links for 24/7 email support, changing the plan for phone support, and visiting the help center.

← → ↻ 🔒 [https://ru.surveymonkey.com/user/account?ut\\_source=header](https://ru.surveymonkey.com/user/account?ut_source=header) 90% ☆ 🔍 Поиск 📧

🏠 Главная страница Тарифные планы [Изменить план](#) [Создать опрос](#) 📱 🔔

## Моя учетная запись

[ОБЗОР УЧЕТНОЙ ЗАПИСИ](#) [ПЛАТЕЖНЫЕ ДАННЫЕ](#) [ИСТОРИЯ ТРАНЗАКЦИЙ](#)

### Сведения об учетной записи

План  
Учетная запись BASIC (бесплатная)  
25 вопросов на опрос

Хранилище данных опросов: ⓘ  
США

[⊕ Изменить](#)

### Профиль

Имя [Изменить](#)      Имя пользователя: anna.v.novikova@mail.ru [Изменить](#)

Адрес электронной почты и пароль **НОВИНКА!**  
Чтобы изменить адрес электронной почты или пароль, перейдите на [страницу «Учетные данные для входа»](#).

#### НУЖНА ПОМОЩЬ?

- [Круглосуточная поддержка по электронной почте](#)
- [ИЗМЕНИТЬ ПЛАН](#) для доступа к службе поддержки по телефону (только на английском)
- [Посетите наш справочный центр](#)

# surveymonkey.com



The most popular system in the world, available in a Russian version.

Final statistics, tables, graphs, and printout of charts are available.

Many functional settings for editing surveys and creating custom designs.

All data is accessible in a personal account with the ability to export data in multiple formats.

The service is integrated with Open AI (allows for the creation of surveys using AI).



The service is not available within the territory of the Russian Federation.

Access to the personal account is only possible via VPN.

Payments from Russian bank cards are not possible.

Does not meet Russian Federation legislation requirements for personal data processing; data is stored in the USA.

# Yandex Forms

The screenshot shows the Yandex Forms editor interface. At the top, there is a navigation bar with the Yandex Forms logo, a menu icon, and links for 'Главная' (Home) and 'Мои формы' (My forms). A yellow button 'Создать форму' (Create form) and a grey button 'К формам для бизнеса' (To business forms) are also present. The main title of the form is 'Копенгагенский психосоциальный опросник COPSOQ 3'. Below the title, there are tabs for 'Конструктор' (Constructor), 'Тема' (Theme), 'Интеграция' (Integration), 'Настройки' (Settings), and 'Ответы' (Answers). A 'Предпросмотр' (Preview) button and a yellow 'Опубликовать' (Publish) button are also visible. On the left side, there is a sidebar with a list of form elements: 'Тесты и квизы' (Tests and quizzes), 'Короткий текст' (Short text), 'Длинный текст' (Long text), 'Текст без вопроса' (Text without question), 'Один вариант' (One option), 'Несколько вариантов' (Several options), 'Выпадающий список' (Dropdown list), 'Да/Нет' (Yes/No), and 'Число' (Number). The main area shows two pages of the form. Page 1 is titled 'Страница 1 из 20' and contains a survey question: 'Опрос сотрудников для оценки психосоциальных фактор...' with a sub-question 'Текст без вопроса'. Below it is a required question: '\* Я согласен принять участие в анкетировании' with a 'Да/Нет' (Yes/No) response type. Page 2 is titled 'Страница 2 из 20' and contains a required question: '\* Укажите пожалуйста название Вашей организации' with a 'Короткий текст' (Short text) response type.

Yandex Forms   Главная   Мои формы   Создать форму   К формам для бизнеса

## Копенгагенский психосоциальный опросник COPSOQ 3

Конструктор   Тема   Интеграция   Настройки   Ответы   Предпросмотр   Опубликовать

- Тесты и квизы
  - Один вариант
  - Несколько вариантов
  - Число
- Короткий текст
- Длинный текст
- Текст без вопроса
- Один вариант
- Несколько вариантов
- Выпадающий список
- Да/Нет
- Число

Страница 1 из 20

Опрос сотрудников для оценки психосоциальных фактор...

Текст без вопроса

\* Я согласен принять участие в анкетировании

Да/Нет

Страница 2 из 20

\* Укажите пожалуйста название Вашей организации

Короткий текст

# Yandex Forms



Data stored on Russian territory.

Simple interface.

Free use without limitations on the number of questions.

Mobile-friendly design

The system allows for customization of the survey design: choosing colors and fonts.



Insufficient number of web forms.



Pre-set templates are difficult to customize for specific user requests.


Inability to enter numeric values for responses.

Lack of analytics; more suitable for quick, simple surveys.

# Testograf.ru

testograf


Возможности Тарифы  Выход 


[Посмотреть](#) 


1 этап создание 2 этап логика 3 этап настройка 4 этап дизайн

← Назад Далее →

Основное Параметры Кнопки Оповещения

 **Общие настройки**

Название	<input type="text" value="Copsoq III Копенгагенский психосоциальный опросник"/>
Заголовок	<input type="text" value="Copsoq III Копенгагенский психосоциальный опросник"/>
Ссылка	<input type="text" value="copsoq3"/>  <span>Доступно</span> copsoq3.testograf.ru

 **Время проведения**



# Testograf.ru



Servers located in Russia; compliant with Federal Law 152-FZ; registered in the domestic software registry.

Adaptive service with a large number of web forms, offering more than 30 types of questions.

Data available in various formats including CSV, XLSX, and PDF; analytics and statistics on the results obtained.



Fully paid service; one-time license fee of 7990 RUB for two months.

Interface is somewhat overloaded and requires some time to get accustomed to.

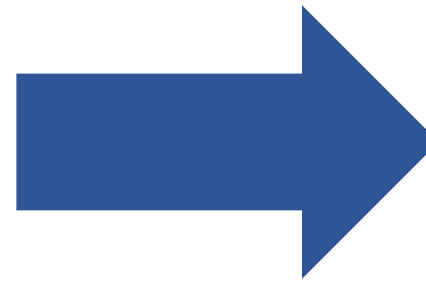
Unable to enter numeric values for responses.

# Computer Program: Purpose

The program converts textual responses from respondents into numerical values.

**Original Data Format**

Как часто вы имеете право голоса при выборе, с кем вы будете работать?	Можете ли вы влиять на объем назначаемой вам работы?
Никогда/очень редко	Всегда
Иногда	Иногда
Иногда	Часто
Часто	Редко
Редко	Иногда



**Target Data Format**

<b>ED</b>	<b>ED</b>	<b>ED</b>
<b>ED1</b>	<b>EDX2</b>	<b>ED3</b>
50	50	25
25	50	50
75	75	100
75	75	75
75	0	75

# Computer Program: Survey Model

- The computer code fully reflects an abstract data model.
- The model contains:
  - 146 objects for each survey question
  - 45 objects for groups of questions
  - 16 objects for rating scales
  - 3 objects for sections of questions in the survey
- The program allows for processing any combination of questions selected for inclusion in the national version of the survey.
- The composition of questions can be changed without the need to modify the program code.

# Computer Program: Grouping of Responses

- The program simplifies the merging of data obtained from different studies and sources.
- The order of questions in the input data can be arbitrary.
- In the final file, the questions always follow in the same order.
- The first line contains alphanumeric codes of the survey scales.
- The second line contains the question codes in an international format.
- Each subsequent line contains the numerical responses of a specific respondent.
- The order of lines in the final file corresponds to the order in the input file, allowing for the combination of numerical COPSOQ data with information about age, position, and other details.

# Specialized Information System for Managing Psychosocial Risks

1. Analysis of the experience of using the Copenhagen Psychosocial Questionnaire at the international level and communication with colleagues from the COPSOQ committee.
2. Development of a unified specialized information system for collecting, processing, and storing data on psychosocial factors in the work environment.
3. Development of a methodology for analyzing psychosocial factors based on the Russian-language version of COPSOQIII, utilizing information technology including artificial intelligence technologies.

# Copsoq.ru: Advantages of the Information System

Unified National  
Database

This will allow the development and implementation of **standardization criteria** across different professional groups at the national level.

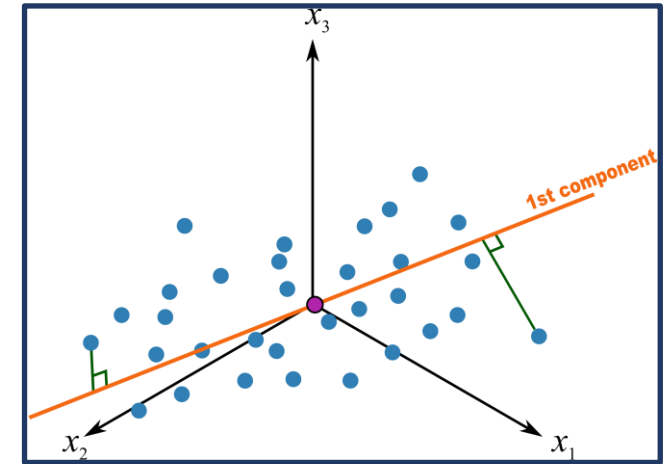
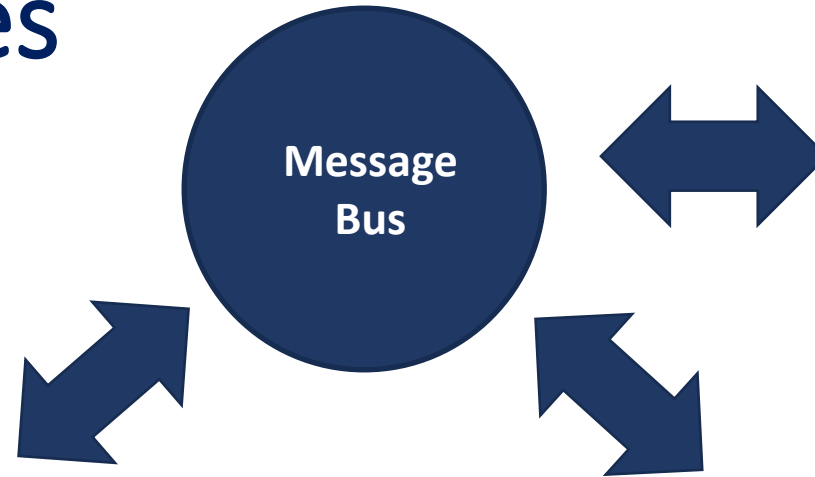
Factor Analysis

It will help identify **the leading causes of stress at the workplace** and determine directions for prompt improvement of the psychosocial environment in organizations.

Data Backup of  
Previous Research

It will enable the assessment of **the effectiveness of measures** taken within a specific organization.

# System Modules



5%

**Работаете ли Вы весь день в высоком темпе?**

в весьма значительной степени

в значительной степени

в некоторой степени

в незначительной степени

в весьма незначительной степени

[Далее](#)

**COPSOQ** Организации Опросы Результаты Справочник Выход

Опрос

**Организация:**  
[Кафе Ромашка](#)

**Подразделение:**  
[Кухня](#)

**Национальная версия:**  
Средняя

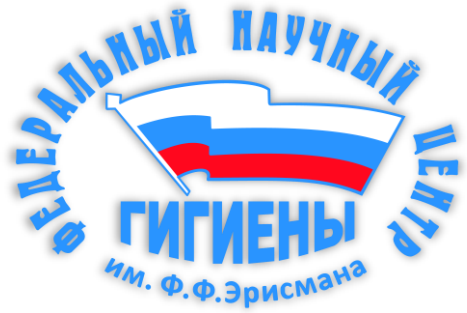
[Ссылка](#)

[Завершить](#)

# Main Capabilities of the Information System

- Implementation of an information system for monitoring psychosocial risks at the workplace.
- Timely conduct and evaluation of the effectiveness of measures to improve the psychosocial conditions of the work environment.
- The creation of a unified national database will enable data analysis across various dimensions (region, gender, age, years of experience, type of professional activity).





Thank You!



<https://med-erisman.ru/>