

[課程－ 2 ]

審査の結果の要旨

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Previous studies guided by the Demand-Induced Strain Compensation Recovery (DISC-R) Model have already shown that “in order to cope with specific job demands, workers need corresponding job resources and detachment from work to balance health and performance-related outcomes”. However, the association of job resources and detachment from work or off-job detachment: recovery on job demands and job-related mental (i.e. work engagement and emotional exhaustion) and physical (i.e. physical symptoms) health outcomes have not been clarified in Asian countries like Thailand. It is unclear if similar results would be found in Thailand. This study developed and validated the Thai version of scales of three concepts (Demand-Induced Strain Compensation Questionnaire [DISQ], Off-Job Detachment: Recovery Questionnaire [DISQ-R], and Utrecht Work Engagement Scale [UWES] and tested the Demand-Induced Strain Compensation Recovery (DISC-R) Model among registered nurses in Thailand and obtained following results:

*Development and validation of Thai version of scales of three concepts*

1. DISQ revealed the hypothesized six-factor structure; Cronbach's alpha of DISQ ranged from 0.67-0.83; construct validity was confirmed.
2. DISQ-R showed the hypothesized three-factor structure; Cronbach's alpha of DISQ-R ranged from 0.80-0.88; cognitive/emotional/physical recovery correlated negatively with the potential ill health outcomes.
3. UWES confirmed the hypothesized three-factor with 9 items was better than the 17 items version; Cronbach's alpha of UWES (short-9-item) ranged from 0.79-0.88; work engagement sum score for both versions and its three subscales (vigor, dedication, and absorption) showed all negative correlation with the test outcomes (i.e. emotional exhaustion and physical symptoms).

*Moderation effect of job demands, job resources, and off-job detachment: recovery on mental and physical health*

The results of the moderation analysis (interaction effects) from the nine models tested revealed that high physical job resources, regardless of whether the level of “off-job detachment: recovery” was low or high, moderated the relationship of physical job demands on emotional exhaustion. High cognitive job resources combined with high cognitive “off-job detachment: recovery” could reduce the negative impact of cognitive

job demands on physical symptoms.

It was a preliminary study of these concepts and tested the DISC-R Model in Asian countries like Thailand. Evaluating the moderation effect (interaction analysis) of job demands, job resources, and off-job detachment: recovery on mental and physical health can inform researchers to extend research in different aspects.

よって本論文は博士(保健学)の学位請求論文として合格と認められる。