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## Well being at work and the company's economic performance

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For several years, the diversification of risks associated with the workplace is a growing concern of society worldwide. The integration of the Health and Safety at Work (HSW) in professional circles is to master the industrial risks and develop a culture of prevention. Health and Safety at Work (HSW) occupies an increasingly prominent place in Algerian companies. Measuring the Performance In this field has until now little been studied. This measure allows decision-making and reasoned assessments. Thus, capital management of health and well-being at work of any business has become one of its strategic priorities. This one (business) begins to realize that the welfare can be a factor of development and as an economic and organizational performance. In this work, we are trying through a survey of Algerian companies; get to understand better the relationship between well-being at work and economic performance of the company. So get to demonstrate that the well-being at work automatically leads to master good control skills that lead to the company's performance and make it more competitive.

## Resilience, compassion satisfaction, compassion fatigue, depression, anxiety, stress in nurses working shift work in Australia

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The adverse effects of occupational stressors on nurses in regard to their turnover, productivity, costs, and effects on quality of care are well known. Shift work that involves disruption of circadian rhythm is considered a probable carcinogen. The aim was to investigate the impact of shift work on resilience in nurses and to determine whether nurses who work shifts have different mental health/professional quality of life outcomes compared to those who work regular hours. This study examined data collected from Registered and Enrolled Nurses (n=1495) as part of a 2013 online self-report study among employed nurses who were members of the Queensland Nurses' Union. Generalised Linear Mixed Model analysis revealed shift workers had significantly lower scores on the compassion satisfaction measure; however, this was a very small effect. There were no significant differences between shift and non-shift workers on depression, anxiety, stress, resilience, Secondary Traumatic Stress and burnout. Nurses working shifts showed significantly lower levels of compassion satisfaction compared to non-shift worker nurses; however, they did not indicate they will leave the profession compared to non-shift worker counterparts.

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