

Motivation

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The PIMEX Method was used at one company with the aim of measuring its impact on motivation for work environment improvements. The company was specialized in soundproofing. They had about 40 persons involved in the production process, 23 of them welders. The company had quite recently moved in to an older industrial building.

For evaluation of the effects of interventions aimed at reducing the welders' exposure to welding fumes, three different methods were used. Firstly, the results of the exposure measurements with PIMEX were analysed by making calculations based on the exposure data recorded before and after single interventions. Secondly, the responsible managers were interviewed some time after the intervention. Thirdly, the workers' motivation to actively take part in activities aimed at reducing hazards and to improve working conditions was monitored before and after the intervention took place.

In all, 21 of the welders in the company completed the questionnaire one week before and one month after the PIMEX measurements. The WISP- workplace improvement strategy by PIMEX was mainly followed between those two occasions (Rosén, 1999). Two months after the intervention, the manager was interviewed about the value of it, particularly about which decisions were made about specific measures, and to what extent these decisions were influenced by the PIMEX intervention.

Workers' motivation is an important prerequisite for the successful outcome of the intended changes (Rosén et.al, 2005). A questionnaire designed to monitor individuals' own motivation as well as their view of workmates and the organisation's motivation has, therefore, been developed and evaluated. Internal consistency and the test-retest reliability of the domains of the questionnaire have been measured with the conclusion that it is reliable (Hedlund et.al, 2009).

The questionnaire includes 26 questions the workers are asked to answer on a scale of 1 – 6, telling about how important it is for them to take part in improvements and how active they are. Similar questions are also asked about their opinions and views concerning workmates and managers, etc. The outline includes the aspects of safety climate, goals, leadership and participation.

The newly-developed questionnaire was tested for the first time in this workplace with the aim of discovering whether the involved workers' motivation to take an active part in workplace improvements changed as a result of this kind of intervention.

The field studies indicate that the welders' motivation to take part in workplace improvements is improved after the PIMEX intervention. The results are however not totally conclusive and further studies focusing on motivation are called for. The manager also said that the PIMEX intervention and the conclusions from that produced important input for decisions. The welders have asked about which changes will be made as a result of the intervention.