

Workplace aggression associated with work schedule: A case study among parole probation officers

AUTHORS: Lisset M. Dumet*, Samuel A. Greenspan, David A. Hurtado

TOPIC/TARGET AUDIENCE: Public health professionals

ABSTRACT: Parole Probation Officers (PPO) experience multiple work-related stressors including workplace aggression. Organizational prevention efforts have not been yet contemplated the role of scheduling patterns as a precursor to workplace aggression. A pilot study was conducted to examine the association between the incidences of workplace aggression events (e.g. verbal, threats, physical or property damage) during the last year with scheduling patterns (flexibility, predictability, and stability). This presentation is based on a cross-sectional online survey completed by PPO from the Community Corrections Department in Oregon (n=35). Participants who reported having little control of the start or end times of their shifts had 27 percent higher incidence risk of workplace aggression compared to their counterparts (IRR 1.27, 95% CI 1.02, 1.57, $p < .05$). The adjusted risk of a workplace aggression incident decreased 23 percent per one additional week of shift notice (IRR 0.77, 95% CI 0.71, 0.84, $p < .01$). Improvements in scheduling notification and reduction of unplanned or overextended shifts may allow parole prevention office to better deal with difficult cases, which may plausibly contribute to prevent workplace violence. However, more longitudinal or experimental studies are needed to understand the mechanisms linking schedules with workplace violence.

OBJECTIVE(S): Describe exploratory evidence linking several indicators of work schedule patterns with workplace aggression among Parole Probation Officers.

PRIMARY CONTACT INFORMATION:

Lisset Dumet,
Research Assistant II
Oregon Institute of Occupational Health Sciences, OHSU
5095393135 | dumet@ohsu.edu

CO-PRESENTER(S):

Samuel A. Greenspan | greenspa@ohsu.edu
David A. Hurtado | hurtadod@ohsu.edu