

The Clinical and Occupational Correlates of Work Productivity Loss Among Employed Patients With Depression

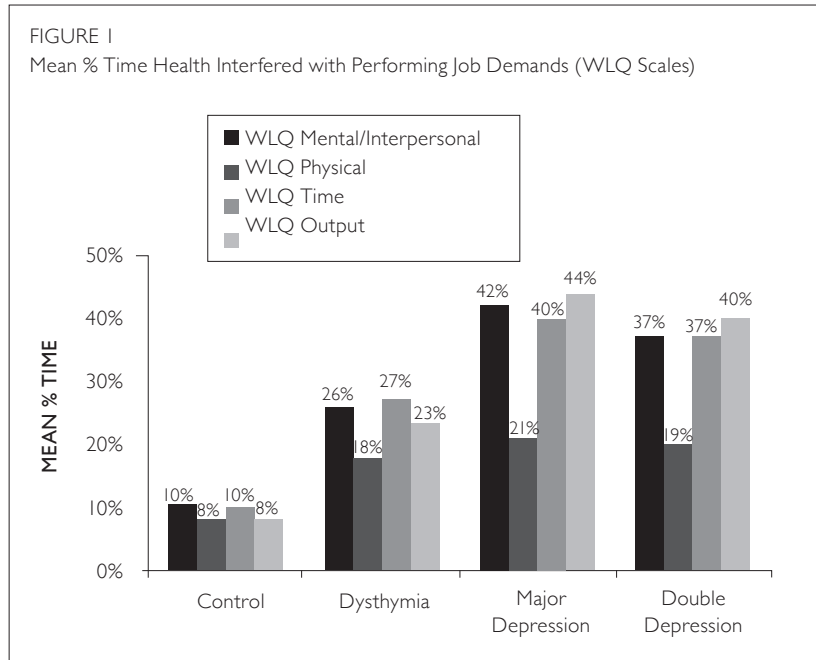


FIGURE 2
Occupational requirements are associated with productivity loss among employees with depression

FIGURE 3

- Productivity loss was influenced by depression severity
- Losses increased when employees had occupations requiring proficiency in decision-making and communication and/or frequent customer contact
- By identifying employees with most productivity losses, the WLQ tool can help to identify productivity improvement priorities

Regression Models: Relationship of Productivity Loss to Specific Occupational Requirements and Specific Depression Symptoms

	Mental/ Interpersonal	Physical	Time	Output
Variables	β	β	β	β
Occupational Requirements				
Judgement/communication (0-1)	10.0	-3.9	16.9*	22.9*
External customers (0-1)	8.5*	8.8*	6.2	4.4
Depression Symptoms				
Concentration loss (0-1)	29.7*	9.0*	27.1*	36.0*
Fatigue/sleep problems (0-1)	15.6*	5.4	12.7*	18.8*
Physical health (0-1)	-28.4*	-49.6*	-37.6*	-23.4*

*p<.05

The study sample consisted of 246 employees with diagnosed depression (dysthymia, major depression or double depression) and 143 healthy controls. All depression and control subjects were recruited from primary care physicians' offices between February 2001 and February 2003. Enrollees were asked to complete mail surveys every six months for eighteen months. A \$20 cash incentive was paid for the baseline survey and \$10 each follow-up.

Surveys included 25-item Work Limitations Questionnaire (WLQ), PHQ-9 depression questionnaire and SF-12 physical health assessment. Enrollees were primarily female (88%) and white (90%) with a mean age of 40 years.

Results indicated that depression severity and specific symptoms influenced productivity losses. Losses increased when employees had occupations requiring proficiency in decision-making and communication and/or frequent customer contact.

Reference:

Lerner D, Adler DA, Chang H, Berndt ER, Irish JT, Lapitsky L, Hood MY, Reed J, Rogers WH. The Clinical and Occupational Correlates of Work Productivity Loss Among Employed Patients With Depression. *Journal of Occupational and Environmental Medicine*. 2004; 46(6):S46-S55.

