



SUMMARY OF NFA'S RESEARCH PROGRAMMES

Psychosocial Work Environment

NFA's research into the psychosocial work environment contributes to the national goal set in the 2020 tripartite agreement that "workplaces actively work to prevent and manage significant risks in the psychosocial work environment", thereby reducing the number of people exposed to major psychological strains at work.



Overall Objectives

NFA has five overarching objectives for its research into the psychosocial work environment:

- 1 Explore correlations under the theme "A changing working life" by:**
 - Investigating how organisational and technological developmental patterns influence employees' task performance, wellbeing, and mental health.
 - Studying how employees' expectations and prerequisites for participating in working life impact the organisation of work, wellbeing, and task performance.
- 2 Continuously develop theories, methods, and concepts by:**
 - Ensuring new and existing cohorts by ongoing maintenance and updates.
 - Advancing theories and concepts relevant to the psychosocial work environment.
- 3 Conduct research into the organisation of working time by:**
 - Investigating how working time can be organised to reduce health consequences and accident risks, and uncovering the underlying mechanisms.
 - Studying initiatives that can prevent the health impacts of working time arrangements.
- 4 Investigate the significance of the psychosocial work environment for health, wellbeing, and labour market participation by:**
 - Applying innovative analytical methods to determine whether associations between psychosocial work factors and health, wellbeing, and labour market participation are causal.
 - Developing work environment initiatives as well as implementing and evaluating the effect on the psychosocial work environment, health, wellbeing, and labour market participation.
- 5 Examine the importance of organisational and managerial factors for healthy and sustainable workplaces by:**
 - Developing and evaluating organisational initiatives and interventions that enhance workplaces' ability to improve the psychosocial work environment.
 - Conducting research into the role of management and the organisation in developing and implementing effective work environment initiatives.

Priority Themes

NFA will prioritise the following themes in its research from 2025 to 2028:

Theme 1 **A changing working life**

The advancement within digital technologies, a growing proportion of older workers in the work force, and expectations and demands among young and new employees are changing entailing a reintroducing of known work environment issues in new contexts.

We will identify new work environment issues in the labour market and develop methods, initiatives, and tools for interventions. Our approach to communication and exchange of research knowledge will, in close collaboration with labour market stakeholders, strengthen the implementation of new initiatives in workplaces.

Theme 2 **Healthy and sustainable workplaces**

Managerial and organisational initiatives are key to creating optimal conditions for a good psychosocial work environment, which is central to healthy and sustainable workplaces.

Therefore we will examine what shapes systematic work environment efforts and workplace competence in this field, and how employee-involving organisational interventions can improve workplaces' capacity to take local initiative.

Theme 3 **Health, wellbeing, and labour market participation**

Individual and combined effects of psychosocial work environment factors influence employees' health, wellbeing, and connection to the labour market.

We will study the effects of negative acts, demands, and resources on employees' health and research initiatives, that may improve the psychosocial work environment and enhance wellbeing of the employees. We will also develop instruments to support workplaces' own efforts.

Theme 4 **Working time, health, and accidents**

Our research aims to strengthen the knowledge base for how workplaces can organise working time in a way that reduces health risks and the likelihood of accidents as much as possible.

We will study mechanisms related to working time that are linked to negative health outcomes, and explore options for preventive workplace initiatives. Chemical measurement methods, machine learning, and AI will support our analysis of the extensive data sets.

Theme 5 **Theories, methods, and concepts**

We will continuously develop, improve, implement, and evaluate theories, methods, and concepts both for research and research-to-practice activities.

We will also adapt existing methods to assess the impact of occupational health research knowledge and develop approaches to disseminate effective interventions to other contexts and target groups beyond those initially studied.

