

The Safety and Health Improvement Program (SHIP)

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The SHIP intervention focused on increasing supervisor support and team effectiveness to impact employee safety, health, and well-being. The SHIP intervention had three components:

1. Computer-based supervisor training on how to support safety and work-life balance among employees;
2. A two-week period where supervisors tracked how much they applied the trained behaviors back on the job; and
3. A facilitated, 4-hour team effectiveness training.

Each of these components was based on previous research which demonstrated their effectiveness.

Effects of SHIP on Employee Health and Well-Being

We used a randomized controlled study to evaluate the effectiveness of SHIP. We found that SHIP led to improvements in the following employee outcomes:

- The SHIP intervention directly improved blood pressure. *(.19)

In addition, SHIP was especially helpful for employees who initially perceived a weaker relationship with their supervisors prior to the intervention. For these employees, SHIP improved:

- Family Supportive Supervisor Behaviors* (.43)
- Team Effectiveness* (.70)
- Work-Life Effectiveness* (.57)

* $p < .05$

Note: Effect size in Cohen's d : .20=small, .50=medium, .80=large.

Hammer, L., Truxillo, D., Bodner, T., Rineer, J., Pytlovany, A., & Richman, A. (2015). Effects of a workplace intervention targeting psychosocial risk factors on safety and health outcomes: Psychosocial factors and workers health and safety [Special issue]. *BioMed Research International*, 1-12, DOI: t10.1155/2015/836967

Hammer, L., Truxillo, D., Bodner, T., Pytlovany, A., Richman, A. & Rineer, J. (in preparation). LMX and Work-Family Intervention Effects.