



Consequences of the menopause in older working women: The relationship between job demands and burnout

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Abstract

This study aimed to research the effect of job demands and menopausal complaints on burnout. To do so, questionnaires have been spread among older working women between ages of 40 and 65. Three different hypotheses were tested regarding the effect of job demands and menopausal complaints on burnout. Results showed that women who indicated to have higher menopausal complaints and heavier job demands experienced a higher level of burnout. Furthermore, results showed one aspect of menopausal complaints, negative feelings, was found to result into a higher experienced level of burnout when it was combined with certain aspects of job demands, namely emotional demands at work and work-home interference. Therefore, the expected result that when a woman experiences high job demands and high menopausal complaints her experienced level of burnout will be higher, was partially confirmed.

Keywords: Burnout; Job demands; Menopausal complaints

Introduction

Age is an important issue as our society is aging and so are our employees. During the past 25 years, the average age of the world's population has increased considerably. This fact is supported by various studies (World Bank, 1994; Government of Japan, 1999; United Nations Secretariat, 2000; European Foundation for the Improvement of Living and Working Conditions, 2003; United States General Accounting Office, 2003; as cited by Streb, Voelpel, & Leibold, 2008). Hackett (1990) states that there are several reasons why there is an increasing number of older people in the companies in our time; people live increasingly longer, the legislation has changed and the baby-boom generation of the Second World War is reaching the age of retirement.

An older workforce also means that more and more older women fill our organizations. Since older workers have a higher chance at being burned out (Ahola, Honkonen, Isometsä, Kalimo, Nykyri, Koskinen, Aromaa, & Lönnqvist 2006) and women have a higher chance at being work fatigued, hence being burned out (Verdonk, Hooftman, van Veldhoven, Boelens, & Koppens 2010), this is an important issues for employers. Burnout usually occurs at work and a burned out employee is both costly for employers and employees (Cordes, & Dougherty, 1993). As a result of burnout, an employee may quit his or her job (Maslach, & Goldberg, 1998). The burned out person may also stay but he or she may not perform at the optimum rate. Instead he or she may invest only the minimum required instead of doing his or her utmost best. This decrease in performance and in health may be very expensive for everyone who is affected by that employee and for that employee him- or herself. Burnout can result in diminished organizational commitment, turnover, absenteeism and even physical illness (Maslach, & Goldberg, 1998). According to Cheng, Kawachi, Coakley, Schwartz, & Colditz (2000), older workers are more receptive for job strain, which can ultimately lead to burnout (Maslach, & Goldberg, 1998).

Burnout can be a result of too heavy job demands, as is depicted in the job demands-resources model (JD-R model) by Demerouti, Bakker, Nachreiner, & Schaufeli (2001). There has been a lot of previous research on the JD-R model (Bakker, & Demerouti, 2006; Bakker, Demerouti, Taris, Schaufeli, & Schreurs, 2003a; Bakker, Demerouti, & Schaufeli, 2003b; Demerouti et al., 2001; Xanthopoulou, Bakker, Demerouti, & Schaufeli, 2007; Bakker, ten Brummelhuis, Prins, & van der Heijden, 2011; and more) and the impact of job demands on burnout since this is a popular field of research over the last decade, but none of these researches combines this with hormonal complaints in older women because of the menopause. It is unclear what these complaints will do to older women when experiencing

high job demands, since this has not been researched yet. Given that 46.25% of the workforce nowadays is female (statistics Netherlands, 2009), this is an interesting and important topic to study and might even be groundbreaking.

This research will examine whether job demands have an influence on burnout and whether this relationship is stronger for older women who experience hormonal complaints due to the menopause. Therefore the research question is: *Is the relationship between job demands and burnout stronger for women who experience hormonal complaints due to the menopause?* In the following paragraphs, first of all, the concepts of job demands, burnout and the menopause will be defined.

Job demands

The job demands-resources model (JD-R) states that working conditions can be divided into two categories namely job demands and job resources (Demerouti, Bakker, Nachreiner, & Schaufeli, 2001). Job demands can be considered to be an important antecedent of burnout. “*Job demands* are those physical, social, or organizational aspects of the job that require sustained physical and/or psychological effort and are, therefore, associated with physiological and/or psychological costs” (Xanthopoulou, Bakker, Demerouti, & Schaufeli, 2007, p.122). After reading many studies about the JD-R model the conclusion could be drawn that job demands consists of many different factors. However, in this research the focus will lay on only four factors namely: workload, physical demands, emotional demands and work-home interference (Bakker, Demerouti, & Euwema, 2005). It is too time consuming to research all the different job demands and since the menopause has a big impact on a woman’s life both mentally as well as physically, these four seemed to be most appropriate (Hilditch, Lewis, Peter, van Maris, Ross, Franssen, Guyatt, Norton, & Dunn, 1996; Borud, Martinussen, Eggen, & Grimsgaard, 2009).

Burnout

Job burnout is a long lasting reaction to “chronic emotional and interpersonal stressors on the job” (Maslach, 2003, p.189). Burnout on the job results from a misfit between the worker and the job. The most commonly used definition of burnout is that of Maslach and colleagues (Cordes, & Dougherty, 1993). According to Maslach (2003) the dependent variable burnout can be subdivided into three categories namely exhaustion, cynicism and sense of inefficacy although researchers have found that it could be narrowed down to the two core components,

namely exhaustion and cynicism (Hakanen, Bakker, & Schaufeli, 2006; Hansen, Sverke, & Näswall, 2009; Bakker, Demerouti, de Boer, & Schaufeli, 2003). However, this research will study burnout as a whole. Exhaustion can be defined as feeling chronically tired, usually by an overload of work (Bakker, Demerouti, Taris, Schaufeli, & Schreurs 2003a; Halbesleben, & Buckley, 2004; Maslach, 2003). Cynicism (or depersonalization) can be defined as being indifferent about work, losing interest in work and having an indifferent attitude towards colleagues (Bakker et al., 2003a; Halbesleben, & Buckley, 2004; Maslach, 2003). The last component, having reduced efficacy can be defined as feeling less competent, having less successful achievements and accomplishments in their job (Bakker et al., 2003a; Halbesleben, & Buckley, 2004; Maslach, 2003). One may also evaluate oneself negative (Cordes, & Dougherty, 1993). Imbalance could take place.

Imbalance is an important factor when it comes to burnout (Maslach, & Goldberg, 1998). Imbalance occurs when the work demands are high but the resources to accomplish those demands are low. These job demands are present all the time. They do not suddenly appear like a crisis, they are chronic. In this research only the job demands will be taken into account.

Early research linked burnout exclusively to people who worked in human services professions (Maslach, & Jackson, 1981). However, Bakker et al. (2003a) stated that previous research discovered that job demands correlated higher with burnout than interaction with clients did.

According to Bakker et al. (2003a) the Job Demands Job Controls model states that job demands such as time pressure and work overload have a harmful effect on burnout. According to the Job Demands-Resources model, job demands are primarily and positively related to exhaustion which is a component of burnout. In the research of Bakker, Demerouti and Euwema (2005) the level of burnout was found to be especially high when the job demands workload, emotional demands, physical demands and work-home interference were high and job resources were lacking. Therefore Hypothesis 1 is formulated as follows:

H1: The higher the level of job demands employees experience, the higher the level of burnout

Menopause

Burnout of older working women will not only be influenced by the job demands they experience but it is also likely to be affected by the hormonal changes that come with older life stages. One of these stages is the menopause. Hormonal changes older women experience

due to the menopause can result into hormonal complaints by which these women are affected.

The average age women in Europe and Northern America come in the menopause is between their 48th and 52nd year (Cassou, Mandereau, Aegerter, Touranchet, & Derriennic, 2007). There is a difference between natural menopause and surgical menopause (McKinlay, Brambilla, Avis, & McKinlay, 1991). Surgical menopause is defined as a surgical procedure which causes menstruation to stop. Natural menopause is defined as twelve uninterrupted months without menstruation, which is not caused by for instance pregnancy, breastfeeding or excessive exercise (Avis, 2007). Three stages of the menopause can be distinguished. Women who have menstruated in the previous three months and who have no change in their menstrual cycle are considered to be in the premenopause (McKinlay, Brambilla, & Posner, 1992). Women who have not menstruated in the previous three months but have in the past twelve months are considered to be perimenopausal. In the perimenopause the menstrual cycle varies, menstruations can be skipped and there are hormonal changes (Avis, 2007). Women who did not menstruate at all in the past twelve months are considered to be in the postmenopause (Lock, 1986).

The menopausal complaints can be divided into seven domains namely: vasomotor, somatic, depressed mood, sleeping problems, concentration, anxiety and sexual (Hilditch, Lewis, Peter, van Maris, Ross, Franssen, Guyatt, Norton, & Dunn, 1996; Borud, Martinussen, Eggen, & Grimsgaard, 2009). The symptoms that belong to the category vasomotor are: hot flushes, night sweats and sweating. Somatic symptoms are: headaches, dizziness, aching in muscles and joints, stomach aches, frequent urination, involuntary urination and having difficulty holding urine (when for instance laughing or coughing), having a tingling feeling in parts of the body, numbness in hands and/or feet. The symptoms that belong to the domain depressed mood are: feeling depressed, down or blue, feeling sad, having crying spells, having a lack of motivation, mood swings, bad appetite, not enjoying things you undertake, being more easily irritated than before, feeling tired or worn out, feeling life is not worth living, decreased interest in most things and having no sense of wellbeing. Sleeping problems are: having trouble falling asleep, having difficulty sleeping all night long, waking up (too) early, being restless and having difficulty laying still. Symptoms that belong to the concentration domain are: forgetfulness, accomplishing less than used to, having a lesser memory than before, having a lesser concentration than before and being clumsier than before. Symptoms that belong to the domain anxiety are: being scared or feeling panic without a reason, being frightened when leaving home alone, feeling tense, having a quick or

strong heartbeat, feeling agitated, feeling anxious or nervous, having anxiety attacks, feeling inner tension and feeling aggressive. The sexual symptoms are: avoiding intimacy, being less interested in sex than before, change in sexual desire, change in sexual activity, vaginal dryness during or a burning sensation and having trouble during intercourse. Hot flashes and night sweats are the primary symptoms of the menopause (Avis, 2007).

As was argued before, burnout seems to increase a little bit with age (Ahola et al., 2006) and according to Verdonk et al. (2010), several studies have indicated that women are prone to more risk at being work-fatigued, than men. Since exhaustion is related to burnout the conclusion can be drawn that older women are prone to more risk at having a burnout than men. According to Avis, Crawford, Stellato, and Longcope (2001), Cawood and Bancroft conducted a research among women in the menopause and found a relationship between hot flushes and tiredness, so because of the menopause these women were more tired than they would have been if they were not in the menopause. Also tiredness was positively correlated with depression. Dennerstein, Lehert, Burger and Dudley found that mood of menopausal women is affected by accompanying symptoms (Avis et al., 2001). As many of the hormonal complaints that are characteristic of the menopause are related to exhaustion, which is one of the key components of burnout, it can be assumed that menopause directly related to burnout. Therefore Hypothesis 2 is formulated as follows:

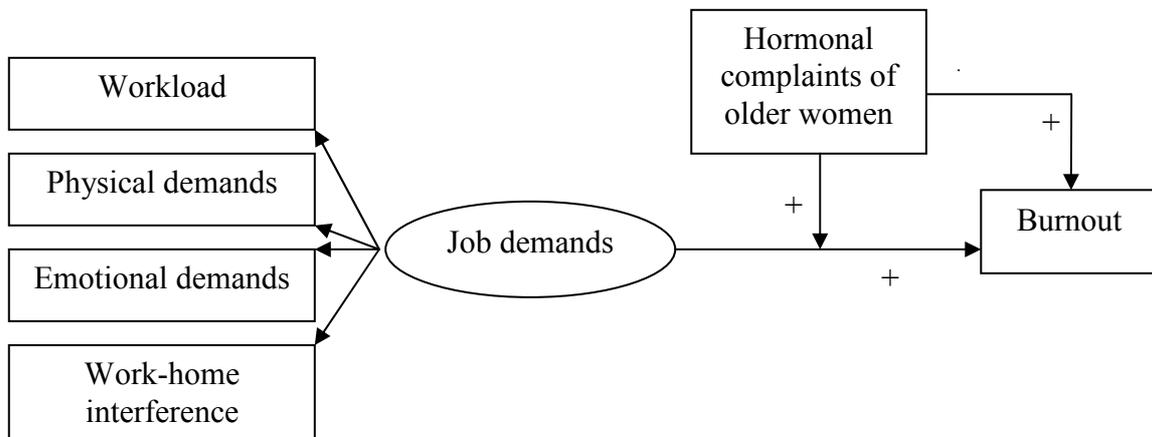
H2: The higher the level of hormonal complaints in older women, the higher the level of burnout

According to Hunter and Mann (2010) approximately 70% of the menopausal women are affected by hormonal complaints such as hot flushes and night sweats and this is regarded as problematic for 15 to 20% of those women. They experience distress, physical discomfort, embarrassment and sleep disturbance. Since hormonal complaints such as depression, sleepless nights and mood swings make it hard to cope with stress (Avis et al., 2001), it can be argued that hormonal complaints increase the positive effect that job demands have on burnout. Indirect evidence for this assumption can be found in the study by Verdonk et al. (2010), that shows that higher demands lead to higher chance on burnout for older women as opposed to younger women, younger men and men of the same age. This is contrary to the finding of Maslach and Jackson (1985) who found that men have a slightly higher chance at being burned out than women. However, these differences are negligible.

Research is very inconclusive about gender differences in burnout. Some studies seem to have found that women are more prone to being burned out when other studies say the opposite (Soares, Grossi and Sundin 2007). In addition, according to Grossi, Perski, Evengård, Blomkvist and Orth-Gomér (2003) and Soares, Grossi and Sundin (2007), anxiety, depression, sleep disturbance, somatic symptoms and bad health may lead to burnout, which are all symptoms of the menopause (Hilditch, Lewis, Peter, van Maris, Ross, Franssen, Guyatt, Norton, & Dunn, 1996; Borud, Martinussen, Eggen, & Grimsgaard, 2009). For depression and burnout to co-occur is even very common (Soares, Grossi & Sundin 2007). Therefore Hypothesis 3 states that:

H3: The relationship between job demands and burnout is stronger for women who experience both high job demands and hormonal complaints

Figure 1: Conceptual model



Method

Sample and procedure

Data was collected in different ways. To gain respondents, convenience sampling was used. Four researchers from the thesis circle “‘work-life’ at an older age” of the University of Tilburg worked together on the questionnaire and data collection. The questionnaire was placed on 15 different Dutch websites. Three in the Netherlands established organisations were contacted at a menopause symposium and were interested in participating, also the questionnaires were spread among randomly chosen women at the airport and at the event called ‘the libelle-fair’. In addition questionnaires were handed out to relatives, acquaintances and colleagues.

First the participants were asked if they were between the ages of 40 and 65, since the average age women in Europe and Northern America come in the menopause is between their 48th and 52nd year (Cassou et al., 2007) and if they had a job. After confirmation, these women filled out a web based or paper questionnaire with a cover letter explaining the research and guaranteeing that their data would be strictly used for this research and that the data would be completely anonymous (see Appendix A). Since all participants were asked to fill out the questionnaire once, this research is a cross sectional research. Data collection took place in the spring of 2011 and the sample of older women contained 387 participants. The mean age of these women was 51,91 (*SD* 5,195). In Table 1, women per work sector can be found. When comparing the sample to the Dutch female workforce (statistics Netherlands, 2009), the sample is in reasonable agreement with the workforce. The main differences are in the sectors retail, education and health and welfare. The difference in retail can be explained by handing out questionnaires to co-workers of one researcher, who works in a supermarket. Different control variables were used namely age, sector (Table 1), education level (Table 2), working hours per week (*Mean* 25.86, *SD* 10.16) and menstrual cycle (Table 3). Education level was also compared against the female workforce with ages between 35 and 65 (statistics Netherlands, 2010). However, there were large differences between lower general education or lower vocational and higher vocational education levels.

CONSEQUENCES OF THE MENOPAUSE IN OLDER WORKING WOMEN

Table 1

Women per sector

Sector	Statistics		
	Frequency	Percent	Netherlands
Agriculture, forestry, fishery, and mining	3	0,8	1,9
Industry	11	2,8	5,8
Construction	7	1,8	1,5
Wholesale	9	2,3	5
Retail	23	5,9	12,3
Transport and storage	5	1,3	2,6
Lodging and catering	5	1,3	4,3
Information en communication	10	2,6	2
Renting and trade in real estate	1	0,3	1
Advice, research and other specialized business services	18	4,6	5,3
Renting of movables and other business services	2	0,5	1,2
Education	57	14,7	7,7
Health and welfare	162	41,8	27,6
Culture, sports and recreation	8	2,1	2,1
Other services	66	17,1	19,7
Total	387	100	100

Table 2

Education level

	Statistics		
	Frequency	Percent	Netherlands
Primary school	0	0	5
Lower general education or lower vocational	27	7,0	22,7
Secondary education or secondary vocational	160	41,3	37,2
Higher vocational	158	40,8	23,5
Academic education	39	10,1	11,6
Other	3	,8	0
Total	387	100,0	100

Table 3

Menstrual cycle

	Frequency	Percent
Regular menstrual cycle	84	21,8
Unregular menstrual cycle	80	20,7
No menstrual cycle	222	57,5
Total	386	100,0

Instruments

After sending out the questionnaires and collecting the data, the data was entered into the statistical program SPSS. Firstly the data was checked on errors, by checking if there were scores out of range, and if there were any missing values. The latter was done by using a frequency table. Secondly, several items had to be recoded, since they were positively worded items.

Job demands was originally divided into four different factors namely workload, physical demands, emotional demands and work-home interference. Therefore four different scales were needed. Workload, physical demands, emotional demands, work-home interference and burnout were measured by using existing scales. However a principal factor analysis showed a 5-factor solution, instead of 4, which was representative for workload, physical demands, emotional demands, positive work-home interference and negative work-home interference. To establish the reliability of job demands as a whole, the internal consistency was measured and this showed a Cronbach's alpha of 0,896. The KMO index was 0,887 and the Bartlett's test of Sphericity showed a significant result. To have reliable scales, the Cronbach's alpha has to be above 0,7 (Nunnally 1978, as stated by Pallant 2007).

Workload: the scale workload originally consisted of 11 items (VBBA, 2000). However, after constructing a principal factor analysis over the whole scale of job demands, it showed that the item 'work pressure' did not belong to the scale workload but to the scale negative work-home interference, so this item was deleted from the scale workload. The answering categories were based on a four-point scale but this was adjusted to a 5-point scale, ranging from 1 = "never" to 5 = "always". An example question is "Do you have to work very fast?". A reliability analysis concluded a Cronbach's alpha of 0,868. The KMO was 0,858 which was significant.

Physical demands: physical demands consisted of 7 items (VBBA, 2000). A principle factor analysis showed a 1-factor solution. The answering categories were based on a 4-point scale but this was also adjusted to a 5-point scale, ranging from 1 = “never” to 5 = “always”. An example question is “Do you have to work in uncomfortable or tiring positions?” A reliability analysis concluded a Cronbach’s alpha of 0,891. The KMO was 0,859 and the Bartlett’s test of Sphericity showed that it was significant.

Emotional demands: the scale emotional demands consists of 7 items (VBBA, 2000). A principal factor analysis showed a 1-factor solution. The answering categories were again based on a 4-point scale but this was also adjusted to a 5-point scale, ranging from 1 = “never” to 5 = “always”. An example question is “Does your work put you in emotionally upsetting situations?” A reliability analysis concluded a Cronbach’s alpha of 0,874. Bartlett’s test of Sphericity showed a significant KMO of 0,876.

Work-home interference: Work-home interference was measured with a scale of the Survey Work-home Interaction – Nijmegen (the SWING) developed by Geurts, Taris, Kompier, Dikkers, Van Hooff and Kinnunen (2005). The SWING measures not only work-home interference but also home-work interference. In this study only the 15 work-home items were used. The answering categories were adjusted from a 4-point scale to a 5-point scale, ranging from 1 = “never” to 5 = “always”. An example question is “How often does it occur that your work schedule makes it difficult for you to fulfil your domestic obligations?” A principal component analysis showed a 2-factor solution which was representative for positive and negative work-home interference. The questions in the positive work-home interference were positive, so these had to be recoded. However, this factor will still be named positive work-home interference. The principal component analysis also showed that the item ‘work pressure’ originally from the scale workload, belonged to the factor negative work-home interference so this item was added to the scale. A reliability analysis concluded a Cronbach’s alpha of 0,852. The KMO was 0,884 and the Bartlett’s test of Sphericity showed that it was significant.

Menopausal complaints was measured with a self developed scale which was based on the Menopause-specific Quality of Life questionnaire (Hilditch et al., 1996) and the Women’s Health Questionnaire (Borud et al., 2009). The questions were translated into Dutch since the participating women were Dutch. It consisted of 40 items. All corrected item-total correlation values have to be above 0,3, otherwise it could be an indication that the items measured something different from the scale. Also the Alpha if item deleted had to be lower than the original Alpha of the scale, otherwise removal had to be taken into account. Unfortunately,

two items had to be deleted since their correlation was $r < 0,03$ and the Cronbach's alpha if item deleted would increase. This was to be expected since this was a whole new questionnaire. The answering categories were based on a 5-point scale and the answering categories were: 1 = "not at all", 2 = "slightly", 3 = "moderate", 4 = "much" and 5 = "very much". An example question was "How badly do you experience hot flushes?". A principal component analysis showed a 7-factor solution which could be subdivided into the categories 'negative feelings', 'sleeping problems', 'somatic', 'sexual changes', 'fear', 'vasomotor' and 'sickness'. The KMO index was 0,947 and the Bartlett's test of Sphericity showed that it was significant. A reliability analysis concluded a Cronbach's alpha of 0,965 (for the pattern matrix, see Appendix B).

Burnout: To measure burnout, the Utrechtste Burnout Scale (UBOS) was used. This was based on the Maslach Burnout Inventory and was in Dutch. The UBOS consisted of 15 items and a principle factor analysis revealed that it consisted of three factors. These were emotional exhaustion, depersonalization and reduced personal accomplishment. The answering categories were based on a 7-point scale and ranged from 1= "never" to 4 = "regularly" to 7 = "always". Three example questions of the subscales are respectively "I feel 'burned out' because of my job", "I've noticed that I've become distanced from my work" and "I think I do my job very well".

Control variables: One of the first questions asked was how the menstruation cycle of the woman in question was so that could be established whether the women were in their pre-, peri- or postmenopause . Other control variables were age, education, sector, whether women used hormonal contraception, hormonal medication, whether they have had oophorectomy or a hysterectomy.

Analysis

To test the three hypotheses, regression was used. Each model contained burnout as the dependent variable. Model one was used to test Hypothesis 1, and contained the independent variable job demands. In the second model Hypothesis 2 was tested and instead of job demands, the independent variable hormonal complaints was added. In model three a sequential regression analysis was conducted to test hypothesis 3. This was done by firstly testing model 1, after that adding menopausal complaints, then adding the interaction effect job demands * hormonal complaints and finally the control variables were included.

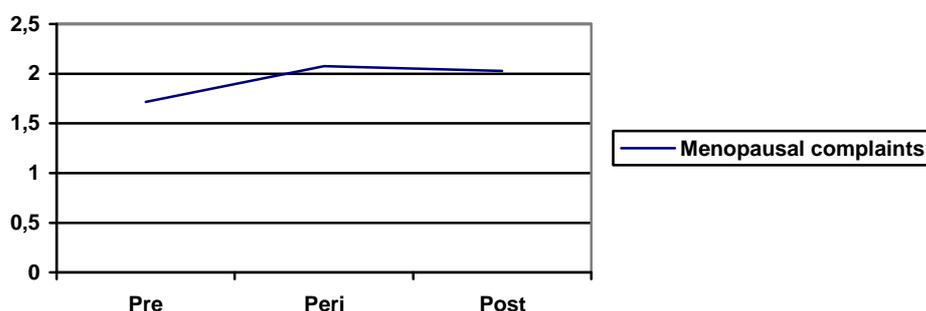
Results

Descriptive analyses

A one-way between groups multivariate analysis of variance (MANOVA) was performed to investigate sector differences in burnout, job demands and menopausal complaints. After doing the MANOVA the conclusion can be drawn that there is a difference between the different sectors on job demands. However, this difference is in the renting and trade in real estate sector, and since $N = 1$ in this sector, this is not relevant.

There also is a difference between the three different menstruation cycles, the pre-, peri- and postmenopause compared to menopausal complaints. Women in the premenopause experience the lowest level of menopausal complaints, women in the perimenopause experience the highest level of menopausal complaints and women in the postmenopause also experience a high level of menopausal complaints, but less than women in the perimenopause (see figure 2).

Figure 2: the different menopause stages compared to menopausal complaints



Furthermore, education level, the use of hormonal medication, the use of hormonal contraception, having had an oophorectomy and having had a hysterectomy did not result into any statistically significant results, which means that they had no influence on the job demands, menopausal complaints and level of burnout. However, since menopausal cycle is only of influence on menopausal complaints, and not on burnout no control variables will be used in the regressions.

Correlations

Table 4 shows the results for the Pearson correlation between the variables. All the dependent and independent variables were tested for correlation. It is interesting to see that burnout correlates at the 0,01 significance level with job demands as well as menopausal complaints.

Also job demands and menopausal complaints correlate with each other at the 0,01 significance level.

Table 4

Pearson correlations

Variables	M	SD	1	2
1 Burnout	2,70	0,90		
2 Job demands	2,52	0,50	0,49**	
3 Menopausal complaints	1,97	0,75	0,43**	0,31**

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Regression analyses

Table 5 to 16 shows the results of the regression analyses.

To test hypothesis 1, the higher the level of job demands employees experience, the higher the level of burnout, regression analysis was conducted. In this model, only the dependent variable burnout and the independent variable job demands were included. The results are shown in Table 5. Model 1 explained 24,1% of the variance of burnout. Job demands had a positive effect on burnout ($\beta = 0,491$, $p < 0,05$). This confirms hypothesis 1, since this stated that the more older women experience high job demands, the more they experience burnout.

In addition the relationship of the five different sub dimensions of job demands, workload, physical demands, emotional demands, negative work-home interference and positive work-home interference, on burnout was explored. This model explained more variance than the previous model, namely 39,9% of the variance of burnout. However, it shows that only physical demands ($\beta = 0,095$, $p < 0,05$), positive work-home interference ($\beta = 0,237$, $p < 0,05$) and negative work-home interference ($\beta = 0,568$, $p < 0,05$) are significant. So from the amount of physically tough work and the amount of conflict and enrichment employees experience from their home, they are more likely to experience burnout. Workload and emotional demands did not show a significant result. This means that hypothesis 1 is only partially confirmed.

To find out on which dimension of burnout, exhaustion, cynicism or reduced sense of efficacy, job demands had the most effect, three more regression analyses were done. Job demands explained the most variance of exhaustion, namely 32,2% ($\beta = 0,567$, $p < 0,05$) (see Table 7). Cynicism was only explained by 10,1% ($\beta = 0,318$, $p < 0,05$) (see Table 8), and job

demands explained almost nothing of the variance of reduced sense of efficacy namely 3,8% ($\beta = 0,194, p < 0,05$) (see Table 9).

Table 5
Regression job demands on burnout

	Model 1
	B
Job demands	0,491**
R ²	0,241**
F-value	122,061**

** is significant at the 0,01 level

* is significant at the 0,05 level

Table 6
Regression 5 factors of job demands on burnout

	Model 1
	B
Workload	-0,022
Physical demands	0,095*
Emotional demands	-0,082
Positive work-home interference	0,237**
Negative work-home interference	0,568**
R ²	0,399**
F-value	50,142**

** is significant at the 0,01 level

* is significant at the 0,05 level

Table 7
Regression job demands on exhaustion

	Model 1
	B
Job demands	0,567**
R ²	0,322**
F-value	182,058**

** is significant at the 0,01 level

* is significant at the 0,05 level

Table 8
Regression job demands on cynicism

	Model 1
	B
Job demands	0,318**
R ²	0,101**
F-value	43,153**

** is significant at the 0,01 level

* is significant at the 0,05 level

Table 9
Regression job demands on reduced sense of efficacy

	Model 1
	B
Job demands	0,194**
R ²	0,038**
F-value	14,995**

** is significant at the 0,01 level

* is significant at the 0,05 level

Hypotheses 2, hormonal changes in older women increase the level of having a burnout, was also tested with a regression analysis. The first model contained the dependent variable burnout and the independent variable menopausal complaints. The results of this analysis can be found in Table 10. The model explained 18,1% of the variance of the dependent variable. Menopausal complaints had a significant positive effect on burnout ($\beta = 0,425$, $p < 0,05$). This confirms hypothesis 2, since this stated that the higher the level of hormonal complaints older women experience, the higher the level of burnout.

Regression analysis was done to test whether the 7 factors of menopausal complaints, negative feelings, sleeping problems, somatic, sexual changes, fear, vasomotor and sickness, had a significant effect on burnout, instead of menopausal complaints as a whole. However, this model showed that only negative feelings ($\beta = 0,517$, $p < 0,05$) had a significant effect on burnout. This means that women who experience for instance mood swings, or who feel sad experience a higher level of burnout. Sleeping problems, somatic, sexual changes, fear, vasomotor and sickness were not significant. This means that hypothesis 2 is only partially confirmed. These results can be found in Table 11.

To find out on which factor of burnout, exhaustion, cynicism or reduced sense of efficacy, menopausal complaints have the most influence, three additional regression analyses were performed. As well as job demands, menopausal complaints also explained the most variance of exhaustion, namely 19,2% ($\beta = 0,439$, $p < 0,05$) (see Table 12). Menopausal complaints only explained 8,4% of cynicism ($\beta = 0,289$, $p < 0,05$) (see Table 13). Finally the explained variance of sense of efficacy by menopausal complaints was only 5,3% ($\beta = 0,230$, $p < 0,05$) (see Table 14).

Table 10

Regression menopausal complaints on burnout

	Model 1
	B
Menopausal complaints	0,425**
R ²	0,181**
F-value	84,439**

** is significant at the 0,01 level

* is significant at the 0,05 level

Table 11

Regression 7 factors menopausal complaints on burnout

	Model 2
	β
Negative feelings	0,517**
Sleeping problems	-0,056
Somatic	0,091
Sexual changes	0,034
Fear	-0,086
Vasomotor	-0,103
Sickness	0,039
R ²	0,234**
F-value	16,399**

** is significant at the 0,01 level

* is significant at the 0,05 level

Table 12

Regression menopausal complaints on exhaustion

	Model 1
	β
Menopausal complaints	0,439**
R ²	0,192**
F-value	90,939**

** is significant at the 0,01 level

* is significant at the 0,05 level

Table 13

Regression menopausal complaints on cynicism

	Model 1
	β
Menopausal complaints	0,289**
R ²	0,084**
F-value	34,840**

** is significant at the 0,01 level

* is significant at the 0,05 level

Table 14

Regression menopausal complaints on reduced sense of efficacy

	Model 1
	β
Menopausal complaints	0,230**
R ²	0,053**
F-value	21,352**

** is significant at the 0,01 level

* is significant at the 0,05 level

Hypothesis 3, the relationship between job demands, menopausal complaints, burnout and the interaction effect, was tested by performing a sequential regression analysis. The first model contained the dependent variable burnout and the independent variable job demands. Model 2 included model 1 plus the independent variable menopausal complaints. Model 3 contained the previous model including the interaction effect job demands * menopausal complaints. These results can be found in Table 15. Model 1 explained 24,1% of the variance of burnout and had a significant effect on burnout ($\beta = 0,491, p < 0,05$). Model 2 explained 32,4% of the variance and both job demands ($\beta = 0,398, p < 0,05$) as well as menopausal complaints ($\beta = 0,303, p < 0,05$) had a significant effect on burnout. Model 3 was significant but of the variables, only job demands was significant. Menopausal complaints and the interaction effect both were not significant, which would mean that hypothesis 3 had to be rejected. However, as can be seen in Table 16, it is unnecessary to reject the whole hypothesis since part of it can be explained. The regression analyses were redone, but this time, instead of adding the interaction effect job demands * menopausal complaints, the interaction effects of the factors were added. In the end this resulted into model 3 explaining 44,9% of the variance and being significant. This means that women who experience negative feelings and emotional demands, positive work-home interference or negative work-home interference experience more burnout. (The interaction effect can be seen in figure 3)

Table 15

Regression job demands, menopausal complaints and job demands * menopausal complaints on burnout

	Model 1	Model 2	Model 3
	β	β	β
Job demands	0,491**	0,398**	0,728**
Menopausal complaints		0,303**	0,383
Job demands * menopausal complaints			-0,007
R ²	0,241**	0,324**	0,324
R ² change	0,241**	0,083**	0
F-value	121,425**	91,463**	60,818**

** is significant at the 0,01 level

* is significant at the 0,05 level

Table 16

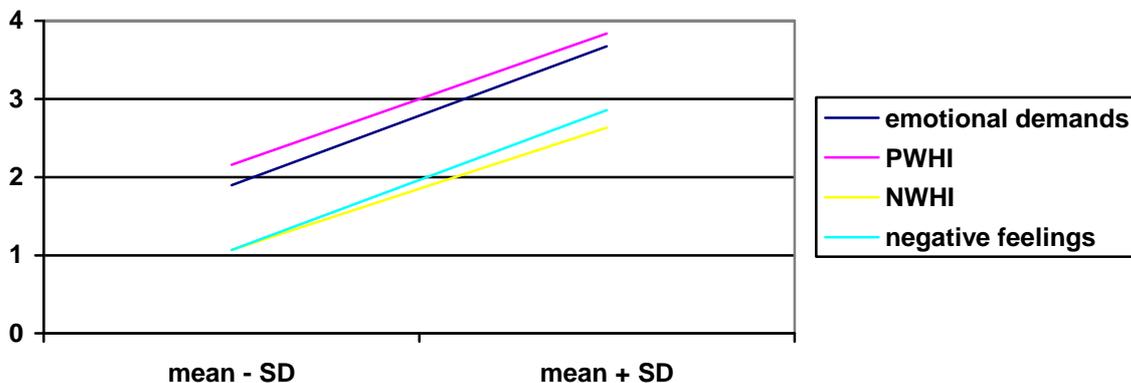
Regression job demands, menopausal complaints, workload*negative feelings, physical demands*negative feelings, emotional demands*negative feelings, positive WHI*negative feelings and negative WHI*negative feelings on burnout

	Model 1	Model 2	Model 3
	β	β	β
Job demands	0,880**	0,713**	0,473**
Menopausal complaints		0,364**	0,012
Workload * Negative feelings			-0,018
Physical demands * Negative feelings			-0,004
Emotional demands * Negative feelings			-0,089**
Positive work-home interference * Negative feelings			0,073**
Negative work-home interference * Negative feelings			0,168**
R ²	0,241**	0,324**	0,449**
R ² change	0,241**	0,083**	0,125**
F-value	120,471**	90,743**	43,457**

** is significant at the 0,01 level

* is significant at the 0,05 level

Figure 3: interaction effect of negative feelings on emotional demands, positive work-home interference and negative work-home interference



Conclusion and discussion

Summary

The goal of this research was to examine whether job demands and menopausal complaints have an influence on burnout and whether older women who experience high job demands and hormonal complaints, due to the menopause, also experience more burnout. This was done by using a questionnaire among working women between ages 40 until 65 ($N = 387$).

Confirmation was found for the expected correlation between job demands and burnout, and menopausal complaints and burnout. This meant that hypothesis 1 ‘the higher the level of job demands employees experience, the higher the level of burnout’ and hypothesis 2 ‘the higher the level of hormonal complaints in older women, the higher the level of burnout’ were confirmed. However, both hypotheses were only partially confirmed. The conclusion could be drawn that only physical demands, positive work-home interference and negative work-home interference had an effect on burnout. Also women in the menopause who were found to have negative feelings experienced a higher level of burnout. The conclusion can be drawn that the extent to which women experience negative feelings due to the menopause, is also related to the extent to which they experience a higher level of burnout.

The factor of burnout of which the most variance was explained both by job demands as well as menopausal complaints, was exhaustion. Reduced sense of efficacy was the factor of which the least variance was explained.

The interaction effect and also hypothesis 3 ‘the relationship between job demands and burnout is stronger for women who experience both high job demands and hormonal complaints’ was only partially confirmed. The only interaction effect that was found was the effect on burnout of negative feelings combined with emotional demands, negative work-home interference and positive work-home interference. This means that women who experience both negative feelings as well as emotional demands, positive work-home interference or negative work-home interference also experience a higher level of burnout.

Interpretation

The first hypothesis stated that job demands were positively related to burnout. This hypothesis was partially confirmed since job demands did show a direct effect on burnout but when looking at the factors separately, only physical demands, positive work-home interference and negative work-home interference showed a significant result. This means that women who experience physical demands, positive work-home interference or negative work-home interference at their job, experience a higher level of burnout. Exhaustion was the

component of burnout of which the most variance was explained. “Job demands are those physical, social, or organizational aspects of the job that require sustained physical and/or psychological effort and are, therefore, associated with physiological and/or psychological costs” (Xanthopoulou, Bakker, Demerouti, & Schaufeli, 2007, p.122). When someone has to put in substantial physical or psychological effort, exhaustion is a logical consequence.

The second hypothesis stated that hormonal changes in older women increase the level of having a burnout. This hypothesis was also partially confirmed. Menopausal complaints showed a significant direct effect on burnout but when later looking at the seven menopausal factors separately, only negative feelings showed a significant result. Sleeping problems, somatic, sexual changes, fear, vasomotor and sickness did not. The factor of burnout which’s variance was mostly explained by menopausal complaints, was also exhaustion, which is very logical since women tend to be more tired when being in the menopause since sleeping problems are a factor of the menopause. However, when regressing the complaints on burnout and exhaustion, only negative feelings is significant.

Hypothesis 3 stated that the relationship between job demands and burnout is different for women who experience hormonal complaints. The conclusion was drawn that women who experience high emotional demands, high positive work-home interference or high negative work-home interference at their job and who also score high on negative feelings due to the menopause, experience a higher level of burnout. This can be the case since negative feelings such as the feeling of losing the meaning of one’s life seem to be connected to burnout (Iacovides, Fountoulakis, Kaprinis & Kaprinis, 2003). Burnout is also linked with the feeling that one does not have enough control over ones job, this may also be the case because the job’s emotional demands are too high or because work-home interference is going badly. According to Iacovides, Fountoulakis, Kaprinis & Kaprinis (2003) one’s functioning and family relations become strained when a person is affected by burnout.

One can only wonder why workload and physical demands do not have the same significant effect on burnout as emotional demands, negative work-home interference and positive work-home interference, when women experience negative feelings. One explanation may be that these two demands are not as emotionally demanding as the other three demands, since burnout is often accompanied by emotional and mental exhaustion. Another thing that is striking is that when looking at the regression of the separate factors of job demands on burnout, physical demands is significant and emotional demands is not. However in the interaction effect it is the other way around.

Limitations

As said before, there are many different job demands, but in this research the focus was on only four of those demands. Since there has not been previous research on the relation between job demands, menopausal complaints and burnout, it might be that other job demands predict more burnout. It is possible that demands such as poor environmental conditions, role overload or mental demands would lead to a higher level of burnout (Bakker, Demerouti, & Verbeke, 2004; Peeters, Bakker, & Schaufeli, 2005). Especially mental demands seems to be an interesting subject since emotional demands, negative work-home interference and positive work-home interference are also comparable to mental demands and those three job demands, combined with negative feelings, resulted in a higher level of burnout.

As the JD-R model states, job resources can reduce the effects of job demands (Bakker, Demerouti, & Verbeke, 2004; Bakker, & Demerouti, 2007). Job resources are not taken into account in this research, so it might as well be possible that job demands such as workload and physical demands, that were not significant in the interaction effect of this research, in reality do have an effect on burnout but because of certain job resources, such as co-worker support, supervisor support, psychological support, flexibility, autonomy or even support for women who are dealing with the menopause, this effect has been decreased (Bakker, & Demerouti, 2006). As mentioned before, imbalance occurs when the work demands are high but there is a lack of certain job resources to accomplish those demands. This is an important factor when it comes to burnout. This too has not been investigated. It might be possible that the lack of certain job resources contributes to having a burnout, especially in combination with the menopause.

Another limitation of this research is that this study is a cross sectional instead of a longitudinal study. Data was gathered at one subset in time instead of at multiple points in time. Since the questionnaire includes questions about feelings, answers were very dependent on how the respondent felt at the time. Given that mood swings are also a characteristic of the menopause, it might well be that at another point in time, the respondent might feel completely different (Moos, 1968). Therefore the results may not be completely accurate. A longitudinal study would be better since this gives a better overview of the sample.

Data was, amongst others, gathered at online forums about the menopause. Therefore a large part of the sample consists of women who are actively thinking about the menopause and who are searching the internet about menopause. They are very conscious of the

menopause, perhaps since they experience a great deal of hinder because of it. This may have given a different result than when the participants in the questionnaire were chosen randomly.

Negative feelings was the only factor of menopausal complaints that was significant in the interaction effect. This may mean that *menopausal* complaints do not per se increase the relationship between job demands and burnout since the only complaints that increase this effect are the complaints which also resemble depression (Iacovides, Fountoulakis, Kaprinis & Kaprinis, 2003).

Since burnout consists of exhaustion, cynicism and reduced personal efficacy, it is possible that menopausal complaints do not increase the level of having a burnout, but that it is the other way around. Maybe because those women experience burnout, their complaints such as too little sleep, depressed feelings or headaches, increase.

Future research

First of all future research should do a longitudinal study instead of a cross sectional one since data was gathered at only one subset in time, and as previously stated, the questionnaire included questions that were mood dependent, so when filling in the questionnaire at multiple moments in time one will get a more truthful image of the hormonal complaints of these women due to the menopause.

Furthermore it would be interesting to reinvestigate the JD-R model about whether job resources can decrease the level of experienced burnout caused by high job demands and menopausal complaints.

It might be possible that when job demands are high but the job resources are too low to accomplish those demands. The lack of certain job resources could increase the level of burnout. This too should be studied. Maybe women with high job demands and high hormonal complaints who have little support from their co-workers and supervisors have a higher level of burnout compared to women who have high support from their colleagues and supervisors.

As said before in the limitations section, it would be interesting to look at different job demands than researched in this study. Maybe role overload, mental demands or environmental demands show a higher level of burnout.

Negative feelings was the only factor of menopausal complaints that was significant in the interaction effect. This may mean that menopausal complaints do not increase the relationship between job demands and burnout, the only complaints that increase this effect are the complaints which also resemble depression (Iacovides, Fountoulakis, Kaprinis &

Kaprinis, 2003). It is interesting to research whether women in the menopause with high job demands are more likely to have a depression versus women who are not in the menopause and who experience the same amount of job demands. This can be done by for instance comparing women between ages of 48 and 65 to younger women who work in the same organization.

Conclusion and implications

Before this study, there was very little to nothing known about the implications of high job demands, combined with menopausal complaints on burnout. However, this study found that high job demands relate positively to burnout. This is also the case for high menopausal complaints, which is also positively related to burnout. This conclusion shows that organizations should monitor employees who experience high job demands and should try to prevent having employees in a situation with high job demands since this may result into burnout.

It was already known that job demands had an effect on burnout (Bakker, Demerouti, Taris, Schaufeli, & Schreurs 2003a). What was unknown was that women who experience high job demands like emotional demands and work-home interference, and high menopausal complaints such as negative feelings, experience a higher level of burnout. This is very interesting for organizations since older working women are a big part of our Dutch workforce. As menopausal complaints are often ignored in organizations or not discussed, organizations should look into this and take this into account. If employers monitor older working women, a burnout may be prevented. Burnout is both costly for employees as well as for employers (Cordes, & Dougherty, 1993). Therefore, managers in organizations should take these findings very seriously. More attention should be given to older working women in the Dutch workforce and their difficulty of working while being in the menopause. As one woman in the comment section of the questionnaire put it: “It was about time somebody took the time to study the menopause and its consequences. [...] I hope it makes a difference.”

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Appendix A

Questionnaire



Geachte mevrouw,

Voor onze eindschrijving van onze master opleiding aan de Universiteit van Tilburg voeren wij een wetenschappelijk onderzoek uit naar de menopauze (overgang) in relatie tot het werk. Naar aanleiding hiervan hebben we een vragenlijst opgesteld over verschillende aspecten die iets te maken hebben met de menopauze op het werk. Het is voor zelfstandig ondernemers zonder leidinggevende of collega's niet relevant om de vragenlijst in te vullen. Boven iedere vraag staat een korte toelichting over hoe u de vraag moet beantwoorden. Sla alstublieft geen vragen over maar vul het antwoord in dat het meest overeen komt met uw situatie.

De gegevens in dit onderzoek zullen volstrekt anoniem worden behandeld en uitsluitend gebruikt worden in dit wetenschappelijk onderzoek.

Het invullen van de vragenlijst zal ongeveer 15 minuten van uw tijd kosten.

Als u geïnteresseerd bent in de uitkomsten van deze studie kunt u een mail sturen naar het volgende email adres: E.Smeur@uvt.nl

Alvast bedankt voor uw tijd.

Met vriendelijke groet,

Lisan van Ginneken

Jessica Peeters

Eveline Smeur

Anouk Strijbosch

Scriptiebegeleider: Dr. M.L. van Engen, email m.l.vengen@uvt.nl, tel. 013 4662491.

Instructie vragenlijst

De onderstaande vragen zijn persoonlijk van aard en hebben betrekking op uw leef- en werkomgeving.

- 1 Wat is uw leeftijd?

- 2 In welke sector bent u werkzaam?
 - Landbouw, bosbouw en visserij, winning van delfstoffen
 - Industrie
 - Bouwnijverheid
 - Groothandel
 - Detailhandel
 - Vervoer en opslag
 - Logies-, maaltijd- en drankverstrekking
 - Informatie en communicatie
 - Verhuur van en handel in onroerend goed

CONSEQUENCES OF THE MENOPAUSE IN OLDER WORKING WOMEN

- Advisering, onderzoek en overige specialistische zakelijke dienstverlening
- Verhuur van roerende goederen en overige zakelijke dienstverlening
- Onderwijs
- Gezondheids- en welzijnszorg
- Cultuur, sport en recreatie
- Overige dienstverlening

3 Wat is uw hoogst genoten opleiding?

- Lagere school
- Lager algemeen vormend of lager beroepsonderwijs
- Middelbaar onderwijs of middelbaar beroepsonderwijs
- Hoger beroepsonderwijs
- Academisch onderwijs
- Anders,
namelijk:.....
-

4 Hoeveel uur werkt u gemiddeld per week?

5 Hoeveel collega's werken er (ongeveer) in uw team/ afdeling?

6 Hoe ziet uw menstruatiecyclus eruit?

- Ik heb een regelmatige cyclus (ongeveer elke vier weken een menstruatie)
- Ik heb een onregelmatig cyclus (langere/ kortere cyclus of overslaan van cyclus)
- Ik heb geen cyclus gehad de laatste 12 maanden

- | | ja | nee |
|---|-----------------------|-----------------------|
| 7 Gebruikt u hormonale medicatie tegen overgangsklachten? | <input type="radio"/> | <input type="radio"/> |
| 8 Gebruikt u hormonale anticonceptie? | <input type="radio"/> | <input type="radio"/> |
| 9 Heeft u een operatie ondergaan om uw baarmoeder te laten verwijderen? | <input type="radio"/> | <input type="radio"/> |
| 10 Heeft u een operatie ondergaan om uw eierstokken te laten verwijderen? | <input type="radio"/> | <input type="radio"/> |

Instructie vragenlijst

Geef aan in hoeverre u "last" van de volgende menopauze-gerelateerde symptomen ervaart, kortom: hindert het u of zit het u dwars?

CONSEQUENCES OF THE MENOPAUSE IN OLDER WORKING WOMEN

	Helemaal niet	Lichtelijk	Matig	Ernstig	Zeer ernstig
11 Nachtelijke zweetaanvallen	<input type="radio"/>				
12 Paniekaanvallen	<input type="radio"/>				
13 Een tintelend gevoel in delen van mijn lichaam	<input type="radio"/>				
14 Een snelle of sterke hartslag	<input type="radio"/>				
15 Hoofdpijn	<input type="radio"/>				
16 Een moe en futloos gevoel	<input type="radio"/>				
17 Duizelingen	<input type="radio"/>				
18 Pijn in ledematen en spieren	<input type="radio"/>				
19 Vaker urineren dan normaal	<input type="radio"/>				
20 Een verminderde concentratie	<input type="radio"/>				
21 Moeite met het ophouden van urine	<input type="radio"/>				
22 Een verminderd gevoel in handen en/of voeten	<input type="radio"/>				
23 Verdrietige stemming	<input type="radio"/>				
24 Bang worden of in paniek raken zonder enige aanleiding	<input type="radio"/>				
25 Opvliegers	<input type="radio"/>				
26 In tranen uit kunnen barsten	<input type="radio"/>				
27 Misselijkheid	<input type="radio"/>				
28 Een veranderde seksuele activiteit	<input type="radio"/>				
29 Tekort aan motivatie	<input type="radio"/>				
30 Te vroeg wakker worden	<input type="radio"/>				
31 Stemningswisselingen	<input type="radio"/>				
32 Genieten van de dingen die u onderneemt	<input type="radio"/>				
33 Minder presteren dan normaal	<input type="radio"/>				
34 Meer zweten dan normaal	<input type="radio"/>				
35 Agressieve gevoelens	<input type="radio"/>				
36 Vergeetachtigheid	<input type="radio"/>				
37 Eerder geïrriteerd zijn dan normaal	<input type="radio"/>				
38 Het leven niet de moeite waard vinden	<input type="radio"/>				
39 Een verminderde interesse in de meeste dingen	<input type="radio"/>				
40 Een nerveus gevoel	<input type="radio"/>				
41 Moeite met in slaap vallen	<input type="radio"/>				
42 Een rusteloos gevoel gedurende de nacht	<input type="radio"/>				
43 Minder interesse in seks dan normaal	<input type="radio"/>				
44 Onhandiger zijn dan normaal	<input type="radio"/>				
45 Een goede eetlust	<input type="radio"/>				
46 Een angstig gevoel als u alleen het huis uit gaat	<input type="radio"/>				
47 Moeite om de hele nacht door te slapen	<input type="radio"/>				
48 Een gespannen gevoel	<input type="radio"/>				
49 Het vermijden van intimiteit	<input type="radio"/>				
50 Een droog of branderig gevoel in de vagina	<input type="radio"/>				

Instructie vragenlijst

Hieronder volgen verschillende stellingen, geef aan in hoeverre de volgende stellingen op u van toepassing zijn

	Helemaal niet				Helemaal
51 Ik vind het moeilijk om me te ontspannen aan het einde van een werkdag	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
52 Aan het einde van een werkdag ben ik echt op	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53 Mijn baan maakt dat ik me aan het eind van een werkdag nogal uitgeput voel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
54 Na het avondeten voel ik me meestal nog vrij fit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
55 Ik kom meestal pas op een tweede vrije dag tot rust	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56 Het kost mij moeite om me te concentreren in mijn vrije uren na het werk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
57 Ik kan weinig belangstelling opbrengen voor andere mensen, wanneer ik zelf net thuis ben gekomen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
58 Het kost mij over het algemeen meer dan een uur voordat ik helemaal hersteld ben na mijn werk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
59 Als ik thuis kom moeten ze mij even met rust laten.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
60 Het komt vaak voor dat ik na een werkdag door vermoeidheid niet meer toekom aan andere bezigheden	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
61 Het komt voor dat ik tijdens het laatste deel van de werkdag door vermoeidheid mijn werk niet meer zo goed kan doen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Helemaal niet mee eens				Helemaal mee eens
62 Ik vind het moeilijk om over menopauze gerelateerde klachten te praten met mijn leidinggevende	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
63 Ik schaam me om over menopauze gerelateerde klachten te praten met mijn leidinggevende	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
64 Ik ben bang voor onbegrip indien ik over menopauze gerelateerde klachten wil praten met mijn leidinggevende	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
65 Ik vind het moeilijk om over menopauze gerelateerde klachten te praten met mijn collega's	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
66 Ik schaam me om over menopauze gerelateerde klachten te praten met mijn collega's	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
67 Ik ben bang voor onbegrip indien ik over menopauze gerelateerde	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

klachten wil praten met mijn collega's

68	Op mijn werk laat ik niks merken over mijn menopauze gerelateerde klachten	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
69	Op mijn werk doe ik mijn menopauze gerelateerde klachten af als iets onbelangrijks/kleins	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
70	Op het werk doe ik mijn menopauze gerelateerde klachten af als 'normale' klachten en breng ze niet in verband met mijn menopauze	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
71	Ik verontschuldig mij op het werk voor mijn menopauze gerelateerde klachten	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Helemaal niet mee eens			Helemaal mee eens	
72	Ik ben bang om uitgelachen te worden voor mijn menopauze gerelateerde klachten	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
73	Ik zie menopauze gerelateerde klachten als een ongewenst onderwerp op mijn werk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
74	Voor mij is de menopauze een 'beladen' onderwerp op mijn werk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
75	Op mijn werk ontwijken mensen met mij te spreken over mijn menopauze gerelateerde klachten	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
76	Ik ben bang dat mijn menopauze gerelateerde klachten niet serieus worden genomen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
77	Op mijn werk vindt men het ongepast om over menopauze gerelateerde klachten te praten	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
78	Op mijn werk is er weerzin tegen praten over menopauze gerelateerde klachten	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
79	Ik voel me er ongemakkelijk bij als ik praat over mijn menopauze gerelateerde klachten op het werk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
80	Ik voel me schuldig naar mijn werk over de menopauze gerelateerde klachten die ik heb	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Instructie vragenlijst

Buiten de wettelijke regelingen bieden organisaties soms nog andere regelingen, geef aan of uw werkgever de volgende regelingen aan biedt en of u er gebruik van maakt

Biedt de werkgever de regeling aan?

	Ja	Nee
81	<input type="radio"/>	<input type="radio"/>
82	<input type="radio"/>	<input type="radio"/>
83	<input type="radio"/>	<input type="radio"/>

Maakt u er gebruik van?

84	<input type="radio"/>	<input type="radio"/>
85	<input type="radio"/>	<input type="radio"/>

86 Telewerken

Instructie vragenlijst

Hieronder volgen verschillende stellingen, geef aan in hoeverre de volgende stellingen op u van toepassing zijn

	Nooit				Altijd
87 Kunt u verlof opnemen wanneer u dat wilt?	<input type="radio"/>				
88 Kunt u ADV opnemen wanneer u dat wilt?	<input type="radio"/>				
89 Kunt u verplicht worden om teruggeroepen te worden tijdens een vrije dag?	<input type="radio"/>				
90 Zijn uw werk- en rusttijden goed geregeld?	<input type="radio"/>				
91 Bestaan er mogelijkheden voor u tot het werken op uren die passen bij uw privé-situatie?	<input type="radio"/>				
92 Wordt uw privé-leven ongunstig beïnvloed door onregelmatige werktijden?	<input type="radio"/>				

	Nooit				Altijd
93 Kunt u zelf de begin- en eindtijd van uw werkdag bepalen?	<input type="radio"/>				
94 Kunt u zelf bepalen wanneer u pauzeert?	<input type="radio"/>				
95 Kunt u uw werk even onderbreken als u dat nodig vindt?	<input type="radio"/>				

Instructie vragenlijst

Hieronder staan 12 woorden die mensen kunnen gebruiken om aan te geven hoe zij zich voelen. Het is de bedoeling dat u aan de hand van deze woorden omschrijft hoe u zich in de afgelopen week in uw werk voelde. In hoeverre zijn deze 12 woorden op u van toepassing: helemaal niet, af en toe, regelmatig, dikwijls of helemaal?

	Helemaal niet				Helemaal
96 nerveus	<input type="radio"/>				
97 optimistisch	<input type="radio"/>				
98 somber	<input type="radio"/>				
99 op mijn gemak	<input type="radio"/>				
100 neerslachtig	<input type="radio"/>				
101 rustig	<input type="radio"/>				
102 gejaagd	<input type="radio"/>				
103 triest	<input type="radio"/>				
104 ontspannen	<input type="radio"/>				

105	ongemakkelijk	<input type="radio"/>				
106	opgewekt	<input type="radio"/>				
107	opgetogen	<input type="radio"/>				

Instructie vragenlijst

Geef bij de volgende stellingen aan in hoeverre u het er mee eens bent: helemaal mee eens, mee eens, soms wel/soms niet, niet mee eens of helemaal niet mee eens

		Helemaal niet mee eens				Helemaal mee eens
108	Wanneer het moeilijk wordt op het werk, dan kan ik op mijn collega's vertrouwen om het probleem met mij op te lossen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
109	Mijn collega's zijn bereid extra moeite te doen om mij te helpen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
110	Het is voor mij eenvoudig om met collega's te praten als ik hulp nodig heb	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
111	Mijn collega's zijn altijd bereid om naar mij te luisteren	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

		Helemaal niet mee eens				Helemaal mee eens
112	Wanneer het moeilijk wordt op het werk, dan kan ik op mijn direct leidinggevende vertrouwen om het probleem met mij op te lossen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
113	Mijn direct leidinggevende is bereid extra moeite te doen om mij te helpen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
114	Het is voor mij eenvoudig om met direct leidinggevende te praten als ik hulp nodig heb	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
115	Mijn direct leidinggevende zijn altijd bereid om naar mij te luisteren	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Instructie vragenlijst

Geef aan in hoeverre de volgende stellingen op u van toepassing zijn

		Nooit				Altijd
116	Moet u erg snel werken?	<input type="radio"/>				
117	Heeft u te veel werk te doen?	<input type="radio"/>				
118	Moet u extra hard werken om iets af te krijgen?	<input type="radio"/>				
119	Werkt u onder tijdsdruk?	<input type="radio"/>				
120	Moet u zich haasten?	<input type="radio"/>				
121	Kunt u uw werk op uw gemak doen?	<input type="radio"/>				
122	Heeft u te maken met een achterstand in uw werkzaamheden?	<input type="radio"/>				
123	Heeft u te weinig werk?	<input type="radio"/>				
124	Heeft u problemen met het werktempo?	<input type="radio"/>				

CONSEQUENCES OF THE MENOPAUSE IN OLDER WORKING WOMEN

125	Heeft u problemen met de werkdruk?	<input type="radio"/>				
126	Zou u het kalmer aan willen doen in uw werk?	<input type="radio"/>				
127	Heeft u tijdens het werk veel hinder van tillen of sjouwen?	<input type="radio"/>				
128	Heeft u tijdens het werk veel hinder van regelmatig te moeten bukken?	<input type="radio"/>				
129	Heeft u tijdens het werk veel hinder van regelmatig te hoog moeten reiken?	<input type="radio"/>				
130	Heeft u tijdens het werk veel hinder van langdurig achtereen steeds dezelfde beweging te moeten maken?	<input type="radio"/>				
131	Vindt u uw werk lichamelijk erg inspannend?	<input type="radio"/>				
132	Vereist uw werk lichaamskracht?	<input type="radio"/>				
133	Werkt u in ongemakkelijke of inspannende houdingen?	<input type="radio"/>				
134	Is uw werk emotioneel zwaar?	<input type="radio"/>				
135	Wordt u in uw werk met dingen geconfronteerd die u persoonlijk raken?	<input type="radio"/>				
136	Wordt er door anderen een persoonlijk beroep op u gedaan in uw werk?	<input type="radio"/>				
137	Voelt u zich persoonlijk aangevallen of bedreigd in uw werk?	<input type="radio"/>				
138	Heeft u in uw werk contacten met lastige klanten of patiënten?	<input type="radio"/>				
139	Moet u voor uw werk mensen kunnen overtuigen of overreden?	<input type="radio"/>				
140	Komt u door uw werk in aangrijpende situaties terecht?	<input type="radio"/>				

Instructie vragenlijst

Geef aan in hoeverre...

		Vrijwel nooit				Vrijwel altijd
141	U thuis geïrriteerd bent omdat uw werk veeleisend is?	<input type="radio"/>				
142	U niet volledig van het gezelschap van uw partner/familie/vrienden kunt genieten omdat u u zorgen maakt over uw werk?	<input type="radio"/>				
143	U het moeilijk vindt om uw huiselijke verplichtingen na te komen omdat u constant aan uw werk denkt?	<input type="radio"/>				
144	U afspraken moet afzeggen met uw partner/familie/vrienden door werk gerelateerde verbintenissen?	<input type="radio"/>				
145	Uw werk schema het moeilijk maakt voor u om uw huiselijke verplichtingen na te komen?	<input type="radio"/>				
146	U niet de energie heeft om deel te nemen aan recreatieve activiteiten met uw partner/familie/vrienden omwille van uw werk?	<input type="radio"/>				
147	U zo hard moet werken dat u geen tijd heeft voor uw hobby's?	<input type="radio"/>				

CONSEQUENCES OF THE MENOPAUSE IN OLDER WORKING WOMEN

148	Uw werk verplichtingen het moeilijk maken voor u om u ontspannen te voelen thuis?	<input type="radio"/>				
149	Uw werk tijd inneemt die u had willen spenderen met uw partner/familie/vrienden?	<input type="radio"/>				
150	U vrolijk thuis komt na een succesvolle dag op het werk, op positieve wijze de sfeer beïnvloedend in huis?	<input type="radio"/>				
151	Na een prettige werkdag/werkweek, u meer in de stemming bent om deel te nemen aan activiteiten met uw partner/familie/vrienden?	<input type="radio"/>				
152	U uw huiselijke verplichtingen beter uitvoert door de dingen die u heeft geleerd op uw werk?	<input type="radio"/>				
153	U beter in staat bent uw afspraken thuis na te komen omdat uw werk dit ook vereist?	<input type="radio"/>				
154	U uw tijd thuis efficiënter beheert als gevolg van de manier waarop u uw werk doet?	<input type="radio"/>				
155	U beter in staat bent te communiceren met uw partner/ familie/ vrienden als gevolg van de dingen die u geleerd heeft op uw werk?	<input type="radio"/>				

Instructie vragenlijst

Geef aan in hoeverre de volgende stellingen op u van toepassing zijn

	Nooit			Regelmatig			Altijd
156	Op mijn werk bruis ik van energie	<input type="radio"/>					
157	Als ik aan het werk ben, dan vliegt de tijd voorbij	<input type="radio"/>					
158	Ik voel me "opgebrand" door mijn werk	<input type="radio"/>					
159	Als ik werk voel ik me fit en sterk	<input type="radio"/>					
160	Ik heb het gevoel dat ik een positieve bijdrage lever aan de organisatie	<input type="radio"/>					
161	Mijn werk inspireert mij	<input type="radio"/>					
162	Ik voel me mentaal uitgeput door mijn werk	<input type="radio"/>					
163	Als ik iets op mijn werk afrond vrolijk me dat op	<input type="radio"/>					
164	Als ik 's morgens opsta heb ik zin om aan het werk te gaan	<input type="radio"/>					
165	Wanneer ik heel intensief aan het werk ben, voel ik mij gelukkig	<input type="radio"/>					
		Nooit		Regelmatig			Altijd
166	Ik ga helemaal op in mijn werk	<input type="radio"/>					
167	Mijn werk is voor mij een uitdaging	<input type="radio"/>					
168	Ik voel me vermoeid als ik 's morgen opsta en er weer een werkdag voor me ligt	<input type="radio"/>					
169	Mijn werk brengt mij in vervoering	<input type="radio"/>					
170	Aan het einde van een werkdag voel ik	<input type="radio"/>					

CONSEQUENCES OF THE MENOPAUSE IN OLDER WORKING WOMEN

me leeg

171	Op mijn werk beschik ik over een grote mentale (geestelijke) veerkracht	<input type="radio"/>						
172	Ik twijfel aan het nut van mijn werk	<input type="radio"/>						
173	Ik met dat ik teveel afstand heb gekregen van mijn werk	<input type="radio"/>						
174	Als ik aan het werk ben, dan kan ik heel lang doorgaan	<input type="radio"/>						
175	Ik ben enthousiast over mijn baan	<input type="radio"/>						
176	Ik ben niet meer zo enthousiast over mijn werk als vroeger	<input type="radio"/>						
177	Ik vind dat ik mijn werk goed doe	<input type="radio"/>						
178	Ik ben trots op het werk dat ik doe	<input type="radio"/>						
179	Ik vind het werk dat ik doe nuttig en zinvol	<input type="radio"/>						
180	Op mijn werk blaak ik van het zelfvertrouwen	<input type="radio"/>						
181	Ik heb in deze baan veel waardevolle dingen bereikt	<input type="radio"/>						
182	Ik weet de problemen in mijn werk goed op te lossen	<input type="radio"/>						
183	Ik ben cynischer geworden over de effecten van mijn werk	<input type="radio"/>						
184	Als ik werk vergeet ik alle andere dingen om me heen	<input type="radio"/>						
185	Een hele dag werken vormt een zware belasting voor mij	<input type="radio"/>						

Heeft u nog vragen of opmerkingen?

Momenteel is er grote behoefte aan onderzoek over de menopauze. Indien u interesse heeft om in de toekomst mee te werken aan menopauzegerelateerde onderzoek, zo ja laat dan uw telefoonnummer of e-mailadres en initialen van uw moeder achter. Deze gegevens zullen enkel gebruikt worden om u te benaderen en zullen vertrouwelijk behandeld worden. Wanneer u besluit om niet te antwoorden op deze vraag is uw deelname aan dit onderzoek volledig anoniem (voorbeeld initialen: Toos van de Broek wordt TvdB).

Telefoonnummer:

Emailadres:

Initialen:

Appendix B

Factor analysis

	Negative feelings	Sleeping problems	Somatic	Sexual problems	Fear	Vasomotor	Sickness
Mood swings	,847						
Feeling unhappy	,825						
More irritable than usual	,781						
Loss of interest in most things	,768						
Crying spells	,717						
Being more clumsy than usual	,675						
Prestating less than usual	,656						
Decreased concentration	,651		,307				
Lack of motivation	,648						
Feeling life is not worth living for	,641						
Feeling nervous	,619				,307		
Forgetfulness	,606						
Feeling tired and lethargic	,579						
Feeling tense	,530						
Feeling aggressive	,513						
Difficulty sleeping through the night		,876					
Feeling restless during the night		,839					
Waking up too early		,827					
Having difficulty falling asleep		,814					
Decreased sensation in hands and/or feet			,769				
Having difficulty in holding urine			,649				
A tingling sensation in parts of my body			,633				

CONSEQUENCES OF THE MENOPAUSE IN OLDER WORKING WOMEN

More frequent urination than usual	,564		
Pain in limbs and muscles	,437		
Less interest in sex than usual		-,840	
Change in sexual activity		-,809	
Avoiding intimacy		-,682	
Dry or burning sensation in vagina	,342	-,407	,340
Panic attacks		,692	
Fear or panic for no reason		,630	
Anxious feeling when you leave your house alone		,615	
Hot flushes			,745
Sweating more than usual			,657
Night sweats	,323		,649
Rapid or strong heartbeat			,328
Headaches			-,726
Nausea			-,722
Vertigo			-,604
