



Contribution ID: 11

Type: Poster

## **It's not my asthma that makes me want to leave job it's the bad feeling of dependency; association of asthma control and potential work turnover**

*Wednesday, 11 September 2024 14:10 (20 minutes)*

The aim of the study is to determine how asthma control and the potential presence of depressive symptoms in employed respondents who are being treated for asthma, reflect on turnover intention and attachment to the company and to examine the mediating effect of the need for autonomy at work, according to the theory of self-determination. Previous research shows inconsistent results, so the goal is to determine whether turnover intention is caused simply by asthma. The research was conducted at the Institute of Pulmonary Diseases of Vojvodina, during November 2022., a convenient sample consists of 75 respondents ( 22 men and 52 women) who suffer from asthma and have no other significant associated diseases. There was no significant correlation between asthma control and the intention to change jobs ( $R^2=.024$ ,  $\beta =-.154$ ,  $p>0.05$ ), as well as a significant correlation between asthma control and attachment to the work organization ( $R^2=.019$ ,  $\beta =-.137$ ,  $p>0.05$ ), the mediating influence of autonomy at work was not meaningful to check. What we got is that there is a weak but significant correlation between depressive symptoms in subjects who are treated for asthma and reduced attachment to the work organization  $R^2=.052$ ,  $\beta =-.228$ ,  $p<0.05$ , it was also confirmed that reduced satisfaction of the basic need for autonomy at work leads to increased depressive symptoms  $R^2=.156$ ,  $\beta =-.395$ ,  $p<0.01$ . This finding suggests that the experience of a violated right to self-organization at work and relative independence in decision-making in patients with asthma is related to negative feelings not disease itself.

### **Are you currently an Early Career Researcher?**

Yes, I am within 6 years of receiving my Ph.D.

**Primary authors:** Ms KOMLENIĆ, Ana (Institute for Pulmonary Diseases of Vojvodina); Dr HROMIŠ, Sanja (Institute for Pulmonary Diseases of Vojvodina)

**Co-author:** Prof. POPOV, Boris (Associate Professor at Department of Psychology, University of Novi Sad)

**Presenter:** Ms KOMLENIĆ, Ana (Institute for Pulmonary Diseases of Vojvodina)

**Session Classification:** Poster Session

**Track Classification:** Health Psychology