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### CROSS-CULTURAL ADAPTATION OF THE JOB SATISFACTION SCALE - VERSION FOR TEACHERS (ESL-VP): INTERNAL CONSISTENCY ANALYSIS

Vinicius da Silva Freitas, Leticia Amaral Correa, Renato Santos de Almeida, Arthur de Sá Ferreira  
*Programa de Pós-Graduação em Ciências da Reabilitação, Centro Universitário Augusto Motta (UNISUAM), Rio de Janeiro, RJ, Brazil*

**Background:** Job satisfaction is crucial to teachers' well-being and performance. The Job Satisfaction Scale - Version for Teachers (ESL-VP) is a validated instrument used to assess job satisfaction among educators. However, its applicability to the Brazilian educational context requires cultural adaptation to ensure semantic, conceptual, and psychometric equivalence.

**Objectives:** This study aimed to conduct the cross-cultural adaptation of the ESL-VP for Brazilian teachers and to assess its internal consistency.

**Methods:** A cross-sectional study was conducted in two phases: (1) cross-cultural adaptation, including translation, back-translation, expert panel review, and pretesting; and (2) psychometric evaluation of internal consistency. The study included teachers from basic education in the southern region of Espírito Santo, Brazil. Data collection involved administering the adapted ESL-VP and assessing internal consistency using Cronbach's alpha and McDonald's omega coefficients with 95% confidence intervals [95%CI].

**Results:** One hundred teachers (65% female, 35% male; median [interquartile range] age of 41 [20] years participated in this study. The questionnaire items showed adequate distribution, with mean scores ranging from 3.1 to 3.8 (SD = 1.1–1.3). Internal consistency analysis demonstrated strong reliability (Cronbach's  $\alpha = 0.828$  [0.730–0.904]; McDonald's  $\omega = 0.814$  [0.707–0.895]). The "if item drop" analysis revealed that the lowest Cronbach's alpha coefficient was observed for item 18 ("Having sufficient technical and material resources for work",  $\alpha = 0.819$ ), while the highest was for item 5 ("Having enough time for family",  $\alpha = 0.833$ ), indicating that removing these items would have minimal impact on the overall internal consistency of the scale.

**Conclusion:** The ESL-VP was successfully adapted to the Brazilian context, maintaining semantic and conceptual equivalence. The scale exhibited high internal consistency, supporting its use as a valid tool for assessing job satisfaction among Brazilian teachers.

**Implications:** This adaptation provides an essential instrument for evaluating and improving teacher satisfaction in Brazil. Future research should explore its predictive validity and potential applications in educational policy and ergonomic interventions to enhance teachers' work conditions.

**Keywords:** Job Satisfaction, Surveys and Questionnaires, Validation Study

**Conflict of interest:** The authors declare no conflict of interest.

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### WORKING CONDITIONS IN OUTSOURCED PRODUCTION UNITS IN THE FOOTWEAR INDUSTRY: A CROSS-SECTIONAL STUDY

Caroline Fernandes de Aguiar, Nathália Gongora Duque, Tatiana de Oliveira Sato

*Programa de Pós-Graduação em Fisioterapia, Universidade Federal de São Carlos (UFSCar), São Carlos, SP, Brazil*

**Background:** Outsourcing and informal labor have become increasingly common practices aimed at optimizing efficiency and reducing costs. In the footwear industry, it results in precarious working conditions, including exhausting work hours, inadequate environments, lack of labor rights, exposure to various occupational hazards, and the development of metabolic, musculoskeletal, and psychological disorders.

**Objectives:** To evaluate the working conditions in outsourced informal production units in the footwear industry.

**Methods:** The sample was composed by four workers. The Need for Recovery Scale (NFR) was applied to assess fatigue; the COPSOQ II-Br to identify psychosocial work risks and the Work Ability Index (WAI) to evaluate workers' perception of their work capacity. Data were analyzed using descriptive statistics.

**Results:** NFR indicated that three of four (75%) of workers scored below the cutoff point of 45, suggesting a lower need for recovery. In the WAI assessment, two of four (50%) of workers scored 43, indicating good work ability, while the remaining two workers scored 44, indicating excellent work ability. Finally, COPSOQ II-Br revealed unfavorable scores in work pace, influence on work, new skill development, commitment to the workplace, burnout, and stress.

**Conclusion:** The results indicate that, although the perception of work ability is predominantly good or excellent and the need for recovery is lower, unfavorable psychosocial conditions, such as a fast work pace, low autonomy, and high stress levels, may compromise occupational health in the long term.

**Implications:** Identifying these working conditions may contribute to the development of strategies aimed at mitigating the impacts of informal and outsourced labor on the health of workers in the footwear industry, preventing occupational health deterioration.

**Keywords:** Ergonomia, Saúde ocupacional, Prevenção

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### WORK PHYSIOTHERAPY: PROTOCOL OF A RANDOMIZED CLINICAL TRIAL DEVELOPED FOR COMPUTER TERMINAL USERS

Zíngarah Májory Tôres de Arruda, Ruth Losada de Menezes

*Programa de Pós-graduação da Faculdade de Medicina da Universidade Federal de Goiás (UFG), Goiânia, GO, Brazil*

**Background:** The use of computers as a work tool has had severe and uncomfortable consequences for workers' health. As a result of this demand, occupational physiotherapy has been increasingly required by organizations. However, there is a limited amount of scientific research into physiotherapeutic interventions that allow physiotherapists to guide their work based on scientific evidence.

**Objectives:** To describe a study protocol to evaluate the effectiveness of physiotherapeutic intervention on the functionality of workers using computer terminals.