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160

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

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161

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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162

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

Zíngarah Májory Tôrres 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.

Methods: A randomized controlled clinical trial will be carried out with 209 workers over the age of 18 who work in an institution using computers for between 4 and 8 hours a day. The physiotherapy intervention will consist of occupational physiotherapy, which will be carried out daily (Monday to Friday), lasting 15 minutes, at pre-scheduled times, in the workplace itself. Posture school will also be carried out by means of a powerpoint presentation for each participant at their workstation, in which, initially, an explanation will be given about the structures of the body, functionality and posture so that the worker can single-handedly protect their health, reduce discomfort and the risk of injury and increase productivity. Next, possible ergonomic corrections will be made to the workstation, such as adjusting the height of the video monitor and chair, organizing the work table and equipment. Each school will last 30 minutes. There will also be two lectures: the first on ergonomics and the second on self-care. These lectures will be held in an auditorium on a pre-scheduled day and time, and each will last one hour.

Results: It is hoped that after this study, following the biopsychosocial model and the ICF, which interrelate aspects linked to functionality (body structure and function, activity and participation) with contextual factors (personal and environmental), the effects of physiotherapeutic intervention will be observed. Data will be collected according to 5 domains, in which the following instruments have been chosen for each category: Domain 1: body functions and structures (Nordic Musculoskeletal Questionnaire (MNQ)); Domain 2: activities (Work Limitations Questionnaire (WLQ)); Domain 3: participation (Short Form Health Survey (SF-36)); Domain 4: context factors (personal and environmental) (Sociodemographic Questionnaire; International Physical Activity Questionnaire - SHORT VERSION - IPAQ and Couto Checklist for assessing ergonomic conditions in workstations and computerized environments (2014 version)) and Domain 5: World Health Organization Disability Assessment Schedule (WHODAS 2.0). **Implications:** The existence of a physiotherapeutic intervention protocol allows for the development of scientific knowledge that will provide physiotherapists with efficient choices of conduct, generating opportunities for better action for this population. In addition to promoting the value of physiotherapists in the job market.

Keywords: Computers, Physical Therapy Specialty, Occupational Health

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163

CONSTRUCT VALIDITY ANALYSIS OF NEED FOR RECOVERY WITH 7 ITEMS (NFR-7)

Rebeca Saiter Ribeiro, Luiz Augusto Brusaca, Ana Beatriz Oliveira, Cristiane Shinohara Moriguchi de Castro

Universidade Federal de São Carlos (UFSCar), São Carlos, SP, Brazil

Background: The Need for Recovery scale (NFR) assesses early symptoms of work-related fatigue. It is based on the daily recovery process from short-term fatigue, considering rest opportunities during and after the workday. If recovery is insufficient, symptoms may persist and accumulate over time. Structural analysis have shown that the scale consists of seven items. However, the construct

validity of the seven-item NFR (NFR-7) has not yet been tested in Brazilian workers, only its 11-item version has been evaluated.

Objectives: To assess the construct validity of the NFR-7 in hospital workers.

Methods: This cross-sectional study involved the simultaneous application of the NFR-7 (scored from 0 to 100%) and the Borg CR-10 Scale via an online form to a convenience sample of healthcare workers. The sample consisted of 48 healthcare workers in both clinical and administrative roles at a university hospital. Participants were invited via institutional email, social media announcements, and internal hospital communication channels. The Spearman correlation test was used to assess the correlation between the two scales. A correlation of $=0.10$ was considered small, $=0.10$ and <0.50 moderate, and $=0.50$ high. The significance level of 0.05 was adopted. Statistical analysis was conducted using R software v4.2.0 (R Core Team, 2022) with the 'stats' package.

Results: The mean age of the sample was 40 ± 6.8 years, with a majority of participants being female (66%), white (73%), and married (60%). The mean NFR-7 score was $44 \pm 21\%$, and the mean Borg Scale score was 4.0 ± 2.4 . A high and significant correlation was found between NFR-7 and Borg Scale ($r = 0.62$; 95% CI: 0.41, 0.77; $p < 0.001$).

Conclusion: The NFR-7 demonstrated construct validity for use among healthcare workers.

Implications: The NFR-7 version is a valid tool for occupational health services and research in worker health. However, further studies with larger samples and additional evaluations of its measurement properties are needed.

Keywords: Need for recovery, Construct validity, Worker

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164

WORK ABILITY AMONG BRAZILIAN WORKERS DURING THE COVID-19 PANDEMIC: A 3-YEAR LONGITUDINAL STUDY

Leticia Figueiredo Scribone, Marcela Alves Andrade, Tatiana de Oliveira Sato

Departamento de Fisioterapia, Universidade Federal de São Carlos (UFSCar), São Carlos, SP, Brazil

Background: The Work Ability Index (WAI) is a worldwide instrument to assess the workers physical and mental capacity to perform work activities, considering the social, psychological and economic context. Work ability may have been affected by the COVID-19 pandemic, reducing workers' capacity and increasing work demands.

Monitoring the WAI allows the identification of possible changes in the workability and, consequently, the management of occupational health services to prevent absenteeism and early retirement.

Objectives: To describe the workability of Brazilian workers during the COVID-19 pandemic in a longitudinal study with 3 years of follow-up.

Methods: Longitudinal study of the IMPPAC cohort (Implications of the COVID-19 pandemic on psychosocial aspects and work ability among Brazilian workers). Data from the baseline (2020) and three annual assessments (2021, 2022 and 2023) were included. The sample was composed by 1211 workers in 2020, 633 workers in 2021, 494 workers in 2022 and 467 workers in 2023. Data collection took place from June 29th to September 29th of each year. A