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collected through a diary-based study (phase 2) in order to develop a tool for a tailored guidance of RTW.

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**Impact of a workplace intervention on the knowledge and attitude towards tobacco and its usage among high school teachers in Bangalore, South India**

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Introduction: Teachers are critical personnel to guide vulnerable adolescent children away from tobacco initiation and usage. Knowledge about the ill effects of tobacco and the attitude of teachers is an important factor in this regard. This study was done to assess the knowledge and attitude towards tobacco and its usage among high school teachers in Bangalore City, to identify any associations with socio-demographic factors and to measure any changes after an intervention.

Materials and Methods: As a part of a larger intervention that looked at prevention and cessation of tobacco use among adolescents, 233 high school teachers from 30 randomly selected schools were studied using a modified version of the WHO Global School Personnel Survey. A tobacco cessation intervention was executed. Knowledge, attitude and usage were analysed before and after the intervention.

Results: Prevalence of tobacco usage was 21.8% and associated with age 40–49 years (OR:3.8), male gender (OR:2.8), being divorced (OR:3.5), poor knowledge (OR:1.6) and poor attitude (OR:1.5). After the intervention, there was significant improvement in the knowledge scores (6.83 to 10.87), drop in proportion with inappropriate attitude towards tobacco (42.7% to 22%) and tobacco usage dropped to 9.8% among the teachers.

Conclusion: Prevalence of tobacco use among high school teachers and knowledge and attitude regarding the same needed improvement. A targeted intervention revealed improved knowledge and attitudes, and decreased usage of tobacco possibly indicating that the teacher an important official in guiding students away from its initiation and usage.

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**Organizational Socialization and Wellbeing in workers in Mexico, Peru and Ecuador during covid-19**

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A correlational and comparative study was carried out on Organizational Socialization (SO) and Labor Well-being (BL) during the COVID-19 pandemic. The total n was 371, of which 126 were Mexicans, 118 Peruvians, and 127 Ecuadorians. The instruments used were the General Labor Well-being Questionnaire based on a two-dimensional well-being model: psychosocial well-being (affects, competencies and expectations) and collateral effects (somatization, attrition and alienation) created for a research on quality of work life, in addition of the Organizational Socialization Inventory of Taormina, which consists of items that measure four dimensions: training, understanding, peer support and future prospects that have been related to mental health and well-being, to verify hypotheses that would support the protective role of OS against the collateral effects of stress, job uncertainty and technological changes, as well as differences between Peruvians and Mexicans with Ecuadorians during the COVID-19 pandemic. The findings showed negative correlations between collateral effects and organizational socialization, at different levels according to each country. In Mexico, Ecuador and Peru positive correlations were found with the affect dimension, while somatization, attrition and alienation had medium correlations. When comparing the samples (ANOVA), it was obtained that the affect, somatization and socialization scales showed differences in the samples of the three countries, so it can be concluded that organizational socialization fulfills a role as a generator of positive emotions and that allows to cushion negative effects of stress.

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**Working from home: mismatch between access and need in relation to work–home interference and fatigue**

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Introduction: Working from home (WFH) is a promising practice that may enable employees to successfully and sustainably combine work and private life. Yet, not every employer facilitates WFH and not every employee has similar needs concerning the practice. The current study aims to examine the association of a WFH mismatch with work–home interference (WHI) and fatigue.

Materials and methods: Data on WFH, WHI, and fatigue of a quasi-representative sample of 2374 Dutch employees in 2012/13 and a follow-up measurement one year later were used. Cross-sectional and longitudinal regression analyses were conducted to investigate the cross-sectional and temporal associations between WFH mismatch on the one hand and (changes in) time-based and strain-based WHI and fatigue on the other hand.

Results: 21.1% of the participants experienced a WFH mismatch, i.e. their access to WFH is smaller than their need for WFH. In the cross-sectional analyses, WHI mismatch was significantly associated with higher time-based WHI (B=0.13), strain-based WHI (B=0.17) and more fatigue (B=0.32), WHI mismatch was not associated with changes in these outcomes after one year of follow-up.

Conclusions: A WFH mismatch is associated with higher WHI and more fatigue, but this is not related to further worsening of WHI and increasing fatigue over time. A tailored WFH organizational policy, in which employees’ need for working from home is taken into account, may be a fruitful approach to utilize WFH as a way for employees to successfully and sustainably combine work and private life to its full potential.

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**Contributors to job satisfaction and associations with employee withdrawal among patient advocates in Veteran’s Health Administration**

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Abstracts