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Short on Distinction:

A comparative Study on Questionnaires for Psychosocial Risk Assessment

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ABSTRACT

Psychosocial risk assessments (PSRA) are a major element of occupational safety and health management, yet conceptual and empirical differences between different measurement tools remain unclear from current scientific evidence. This study provides a comparative investigation of three widely used PSRA questionnaires – the Questionnaire for Psychosocial Risk Assessment (QPRA), the Copenhagen Psychosocial Questionnaire (COPSOQ), and Welliba PSRA – to investigate their conceptual overlap and psychometric performance. Data were collected from a cross-sectional sample of *N* = 98 participants who completed all three questionnaires. Pearson correlation coefficients were computed to assess relationships of scales within and between questionnaires, examining their convergent and discriminant validity. The results revealed substantial intercorrelations among conceptually related scales within and between all questionnaires, supporting convergent validity. However, numerous strong associations were observed between theoretically distinct constructs, highlighting poor discriminant validity across the tools. Hence, the investigated questionnaires appear to uniformly measure psychosocial risk as a general construct, while the lack of specificity outlines that their utility to assess delimited hazards is limited. The findings underscore the need for psychometric refinement of PSRA instruments and suggest that practitioners should supplement quantitative assessments with qualitative methods to ensure a rigorous and effective risk management process.

ZUSAMMENFASSUNG

Psychische Gefährdungsbeurteilungen (PSRA) stellen ein zentrales Instrument des betrieblichen Arbeitsschutzmanagements dar. Trotz ihrer hohen praktischen Relevanz ist bislang unzureichend geklärt, inwiefern sich konzeptionelle Ansätze und empirische Befunde zwischen unterschiedlichen Messinstrumenten unterscheiden. Die vorliegende Studie vergleicht drei etablierte PSRA-Fragebögen – den Questionnaire for Psychosocial Risk Assessment (QPRA), den Copenhagen Psychosocial Questionnaire (COPSOQ) sowie Welliba PSRA – mit dem Ziel, inhaltliche Überschneidungen sowie psychometrische Gütekriterien systematisch zu untersuchen. In einer Querschnittsstichprobe (N = 98) bearbeiteten die Teilnehmenden alle drei Instrumente. Anschließend wurden Pearson-Korrelationskoeffizienten berechnet, um Zusammenhänge zwischen inhaltlich verwandten und distinkten Skalen zu analysieren und so die konvergente sowie diskriminante Validität zu prüfen. Die Ergebnisse zeigen substanzielle Assoziationen inhaltlich verwandter Skalen sowohl innerhalb als auch zwischen den Fragebögen, was die konvergente Validität stützt. Gleichzeitig traten signifikante Korrelationen zwischen theoretisch unterschiedlichen Konstrukten auf, was auf eine eingeschränkte diskriminante Validität hinweist.

1 Introduction

Publications on psychosocial risk assessment and management have experienced increasing interest throughout the past decade. Governments across the globe are raising the bar for organizations to comply with guidelines, urging them to adapt and develop processes and measures in their occupational safety and health management. Complying with national and international guidelines can pose a major challenge for organizations as requirements are inconsistent across frameworks and represented in a multitude of different publications (Leka & Jain, 2017). One of the potentially confusing, but pivotal elements of this process is the assessment of psychosocial hazards using interview and questionnaire techniques. In addition to the abundance of legal guidelines, organizations must decide on one of many available measurement approaches to base their risk management process on, further complicating the translation of results into practical measures (Mohr & Korek, 2017). While lists of appropriate methodical tools, as one provided by the German Employer's Liability Insurance Association for Health and Welfare Services (BGW, 2023) are available, it is not evident how those differ in terms of construct measurement and empirical quality.

This article aims to offer a scientifically grounded, yet practically applicable perspective on this issue by investigating psychosocial risk assessment tools from a conceptual and comparative perspective. To contextualise the PSRA assessment instruments presented in this study, a practice-oriented introduction to the complex landscape of PSRA is provided, outlining key policies, models, and underlying psychosocial mechanisms. The article concludes with insights into how the measurement instruments conceptually and empirically overlap or diverge. This should

provide an informed foundation for organizations to select an assessment method based on specific occupational needs and requirements.

Generally, psychosocial risk management is a key element to improve and maintain mental health at work (ILO & WHO, 2022). PSRA is embedded in this process to promote outcomes such as productivity, quality of work, and employee health across an organization through continuous measurement of psychosocial hazards. Systematic change is achieved through an iterative risk management process, in which psychosocial aspects that may likely cause harm are systematically assessed and evaluated, enabling evidence-based interventions (Leka & Cox, 2008).

There has been extensive research on the relevance of PSRA as it relates to specific health and business outcomes. Leka & Jain (2010) presented a meta-study, outlining empirical evidence for the effects psychosocial risks can have on different aspects of overall health. These range from general personal well-being and self-esteem to more specific detrimental effects like anxiety, depressive symptoms, or even physical diseases like cardiovascular and musculoskeletal disorders (Leka & Jain, 2010). Such outcomes can also harm organizations through an indirect overall reduction in productivity and performance (Hassard et al., 2014; Preuss et al., 2023). Hassard et al. (2014) also point at costs emerging from increased turnover and sick leave, concluding that the costs to conduct PSRA easily outperform potential losses due to strain.

Internationally, governments are urged to adopt laws and strategies surrounding this process. The International Labour Organization, as well as the European Union have developed policies aiming to establish international standards in psychosocial risk management (ILO & WHO, 2022; Leka & Jain, 2017). However, Leka et al. (2017) stress that there are still major differences in legislation and practical application. While some countries have adopted occupational safety and health acts explicitly referencing psychosocial risk (e.g., Germany, Belgium), others limit the scope to physical hazards.

Various non-binding frameworks have been published, often providing practical and process-oriented guidance on psychosocial risk management aimed at helping organisations in complying with legal requirements. They play a key role in bridging the gap between researchers, politicians, and practitioners. Various frameworks and articles by the World Health Organization, International Labour Organization, and European Union consolidate a comprehensive overview of risk factors and interventions that should be carried out to successfully conduct PSRA (ILO & WHO, 2022; Leka & Cox, 2008; Mellor, 2013). On the national level, the Joint German Occupational Health and Safety Strategy (GDA; Beck et al., 2022) has provided similar guidance under consideration of German national legislation, encompassing implications of how to fulfil the set requirements. Further established guidelines have been developed by the International Organization for Standardization (e.g. ISO 10075 & ISO 45003), aiming to clarify terminology and define standards for measurement approaches to psychosocial risk.

Various methods are available to conduct PSRA, including observation, interviews, and questionnaires. Which option is most appropriate depends on a variety of factors, such as the size of an organization, the general type of work environment, and jobs to be assessed, the level of depth required for the analysis, and the laws and regulations applicable in a specific context. Questionnaires, especially, have been proven to be a helpful tool in operationalizing psychosocial risk as well as quantifying it in a standardized way (Leka & Cox, 2008).

Overviews as provided by the BGW (2023) suggest that many of the available tools serve a similar purpose and are therefore adequate to conduct PSRA. However, comparing existing frameworks in detail, Leka et al. (2017) conclude that the interpretation of psychosocial risk and the requirements for the surrounding management process is as heterogenous as the measurement tools available for PSRA. This trend can still be found today, as organizations, practitioners, and researchers call for a more unified approach to PSRA (EESC, 2023). From a legal perspective, factors to be assessed as part of PSRA are those consensually defined by relevant societal and academic institutions (Mohr & Korek, 2017). While partial agreement on psychosocial hazards can be found across frameworks, Mohr & Korek (2017) suggest that current validated questionnaires do not offer fully equivalent and holistic measurement of all areas of psychosocial risk suggested by guidelines and research findings.

This article evaluates a selection of validated questionnaires for psychosocial risk to investigate whether the underlying concepts are uniformly measured. Based on the findings, the paper concludes with practical considerations for questionnaire choice in different use-cases.

Conceptualization of Psychosocial Stress

Research has produced various conceptualizations of psychosocial stress and its causes. Prominent examples are the Job-Characteristics-Model (Hackman & Oldham, 1976), the Demand-Control Model, first developed by Karasek (1979), and the Effort-Reward-Imbalance Model, being a further development by Siegrist (1996). All hypothesize that characteristics of the work environment and jobs such as a lack of autonomy, support, and rewards, cause stress, increasing the likelihood of adverse outcomes. In current terminology, the concept to be measured in PSRA is referred to as *mental stress.* In this context, *stress* is determined by the entirety of external factors an individual is experiencing (Beck et al., 2022; ISO, 2017; Leka & Cox, 2008). In the workplace, these aspects might be task or environmental demands, physical conditions, or social aspects of work (ISO, 2017). More detailed risk factors are presented later in this article in the context of how they relate to specific PRSA models. While *stress* is not inherently positive or negative, adverse outcomes are more likely when environmental stressors are present in greater numbers or intensities. In work design and interventions, it is essential to consider that the effect stress has on an individual is moderated by individual characteristics, such as personality, resilience, health, abilities, current state of mind, and coping strategies (ISO, 2017). The result of the interaction between

the environment and the individual is termed *strain.* Hence, if the load of *stress* exceeds an employee's personal resources over time, this is likely to cause *adverse strain*, increasing the likelihood of (mental) health issues (Leka & Jain, 2010) and reduced performance (Hassard et al., 2014; Preuss et al., 2023). A more detailed description of this mechanism can be found in most relevant frameworks, such as the stress-strain model, the ISO (2017) 10075-1 norm.

In conceptualizing hazards, the ISO 10075-1 norm only provides a brief account of categories, including task requirements, physical conditions, social and organizational factors, as well as broader societal aspects (ISO, 2017). In the ISO (2021) 45003 norm, a similar account of categories is provided. Other institutions and research findings present suggestions of which hazards should be considered when conducting PSRA.

A widely accepted conceptualization of psychosocial risks was first put forward by Cox (1983). Since then, it has been revised and extended by various institutions to account for the development of workplaces and respective research. The ILO, WHO, and EU base their operationalization of risk factors around this model, allowing the assumption that it encompasses an established compilation with high face validity (ILO & WHO, 2022; Leka & Cox, 2008; Mellor, 2013). This involves ten comprehensive categories in which psychosocial hazards emerge with detailed descriptions of specific risks. For example, when considering organizational culture, this conceptualization suggests that poor interpersonal support as well as ambiguous organizational goals impose risk (ILO & WHO, 2022). Even though this framework seems to imply a consensus regarding risk factors, many established questionnaires do not explicitly reference this model in deriving their PSRA dimensions.

A framework from a practical perspective has been derived by the GDA through consulting subject matter experts (GDA, 2022). It is emphasized that the recommendations presented do not address organizations directly but should serve as a guideline for institutions that monitor and consult PSRA policies. Still, it represents a practically oriented conceptualization of what causes of stress are, based on the norms set by the ISO (2004) 10075-1. Thus, many German employers rely on this framework. On the foundation of this guideline, Dettmers & Krause (2020) developed the questionnaire for risk assessment of mental stress (Fragebogen zur Gefährdungsbeurteilung psychischer Belastungen; FGBU). The FGBU scales represent the categories suggested by the GDA, making the instrument a compliant representation of this framework (Dettmers & Krause, 2020). While emerging in a national context at first, international adaptations of this questionnaire have been validated in French and Spanish under the name Questionnaire for Psychosocial Risk Assessment (QPRA) to apply the questionnaire in a European context (Dettmers et al., 2023).

In addition to frameworks, there are also questionnaires with dimensional structures based on an independent synthesis of existing literature. While they might consider one or multiple of the frameworks presented above, those questionnaires represent a separate approach, realizing separate conceptualizations with a different scope. Plenty of research-based questionnaires are currently available (BGW, 2023).

Firstly, the Copenhagen Psychosocial Questionnaire (COPSOQ) is a popular tool to measure mental stress and psychosocial risk in compliance with the ISO (2004) 10075-3 guidelines. As referenced, the dimensions have been derived by reviewing and integrating validated models to cover a broad range of hazards. The original model from Kristensen et al. (2005) especially outlines similarities with models such as the QPS-Nordic, SF-36, and Job Content Questionnaire amongst others. Since then, the general structure of the questionnaire has remained the same, with a 70% overlap between the German 2005 and 2021 versions (Lincke et al., 2021).

Another emerging approach – the Welliba PSRA questionnaire - has been developed by Justenhoven et al. (2024), representing a commercially driven questionnaire under the Welliba trademark. Contrary to the COPSOQ, this questionnaire does not mainly originate from psychosocial risk terminology. It is an adaptation of a validated model for Employee Experience (EX), designed as an indicator model for how the duality of occupational context and individual mindset factors can predict employee engagement and business metrics. Even though this model includes additional individual factors to supplement mental stress metrics, there is substantial overlap between EX and PSRA (Justenhoven & Jansen, 2024). Under consideration of PSRA policies as the ISO (2004) 10075-1, the EX-model and its corresponding questionnaire were adjusted to cover a compliant conceptualization of mental stress (Preuss et al., 2024).

While similarities between the models are evident, the differences remain elusive. Thus, the conceptual overlap of three selected questionnaires is evaluated in terms of convergent and discriminant validity to assess their shared and individual value for PSRA from a psychometric standpoint and for company practice.

2 Methods

Procedure

Dimensions from all dimensions are scored and uniformly keyed according to the corresponding questionnaire guidelines. First, correlations between scales within each questionnaire are investigated to evaluate their delimitability. Secondly, correlation coefficients between dimensions are evaluated to investigate model-fit and absolute agreement between measurement approaches. Divergent and discriminant overlaps are investigated. Effect sizes are evaluated according to the guidelines provided by Gignac & Szodorai (2016). Hence, coefficients above $r > .30$ are considered large effects.

All analyses were performed in R version 4.4.2 (R Core Team, 2024) using the packages *tidyverse* (Wickham et al., 2019), *car* (Fox & Weisberg, 2019), *psych* (Revelle, 2024), and *corrplot* (Wei & Simko, 2024).

Participants

The sample was collected through an online questionnaire that could be accessed through Welliba's platform using a specific sign-up code. Participants were required to register before providing voluntary demographic and occupational data. Subsequently, the previously presented questionnaires, namely QPRA, COPSOQ, and Welliba PSRA, were surveyed. Questionnaires were made available in a variety of languages. Participants were collected through various channels of distribution, including posting and distributing through LinkedIn the test subject hour system of Hochschule Fresenius University of Applied Sciences, as well as distribution in the private and professional environment of those involved in the project. This way, data was collected from March to May 2024 as part of the first author´s thesis (Schaefer, 2024).

The final sample comprised *N = 98* individuals who filled out at least one of the three questionnaires. Demographics were provided on a voluntary basis, leading to the fragments of the following figures not adding up to 100%. Gender was distributed equally between those identifying as female (48.98%) and male (45.92%). The average age was *M = 35.36* (*SD = 15.14* years. Most participants were based in Germany and German-speaking (*N* = 49, 50.00%), with other origins and languages comprising smaller fragments of the sample.

Concerning educational and occupational data, *N* = 16 (16.33%) completed secondary level education, *N* = 31 (31.63%) a bachelor's degree, *N* = 30 (30.61%) a master's degree, and *N* = 4 (4.08%) a doctorate. The majority (*N* = 57, 58.16%) reported at least three years of work experience. Concerning job level, working students and trainees make up the largest group of *N* = 30 (30.61%). Most participants worked in the IT sector (*N* = 22, 22.45%) and in the consulting sector (*N* = 13, 13.27%). The largest fragment of job roles (*N* = 16, 16.33%) represented IT-oriented occupations.

Instruments

The following three questionnaires were selected for model-fit investigation.

QPRA. The Questionnaire for Psychosocial Risk Assessment (QPRA) comprises a total of 67 items, measuring 19 risk dimensions. Further, ten items for physical risk are included, which are evaluated as an overall index. All items are answered on a 5-point Likert scale, ranging from 1 ("Not Applicable") to 5 ("Applicable"). Cronbach´s Alpha for all scales apart from one ranged between α = .73 and α = .94. The scale *Lack of Challenge* only reached α = .47.

COPSOQ. The Copenhagen Psychosocial Questionnaire contains 37 items scoring on 16 scales in its core version including a broad range of hazards (Burr et al., 2019). While core items were slightly adapted for the German translation (Lincke et al., 2021), only the fundamental items were retained due to the multilingual scope of the study. An example item is: "Can you influence the amount of work assigned to you?". All items are answered on a 5-point Likert scale, ranging from 1 ("Never/Hardly ever"/" To a very small extent") to 5 ("Always"/"To a very large extent") Cronbach´s Alpha for all scales apart from one ranged between α = .63 and α = .90. The scale of *Influence* only reached α = .48.

Welliba PSRA. Welliba PSRA comprises 30 items measuring 15 psychosocial risk dimensions, scoring onto five higher order factors, including the areas of work arrangements, strategy and processes, opportunities and rewards, social work environment, and state of mind (Justenhoven et al., 2024). Items are presented using the following logic: "How do the factors below currently impact your experience at work?" with an example item being "Learning & Development Opportunities". All questions are answered on a 5-point Likert scale ranging from 1 ("Highly negative") to 5 ("Highly positive"). Cronbach´s Alpha for all scales apart from one ranged between α = .69 and α = .78.

3 Results

To address the research aim, Pearson correlation coefficients were computed for all available scales across the three questionnaires. The results are presented in Figure 1.

Within each instrument, substantial intercorrelations were observed. In the *Welliba PSRA*, all scales were positively correlated, with coefficients ranging from *r* = .17 to *r* = .74. Notably, eight of the ten correlations exceeded the conventional threshold for a large effect (*r* > .30), with the strongest association identified between *Strategy and Processes* and *Opportunities and Rewards* (*r* = .74). In the *COPSOQ*, intercorrelations among the 16 scales reached up to *r* = .70 between *Predictability* and *Trust and Justice*. Of the 120 within-instrument correlations, 71 met or exceeded the *r* > .30 criterion. Similarly, in the *QPRA*, 76 of the 153 scale correlations were large, with the highest observed between *Time Pressure* and *Unlimited Working Hours* (*r* = .80).

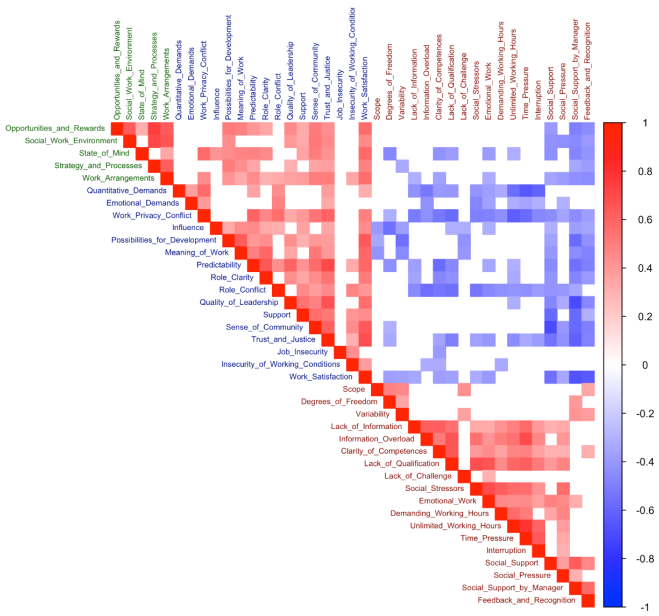

Figure 1: Correlations between Scales of the COPSOQ, FGBU, and Welliba PSRA

Note. Welliba PSRA scales are displayed in green, COPSOQ scales in blue, and QPRA scales in red; Only large correlations (|r| >.30) are displayed to enhance readability.

Between-instrument comparisons provided further evidence of convergent and discriminant validity. Across the *Welliba PSRA* and *COPSOQ*, 36 of 80 cross-instrument correlations exceeded $r > .30$, with the strongest observed between *State of Mind* (Welliba PSRA) and *Work Satisfaction* (COPSOQ) ($r = .59$). Comparisons between the *QPRA* and *Welliba PSRA* yielded 25 of 90 large correlations, with the strongest (absolute) coefficient being $r = –.49$ between *Social Support by the Manager* (QPRA) and *Opportunities and Rewards* (Welliba PSRA). Finally, the *COPSOQ* and *QPRA* comparison revealed 122 of 288 large correlations, the strongest being a negative association between *Social Support by the Manager* (QPRA) and *Quality of Leadership* (COPSOQ) ($r = -.71$).

4 Discussion

The statistical analyses provide several insights into both the overlaps and divergences among the instruments, as well as their internal structures. The initial stage of the analysis focused on the extent of inter-scale overlap within each questionnaire. Across all three instruments, substantial correlations were observed between scales, indicating that the constructs measured are not psychometrically independent. This raises concerns regarding the conceptual clarity and measurement precision of psychosocial risk assessments as operationalized in the questionnaires used in this study. Although some degree of association between related dimensions (e.g., QPRA Social Support by Manager with Feedback & Recognition; r = .58) is to be expected, the magnitude of the within-instrument correlations observed here suggests that the conceptual delineation of the scales may be suboptimal. In certain cases, correlations reached $r = .70$, indicating up to 50% of shared variance between scales. Within the framework of the multitrait–multimethod matrix (Campbell & Fiske, 1959), such levels of shared variance would indicate a marked lack of discriminant validity, whereby the measurement of one construct is not adequately distinguishable from that of another.

Findings from the between-questionnaire investigation further support this by indicating low discriminant validity between all three instruments. The prevalence of high correlation coefficients indicates that all three questionnaires uniformly measure psychosocial risk as a general construct. However, the effects are in many cases not exclusive to theoretically related risk factors. Examples for convergent validity of dimensions measuring comparable constructs, such as Emotional Work (COPSOQ) and Emotional Demands (QPRA) (r = -.37) or Social Work Environment (Welliba PSRA) and Sense of Community (COPSOQ) (r = .52), can be found. However, while correlations between such theoretically similar concepts should consistently be higher and stand out from other coefficients (Hubley, 2021), a wide range of rather unrelated dimensions show similar or even higher correlations across questionnaires. Examples for this can be found across all questionnaires. One example is the strong link between Predictability and Sense of Community (r = .57), while the latter exhibits correlations of the same or lesser magnitude with closely related constructs such as Support (r = .57) and Quality of Leadership (r = .49). This lack of discriminant validity further confirms the concerns about factor specificity from the within-questionnaire investigation.

From a psychometric standpoint, the discrimination of dissimilar constructs is hardly possible with the three instruments examined in this study. As the reliability of most scales across the instruments was sufficient ($\alpha > .70$), these issues could be attributed to either the dimensional structure or item phrasing. However, as item formulations substantially vary between questionnaires, there appear to be substantial issues with measuring theoretically derived hazards quantitatively. This is especially problematic, as questionnaires represent a fundamental element in the psychosocial risk management process (Leka & Cox, 2008), used as a foundation to derive interventions. If hazards cannot be psychometrically discriminated, the results may misinform subsequent interventions, which may not prioritise relevant risk potentials. Taken together, these findings highlight the need to refine conceptual frameworks and scale development procedures of psychosocial risk questionnaires, marking a crucial step to ensure relevance of practical interventions carried out based on such tools.

Limitations

Various limitations and characteristics of the study design must be considered before drawing final conclusions. To achieve a trade-off between convenience and data quality, only the core scales of the COPSOQ and a condensed version of Welliba PSRA have been used. Using the extended models could have resulted in more nuanced and interpretable data. Also, the chosen questionnaires only represent a selection of available methods for PSRA to state an example for model fit with the results not being transferable to other validated questionnaires that have not been examined. Further, while a cross-sectional sample across different companies and sectors was drawn, this does not represent an actual application of the instrument in a risk management process. Psychometric properties likely differ when a questionnaire is applied within the much more specific context of a single company, department, or even team. Also, as most participants indicated working in predominantly ‘white collar’ jobs and sectors, the applicability of the study results across different industries and types of jobs should be considered limited.

Future Directions

The results underline the absence of a gold standard for PSRA that offers both a holistic framework and psychometrically sound definitions of hazards. While a range of validated questionnaires exists, they often measure hazards in an overlapping fashion. The observed lack of discriminant validity highlights the need for a reconceptualization of risk factors with particular attention paid to their shared variance. Such models should be developed exploratively to ensure measurement fidelity. Methods such as exploratory factor analysis or principal component analysis may be suitable to reduce dimensionality and improve the validity of the instruments. Such projects could also explore further factor solutions, such as bifactor or higher order models, to gain a better understanding of

how measurements of risk behave psychometrically. By integrating the findings into future developments and refinements of PSRA questionnaires, scales could be made more distinguishable, not only improving the validity of instruments but also their practical utility. However, it remains unclear to which extent questionnaires allow measurement of psychosocial risk as a multidimensional construct. If future conceptualisations fail to improve discriminant validity, the use of quantitative instruments for screening purposes as part of a psychosocial risk management process should be questioned.

These implications extend beyond academic discourse to policymaking. As the conceptualisations of psychosocial hazards often stem from legal guidelines, the findings raise the question of whether risk categories defined by such frameworks can be adequately measured and validated. As some questionnaires like the QPRA are tightly bound to legal and practical frameworks – in this case, the GDA (2022) guideline – this may limit its psychometric robustness. Future policymaking and questionnaire development initiatives shall recognise this limitation and prioritise psychometric quality criteria over alignment with legally defined risk factors. Achieving an effective balance between regulatory compliance and scientific validity will be essential for the development of PSRA instruments that are both practically relevant and methodologically sound.

From a practical standpoint, this study's findings raise the question of whether the questionnaires should be used in their risk management process. As the investigated instruments represent established tools that have undergone sophisticated development and validation procedures, their application remains justifiable to generate a general risk indicator. For this use-case none of the investigated questionnaires can be outlined as a superior tool. However, practitioners should not design risk management initiatives solely around questionnaires. As all investigated questionnaires fail to properly distinguish between theoretically distinct constructs, there remains a need for other data sources to be considered in the risk management process. While questionnaires represent an especially time-efficient method to conduct PSRA, their current realization appears weakly informative. While other methods, such as expert observations or interviews, are more costly and time-consuming, organizations should consider such methods to ensure rigour in their risk management process and benefit from the organizational and financial benefits arising from PSRA.

Conclusion

This present study provides a comparative model-fit evaluation of three established psychosocial risk assessment questionnaires. While all instruments demonstrated satisfactory reliability across most scales, the high degree of shared variance between dimensions within and between questionnaires raises concerns. The lack of discriminant validity may limit the extent to which the questionnaires can differentiate between specific risk factors, likely impacting the quality of implications derived based on such questionnaires. These findings suggest that there could be value in considering additional qualitative data sources for psychosocial risk management until quantitative instruments can demonstrate sufficient specificity.

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