



Service Priorities and Programmes
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Factors associated with job retention for people with schizophrenia spectrum disorders: A retrospective case-control study

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Introduction

This study examined the association between factors in demographic, socio-economic status, clinical, vocational service and job characteristics with job retention among 22 individuals with schizophrenia spectrum disorders under supported employment service in Hong Kong in the period from 1/4/2011-31/3/2012.

Objectives

This study aimed at (1) examining the difference in factor associated with job retention among individuals with schizophrenia spectrum disorder currently receiving the supported employment service of Kwai Chung Hospital, a mental hospital in Hong Kong, for their longest employment last one year between groups with job tenure more than 3 months and with less than 3 months and (2) identifying the degree of association of individual factors with job tenure. The results improved our understanding of the role of identifying risk and protective factors of job retention for people with schizophrenia. Furthermore, it could give more insight into future vocational rehabilitation plan and intervention for people with schizophrenia.

Methodology

The study used t-test and one way ANOVA (1) to examine the between-group differences in the “successfully sustained” group and the “unsuccessfully sustained” group ; used bivariate and multiple linear regression(2)to identify predictors on job tenure.

Result

Amongst all factors, the salary of job was the most important predictor of job retention. Approximately 55 percent of participants were “successfully sustained” as they maintained their jobs for more than 3 months. These participants significantly received a longer duration of supported employment service prior to work compared with the unsuccessfully sustained group. Besides, participants who financially supported by government under the Comprehensive Social Security Assistance (CSSA) or Social

Security Allowance (SSA) had a significantly shorter job tenure compared with those supported by themselves.