

Hôpital du Sacré-Cœur de Montréal et CRISO Programme de recherche intervention "REISS-CRISO"

Consultation sur l'environnement psychosocial de travail (Temps 0 - Hiver 2009)

	Tâche			Rôle			Leadership			Équipe			Organisation			Équilibre Effort / Reconnaissance		Équilibre Demande / Contrôle		Soutien social	
	Imp	Aut	Défi	Clarté	Conflit (peu)	Charge	Conf	Buts	Fac	Chal	Fierté	Coop	Innovation	Justice	Soutien	Effort	Reconnaissance	Demande	Contrôle	Collègues	Superviseur
Unité 1 (n = 12 / TR = 54.5%)																59%	33%	67%	50%	58%	67%
Unité 2 (n = 25 / TR = 22.3%)																64%	44%	64%	52%	52%	48%
Unité 3 (n = 20 / TR = 58.8%)																70%	35%	60%	50%	75%	50%
Unité 4 (n = 16 / TR = 36.4%)																81%	31%	75%	56%	75%	44%
Unité 5 (n = 25 / TR = 23.4%)																88%	67%	79%	83%	54%	67%
Unité 6 (n = 27 / TR = 81.8%)																59%	48%	52%	52%	52%	52%
Unité 7 (n = 10 / TR = 45.5%)																60%	50%	80%	80%	70%	70%
Unité 8 (n = 9 / TR = 33.3%)																67%	89%	56%	67%	56%	67%
Unité 9 (n = 42 / TR = 91.3%)																60%	41%	60%	71%	52%	48%
Unité 10 (n = 9 / TR = 32.1%)																56%	78%	78%	56%	56%	56%
Unité 11 (n = 24 / TR = 30.0%)																67%	33%	62%	54%	67%	65%
Unité 12 (n = 13 / TR = 18.8%)																46%	31%	54%	77%	62%	69%
Unité 13 (n = 12 / TR = 31.6%)																42%	42%	50%	75%	50%	50%
Unité 14 (n = 21 / TR = 47.7%)																55%	35%	70%	65%	75%	45%
Unité 15 (n = 17 / TR = 39.5%)																59%	47%	53%	71%	76%	82%
Unité 16 (n = 8 / TR = 36.4%)																75%	38%	88%	62%	50%	50%
Unité 17 (n = 44 / TR = 62.9%)																80%	30%	82%	50%	61%	57%
Unité 18 (n = 17 / TR = 27.4%)																88%	47%	71%	53%	53%	59%
Unité 19 (n = 15 / TR = 30.0%)																60%	46%	73%	53%	67%	80%
Unité 20 (n = 7 / TR = 28.0%)																57%	72%	57%	71%	86%	71%
Unité 21 (n = 12 / TR = 33.3%)																92%	50%	75%	75%	59%	58%
Unité 22 (n = 11 / TR = 24.4%)																82%	37%	73%	55%	64%	64%
Unité 23 (n = 17 / TR = 20.0%)																94%	35%	94%	59%	47%	76%
Unité 24 (n = 45 / TR = 42.1%)																67%	31%	53%	60%	64%	60%
Groupe d'emploi 1 (n = 208)																71%	31%	69%	57%	63%	50%
Groupe d'emploi 2 (n = 132)																65%	44%	57%	61%	49%	46%
Groupe d'emploi 3 (n = 80)																71%	34%	52%	66%	50%	46%
Groupe d'emploi 4 (n = 130)																62%	34%	53%	61%	56%	39%
Cadres (n = 16)																88%	50%	88%	81%	56%	62%

Perception très positive
  Perception positive
  Perception négative
  Perception très négative