**What is STREAM?**
STREAM is a four-year longitudinal study with annual measurements among persons aged 45-64 in the Netherlands. Participants fill in an online questionnaire on topics such as: health, work, knowledge and skills, social circumstances, and financial situation.

More than 12,000 employees, 1,000 self-employed persons, and 2,000 non-employed persons participated at baseline. In the second measurement 82% of the original participants participated, in the third measurement this was 80%, and in the fourth measurement 74%.

For data collection an existing Intomart GfK internet panel is used. For 89% of baseline participants, data linkage with information from Statistics Netherlands is possible.

To obtain additional insight, qualitative studies have been and will be conducted among STREAM participants.

STREAM is being conducted by TNO, in close collaboration with the VU Medical Center and the Erasmus MC.

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**Health, coping style, and work ability**

In a recent study conducted with two waves of STREAM data, the associations of poor mental health, and physical health, and different forms of coping style on work ability in employees was explored. Poor mental health and especially poor physical health at baseline related to lower work ability at one-year follow-up. Persons with an active and a non-avoidant coping style had higher work ability than persons with a non-active and an avoidant coping style. We also tested whether certain favorable coping styles, i.e. active, non-avoidant, and seeking support, buffered the associations between poor mental and physical health and low work ability, these interactions were however only marginally significant. The promotion of good employee health and favorable coping strategies can be applied in interventions aimed at promoting high work ability and essentially sustained employability.

See reference van de Vijfeijke et al., 2013 in Selection of Publications below.

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**STREAM Newsletter**
Study on Transitions in Employment, Ability and Motivation

*Theme: Personal Resources and Sustainable Employability*

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More information on STREAM is available at:
www.tno.nl/STREAM

Contact: infostream@tno.nl
Work engagement, work-related factors, and health

Work engagement, defined as “a positive, fulfilling work-related state of mind” (Schaufeli et al., 2006), has been identified as an important factor for well-being and health. In a recent STREAM study the role of work engagement and psychosocial work-related factors (i.e., psychological job demands, autonomy, and social support) and physical work load in determining mental and physical health in employees during one-year follow-up was assessed. Furthermore, whether work engagement buffered the influence of unfavourable work-related factors on health was explored.

We found that unfavourable psychosocial work-related factors were related to poorer mental health during the follow-up. Both higher physical work load and unfavourable psychosocial factors (i.e., higher psychological job demands and lower autonomy) at baseline were related to poorer physical health during the follow-up. Work engagement was related to both mental and physical health; but especially a higher work engagement at baseline was related to better mental health during the one-year follow-up. Our hypothesis that a high work engagement could buffer the relation between unfavourable work-related factors and health was only weakly supported. We conclude that especially the promotion of a high work engagement can be beneficial for the physical, and in particular, the mental health of older workers.

See reference Leijten et al., 2014 in Selection of Publications.