

Clinical Trial Protocol

Iranian Registry of Clinical Trials

10 Jun 2026

Employee Assistance Programme for Stress: An Intervention study of psychological symptoms and sickness absence in public university

Protocol summary

Registration timing: **retrospective**

Summary

Main Objective To determine the effectiveness of EAP for occupational stress in reduction of psychological symptoms and sickness absence in public university.
Inclusion Criteria: 1. Staff aged between 35 to 65 years old. 2. Working in University of Malaya and has join University of Malaya Wellness Programme. Exclusion criteria: 1. Staff with underlying psychological illnesses.
Sample size Sample size was calculated using PS power and sample size software. With power of 80% and alpha of 0.05, sample size needed for this study is 150 subjects (75 subjects per arm). Interventions For intervention group: 1. Group half day workshop on Stress Management inclusive of practical session on stress relaxation therapy (breathing therapy and progressive muscle relaxation therapy) 2. Two sessions of one hour individual counselling on health and work psychological problems. 3. Self application of breathing therapy and progressive muscle relaxationn at workplace on as needed basis. For comparison group: 1. Self-help phamplet on stress management will be given to them.
Primary outcome measure 1. Self-perceived depression, anxiety and stress measured via DASS-21 questionairre. 2. Work psychological risk factors measured via JCQ questionairre. 3. Serum cortisol, Fasting blood sugar and Fasting serum lipid through blood biochemical examination. 4. Body mass index, waist hip ratio and blood pressure via clinical examination. 5. Sickness absence data obtained from Human resource department.

Last update:

Update count: **0**

Registration date

2011-03-16, 1389/12/25

Registrant information

Name

Marzuki Isahak

Name of organization / entity

University of Malaya

Country

Malaysia

Phone

+60379674756

Email address

marzuki@um.edu.my

Recruitment status

Recruitment complete

Funding source

Postgraduate Research Grant University of Malaya, Kuala Lumpur

Expected recruitment start date

2010-04-01, 1389/01/12

Expected recruitment end date

2010-04-10, 1389/01/21

Actual recruitment start date

empty

Actual recruitment end date

empty

Trial completion date

empty

Scientific title

Employee Assistance Programme for Stress: An Intervention study of psychological symptoms and sickness absence in public university

General information

Acronym

Employee assistance programme, Wellness Programme, Stress, Job Stress, Sickness absence

IRCT registration information

IRCT registration number: **IRCT201102275923N1**

Registration date: **2011-03-16, 1389/12/25**

Public title

Employee Assistance Programme (EAP) for Stress: An Intervention study of psychological symptoms and sickness absence in public university

Purpose

Prevention

Inclusion/Exclusion criteria

Inclusion Criteria: 1. Staff aged between 35 to 65 years old. 2. Working in University of Malaya and has join University of Malaya Wellness Programme. Exclusion criteria: 1. Staff with underlying psychological illnesses.

Age

From **35 years** old to **65 years** old

Gender

Both

Phase

N/A

Groups that have been masked

No information

Sample size

Target sample size: **150**

Randomization (investigator's opinion)

Randomized

Randomization description

Blinding (investigator's opinion)

Not blinded

Blinding description

Placebo

Not used

Assignment

Other

Other design features

Secondary Ids

empty

Ethics committees

1

Ethics committee

Name of ethics committee

University Malaya Medical Centre Medical Ethics Committee

Street address

University Malaya Medical Centre, Lembah Pantai,

City

Kuala Lumpur

Postal code

59100

Approval date

2009-08-20, 1388/05/29

Ethics committee reference number

714.16

Health conditions studied

1

Description of health condition studied

Self Perceived depression

ICD-10 code

F41.9

ICD-10 code description

The patient is currently depressed, as in a depressive episode of either mild or moderate severity

2

Description of health condition studied

Self-perceived anxiety

ICD-10 code

F43.0

ICD-10 code description

Anxiety NOS

3

Description of health condition studied

Self-perceived stress

ICD-10 code

F31.3

ICD-10 code description

A transient disorder that develops in an individual without any other apparent mental disorder in response to exceptional physical and mental stress and that usually subsides within hours or days. Individual vulnerability and coping capacity play a role i

4

Description of health condition studied

Blood pressure

ICD-10 code

I10

ICD-10 code description

High blood pressure

5

Description of health condition studied

Fasting serum lipid

ICD-10 code

E78.0

ICD-10 code description

Familial hypercholesterolaemia

6

Description of health condition studied

Fasting Blood Sugar

ICD-10 code

E10, E11

ICD-10 code description

Insulin-dependent diabetes mellitus, Non-insulin-dependent diabetes mellitus

Primary outcomes

1

Description

Self-perceived depression, anxiety and stress.

Timepoint

After 6 months

Method of measurement

DASS questionnaire

2

Description

Work psychological risk factors

Timepoint

6 months

Method of measurement

JCQ questionnaire

3

Description

Sickness absence

Timepoint

6 months

Method of measurement

Secondary data of sickness leaves from human resource department

Secondary outcomes

1

Description

Fasting blood sugar

Timepoint

After 6 months

Method of measurement

Blood biochemical measurement

2

Description

Blood pressure

Timepoint

After 6 months

Method of measurement

Clinical measurement with manual sphygmomanometer

3

Description

Fasting serum lipid

Timepoint

After 6 months

Method of measurement

Blood biochemical measurement

4

Description

Body mass index

Timepoint

After 6 months

Method of measurement

Clinical measurement of height and weight

5

Description

Waist-hip ratio

Timepoint

After 6 months

Method of measurement

Clinical measurement of waist and hip circumference

Intervention groups

1

Description

Intervention Employee Assistance Program will include:

- Three days of training program for participants.
- EAP Individual counseling
- Stress Relaxation Therapy

6.6.1 Three days of training program for participants. This workshop will be done by EAP specialist from Turning Point Integrated Wellness Sdn Bhd and investigator himself. The objectives of this 3 days workshop are to ensure participants will be able to:

- Understand what EAP is
- Understand what stress is
- Recognize symptoms of stress
- Identify sources of stress
- Acquire some skills on how to cope with stress

Workshop Methodology The workshop will start with the theoretical discussions on “What is Stress? (Definition)”; “How does Stress happen and how to make it work for you”; “Various elements and sources of Stress” “Job Burnout” and coupled with a simple stress evaluation test that measure stress levels and symptoms of stress for all participants, to help identify and focus on areas that cause stress to that person. Three major stress coping techniques will be taught and experienced during the session itself with Role Play/exercises. In this workshop, we will do one coping skill as in relation with oneself, another coping skill on interpersonal relationship (others) and third skills is coping with change and transition (environment). First coping skill, a creative-based method in managing stress will be applied here combining with Relaxation Techniques using specific breathing, imagery and visualizing methods. The exercise will be further enhanced with cognitive restructuring method in order to complete the full set coping skill. For second coping skill, we will be working with stress by enhancing our communication skills for interpersonal relationship. There are two important components in effective communication - listening and conveying the messages. Participants will practice communication skills through a series of exercises during the session itself. For third coping skills, we will be focusing on how to handle change and transition. Every person goes through an internal transition process when external situations or events change. Going through transitions, takes energy and causes both physical and emotional stresses. We will be focusing on understanding “How to recognize the different stages of transition?” and “how to identify problems occurring from incomplete transitions at the different stages of transition and the various strategies in managing transition?” through lectures and exercises during the session itself. The final session will be discuss about healthy lifestyle which consist of healthy eating, physical activity and stop

smoking.6.6.2 EAP Individual counseling EAP individual counseling will be given three monthly and as needed by referral from supervisor for the whole one year program. In every session, participants will be allocated 30 minutes to one hour for them to discuss problems especially the psychological aspects. EAP counselor will listen and give the proper advice to participants. Compliance to stress relaxation therapy will also be emphasized here. Participants also can discuss about their medical condition and blood pressure will be measured in each session. This counseling session will be done by investigator; who is the Occupational Health Doctor with training in EAP counseling. Investigator had undergone 3 phase EAP counseling training which consist of:Phase 1: Counseling Skills for In-house Counselors – 3 daysPhase 2: Understanding Clients – 3 daysPhase 3: Simulation Exercises – 3 days6.6.3Stress Relaxation TherapyStress Relaxation Therapy will be taught to the participants by theory and practical session for one day period. The therapy includes deep breathing therapy, progressive muscular relaxation, imagery, musical and. To ensure compliance to the therapy, self-help material, phone follow-up and 3 monthly one-to-one counseling will be emphasized on this therapy. The best relaxation is achieved by using physical and mental techniques together. These useful physical relaxation techniques can help them to reduce muscle tension and manage the effects of the fight-or-flight response on your body. This is particularly important if they need to think clearly and perform precisely when they are under pressure. There are four types of Stress Relaxation Therapy:i)Deep Breathing TherapyDeep breathing is a simple, but very effective, method of relaxation. It is a core component of everything from the

Category
Lifestyle

2

Description

Control Group Participants in control group will be given self-help pamphlet on stress management

Category

Lifestyle

Recruitment centers

1

Recruitment center

Name of recruitment center

University of Malaya Wellness Programme

Full name of responsible person

Dr Moy Foong Ming

Street address

UM Wellness, Department of Social and Preventive Medicine, Faculty of Medicine,

City

Kuala Lumpur

Sponsors / Funding sources

1

Sponsor

Name of organization / entity

Institutes of Research Management and Monitoring, University of Malaya

Full name of responsible person

Prof.Dr.Shaliza Ibrahim

Street address

Institute of Research Management and Monitoring, C313, IPS Building, University of Malaya

City

Kuala Lumpur

Grant name

Grant code / Reference number

PS175/2009B

Is the source of funding the same sponsor organization/entity?

Yes

Title of funding source

Institutes of Research Management and Monitoring, University of Malaya

Proportion provided by this source

100

Public or private sector

empty

Domestic or foreign origin

empty

Category of foreign source of funding

empty

Country of origin

Type of organization providing the funding

empty

Person responsible for general inquiries

Contact

Name of organization / entity

University of Malaya

Full name of responsible person

Dr Marzuki Bin Isahak

Position

Doctorate Candidate / Trainee Lecturer

Other areas of specialty/work

Street address

Department of Social and Preventive Medicine, Faculty of Medicine, University of Malaya

City

Kuala Lumpur

Province

Federal Territory

Postal code

50603

Phone

+60332901293

Fax

+60379674975

Email

drmarzuki79@yahoo.com

Web page address

<http://spm.um.edu.my/>

Person responsible for scientific inquiries

Contact

Name of organization / entity

University of Malaya

Full name of responsible person

Dr Azlan Darius

Position

Senior Lecturer

Other areas of specialty/work

Street address

Department of Social and Preventive Medicine, Faculty of Medicine, University of Malaya

City

Kuala Lumpur

Province

Federal Territory

Postal code

50603

Phone

+60379674756

Fax

+60379674975

Email

azdarus@um.edu.my

Web page address

<http://spm.um.edu.my/>

Person responsible for updating data

Contact

Name of organization / entity

University of Malaya

Full name of responsible person

Dr Marzuki Isahak

Position

Doctorate candidate / Trainee Lecturer

Other areas of specialty/work

Street address

Department of Social and Preventive Medicine, Faculty of Medicine, University of Malaya

City

Kuala Lumpur

Province

Federal Territory

Postal code

50603

Phone

+60332901293

Fax

+60378674975

Email

drmarzuki79@yahoo.com

Web page address

<http://spm.um.edu.my/>

Sharing plan

Deidentified Individual Participant Data Set (IPD)

empty

Study Protocol

empty

Statistical Analysis Plan

empty

Informed Consent Form

empty

Clinical Study Report

empty

Analytic Code

empty

Data Dictionary

empty