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Abstracts

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Paper number 943 | Electronic Poster

Social skills and functional assertiveness on mental health in Japanese workers

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This study aims to examine the impact of functional assertiveness and social skills on the mental health of regular employees. With workplace mental health issues on the rise, human relationship conflicts have been identified as major stressors leading to mental disorders. Traditional techniques like assertiveness training (AT) and social skills training (SST) face challenges in sustaining long-term effects and adapting to complex interpersonal contexts. Functional assertiveness, a value-driven and context-sensitive communication approach based on third-generation cognitive-behavioral therapy (e.g., ACT), offers a promising alternative.

A survey was conducted among 600 Japanese regular employees (300 with and 300 without leave-of-absence history). Questionnaires measured functional assertiveness, social skills, depression, social adaptation, and subjective well-being.

Ethical approval for this study was obtained from the Hyogo University of Teacher Education Ethics Committee for Research Involving Human Subjects (Approval No. 2023-38).

Correlation analysis revealed a significant positive relationship between functional assertiveness and social skills ($r = .68$, $p < .01$). Hierarchical regression analysis showed that functional assertiveness significantly reduced interpersonal-related depressive symptoms, regardless of social skills levels ($\Delta R^2 = .02$, $R^2 = .178$, $p < .01$). Notably, employees with higher social skills experienced greater reductions in depressive symptoms when functional assertiveness skills were developed ($b = -0.09$, $SE = -.48$, $p < .001$).

This study has certain limitations, as the sample is restricted to Japanese employees, and generalizability to other populations requires further research. Additionally, the reliance on questionnaire data limits the ability to establish causal relationships.

The findings suggest that functional assertiveness mitigates interpersonal-related depressive symptoms, particularly in employees with higher social skills. This underscores the need for intervention programs that combine functional assertiveness and social skills to enhance workplace communication and mental health.

Paper number 993 | Electronic Poster

Minority stress, entrapment, and the risk of suicidal behavior among non heterosexual students in Lithuania

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Non-heterosexual students are at significantly higher risk of suicidal behavior compared to their heterosexual peers. Research suggests that entrapment may be a critical factor explaining this disparity. This study aimed to investigate how minority stressors are associated with entrapment and the risk of suicidal behavior among non-heterosexual students in Lithuania, a cultural context characterized by high suicide rates and deep-seated stigma against LGBTQ individuals.

The study included 360 gay, lesbian, and bisexual participants (aged 18-29) from 17 Lithuanian higher education institutions who completed an online survey. Suicidal behavior was assessed using the Suicidal Behaviors Questionnaire-Revised, entrapment was measured with the Entrapment Scale, and minority stressors were evaluated using the Perceived Discrimination Scale and the Lesbian, Gay, and Bisexual Identity Scale.

The results revealed that bisexual students experienced significantly higher levels of entrapment and suicidal behavior risk compared to gay and lesbian students, as well as higher levels of minority stressors. Data analysis indicated that minority stressors were directly linked to entrapment and suicidal behavior risk. Moreover, entrapment functioned as a mediating factor between minority stressors and suicidal behavior.

In conclusion, this study highlights that entrapment is a significant risk factor for suicidal behavior among young non-heterosexual students in Lithuania and is strongly influenced by minority stressors related to LGBTQ stigma

Paper number 202 | Electronic Poster

The effect of perceived peer ostracism on emotional exhaustion and turnover intention: Nurses as an example

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Research Aims and Objectives

This study examines how perceived peer ostracism affects nurses' emotional exhaustion and turnover intention (Aim 1 & Aim 2). It explores the mediating role of emotional exhaustion (Aim 3) and the moderating effect of perceived supervisor support on these relationships (Aim 4), with a focus on the moderated mediation process. (Aim 5).

Theoretical Background

This study, based on the Conservation of Resources (COR) theory, suggests that individuals aim to acquire and protect resources. Emotional exhaustion arises when resources are depleted, increasing turnover intentions. Peer ostracism threatens nurses' emotional resources, heightening exhaustion and turnover risk. Supervisor support helps buffer these negative effects, promoting well-being and retention by replenishing resources.

Research Design/Methodology/Approach

Participants: Nurses employed for at least one year in regional or higher-level hospitals. 246 valid responses were collected. A two-phase questionnaire approach was used to reduce common method variance (CMV).

Results

1. Perceived peer ostracism positively impacts both emotional exhaustion and turnover intention.
2. Emotional exhaustion partially mediates the relationship between Perceived peer ostracism and turnover intention.
3. Perceived supervisor support moderates the relationship between Perceived peer ostracism and emotional exhaustion, such that the relationship is weaker when perceived supervisor support is higher.
4. the indirect effect of Perceived peer ostracism on turnover intention via emotional exhaustion is weaker when perceived supervisor support is higher versus lower.

Limitations