

Motivational Perspective Necessary for Managing health in Workers: Focus on Basic Psychological Needs

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Background

Basic psychological need (BPN) is an important motivational factor for workers to manage their health, which is a part of the self-determination theory. BPN comprises autonomy, competence, and relationships, which are evaluated based on satisfaction and frustration. The theory's results are expected to be universal.

Aim of the study

This study aims to clarify whether the behavior change stage (in this case, diet) and its attributes are related to the BPN of working people in Japan. By investigating this relationship, we hope to provide suggestions for future interventions.

Methods

A web-based questionnaire survey was conducted with 312 Japanese employees (18-65 years), of which 309 responded. The following elements were evaluated: basic attributes, the Japanese version of the BPNF(Basic Psychological Needs Satisfaction and Frustration) scale ($\alpha \geq .73$), and the behavior change stage (diet)($\alpha = .77$).

Results

A positive correlation ($p < .001$) was found between the satisfaction items of BPN and the behavior change stage (diet). Additionally, a weak negative correlation ($p < .001$) was found between BPN and age groups.

Conclusions and implications

In the Japanese context, the satisfaction of BPN was found to be related to the behavior change stage (diet) in the field of health, which is similar to that reported in other countries. Furthermore, the higher the age, the lower the satisfaction threshold for the relationship; this is consistent with the low satisfaction of social connections in the 40-64 age group, which was confirmed by a Cabinet-Office survey. Future studies should consider the age of the participants at the time of intervention, and explore different approaches to building a relationship of trust.