

MINIMUM PHYSICAL REQUIREMENTS FOR THE
PHYSICAL WORKERS OF AN ELECTRICITY SUPPLY
COMPANY BY WAY OF WORK-SPECIFIC PHYSICAL
ASSESSMENTS

by

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Submitted for the fulfilment of the requirements for the degree
Magister Artium (HMS)

in the

Faculty of Humanities
Department of Biokinetics, Sport- and Leisure Sciences
University of Pretoria

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Pretoria

October 2003



DEDICATION

This dissertation is dedicated to my parents, Leon and Ria Bester, for their unwavering support and encouragement through all the years of my life, for their endless belief in my abilities, and for their unselfish love for their sons.

ACKNOWLEDGEMENTS

To my Lord, without whom nothing is possible.

I also wish to acknowledge the following individuals:

Prof. PE Krüger : My promoter, for believing in the idea from start to finish, for sharing his knowledge and ideas, and for allowing me the freedom to do things my own way.

Japie Lubbe : For his expert advice, and his assistance in the gathering of relevant literature.

My brother, André Bester : For building the “work-specific” test equipment used during this study.

Esmarie Pretorius : For her expert inputs as an ergonomist and biokineticist, and for her assistance in the gathering of the data.

Christine Smit : For her assistance with the statistical analysis of the data.

My wife, Elana Bester : For standing by me through all the challenges of life.

CONTENTS

ACKNOWLEDGEMENTS	iii
SYNOPSIS	x
SAMEVATTING	xii
LIST OF ABBREVIATIONS	xiv
LIST OF TABLES	xvi
LIST OF FIGURES	xviii
LIST OF PHOTOS	xx

CHAPTER 1: MINIMUM PHYSICAL REQUIREMENTS FOR PHYSICAL WORKERS – THE PROBLEM

1.1.	Introduction	1
1.2.	Problem setting	5
1.3.	Hypothesis	5
1.4.	Purpose and aim of the study	5

CHAPTER 2: LITERATURE REVIEW

2.1.	The history of job-related physical assessment (with special focus on the two traditional methods)	7
2.1.1.	Work-sample tests	12
2.1.2.	Motor ability and fitness test items	13
2.2.	Job-related physical assessment in South Africa	13
2.3.	Job analysis	17

2.3.1.	Interviews	18
2.3.2.	Job descriptions	18
2.3.3.	Videotapes	18
2.3.4.	Job-site assessments	18
2.3.5.	Fleishman`s basic abilities	21
2.3.5.1.	Dynamic strength	21
2.3.5.2.	Trunk strength	21
2.3.5.3.	Static strength	21
2.3.5.4.	Explosive strength	22
2.3.5.5.	Extent flexibility	22
2.3.5.6.	Dynamic flexibility	22
2.3.5.7.	Gross body co-ordination	22
2.3.5.8.	Balance or Equilibrium	23
2.3.5.9.	Stamina	23
2.4.	Important considerations in developing job-related physical assessments	24
2.4.1.	Safety	25
2.4.2.	Validity	25
2.4.3.	Reliability	26
2.4.4.	Objectivity	26
2.4.5.	Performance credibility	27
2.4.6.	Standardisation	27
2.5.	Methods and devices for measuring strength	35
2.5.1.	Advantages of isometric strength testing	36
2.5.2.	Disadvantages of isometric strength testing	36
2.5.3.	Devices for isometric strength testing	36
2.5.4.	Advantages of isotonic strength testing	36
2.5.5.	Disadvantages of isotonic strength testing	37
2.5.6.	Devices for isotonic strength testing	37
2.5.7.	Advantages of isokinetic strength testing	37
2.5.8.	Disadvantages of isokinetic strength testing	37
2.5.9.	Devices for isokinetic strength testing	37
2.5.10.	Dynamometry	38
2.5.11.	Cable tensiometry	38

2.5.12.	One-repetition maximum (1-RM)	38
2.5.13.	Electromechanical apparatus	39
2.6.	Important physiological components involved in physical ability testing	41
2.6.1.	Muscular strength	41
2.6.1.1.	Isotonic contraction	41
2.6.1.1.1.	Muscle length-tension relationship	42
2.6.1.1.2.	Angle of pull of muscle	42
2.6.1.1.3.	The speed of shortening	43
2.6.1.2.	Isometric contraction	43
2.6.1.3.	Eccentric contraction	44
2.6.1.4.	Isokinetic contraction	44
2.6.2.	Muscular endurance	47
2.6.3.	Flexibility	48
2.6.4.	Cardiovascular fitness	50
2.6.5.	Muscle fatigue	54
2.6.5.1.	Fatigue at the neuromuscular junction	55
2.6.5.2.	Fatigue within the contractile mechanism	55
2.6.5.3.	The central nervous system and local muscular fatigue	57
2.7.	Pre-placement assessment and the legal side of things	58
2.8.	Pre-placement assessment and the prevention of work-related injuries	62
2.9.	Job-related physical assessment and the benefits to the company	66

CHAPTER 3: METHODS AND PROCEDURES

3.1.	Gathering of information	70
3.2.	The target population	70
3.3.	Job analysis	70
3.3.1.	Analysis of job descriptions/profiles	71
3.3.2.	Interviews	74

3.3.3.	Practical experience/observations and video recordings	75
3.3.4.	Video analysis	75
3.4.	Test battery design (including pilot study)	78
3.4.1.	Pilot study	79
3.4.1.1.	Pilot group one	80
3.4.1.2.	Pilot group two	81
3.4.1.3.	Pilot group three	81
3.5.	Test descriptions	82
3.5.1.	Test 1: Arm strength above the head	82
3.5.1.1.	Photos	82
3.5.1.2.	Equipment	83
3.5.1.3.	Test description	83
3.5.2.	Test 2: Lifting strength from the floor (left and right)	84
3.5.2.1.	Photos	84
3.5.2.2.	Equipment	85
3.5.2.3.	Test description	85
3.5.3.	Test 3: Arm adduction strength	86
3.5.3.1.	Photos	86
3.5.3.2.	Equipment	87
3.5.3.3.	Test description	87
3.5.4.	Test 4: Shoulder endurance at eye-level (left and right)	88
3.5.4.1.	Photos	88
3.5.4.2.	Equipment	89
3.5.4.3.	Test description	89
3.6.	Testing procedures	89
3.6.1.	Pre-testing procedures	90
3.6.2.	Procedures during testing	92
3.6.3.	Post-testing procedures	93
3.7.	Research design	94
3.7.1.	Research topic	94
3.7.2.	Problem setting (research question)	94
3.7.3.	Hypothesis	94
3.7.4.	Study design	94
3.7.5.	Data collection	95

3.7.6.	Data analysis and interpretation	96
3.7.7.	Summary of the course of this study	96

CHAPTER 4: RESULTS

4.1.	Statistical analysis (including calculation of minimum physical requirements)	97
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CHAPTER 5: DISCUSSION OF RESULTS

5.1.	Participant statistics	107
5.1.1.	Gender	107
5.1.2.	Race	108
5.1.3.	Age	109
5.1.4.	Height	109
5.1.5.	Weight	110
5.1.6.	Resting systolic blood pressure	111
5.1.7.	Resting diastolic blood pressure	112
5.1.8.	Resting heart rate	113
5.1.9.	Orthopaedic problems	114
5.1.10.	Special population problems	115
5.2.	Correlation between “factor tests” and “work-specific tests” in SA ELEC	116
5.3.	Minimum physical requirements for work-specific tests	118
5.3.1.	Discussion and demonstration	119
5.3.1.1.	Potential uses	120
5.3.1.2.	Demonstration (including case study)	120
5.4.	This study and SA ELEC	124

CHAPTER 6: SUMMARY, CONCLUSION AND RECOMMENDATIONS

6.1.	Introduction	126
6.2.	Summary of literature review	126
6.2.1.	The history of job-related physical assessments	126
6.2.2.	Job-related physical assessments and South Africa	126
6.2.3.	Job analysis	127
6.2.4.	Important considerations in developing job-related physical assessments	127
6.2.5.	Strength measurement	128
6.2.6.	Pre-placement assessment and the legal side of things	128
6.2.7.	Possible advantages of job-related physical assessments	129
6.3.	Summary of the course of this study	130
6.4.	Conclusion	131
6.4.1.	The work-specific test battery	131
6.4.2.	The minimum physical requirements	131
6.5.	Recommendations	131
	REFERENCES	133

SYNOPSIS

Title	: Minimum physical requirements for the physical workers of an electricity supply company by way of work-specific physical assessments
Candidate	: George Francis Bester
Promoter	: Prof. P E Krüger
Department	: Biokinetics, Sport- and Leisure Science
Degree	: MA (Human Movement Science)

The aim of this study was to identify and design a battery of work-specific physical tests for the physical workers (blue collar workers) within one of the departments of a South African electricity supply company (SA ELEC), and to establish work-specific minimum physical requirements (MPR) for the relevant jobs. The idea was to establish one powerful and complete measuring tool, which consists of MPR for the physical “factor” tests that are already in use in SA ELEC, as well as MPR for the work-specific tests - the result of this study.

An objective measuring tool such as this, and the pro-active measures that can be put in place as a result, holds many advantages for a company with a physical work force and its employees:

- (i) the placement of employees in suitable jobs;
- (ii) the early identification of employees that do not possess the physical capacity to do their jobs effectively and safely;
- (iii) reductions in sick leave, injuries on duty, ill-health applications; and employee turn-over rate;
- (iv) improvement in productivity, attitude, and employee satisfaction;
- (v) reductions in cardiac risk; and
- (vi) improvement in individual physical ability and lifestyle habits.

This study focussed on the whole process of establishing MPR for a job, which included the following critical aspects:

- (i) literature review;
- (ii) job analysis;
- (iii) test design (including a validity study);
- (iv) data collection and -analysis; and
- (v) establishing minimum physical requirements (MPR).

The following table shows the names of the tests that were used during this study, as well as the MPR that were calculated:

Tests	MPR	SI
arm strength above the head	35.8	kgf
lifting strength from the floor (right)	61.25	kgf
lifting strength from the floor (left)	60.32	kgf
arm adduction strength	44.40	kgf
shoulder endurance at eye level (right)	34.10	sec
shoulder endurance at eye level (left)	28.70	sec
total of six tests	269.18	total

(kgf = kilogram force; sec = seconds)

Keywords

minimum physical requirements (MPR)

work-specific physical tests

physical factor tests

job analysis

physical ability

physical work capacity

blue collar workers

pre-employment screening

isometric strength testing

inherent requirements of a job

SAMEVATTING

Titel	: Minimum fisieke vereistes vir die werkers van `n elektrisiteitsvoorsieningsmaatskappy deur gebruik te maak van werk-spesifieke fisieke toetse
Kandidaat	: George Francis Bester
Promotor	: Prof. P E Krüger
Departement	: Biokinetika, Sport- en Vryetydswetenskappe
Graad	: MA (Menslike Bewegingskunde)

Die primêre doel van die studie was om `n battery werk-spesifieke fisieke toetse daar te stel, ten einde die fisieke werkers (blou-boordjie werkers) van een van die departemente van `n Suid-Afrikaanse elektrisiteitsvoorsieningsmaatskappy (SA ELEC) te toets en sodoende data in te samel vir die opstel van minimum fisieke vereistes (MFV) vir die relevante poste. Die idee was om `n kragtige en volledige toetsmetode daar te stel, wat bestaan uit MFV vir die fisieke “faktor” toetse, wat reeds gebruik word in SA ELEC, te same met MFV vir die werk-spesifieke toetse – die resultaat van hierdie studie.

`n Objektiewe toetsmetode soos die, tesame met die pro-aktiewe benaderings wat gebruik kan word as gevolg daarvan, hou verskeie voordele in vir `n maatskappy met `n fisieke werkerskorps en sy werknemers:

- (i) die plasing van werknemers in gepaste poste;
- (ii) die vroeë identifisering van werknemers wat nie oor die fisieke kapasiteit beskik om hul werk effektief en veilig te verrig nie;
- (iii) `n afname in siekverlof, beserings aan diens, ongeskiktheidsaansoeke, en die tempo van werknemer vervanging;
- (iv) `n verbetering in produktiwiteit, moraal, en werk-satisfaksie;
- (v) `n afname in kardiaale risiko; en
- (vi) `n verbetering in individuele fisieke bekwaamheid en in gesondheids-gewoontes.

Hierdie studie het gefokus op die totale proses wat gevolg moet word wanneer die MFV van 'n pos bepaal word. Dit het die volgende ingesluit:

- (i) literatuurstudie;
- (ii) posontleding;
- (iii) toets-ontwerp (insluitende 'n geldigheids-studie);
- (iv) data insameling en –analise; asook
- (v) die opstel van minimum fisieke vereistes (MFV).

Hier volg 'n tabel met die name van die toetse wat gedurende die studie gebruik is, asook die MFV wat bereken is:

Toetse	MFV	SI
arm-krag bo kop	35.8	kgk
optel-krag vanaf die vloer (regs)	61.25	kgk
optel-krag vanaf die vloer (links)	60.32	kgk
arm adduksie-krag	44.40	kgk
skouer-uithou vermoë op oogvlak (regs)	34.10	sek
skouer-uithou vermoë op oogvlak (links)	28.70	sek
totaal van die ses toetse	269.18	totaal

(kgk = kilogram krag; sek = sekondes)

Sleutelwoorde

minimum fisieke vereistes (MFV)

werk-spesifieke fisieke toetse

fisieke faktor toetse

posontleding

fisieke bekwaamheid

fisieke werkskapasiteit

blou-boordjie werkers

voorindiensnemingstoetse

isometriese kragtoetse

inherente vereistes van 'n pos

LIST OF ABBREVIATIONS

ADP	-	Adenosine diphosphate
ATP	-	Adenosine triphosphate
Beats/min	-	Beats per minute
BMI	-	Body Mass Index
CA ⁺⁺	-	Calcium
CAT scan	-	Computerized Axial Tomography scan
cm	-	centimetre
CO ₂	-	Carbon dioxide
EEOC	-	Equal Employment Opportunity Commission
EMG	-	Electromiogram
FCA	-	Functional Capacity Assessment
FT fiber	-	Fast twitch muscle fiber
H ⁺	-	Hydrogen
Kcal	-	Kilocalories
kg	-	Kilogram
kgf	-	Kilogram force
LSR	-	Lifting Strength Rating
ml/kg/min	-	Millilitre per kilogram body mass per minute
mmHg	-	Millimetre mercury
MPR	-	Minimum Physical Requirements
MPRS	-	Minimum Physical Requirements Sheet
MRI	-	Magnetic Resonance Imaging
N	-	Number of subjects
O ₂	-	Oxygen
PC	-	Phosphocreatine
pH	-	Level of acidity
Pi	-	Inorganic phosphate
PNF	-	Proprioceptive Neuromuscular Facilitation
R	-	Rand
RPE	-	Rate of Perceived Exersion

SA ELEC	-	South African Electricity Supply Company
sec	-	Seconds
Std. Dev.	-	Standard deviation
ST fiber	-	Slow Twitch muscle fiber
VO ₂ max	-	Maximal oxygen consumption / Aerobic capacity
1-RM	-	One-repetition maximum
\$	-	United States dollar
%	-	Percentage

LIST OF TABLES

Table	Page Number
2.1 Benefits of risk identification/intervention programs employed within an electrification company during 2002	67
3.1 Example of an SA ELEC Job profile / Description	72
3.2 Example of a Strenuous Task Identification questionnaire	74
3.3 Correlation coefficient for pilot group 1 when comparing results of each test with the ranking list	80
3.4 Correlation coefficient for pilot group 2 when comparing results of each test with the ranking list	81
3.5 Correlation coefficient for pilot group 3 when comparing results of each test with the ranking list	82
3.6 Informed consent form for work-specific physical assessments	91
3.7 Evaluation form for work-specific physical assessments	92
4.1 Data of 344 subjects as percentiles in increments of 5%	101
4.2 The mean, median, mode, and standard deviation for each test	102
4.3 The test scores of the six employees chosen by the supervisors as “employees with minimum physical ability”	103

4.4	The test scores of the six employees chosen by the supervisors as “employees with minimum physical ability”, excluding outliers. Included are the bottom- and upper values for each test, and the average “subjective” score for each test	104
4.5	Visual comparison of the average “subjective” score for each test, with the statistical data (measures of central tendency) of each test	104
4.6	Calculation of the MPR for each test	106
5.1	Two sets of points and Pearson correlation for depot A	117
5.2	Two sets of points and Pearson correlation for depot B	117
5.3	Two sets of points and Pearson correlation for depot C	117
5.4	The Minimum Physical Requirements Sheet (MPRS)	118
5.5	Informed consent form for Mister B	121
5.6	Evaluation form for Mister B	122
5.7	Mister B plotted on the MPRS	123
6.1	The minimum physical requirements of the work-specific tests	131

LIST OF FIGURES

Figure	Page Number
4.1	Distribution of variables for “arm strength above the head” 97
4.2	Distribution of variables for “lifting strength from the floor – right” 98
4.3	Distribution of variables for “lifting strength from the floor – left” 98
4.4	Distribution of variables for “arm adduction strength” 99
4.5	Distribution of variables for “shoulder endurance at eye level – right” 99
4.6	Distribution of variables for “shoulder endurance at eye level – left” 100
4.7	Distribution of variables for “total of six tests” 100
5.1	Gender 108
5.2	Race 108
5.3	Age 109
5.4	Height 110
5.5	Weight 111
5.6	Resting systolic blood pressure 112
5.7	Resting diastolic blood pressure 113

5.8	Resting heart rate	114
5.9	Orthopaedic problems	115
5.10	Special population problems	116

LIST OF PHOTOS

Photo	Page Number
3.1 Lifting a heavy ladder above the head	77
3.2 Working with a bolt cutter	77
3.3 Lifting and carrying a toolbox	77
3.4 Working with a spanner at eye level	78
3.5 Anterior view of “arm strength above the head”	82
3.6 Anterior view of “arm strength above the head”	82
3.7 Lateral view of “arm strength above the head”	83
3.8 Anterior view of “lifting strength from the floor” (left hand)	84
3.9 Lateral view of “lifting strength from the floor” (left hand)	84
3.10 Anterior view of “arm adduction strength”	86
3.11 Lateral view of “arm adduction strength”	86
3.12 Adduction bars with grip dynamometer in place (ready for use)	87
3.13 Anterior view of “shoulder endurance at eye-level” (right shoulder)	88
3.14 Lateral view of “shoulder endurance at eye level” (right shoulder)	88