



Does Occupational Lead Exposure Affect the Relationship Between Neurobehavioral Characteristics and Productivity?

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Abstract

Background & Aims: Lead (Pb) may cause cognitive impairments in both recent acute and chronic exposures. In this study, the effect of Pb exposure on the relationship between neurobehavioral characteristics and productivity was evaluated among battery manufacturing workers.

Materials and Methods: In general, 179 production workers and 179 office workers participated in this cross-sectional study. Venous blood sampling was used to measure the level of Pb in the blood. Psychomotor performance and intellectual functioning were measured using the digit symbol substitution test and the Wechsler adult intelligence scale-revised, respectively. Finally, productivity was assessed using a health and work performance questionnaire.

Results: Exposed workers had a significantly higher level of Pb, while a lower level of intellectual functioning and psychomotor performance than non-exposed workers. The results of linear regression indicated that the increase in the blood level of Pb was accompanied by a significant decrease in the positive effects of intellectual functioning on productivity. However, exposure to Pb had no effect on the relationship between psychomotor performance and productivity.

Conclusion: Occupational exposure to Pb affected the relationship between psycho-diagnostic performance and productivity and could induce neurobehavioral dysfunction in the exposed workers. For the early detection of cognitive impairment, the neurobehavioral assessment is recommended to be implemented in work assessments.

Keywords: Occupational exposure, Lead, Intelligence, Cognition, Battery factory

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1. Introduction

Due to the increasing use of lead (Pb) in industry, human exposure and absorption of this unnecessary element have increased. The effect of Pb on humans has always been a health concern. Although the amount of Pb in the industry has decreased significantly in recent years, occupational exposure to Pb is still extremely high. Occupational exposure to Pb can have a variety of toxic effects on the human body, including abnormal kidney function, blood diseases, reproductive disorders, and neurocognitive impairment [1].

Pb can cause cognitive impairments whether in recent acute or chronic exposures [2]. Previous studies have shown that exposure to Pb reduces the activity of neurotransmitters, ultimately affecting cognitive function [3-5]. Pb can also disrupt in simple reaction time, memory impairment, impaired motor behaviors, poor speech performance, impaired performance, and impaired learning [6,7]. In adults, occupational exposure to Pb causes cognitive deficits in memory, manual dexterity, learning ability, and related psychomotor speed [2].

Most workers exposed to Pb exhibit poor performance on psychological and neuromotor tests [8]. This effect on cognitive function has been observed at both high and

low levels of exposure [1,9]. However, the recommended values for Pb exposure are not accurate and consistent. The blood level of Pb (PbB) for adults is 5 µg/dL according to the United States National Institute for Occupational Safety and Health [10]. According to the World Health Organization (WHO), PbB for adults needs to be less than 10 µg/dL [11]. Based on the US Occupational Safety and Health Administration, when the PbB level is more than 60 µg/dL, you should not be exposed to Pb [12]. In addition, the American Conference of Governmental Industrial Hygienists (ACGIH) recommended 30 µg/dL as the biological exposure index for Pb [13].

The levels of Pb with detrimental effects also varied in the studies. For example, in some studies, cognitive impairment was observed in workers with PbB between 20 and 40 µg/dL [14,15], while a meta-analysis showed neurobehavioral dysfunction in exposed workers with PbB between 50 and 60 µg/dL [15,16]. However, the researchers noted that the reviewed studies did not provide definitive information regarding the effects of Pb on cognitive function.

Up to now, there have been no safety thresholds. However, PbB levels lower than 5 µg/dL do not appear to increase the risk of short- and long-term exposure and



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do not require further management [15]. Of course, in industries that deal with Pb, exposure to Pb is extremely higher than 5 µg/dL, and even low levels of Pb may adversely affect cognitive function. Long-term exposure to Pb may also be associated with a faster cognitive decline and accelerated cognitive aging [17] and adversely affect the spatial domain of cognition [18], which may be a subclinical symptom of central nervous system damage [14].

Previous studies demonstrated that functional disability and impairments in daily activities are the result of cognitive impairments. Further, work-related performance deteriorates in people with more severe cognitive impairments [19-22]. However, there is little information about the impact of Pb exposure on different dimensions of productivity loss and neurobehavioral characteristics in Pb-related industries, particularly in battery manufacturing factories. Hence, this study aimed to assess the effect of Pb exposure on the relationship between neurobehavioral characteristics and productivity.

2. Materials and Methods

This cross-sectional study was performed on 179 male workers in a battery factory in Isfahan, Iran in 2021. Workers who had at least five years of work experience and worked in the production line were included in the study. On the other hand, the workers under treatment with cerebra-active drugs and other substances interfering with neurobehavioral performances were excluded from the study. Furthermore, after taking the history, workers with a history of psychometric diseases, cognitive disorders, and underlying diseases leading to behavioral disorders were excluded from the study. Demographic information, smoking status, residential area (presence of nearby industries or factories), and employment history (during the past three periods) were collected through interviews. The control group included 179 men who were similar in age to the case group. These workers were not exposed to Pb in their current or past jobs. The control group included workers working in the administrative department of the company located in Isfahan and was randomly selected, and an informed consent form was provided to all participants.

Neurobehavioral tests were performed by a clinical psychologist after workers' shifts in a standardized environment using identical procedures. The environmental assessment data of workplace Pb levels were extracted from the documentation available in the factory. The amount of environmental Pb was more than the threshold limit of 0.05 mg/m³ (ACGIH recommendation) [13]. To evaluate the PbB level, venous blood samples were taken from the participants. Heparinized Pb-free drain tubes were used to collect blood samples. Blood samples were kept at +4 °C for two weeks until performing all analyses. The PbB concentration was

determined using a transversely-heated graphite furnace and Zeeman background correction.

2.1. General intelligence measurement using the Wechsler Adult Intelligence Scale-Revised (WAIS-R)

The WAIS, first presented in 1955, is an intelligence assessment test in adults. The WAIS-R [23] is, as its name implies, a revised form of the WAIS. The structure of the WAIS-R is the same as the original structure of the WAIS. This test measures intelligence components using 11 subtests. The subtests are divided into two categories, including verbal intelligence and functional intelligence. The first group includes the subtests of vocabulary, information, arithmetic, reading comprehension, digit range, and similarities. Moreover, the second group contains the subtests of image arrangement, image completion, object assembly, block design, and numerical symbols. The results of all subtests are employed to obtain a full-scale intelligence quotient.

2.2. Cognitive function measurement using the Digit Symbol Substitution Test (DSST)

The DSST is a psychomotor performance assessment test consisting of a key grid of matching numbers and symbols and a test section with numbers and blank boxes. In this test, the participant must fill in empty boxes with the symbol corresponding to that number. For this test, 90 seconds of time is considered, and the score is calculated by counting the number of matching numbers and correct symbols [24]. The test-retest reliability of this test is high [25].

2.3. Productivity measurement

The WHO Health and Work Performance Questionnaire (WHO-HPQ) was applied to assess productivity quality and job performance [26]. The Iranian version of the HPQ was used in the present study [27]. The questionnaire included A (health), B (work), and C (demographic) parts. There were 57 questions in Section A to assess mental and physical health and medical history in the past year. Part B included 23 questions on working hours, occupational accidents, sick leave, and productivity in the last seven days and last four weeks. In Section C, demographic information was collected with 8 questions. This questionnaire had a test-retest correlation equal to 0.76 [27].

2.4. Statistical analysis

SPSS 22 software was used for data analysis. Independent t-test was utilized to compare the differences between groups ($P < 0.05$). To check the normality of the data, the Kolmogorov-Smirnov test was employed before performing inferential statistical analysis. The results revealed that the level of significance for all research variables was greater than 0.05. Therefore, the assumption

of normal distribution was observed and thus it was possible to use the Pearson correlation coefficient and regression analysis. A linear regression model was applied to evaluate the relationship between variables.

3. Results

The sociodemographic characteristics and biomarkers of case and control groups are presented in Table 1. Based on the results, there was no significant difference between the case and control groups in terms of age, work experience, and education level. Therefore, these variables did not have an interventionist effect on the results. The mean level of PbB was significantly higher in the case group than in the control group. The PbB levels were found to be higher than 30 mg/dL (the threshold limit value) in 46 exposed workers (25%). The level of Pb was 21-92 µg/dL and 6-18 µg/dL in the exposed workers and the control group, respectively.

The results of psycho-diagnostic variables are provided in Table 2. General intelligence (WAIS-R output) and cognitive function (DSST output) were significantly lower in the case group compared to the control group. Based on the results, productivity (WHO-HPQ output) was significantly better in the control group.

A linear regression model was used to assess the relationship between the PbB and psycho-diagnostic variables, and performance (productivity). According to the results (Table 3), the correlation coefficient between general intelligence and productivity was 0.855 and 0.530 for no exposure and exposure to unauthorized amounts of Pb, respectively. In addition, the correlation between cognitive function and productivity was 0.732 and 0.581 for no exposure and exposure to unauthorized amounts of Pb, respectively.

Based on data in Table 4, for general intelligence and exposure to unauthorized amounts of Pb, the regression coefficient was 0.161, which was statistically significant ($P=0.001$). Hence, exposure to Pb as a moderating variable weakened the effect of general intelligence on productivity. For cognitive function and exposure to unauthorized amounts of Pb, the regression coefficient was -0.551, which was not statistically significant ($P=0.259$). Therefore, exposure to unauthorized amounts of Pb could not reduce the correlation between cognitive function and productivity.

4. Discussion

According to the findings, occupational Pb exposure at currently safe levels may lead to the impairment of some cognitive abilities and as a result, indirectly affects productivity. There was a significant difference between the case and control groups in the tests mainly involving general intelligence and cognitive function. The results showed that exposure to Pb weakened the effect of general intelligence on productivity. However, Pb did not

affect the relationship between cognitive function and productivity.

Based on the literature review, no study has been conducted on the effect of Pb as a mediating variable on the relationship between psycho-cognitive functions and worker productivity. However, concerning studies on the effect of Pb on psycho-cognitive functions, as well as the effect of psycho-cognitive characteristics on productivity, it is possible to interpret the results of the present study to some extent.

Numerous studies have evaluated the Pb exposure's effect on psychological cognitive functions. For

Table 1. Sociodemographic characteristics and biomarkers of Pb exposure in the participants

Variables	Battery workers	Office workers	P'	
Sample size (N)	179	179	NS**	
Age (years, mean ±SD)	35.7 ±7.62	34.9 ±5.32	NS	
Education level (years, mean ±SD)	12.32 ± 1.3	11.03 ±0.5	NS	
Work experience (years, mean ±SD)	13.25 ±6.96	12.68 ±4.3	NS	
Smoking (%)	Yes	28	31	NS
	No	72	69	NS
PbB (µg/dL, mean ±SD)	49.58 ±18.3	14.47 ±1.8	0.001	

Note. SD: Standard deviation; PbB: Lead in blood; *T-test; **Not significant at the level of 0.05.

Table 2. Comparison of exposed and non-exposed workers regarding the psycho-diagnostic variables (Mean ± SD)

Variables	Battery workers	Office workers	P [*]
General intelligence	97.54 ± 0.73	98.15 ± 0.76	0.023 ^{**}
Cognitive function	37.03 ± 0.586	40.07 ± 0.119	0.043 ^{**}
Productivity	0.9034 ± 0.169	1.0652 ± 0.220	0.021 ^{**}

Note. SD: Standard deviation; *Independent t-test; ** $P < 0.05$.

Table 3. The correlation between PbB and psycho-diagnostic variables, and productivity

Groups	Variables	Productivity
Battery workers	General intelligence	0.530 [*]
	Cognitive function	0.581 [*]
Office workers	General intelligence	0.855 [*]
	Cognitive function	0.732 [*]

Note. *Pearson's correlation.

Table 4. The results of regression among the biomarker of lead exposure, psycho-diagnostic variables, and productivity variables

Variable affecting productivity	Regression coefficient	t	P [*]
Exposure to lead	1.147	2.709	0.043
General intelligence without exposure to lead	0.698	5.206	0.029
General intelligence with exposure to lead	0.161	3.27	0.001
Cognitive function without exposure to lead	1.312	3.114	0.036
Cognitive function with exposure to lead	-0.551	-1.153	0.059

Note. *Statistically significant when $P < 0.05$.

instance, Lasley reported that neurological function was significantly impaired among workers with Pb levels between 40 and 80 µg/dL, which led to impaired cognitive function, impaired visual-spatial information processing, and lack of proper attention control [28]. Wilson et al also stated that the cumulative levels of PbB were significantly associated with tension, hostility, and anxiety [29]. Similarly, Salehzadeh et al found that anxiety, social dysfunction, and depression were related to PbB levels [30]. In addition, in the closest study to the present study, Aminian et al concluded that neurobehavioral dysfunction may occur among battery manufacturing workers due to occupational exposure to Pb [31]. All the mentioned aspects in these studies may be related to individual productivity [32].

How Pb affects the cognitive performance of adults is still unknown. However, several mechanisms have been proposed, the most important of which include the effect of Pb on oxidative stress, mitochondrial damage, and neurotransmitters [17,33]. Pb could also indirectly affect cognitive function by increasing blood pressure [34]. Fenga et al indicated that Pb can also cause some cognitive-behavioral problems such as depression, tension, anger, and confusion in permitted amounts [1]. These results are consistent with the latest scientific findings, suggesting that there may be a link between elevated PbB levels and measured cognitive abnormalities, and that there is no safe blood level for Pb deleterious effects on neurological function. In line with previous studies such as those conducted by Fenga et al, Aminian et al, and Nestorova et al [1,14,31], the association between increased blood levels of Pb and measurable neurocognitive abnormalities was confirmed in this study.

Based on the prevalence of cognitive dysfunction in workers exposed to Pb, and its impact on workers' lives from a human and economic perspective, the relationship between cognitive dysfunction and work-related outcomes, including productivity, requires investigation. Clark et al stated that despite the limited evidence, the relationship between cognitive dysfunction and productivity is probably a direct negative impact [20]. Indirect evidence for the effects of Pb on productivity appears to be found in the mentioned studies.

According to the regression results in the current investigation, in addition to its direct effects on cognitive function and productivity, Pb could reduce the direct effect of general intelligence on productivity. However, exposure to Pb had no effect on the correlation between cognitive function and productivity. This was the first time that a relationship was found between a performance index (productivity) and Pb exposure. In this study, different dimensions of neurobehavioral characteristics were analyzed, which helped determine the part of cognitive function that was exactly affected by Pb exposure. In addition, another strength of this study

was having a relatively large number of samples. The large sample size of this study makes it possible to generalize the results to the population of workers exposed to Pb in battery factories. In general, it should be noted that no amount can be expressed as a safe level for Pb from the point of view of the effect on the nervous system, and the only way to measure these effects is to perform neuropsychological tests.

On the other hand, one of the limitations of this study was the inclusion of the workers of only one battery factory. The causal relationships of the results were also limited due to the study design. Therefore, a prospective study is recommended to control the confounding effects. Further, the performed tests were limited to some psychological features. The use of various tests can improve the certainty of the results.

5. Conclusion

The study findings revealed that the PbB level and productivity have a significant negative correlation. Accordingly, occupational exposure to Pb affected the relationship between psycho-diagnostic performance and productivity and could induce neurobehavioral dysfunction in the exposed workers. For the quick diagnosis of cognitive problems, it is recommended that neurobehavioral assessments should be implemented in work assessments.

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Competing Interests

The authors declare that they have no competing interests.

Ethical Approval

The protocol of the present study was approved by the Ethics Committee of the Sirjan School of Medical Sciences (IR.SIRUMS.1400.39).

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