

### **1.7.6. Psychosocial Risks**

Design of the job, the work organization and work of social and environmental conditions in which the psychological, social or physical damage to lead to the possibility of **psychosocial risk** It called.

piecework Although all employees exposed to psychosocial risks, shift and flexible workers, health workers, miners, unskilled workers, call center operators to psychosocial risk factors are the most exposed group.

**psychosocial risks associated with business can be grouped under three main headings;**

- Stress
- Physiological, behavioral and psychological disorders
- psychological harassment at work (mobbing)

**Psychosocial risks are working on can cause the following adverse conditions:**

- Stress

- Work-related depression, psychological disorders, such as burnout syndrome> Cigarette, increased consumption of tea and coffee, substance abuse, behavioral disorders, such as sleep disorders
- diseases and physiological disorders arising from operation disrupts the rhythm of internal organs

Business environment, especially the environment are exposed to stressors from those situations. Job stress is affecting employee well being and production capacity significantly and guilt, anger is a mood disorder consisting of a mixture of emotions such as fear.

**Employees of psychosocial risk can be protected by the following measures:**

- **Collective protection;** the body of employees, aims to protect the mental and social well being as well as the establishment of social support for the extermination of determining the source of psychosocial risks and the creation of public protection methods, such as consulting services.
- **Personal protective equipment;** through training of employees it covers the development of coping skills and stress of raising awareness. Relaxation techniques, time and problem solving methods may include consulting and planning on lifestyle. Health monitoring and health programs to increase the value of the work on the scene to healthy attitudes and behaviors are programs that support the development and dissemination of personal protection.