

Work Stress and Psychosocial Risk Factors

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Abstract

Resolution 2646 of 2008 aims to give the parameters in the identification of psychosocial risks at work, this as a product of occupational stress, this article presents in a concise and understandable way for the employee in general, the meaning of the factors of psychosocial risk and the repercussions that these may have on their health. The Ministry of Protection includes pathologies derived from work stress in the table of Occupational Diseases, and for this it relies on the protocol for determining the origin of pathologies derived from stress and on the battery of instruments to evaluate the factors of psychosocial risk and contribute to the decision-making of work professionals in determining the origin of diseases derived from stress, whether they are of common or professional origin. For this case, companies must allocate human and economic resources for the identification, evaluation, prevention, intervention and monitoring of said psycho-occupational risks, it is the employer's responsibility to ensure the health of its employees, non-compliance with what is established by the Ministry will be subject to sanction in accordance with the provisions of paragraphs a and c of Article 91 of Decree - Law 1295 of 1994.

Keywords: *Professional Burnout, Psychosocial Impact, Psychological Stress, Risk Factors, Occupational Health*



A. INTRODUCTION

The issue of psychosocial risk factors has already been working on for some time, as the concept of health has expanded with the approach of the idea of well-being, prevention and health promotion, organizations Labor organizations have begun to transcend in the matter of preventive medicine and occupational hygiene.

Psychosocial is a term used to describe the relationship between a person's social condition and their mental / emotional state. The term psychosocial involves psychological and social aspects, for example the relationship between the fear that a person has (psychological) on how he interacts with other people in his social environment. Someone who is mentally healthy will react positively in many situations, in contrast to those who are mentally unwell.

Psychosocial hazards can be defined as the relationship between a person's social conditions (social hazards) and his / her mental / emotional state at work, interactions between work environments, job content, organizational conditions and worker capacities, needs, culture, extra-work personal considerations that can, through perceptions and experiences, affect health, job performance and job satisfaction (WHO, 1984).

Psychosocial hazards may be those aspects of the design and management of a job, its social and organizational context that have the potential to cause psychological or physical harm. A number of models exist in Europe and elsewhere

for the assessment of associated risk with psychosocial hazards (called psychosocial risks) and their impact on employee health and safety and organizational health.

B. METHOD

The research is qualitative using literature review method. Qualitative research is research that is used to examine the conditions of natural objects, where the researcher is the key instrument. The purpose of qualitative research is to explain a phenomenon in depth by means of collecting data as deep as possible, which shows the importance of the depth and detail of the data under study.

C. RESULT AND DISCUSSION

Once the Occupational Health area began to address the relationship between mental health and work, employers and workers became a mandatory issue, even more so with the provisions of Resolution 1016 of March 1989, Article 11 where the intervention of the hygiene subprogram is considered in the identification of risk agents in the worker, such as psychosocial ones.

The Joint International Labor Organization (ILO)-World Health Organization (WHO) committee defines psychosocial factors as interactions between work, its environment, job satisfaction and the conditions of its organization, for On the one hand, and on the other, the worker's capabilities, needs, culture and personal situation outside of work, all of which, through perceptions and experiences, can influence health and performance and satisfaction at work (Ortiz et al., 2013).

The negative interrelationship between working conditions and human factors can generate harmful consequences, of which three aspects have been detected: job performance, job satisfaction and worker health.

Resolution 2646 of 2008 defines the so-called psychosocial risk factors as "(The) psychosocial factors comprise intra-work and extra-work or external aspects of the organization and individual conditions or characteristics intrinsic to the worker, which in a dynamic interrelation, through perceptions and experiences, influence people's health and performance "(Charria et al., 2011). The Ministry of Social Protection establishes provisions and defines responsibilities for the identification, evaluation, prevention, intervention and permanent monitoring of exposure to psychosocial risk factors at work and for determining the origin of pathologies caused by occupational stress.

Stress has been addressed by a growing number of researchers without achieving a unification of the subject, the Universidad Pontificia Javeriana in the Sub-center for Social Security and Professional Risks, defines stress as a set of reactions of a psychological, emotional nature and behavioral, which occurs when the individual must face demands derived from their interaction with the environment (psychosocial risk factors), in the face of which their ability to cope is insufficient, causing an imbalance that alters their well-being, including their health (Villalobos, 2004).

Taking into account that the reactions to a stressful situation are determined by the severity of the event, the factors of the person and the social and family support they have are also taken into account.

Therefore, the concept of disease could have several causes that are essential to analyze, hence the concern of the Ministry of Protection in designing a battery that allows evaluating the worker's exposure to so-called psychosocial risks and determining if the worker's response to stress occurred predominantly in the face of work, extra-work or individual conditions (Rodriguez et al., 2015).

Stress and psychosocial factors

The government recently issued the new list of occupational diseases, that is, those derived from work activity (Decree 2566 of 2009) (Escobar, 2011), among which it recognizes as possible diseases caused by stress at work states of anxiety and depression, myocardial infarction and other cardiovascular emergencies, arterial hypertension, acid-peptic disease and irritable bowel.

Resolution 2646 of 2008 establishes that these psychosocial factors must be evaluated objectively and subjectively to workers who are at psychosocial risk, using instruments that for this purpose have been validated in the country as provided by the Ministry of Protection Social, so this assessment allows us to distinguish three types of conditions: intra-work, extra-work or individual (Velez, 2016). Intra-occupational risk allows the identification of four domains that in turn group together a set of dimensions that explain intra-employment dimensions, the domains considered are (Rodriguez et al., 2015):

1. Job demands: refers to the demands that the job imposes on the individual, quantitative, mental, emotional, etc.
2. Control over work: it is the possibility that work gives the individual to influence and make decisions about different aspects coughs involved in its performance, such as: clarity of role, training, etc.
3. Leadership and social relations at work: these are the particular types of social relations that are established between hierarchical superiors and their collaborators.
4. Reward: it is the remuneration that the worker obtains in exchange for her contributions or work efforts, such as: financial, esteem, etc.

Among the extra-work conditions are aspects of the worker's family, social and economic environment. They include the conditions of the home that can influence the well-being and health of the individual.

Individual conditions have to do with the individual's own characteristics, such as sex, age, marital status, educational level, etc. The battery does not include questionnaires for evaluation, but it does allow in its annexes some technical guidelines that may be useful for those who evaluate personal characteristics (Rodriguez et al., 2015).

The scope of the battery is to assess psychosocial risk factors, understood as "psychosocial conditions whose identification and evaluation shows negative effects on the health of workers or at work." The application of the battery allows

determining the degree of risk on a scale of five levels: no risk or negligible risk, low risk, medium risk, high risk and very high risk, as well as establishing the presence or absence of intra and extra psychosocial risk labor (Rodriguez et al., 2015).

“The purpose of Occupational Health is to serve the health and social well-being of workers individually or collectively. The practice of occupational health must be conducted in accordance with the highest professional standards and the most rigorous ethical principles. The occupational health professionals must also contribute to the improvement of public health and the environment (Alvarez et al., 2016). The uses and objectives of the psychosocial risk assessment and the application of the instruments must always be equated with the object of Occupational Health, which provides in its second article (Alvarez et al., 2016):

1. To promote the improvement and maintenance of the living and health conditions of the working population.
2. Prevent all damage to the health of people, derived from working conditions.
3. Protect people against risks related to physical, chemical, biological, psychosocial, mechanical, electrical and other derivatives of the labor organization that may affect individual or collective health in the workplace.
4. Eliminate or control harmful agents for the integral health of the worker in the workplace.

D. CONCLUSION

The concept of stress is important and has relevance in the workplace because the individual can respond in different ways to an unexpected event, for some people a situation can be very threatening, but for others the same situation could happen Unnoticed, these responses can activate pathophysiological mechanisms of a disease.

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