Stress and psychosocial risks workplace in production workers chemical industry

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Stress is an inevitable part of life of every human being.

Stress in the workplace is the result of interaction of employees and job characteristics.
Stress - any change that the body recognizes it, good or bad.

People do not feel stress when you have enough time, experience and resources to cope with any situation.
Determination of sources of stress in any business is the first and indispensable step for planning activities experience stress prevention and mitigation of its consequences work well-being and work behavior.
Legislation-employer

- prevention of stress at work
- risk assessment at work
- psychosocial risk assessment
ASSESSMENT OF PSYCHOSOCIAL RISKS

- Experts for occupational safety
- Psychologist
- Occupational health specialists

multidisciplinary team
Legislation
- occupational health specialist

- Benelux and France
- Once a year
- Psychosocial risk assessment
AIM

- this study is to assess the level of stress and identify psychosocial factors job of production workers in the chemical industry.
METHODS

- The survey was conducted during the preventive periodic inspections 124 workers employed in the production of heavy and light soda Sisecam Soda Lukavac, in April 2015
METHODS

- A study was cross sectional and research using a questionnaire to assess the psychosocial risks in the workplace (taken from the Croatian Institute for Health Protection and Safety at work.)
METHODS

- On the basis of the respondents are classified into three categories according to the level of stress:
  - 1-54 points a low level of stress;
  - 55-134 points mild stress and
  - 135-275 high stress levels.
76 production workers heavy and light soda SSL Lukavac

- Mean age: 45.48 ± 10.06 years;
- Male gender;
- Work experience: 20.57 ± 11.75 years
Mean value was 110.04 (55–248)
As the largest sources of stress have shown the following psychosocial risks are:

- 36% job insecurity;
- 33% pressure et work;
- 27% too little workloads;
- 20% time limits for the execution of tasks;
- 19% boredom et work;
- 18% excessive workload;
As the largest sources of stress have shown the following psychosocial risks are:

- 18% poor communication at work
- 18% low level of support from superiors;
- 16% contradictions in the performance;
- 15% health – concerns in connection with the work
- 11% disagreement and indecision to work
As the largest sources of stress have shown the following psychosocial risks are:
The most common risks at work in the European Union

- pressure because of deadlines
- long and irregular working hours
- poor communication
- job insecurity
- inability of the impact on job...
CONCLUSIONS
There is an employee that at some point in their workplace does not feel stress.

Total 2/3 of our respondents in the area of moderate stress, a third of our respondents is in the area of high stress levels.
Leading stressors in our subjects:

- job insecurity and
- pressure at work
At least represented stressors are:

- health concerns related to the work
- disagreement and indecision at work
The motives of the employer in the fight against stress:

- fulfillment of legal obligations
- expectations of workers
- avoiding penalties Inspection
- the company's reputation
- increase productivity
Studies in the European Union indicate that a reduced psychophysiological effort at work as well as health promotion increase productivity and profitability.

Promotion health at work is the primary measure to reduce psychosocial risks at work!
Healthy workplace and satisfied employees have higher productivity and achieve a better quality of work.
Thanks for your attention!

«Bez rada, život trune, ali ako je rad bez duše, život se guši i umire».

“Without work, life rot, but if the work is soulless, life stifles and dies”

Albert Kami