

Psychosocial Factors and Their Effects on the Health and Performance of the Workers of a Floricola Company

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Abstract: The need to reduce or eliminate psychosocial risks in organizations nowadays has become indispensable, therefore identifying the psychosocial risk factors that evidences a possible relationship with health problems and the labor performance of its workers is important in companies; This article aims to disseminate the results of an investigation that detected unfavorable or very unsatisfactory work conditions within an organization; same that, generate alterations in the workers. We used the deductive - correlational method within the quantitative-qualitative or mixed paradigm, based on a descriptive study; for the information collection the questionnaire was used to identify risk situations of the Navarra Institute of Occupational Health (INSL) and its results were that 84.13% are dissatisfied with the participation that the worker has to control and organize their own work, 50.79% state that they are in an inadequate state, in terms of training, information and communication, 57.14% were located in the very inadequate state with respect to time management, 65.08% have an inadequate state in function of the cohesion of the group, concluding that there is a relation of the psychosocial factors in the alteration to the health and the labor performance of the workers.

Keywords: Psychosocial risk, health, work performance