A GLOBAL VIEW OF IMPACT OF PSYCHOSOCIAL FACTORS ON HEALTH, WORK AND WELLBEING

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 Aim of special session Global Impact on productivity and health of psychological factors such as fatigue, depression, sleep deprivation in a company population
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 Introduction This work was conducted at a company of mass-consumers in Latin American countries. Total working population 12,235, male: 7,716, female: 4,419. 97% of population covered by On-Site Health Centres. Have 29 sites, 19 (65%) with certified Wellness Program, covering 83% of the working. 79% of the population participate in any of the site medical/Wellness programs. 32% of the population completed the Health Risk Appraisal questionnaire called Wellness Check Point.

 Methods From the 4,200 employees who filled the HRA questionnaire out, it was calculated absenteeism, presenteeism, depression, level of stress and engagement (job stress vs job satisfaction). Rates of presentees and absenteeism were calculated for each of the variables (depression, stress and engagement). After that, the weighted average of the company Latin-American employee’s salary was calculated. Having at the end the cost of each level variable was divided as follows: Depression (normal, with some symptoms, mild, moderate, severe); Stress (no risk, low risk, moderate, high/very high); and engagement (much more satisfaction than stress, more satisfaction than stress, equal/neutral satisfaction than stress, more stress than satisfaction, much more stress than satisfaction).

Discussion When evaluating health risk, it is important to include psychosocial factors. More studies are required to investigate the impact of psychosocial factors on work and interaction between psychosocial factors and health.