

Psychosocial on Iranian Workers

COPSOQ Experience Among Iranian Workers

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Culture of Workers



- cultural norms
- economic conditions
- workplace policies

Iranian culture strongly emphasizes family and community, which can lead to a sense of collectivism and a desire for social harmony in the workplace.

Culture of Working

Workers' psychosocial well-being is essential for individual and organizational success. In Iran, several challenges affect their well-being, such as job insecurity, work overload, and lack of social support. Understanding these challenges can help develop effective interventions to promote workers' well-being.



Psychosocial Factors



01

Job Insecurity

Leads to stress, Anxiety, and depression

02

Work Overload

It leads to burnout, fatigue, and reduces job satisfaction

03


Lack of Social Support

Workers need social support from colleagues and supervisors to cope with job demands

04

Workplace Policies

Long working hours, low income, low justice at work, fake jobs, unspecialized tasks, etc.



Solutions

- It is important for employers and policymakers to consider the unique cultural and economic factors that influence the psychosocial situations of workers in Iran



COPSOQ STUDIES IN IRAN

Iranian nurses

high levels of job demands, low levels of control, and moderate levels of social support. These factors were associated with higher levels of stress and burnout among nurses.

Iranian hospital workers

In addition to the results of above, these factors were associated with higher levels of job stress and lower levels of job satisfaction among hospital workers.

Workers of Huge industries

Also, in addition the above, we found high level of job insecurity, high level of burnout, low self confidence, high work pace, low sense of community, etc



Conclusion

These studies suggest that Iranian workers may face significant challenges related to work which can negatively impact their mental health and well-being.

By using the COPSQ to measure these factors, organizations and policymakers in Iran can gain valuable insights into the specific psychosocial challenges faced by workers in their context, and develop targeted interventions to promote worker well-being.



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Thanks for Attention!

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