



## CLIMA Y AMBIENTE ORGANIZACIONAL

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MANUAL MODERNO, 2015. Rústica. Book Condition: Nuevo. Dust Jacket Condition: Nuevo. 1. De acuerdo con la Organización Internacional del Trabajo (OIT) Los factores psicosociales en el empleo son complejos y difíciles de entender, dado que representan el conjunto de las percepciones y experiencias del trabajador y abarcan muchos aspectos, entre ellos el trabajo y su composición, los ambientes y climas dentro y fuera de las organizaciones y, la salud de los trabajadores. . Existen factores psicosociales descriptivos, que se refieren a la estructura organizacional, al liderazgo, cultura corporativa, diseño del puesto y de ambientes psicológicos, pudiendo ser positivos o negativos en términos de un ambiente restaurador y clima laboral organizacional. La productividad, el incremento de las ventas y la competitividad pueden beneficiarse de la identificación de estos factores. . Sin embargo, también existen factores psicosociales de riesgo, los cuales son predictivos, con una probabilidad de tener efectos adversos a la salud de los trabajadores, desencadenantes o facilitadores del estrés y la tensión laboral. Afectan la salud física y psicológica; ambigüedad de rol, sobrecarga de trabajo, burnout o desgaste ocupacional, excesos de supervisión, mala comunicación, rotación de turnos, ambientes que producen enfermedades psicosomáticas, accidentes etc. Son algunos factores que pueden restar...



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