

Influence of Psychosocial Risk Factors on Job Performance in Manufacturing Industry

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ABSTRACT

Objective: Examining the effects of psychosocial risk and the mental state of workers as an accident risk factor should be regulated as the deterioration of mental health among industrial workers are significantly worrying. One of the reasons contributing to this issue is the existence of psychosocial risks in the workplace resulting the physical and emotional health of the workers, hence diminishing their work performance. Studies on the effects of psychosocial risk factors arising from the workplace, particularly in the manufacturing industry, is vital as it is the 'backbone' in development and a contributor to the stability of the nation's economy. **Method:** The present work explored the job performance of industrial workers attributed to the psychosocial risk factors by implementing Copenhagen Psychosocial Questionnaire (COPSOQ III), Work Performance Questionnaire (IWPQ 1.0) and NIOSH Generic Job Stress Questionnaire. **Results:** The findings demonstrated that Job Control, Career Development, and Environment and Equipment factors significantly affect Task and Contextual Performance of workers. Further, the psychosocial risk factors are found to have significant correlation with job performance.

Keywords: Psychosocial risk factors, job performance, manufacturing industry, COPSOQ, IWPQ
