



Profesionalni stres i mere prevencije

Professional stress and preventive measures

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Apstrakt

Različite su definicije stresora i stresa i načini kako dolazi do nastajanja stresa. Stres je sklop emocionalnih, telesnih (fizioloških) i bihevioralnih reakcija (reakcija ponašanja), do kojih dolazi kada neki događaj procenimo opasnim ili uznemirujućim. Događaj ili niz događaja za koje procenjujemo da ugrožavaju naš život ili nama dragih ljudi nazivamo stresor. Stres je unutrašnji osećaj.

Najveća pažnja se usmerava na profesionalni stres. Na njegovo nastajanje utiče: stav radnika prema uslovima rada, tehnološki proces rada, međuljudski odnosi, neadekvatna uloga pri radu, karijera i radni uslovi. U odnosu na vrstu faktora koji deluju na organizam i izazivaju stresnu reakciju stres može biti: fizički, biološki i fiziološki, psihološki i socijalni. Situacija stresa se stvara kada se „poklopi” okolina puna izazova i pojedinac koji je osetljiv. Kod dugotrajnog izlaganja stresora na poslu može doći do nastanka fenomena „sagorevanja na poslu” U razvoju stresa se razlikuju tri faze: faza alarma, faza mobilizacije, faza sloma. Prema simptomima razlikuju se akutni i hroničan stres koji nastaje nakon dugotrajnog povećanja hormona stresa. Stres predstavlja veliku opasnost po zdravlje radnika. Profesionalni stres ili stres na poslu je fizički ili emocionalni odgovor koji nastaje kada zahtevi radnog mesta nisu u skladu sa mogućnostima i potrebama organizma, što može usloviti nastanak bolesti ili povrede.

Cilj je da se mere prevencije profesionalnog stresa sprovedu na nivou radnika, radne organizacije, i na mere van radne organizacije.

U zaključku se konstatuje da je fenomen stresa povezan sa poslom dobio zabrinjavajuće dimenzije u celom svetu. Prema istivanju Evropske Agencije za sigurnost na radu i zaštitu zdravlja, stres na radnom mestu se javlja kod svakog trećeg zaposlenog Evropske Unije. Druge ljude sa kojima imamo profesionalne odnose ne možemo menjati, ali, Vi ste ti koji odlučujete možete li prihvatiti druge kakvi jesu, i izvući najbolje iz toga, ili ćete istrošiti svoju energiju na pokušaj menjanja drugih, što je još na početku osuđeno na neuspeh.

Abstract

There are different definitions of stressors and stress and the ways in which stress occurs. Stress is a set of emotional, physical (physiological), and behavioral reactions (behavioral reactions), which occur when we assess an event as dangerous or disturbing. An event or series of events that estimated to endanger our lives or our beloved people's lives is called a stressor. Stress is an inner feeling.

The greatest attention is focused on professional stress. Its emergence is influenced by the attitude of employees towards working conditions, technological work processes, interpersonal relationships, inadequate role in work, career, and working conditions. In relation to the type of factors that act on the organism and cause a stress reaction, stress can be: physical, biological, and physiological, psychological and social. A situation of stress is created when an environment full of challenges and an individual who is sensitive “matches”. Prolonged exposure to stressors at work can lead to the phenomenon of “burnout at work”. There are three phases in the development of stress: the alarm phase, the mobilization phase, and the breakdown phase. According to the symptoms, there are acute and chronic stress that occurs after a long-term increase in stress hormones. Stress poses a great danger to the health of workers. Occupational stress or stress at work is a physical or emotional response that occurs when the demands of the workplace are not in alignment with the capabilities and needs of the organism, which can lead to illness or injury.

The aim is to implement occupational stress prevention measures at the level of workers, work organizations, and measures outside the work organization.

In conclusion, it is stated that the phenomenon of stress related to work has become present all over the world. According to a survey by the European Agency for Safety and Health at Work, the stress in the workplace occurs in every third employee of the European Union. We cannot change other people with whom we have professional relationships, but you are the one who decides whether you can accept others as they are and get the best out of it, or you will spend your energy trying to change others, which is doomed to failure.