# LES 6 CATÉGORIES DE FACTEURS DE RISQUES PSYCHOSOCIAUX

## Intensité et temps de travail

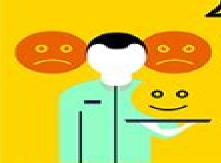
Surcharge de travail, existence d'objectifs irréalistes ou flous, longues journées de travail, instructions contradictoires, travail en horaires atypiques, imprévisibilité des horaires de travail...



3

### Manque d'autonomie

Faibles marges de manœuvres pour faire son travail, rythme de travail imposé, ne pas pouvoir développer ses compétences, ne pas participer aux décisions...



### 2 Exigences émotionnelles

Tensions avec le public, contact avec la souffrance ou la détresse humaine, exigence de devoir cacher ses émotions...

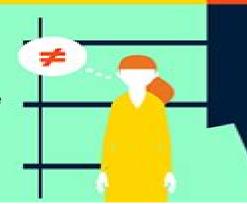


### Rapports sociaux au travail dégradés

Relations conflictuelles avec les collègues ou avec la hiérarchie, aucune perspective de carrière, harcèlement moral...

# 5 Conflits de valeurs

Ne pas être fier de son travail, ne pas pouvoir faire un travail de qualité...



### Insécurité de la situation de travail

Peur de perdre son emploi, non maintien du niveau de salaire, contrat de travail précaire, restructurations, incertitude sur l'avenir de son métier....

Source : rapport Bodier et Gottac, 2011





# <u>Les Risques Psychosociaux Laquo Que Saisje Raquo</u> <u>Ndeg</u>

Lei Shi

Les Risques Psychosociaux Laquo Que Saisje Raquo Ndeg:

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