



## TOOLS FOR EVALUATING JOB BURNOUT SYNDROME AND PSYCHOSOCIAL FACTORS IN THE WORKPLACE

### DESCRIPTION OF THE TECHNOLOGY

Psychosocial risks emerge from deficiencies in work organization, working conditions, job content, task design and the work environment. Interacting with individual perceptions and experiences they may develop negative psychological outcomes, such as occupational stress, exhaustion or depression

In addition to mental health disorders, employees suffering chronic occupational stress can develop serious physical health problems, such as cardiovascular disease and musculoskeletal problems, causing absenteeism, presenteeism, and higher accident and injury rates.

The total costs of psychosocial risks at work for companies and society have been estimated to run into billions of euros.

It is therefore necessary to develop suitable methodologies that enable us to detect and properly analyse psychosocial risks, in order to avoid side effects and reduce the personal and financial cost they represent.

The Group of Psychosocial Research on Organizational Behaviour of the University of Valencia has developed the questionnaire Spanish Burnout Inventory (SBI) and the "UNIPSICO questionnaire", in order to help companies analyse the processes and variables that intervene in the onset and development of psychosocial risks at work and their consequences, and to design intervention strategies aimed at improving employees' quality of working life.

### MARKET APPLICATION SECTORS

The two tools can be applied in human resources consulting and auditing services, and in occupational psychosocial risk prevention in: Business (Industry, Building sectors, and Services), Public Administrations (Health, Education, Law, Security Forces, etc.), and any other organization interested in evaluating psychosocial risks at work, with the aim of introducing improvements in the psychosocial organizational design, promoting healthier working conditions, improving the quality of the working life of their employees and as a result, the productivity and quality of service.

### TECHNICAL ADVANTAGES AND BUSINESS BENEFITS

The main **advantages** provided by **SBI** are:

- Evaluation by four scales or dimensions: Enthusiasm toward the work, Psychological exhaustion, Indolence and Guilt.
- There are several versions for specific professions –e.g. health, education- and a version adapted for employees who do not work in contact with people (Professional disenchantment version).
- Translated and validated in other languages and countries.
- It may be completed at work, at home and even adapted for response online.
- It provides a clear orientation for the company with regard to decision-making in human resources management.
- Support in the design of policies for human resources and occupational welfare of employees.
- Identifies profiles and levels of burnout prevalence, thereby allowing the development of preventive measures.
- Diagnosis on a preventive basis reduces absenteeism and improves productivity.

The main **advantages** provided by the **UNIPSICO** questionnaire are:

- Greater precision in the determination of psychosocial risks at work due to the optimal evaluation of working conditions.
- It facilitates the analysis of employees' behaviour in different scenarios and job positions.
- It may be completed at work, at home and even adapted for response online.
- The company/employer benefits from a proper study of occupational welfare conditions and exposure to psychosocial risks.
- It provides a clear orientation for the company with regard to taking preventive and intervention measures in matters of health and safety and work.



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### CURRENT STATE OF DEVELOPMENT

The technology is fully developed for its immediate application to all types of businesses and organizations.

### INTELLECTUAL PROPERTY RIGHTS

The technology is protected by copyright.

### COLABORATION SOUGHT

- Use license agreement.
- R+D project to complete development or apply technology to other sectors.
- Agreement contract with another company.

### RELATED IMAGES

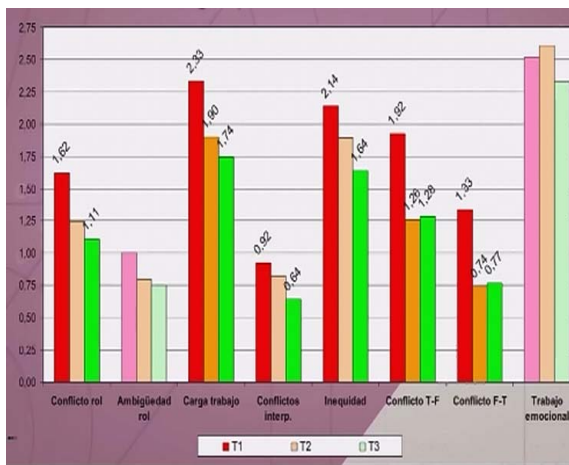


Image 1: Results analysis of evaluation



Image 2: Recommendations of preventive and corrective measures in human resources management

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