

THEORETICAL ASPECTS ABOUT ERGONOMICS AND PSYCHOSOCIAL RISKS IN CONNECTION WITH PRODUCTIVITY FOR BANKING SECTOR EMPLOYEES

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Introduction. Banking sector employees face significant ergonomic and psychosocial risks that affect both productivity and well-being.

Aim. This study analyzes theoretical aspects of ergonomic and psychosocial risks and their relationship with employee productivity in the banking sector.

Methods. A literature review was conducted using the Elsevier Scopus database. Fifteen articles were selected based on keywords: ergonomics, psychosocial risks, productivity, and banking sector.

Results. Ergonomic risks include prolonged sitting, awkward posture, and eye strain from extended use of visual display terminals (VDTs), with over six hours of daily use linked to sleep disorders (Giahi, 2015; Das & Ghosh, 2010). Psychosocial risks relate to lack of control, limited career development, workplace relationships, and organizational change. These factors reduce job satisfaction, increase absenteeism and turnover intentions, and negatively affect productivity.

Conclusions. Both risk types significantly impact productivity, highlighting the need for organizational measures such as improved work design, supportive environments, and microbreaks.

Keywords: ergonomics, productivity, psychosocial risks, banking sector, employees

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