

THE MEDIATING EFFECT OF QUALITY OF LIFE BETWEEN POSITIVE PSYCHOLOGICAL CAPITAL AT WORK AND WORK-RELATED HARMS IN WORKERS

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ABSTRACT

INTRODUCTION: Specialists in the area of system evaluation and organizational management dynamics have directed their attention to the organization-work-management triad, predominantly exploring the perspective of subjectivity in the labor universe. They seek to evaluate aspects that go beyond the simple analysis, understanding and maintenance of the internal dynamics of work. In the last ten years, there has been a movement in the world of work towards investing more in human resources, recognizing them as the most significant organizational capital, as opposed to the exclusive focus on financial capital and the accumulation of assets. This change aims to promote the evaluation and intervention in the emotional health of organizations, which highlight the aspects related to occupational diseases, arising from social, psychological and physical damages, which are crucial in the care and labor action for the prevention of workers' health. This condition is associated with the requirement to comply with the principle of the Declaration of the Constitution of the World Health Organization, which conceives health as a state of complete physical, mental and social well-being, not limited to the absence of disease. **OBJECTIVE:** To evaluate the relationship between positive psychological capital at work, quality of life, and work-related harm. **METHODOLOGY:** 200 workers answered the scales of Positive Psychological Capital at Work (CPPT), Quality of Life (QoL), Assessment of Work-Related Injuries (WRD) and sociodemographic data. Descriptive and inferential statistics were performed. **RESULTS:** Initially, it was observed that PTPC was positively correlated with QoL, with them, negatively related to ESRD, with $p < 0.01$. **CONCLUSION:** Although employees have an expectation to improve their quality of life, it is essential that they understand that the responsibility for well-being does not belong exclusively to the organization, but also to the individual himself, and should also develop emotional protection factors in the dynamics and work space, for better organization and psychological maintenance at work.

Keywords: Positive psychological capital. Quality of life. Work-related damages. Occupational health.

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