

Towards Measuring the Social Impact of Managing Psychosocial Risks in Organizations in Slovenia

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Abstract

Psychosocial risks in the workplace represent one of the most significant challenges for occupational safety and health in modern organizations. Continuous changes in work organization, job demands, and employment relations have increased exposure to psychosocial risk factors that negatively affect employees' well-being, organizational performance, and broader societal outcomes. The purpose of this study is to explore the potential social and economic impact of systematic psychosocial risk management in organizations in Slovenia. The research combines a literature review on psychosocial risks and their consequences with an illustrative quantitative calculation based on national statistical and financial data. The methodology includes the use of publicly available data on average salaries, sickness absenteeism rates, employee turnover, and health system expenditures to estimate the potential benefits of reducing psychosocial risks in the workplace. The results suggest that systematic management of psychosocial risks can significantly reduce health-related absenteeism and employee turnover. In an example organization with 250 employees, a reduction in sickness absence and turnover could generate total financial benefits of approximately €354,222.62 for the organization, while also producing a potential savings of €573,240 for the national health insurance system. These findings highlight the substantial social value of effective psychosocial risk management practices. The study contributes a preliminary methodological approach for estimating the social impact of workplace psychosocial risk management and emphasizes the importance of integrating psychosocial risk prevention into organizational policies and occupational health strategies.

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