

## **Individual and Organisational Outcomes of Psychosocial Hazard Exposures in Disaster and Emergency work: Qualitative Evidence from Ghana**

**Authors :** Elias Kodjo Kekesi

**Abstract :** This study seeks to investigate a critical but neglected area in disaster and emergency management in Ghana. It explores aspects of work within one of the safety-critical work environments that expose workers to psychological, social and physical harm. With much attention to crises' survivors, deceased and their families, this research attempts to answer a key question: 'What happens to the rescuer'? Emergency response is associated with immense and unprecedented pressure that puts responders' physical, mental and social well-being at risk. Despite the negative psychological outcomes, scholars argue that being in a traumatic situation may trigger positive outcomes for some people. Thus, the study also focuses on the positive impact of working in a risky crisis environment. Additionally, people's interpretation of negative experiences or exposure to adverse conditions differ owing to their personal resources which explains why some people may be negatively affected while others are positively impacted. To examine these complex nuances, an exploratory sequential mixed method design is adopted. This paper will highlight the findings of study one, which explores the underlying themes emerging from the Ghanaian disaster and emergency response environment regarding psychosocial hazard exposures and the corresponding outcomes.

**Keywords :** psychosocial hazards, organisational outcomes, qualitative research, Ghana

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