

## Abstract

There is international consensus that working environment has an important influence on mental health. According to the theory of psychodynamics of work, the organizational factors that can have a detrimental effect upon mental health of employees are not related to work activity itself, but to the organization of work activity, the way work is organized. Aiming at identifying mental health problems related to work of Romanian employees, this study presents the results of a two-step cluster analysis that classified 102 participants in 2 distinct groups based on attributes like organizational circumstances (work pressure and recognition) and health symptoms.