Due to the dynamic profile that characterizes the current society, increasingly workers are exposed to work environments that warrant greater physically and mentally efforts, which brings as a consequence the occurrence of work-related stress, leading to absenteeism, decreased quality, increase in accident rates and abandonment of the Organization; so psychosocial risks must be considered as an important factor for health and safety at work. This research aims to assess psychosocial factors in a metalworking company located in the State of Táchira, Venezuela, from the design and validation of a measurement scale in which were evaluated the psychological load, control over the work, the interest by the worker and personal relationships. The instrument presented an acceptable reliability ( = 0.868) and validity of criterion and construct according to the U Mann - Whitney tests and correlation coefficient Spearman, at a significance level of 5%. Data were directly collected from a total of 88 company workers, and it was found that the worst aspect is represented by the psychological load, while the favorable one by personal relationships.

**Abstract**

**Keywords**

psychosocial risks, psychological load, control over the work