

2025914
Neelam
Akram

Problem Solving and Decision Making
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Work related stress is the most developing problem and it is compromising a big market of their competency. It is affecting wellness of employees as well as organizational productivity.

**Written
report on
the stress
in UK
employee**

Table of content

Page | 1

Introduction	2
Causes of work related stress	2
Impact of work related stress	3
Solutions of job stress	4
Conclusion	5
References	6

Introduction

Stress has become more common in people in recent years. In every sector, stress level keeps increasing everyday whether it's in students, professionals doing jobs or people staying at home.

Page | 2

Work related stress is the most developing problem and it is compromising a big market of their competency. It is affecting wellness of employees as well as organizational productivity.

Work related stress has several different types and it does not originate from one cause. There are so many factors involved, such as personal factors, environmental factors, social factors, economic factors that can lead to work related stress.

According to wellness model called biopsychosocial model, an individual's disease is not caused by biological factors but social and psychological factors as well. (George Engel). It is crucial that organizations identify these stressors and take some steps towards it. Workplace stress can be triggered due to several events, such as pressure at work, long working hours, threats of security at job etc. Moreover, workplace stress has adverse effects on employee health and in some cases leading to death. Disease such as high blood pressure, anxiety, depression, cardiac diseases, and musculoskeletal diseases are seen more commonly in stressed employees. However, there are some necessary steps that both organizations and employees can take to reduce this unpropitious problem. In this report, causes of work place stress and its impact and necessary solutions to manage this problem will be discussed.

Causes of work related stress

Work related stress varies from person to person. Every individual have different response to certain things. There can be certain stressors that trigger some employees. Workplace stress does not have a single origin; it can be triggered due to anything. Here is some of the most common causes work related stress.

Workload

Workload or work pressure is the most common factor that can stress out employees. However, in some cases a certain amount of pressure and challenges at work can increase employees performance but exceeding it to the limit that is affecting workers adversely leads to stress. Some individuals may feel overloaded due to long working hours, this compromises worker's work life balance. This can create family issues and social issues that can increase their stress level. Other work-loading factors include increased pressure, short deadlines, managers over supervising the work and change of duties increases workplace stress. When employees are not able to deliver their work on time due tight deadlines, they feel stressed out and anxious. Similarly, when managers are looking over every move of workers, they can get stressed.

Incompetent management

Management play a big role in keeping stability at the workplace. Its managers' duty to keep their team productive and healthy, Workers that have compromised relationships with their managers are stressed. According to the study, 69% of employees are in perspective that a behavior organizations put with their workers play major role in their stress and may compromise work performance (MetLife, UK). Almost all the workers complain about their superiors and if their behavior is increasing stress levels of employees, this problem needs to be communicated for better results (Tom Gaynor, MetLife UK). Thus, issue of insufficient competency by managers leads to more employee absenteeism because mostly workers have persistent stress that is affecting their work performances. A survey conducted that 49% of workers take sick leaves due to stress caused by incompetent management at work (Mitrefinch, UK).

Personal factors

Workplace stress can arise from personal factors of employees as well. As mentioned before, stress affects everyone in different ways. Employee with different background and culture seeing homogeneity at workplace may feel stressed due to discrimination or feeling left out. An individual's personality can contribute to workplace stress, a person may not respond well to organization's environment and workload which stresses them out. Some of the personal issues such as family problems, financial crisis, affected work life balance, transport issues can lead to work related stress because all of these factors may reduce worker performance and competency. Some employee has insufficient skills to meet the demands of the job and this can stress them out and make them fearful of their job position. Health status of individual also determines signs of workplace stress, if employees have already underlying disease going on, they may feel stressed.

Impact of work related stress

Work related stress is a major issue that is commonly seen in every sector. Stress at work has impact not only on the person but organization as well because when numbers of workers are stressed, it has actual and potential impact on organizations and businesses.

Impact on employees

It is clear that stress that adverse effect on employees physical and mental health. When an individual is exposed to daily stressors, there are physiological effects on their body such as increased blood pressure and heart rate, abnormalities in breathing and metabolism, unnecessary pains in the body which can lead to serious physical and psychological issues such as chronic depression, cardiac and respiratory problems, anxiety, GIT problems etc. Moreover, these problems compromise work and personal lives. Highly stressed workers are less competent at work and they have negative behavioral changes in them. Signs such as aggressive episodes, irritability, and isolation are seen in those employees. According to survey, 48% of workers are always in fear that they would not get promotion if they talk about their stress (Joblist). Moreover, people working from home do not talk about stress increasing severity of this problem. A survey conducted that 47% of workers that sharing about their stress with coworkers increased their stress level (Forbes). This shows severity of impact that this adverse

problem have on employees. Workers are always demotivated and indecisive about their work and have no sense of wellbeing. A study by British researchers stated employees who go through elevated pressure at work and work long hours are 67% more at risk of getting cardiac arrest (Forbes). Moreover, stressed employees who feel trouble talking about it in workplace feels threatened about their job and take stress about job security. This is because mostly employees cannot afford to lose their jobs because of family and financial responsibilities in personal lives.

Impact on organizations

Stressed employees have so many negative effects on organizational productivity. The most common impact of employees stress on organization is absenteeism. Its seen in stressed employees that they take more sick leaves than usual, this can prove very bad for organizations as less work will be done. Productivity will be lost and stressed workers do not perform their jobs well and competently. Stressed employees are lacking significant motivation that keeps organizational work space alive but due to lack of motivation and workplace morale is down. This has direct impact on organization as they have to take responsibility of employees like these. Consequently, constant stress at work will increase in turnover and burn out rate. Employees starts to leave to the organization and recruiting new employees and training them is time taking and costly. Similarly, stressed employees are not efficient as well leaving negative impact on businesses and organization. For any business customer service is the most important factor for them, if stressed employees are working in a businesses, they wouldn't feel reluctant to provide customer services and present organizations in better way. This leads to less sales and loss in stocks for businesses. Stressed employees have negative impact on open communication and organizational relationship as well. There will be no teamwork done and whole setup of business will be ruined. Cash flow will decrease due to all these factors.

Solutions of job stress

Work related stress has become a major problem in recent years, it can hit any person any time. Since this problem has become epidemic and is affecting everyone around the world. To tackle this big issue, new strategies, better solutions and population wide study about the causes and impact of this problem to come up with ways that can reduce work related stress among employees. Here are some general solutions for work related stress:

Identifying stressors

The first thing one should do to solve any problem is identify the reasons behind it. Workplace stress evaluation needs to start with identifying stressors. Organizations need to gather the data about stressed employees by doing surveys, personal meetings, group meeting or generally assessing the situation. For organization, this step is very necessary as they want to provide good environment for their employees and need more productivity. If stressors are identified it will be easier to start working on them one by one and eradicate this problem once and for all. For employees, if stressors are toxic culture, workplace harassment, unnecessary bad treatment by managers, discrimination and there is no sign that these stressors will reduce and it will get better

for those employees, getting and searching for new job might be the most appropriate approach (John Feldmann).

Coping strategies

Page | 5

It's difficult to prevent stress at first place but it can be prevented from getting worse. Individuals who feel stressed at work needs to come up with coping mechanism of their own to properly manage it. Stress can be acute or chronic and both have negative impact. Acute stress is the starting stage and chronic stage is when stress has elevated to its highest level. If employees starts to engage themselves in more positive things and come up with rational reactions when exposed to work related stress, both stages can be managed (Dr Kelly Lum). Some of the most common ways to deal with stress are restoring your work life balance, simply taking a break from your job and relaxing your ways to get back your energy reduced by job stress. Instead of taking sick leaves, employees should start taking days to give themselves time. Fixing a routine and getting to work on time so the work is completed and workers can just go home and unplug themselves from their work life. During work hours, taking 15-20 minutes peaceful walk to give yourself break from constant work environment can help reduce stress.

Reaching out for help

When you want to fight stress and deal with this problem thats affecting your personal and professional life, its important you reach out for help and communicate. Stressed employees can go talk to their co-workers, managers and even CEO about problems they are facing at workplace thats causing them to stress out. They can ask their workplace mentors for advice and their experiences that in turn help them deals with their own stress in better ways (Dr Timothy J. Giardino)

Employees can also talk to their family and friends, someone they trust to talk to through. Stressed workers should not be fearful of opening up and venting. (Evan Lassiter). Talking to someone always helps you see things clearly, sometimes solutions of the problem are right in front of us, as if stressed employees starts reaching out for help, they might get to their wellbeing faster.

Develop good relationships

Stressed employees have compromised relationships at work that only contributes in worsening the situation for them. It's important that job stressed workers develop better relationships with their managers, bosses, seniors and other coworkers, that way it will be easier to tackle this problem. Good relationships implies to good support from your workplace. This way there will be reduced signs and symptoms of compromise mental health stress was causing and productivity will start to increase and wellbeing of employees and community will be restored. Employees would not feel hesitant to talk to their managers about problems. For organizations and businesses, employers should look out for their employees and create a safe space for them where they can freely communicate and trust them. When good relationship will developed from both sides, there are good chances work place stress will be eradicated.

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