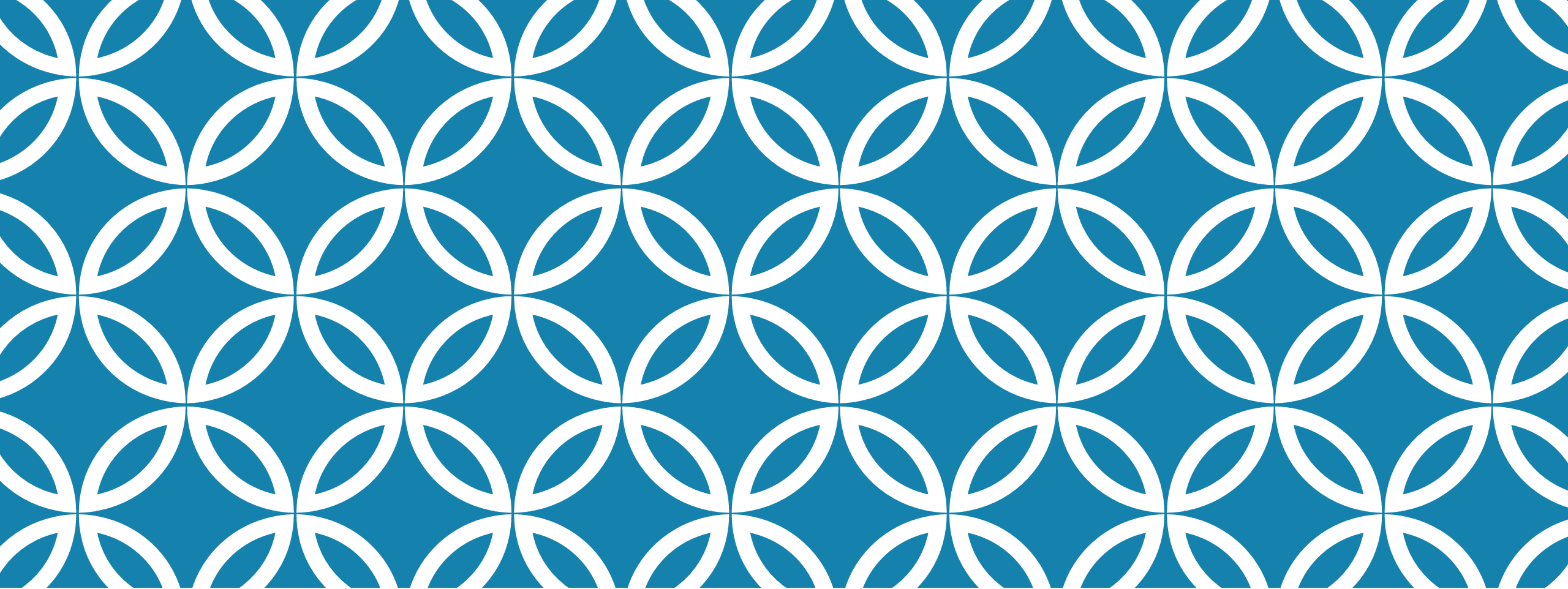




WORK-RELATED STRESS |

INTRODUCTION

Stress as a common problem of everyday life.

The most common type of stress in the UK is stress related to work issues (Work-related stress in the UK 2020, statista)

Every year there is an increase in work related stress issues and illness.

Statistics reveal that the cost of stress related illness in the UK is approx. 14.7 billion dollars (Work-related stress in the UK 2020, statista).

Work related stress is a complex problem which needs to be addressed as it has worst impact on both employees and employers.

NATURE AND IMPACT OF THE WORK RELATED STRESS

A problem becomes complex when it starts impacting a person and its surroundings in the long-term.

Likewise, everyday stress becomes a complex issue when it affects a person and its surroundings.

Work-related stress results negatively on the well-being and health of employees. Employee health problems such as anxiety, poor work life balance, and depression starts to increase (Ajayi, 2018).

Resultantly, it contributes to poor employee performance, high rate of absenteeism from work, high error rate, and overall decreased performance from suffering employee (van Stolk, 2021).

CONT.

As, employees gets vulnerable to high level to stress, the quality of their work is compromised. Such employees frequently take their time off from work. The employee turnover rate also increases (Jansson, & Gunnarsson, 2018).

Decline in employee productivity and high turnover rate directly impacts the organizational performance. Companies have to spend more on recruiting and training new employees (Ajayi, 2018).

Overall, absenteeism alone costs £14 billion to employers in UK, according to the statistics of year 2020 (Sharma, 2021).

The cost of arranging replacement, wages for paid time off, and other administrative cost is also a burden to business organizations (Ajayi, 2018).

CAUSES AND EFFECTS OF WORK-RELATED STRESS

Work-related factors

- High workload
- Lack of Autonomy
- Over supervision
- Harassment/discrimination

Poor working Relationship
Job Insecurity
No promotion
Lack of skills

Personal and Emotional Factors

Poor work life balance
Poor family relationships
Expectations from family

Arguments and conflicts
Disagreements
Peer pressure

Stress at work

PESTLE ANALYSIS



PESTLE ANALYSIS

Political: Government intervention in businesses, Political instability in country

Technological: Lack of equipment available, poor technology available

Environmental: Poor environmental laws

Legal: Poor labor and wages laws, poor employment legislation (Maulik, 2017).

Social: Poor lifestyle, family demographics, income inequality

Economic: Inflation, low economic growth (Hirway, 2010).

ALTERNATIVE SOLUTIONS

Work-related stress is a complex problem that needs significant attention.

Employers can take following steps to help their employees (Deblauwe, 2018):

- Ensure a safe working environment
- Develop sense of security among employees
- Introduce rewards and bonuses
- Stress management training at workplace
- Involving employees in decision making
- Take employees' personal life into consideration
- Seeking professional help

CONT..

The most important of all is to provide mental health support at workplace

Mental health professionals can help employees manage their problems (LaMontagne et al., 2014)

Employers must assure they provide professional help to employees

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