

Little to no vacation time



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Nature and Impact of little to no vacation

- Heavy workloads, tight deadlines, and the fear of losing their job all contribute to the stress (Munns, 2017).
- Bad management in workplace can impact how you can take holidays.
- Damage physically and mentally
- Can have impact on blood pressure, sleep and those two could lead into high levels of stress (Pemberton, 2015).

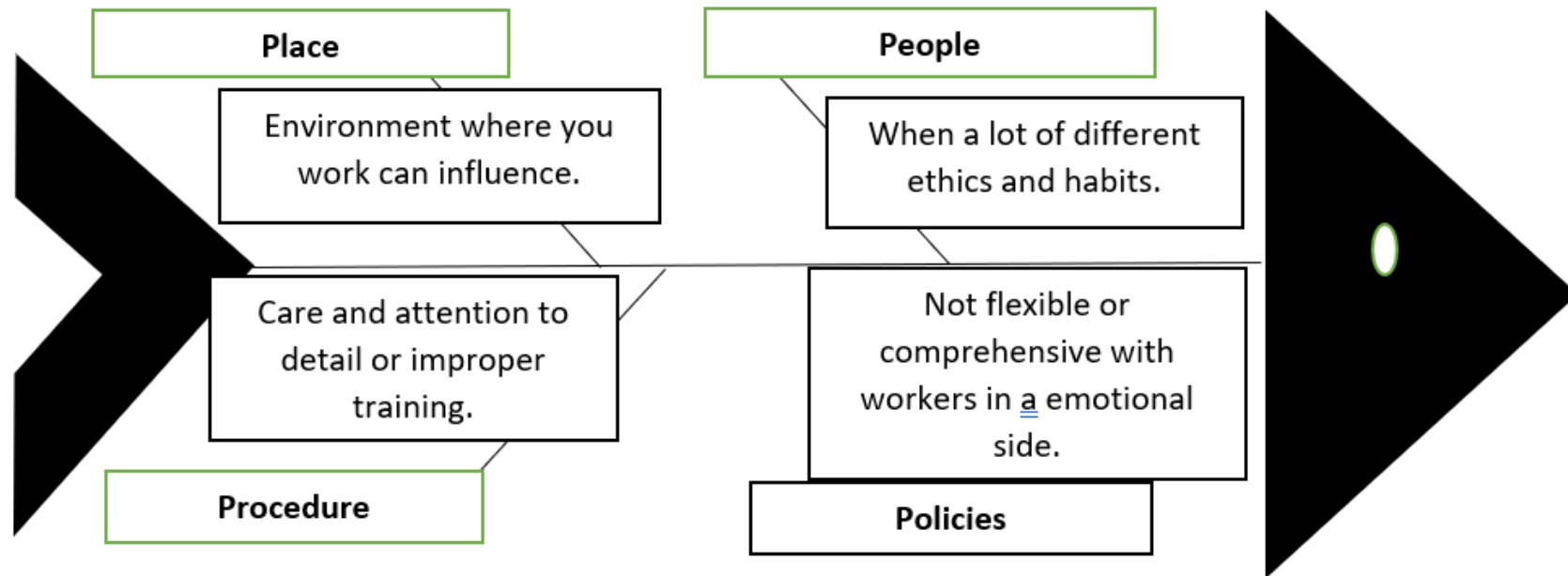


Overall performance of the organization

- Decrease productivity and efficiency
- Much better work and life balance(less)
- Undesired environmental workplace
- Poor communication (Brown, 2022).



Cause and Effect Analysis (fishbone)



PESTLE analysis

Political: Brexit can be one of the factors

Economic: Also Brexit without opportunities with foreign companies the inflation hit the market.

Social: Covid can be one of the responsible

Technological: Easier to connect with customers and faster resolutions

Environmental: Relationship with colleagues and superior is a factor

Legal: How the organization works and the principals could be unflex able to another.

Alternative solution

Offer over time and bonuses solutions for the team during busy times.

Hire more casual or part time workers to fill holes during holidays period.

Analise previous holidays season to compare if needed more permanent staff.

Appropriate solution

- Provide time off for the mental well being and to be with they family
- Have internal meetings with the team leaders (exhaustion, overload work, timeline, etc)
- Plan four months ahead of normal holiday period (Forbes Agency Council, 2018).



Demonstration of how organizations plan and implement of chosen solution

Planning and organizing holidays anticipated

Having good common sense and courtesy with employees (emotional)

Greet your employees after the shift and acknowledge efforts

Have at least 25% more of people you need during busy periods (Monster Career Advice, 2022).

References

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