

UNDERSTANDING AND RESOLVING THE COMPLEX PROBLEM OF WORK STRESS IN THE UK

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- **THE NATURE AND IMPACT OF WORK STRESS ON EMPLOYEES AND ORGANISATION IN THE UK**

- ***Nature of the problem :***

- Pressure on their work performance,
- Badly paid
- Bad Management

- ***Impact of work stress on UK employees and organization:***

- Seriously health conditions
- Employees turnover

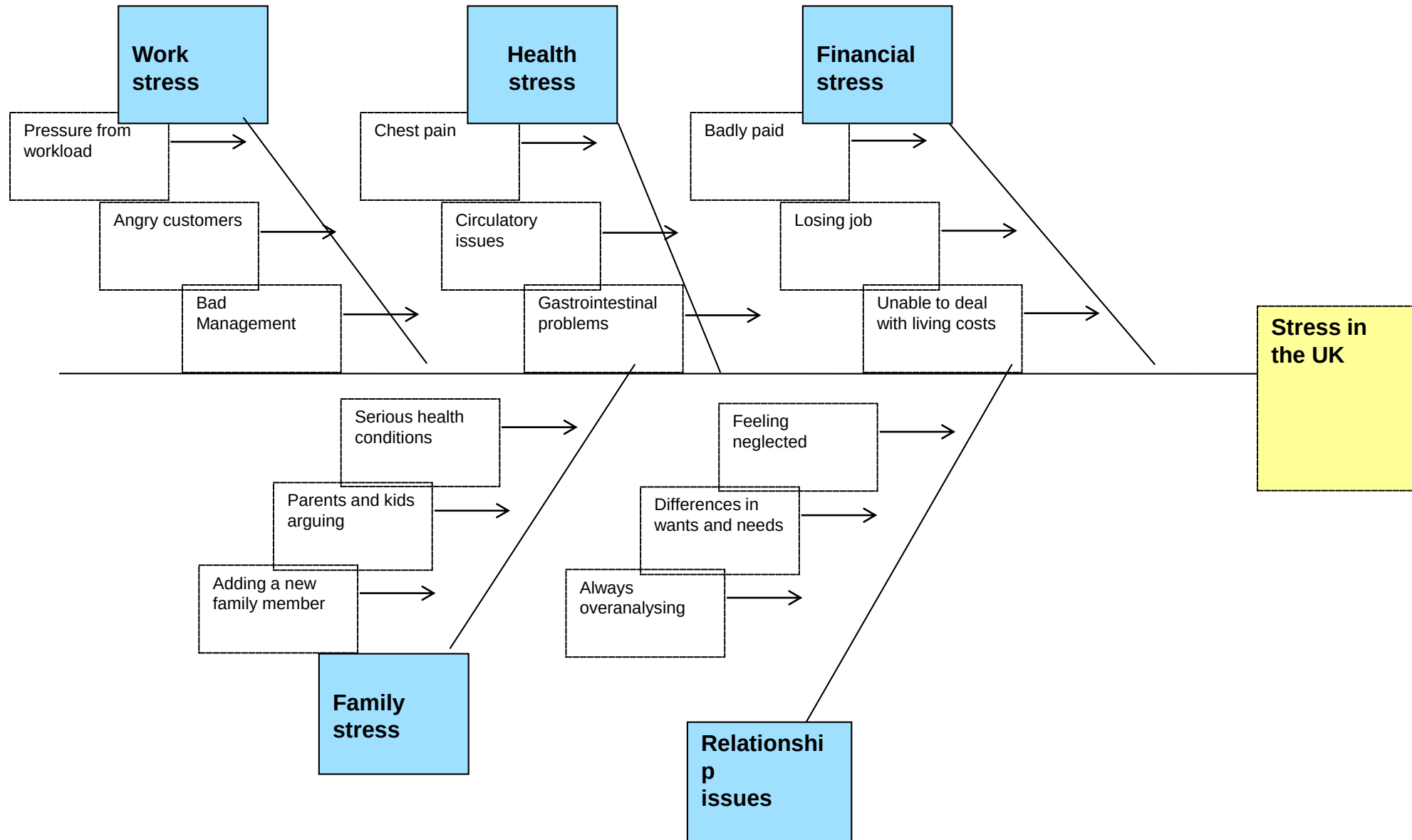
EXPLAIN FISHBONE DIAGRAM AND WHY WE ARE USING IT

A FISHBONE diagram is a visual guide for determining the contributing factors of a problem . This tool is used to identify the root cause of a problem .

We use FISHBONE diagram because it can help in brainstorm and organise thoughts into relevant categories in order to identify potential causes of an issue .

It is a more structured technique than some of the other problem-solving solutions available

FISHBONE DIAGRAM



PESTLE ANALYSIS

What is a PESTLE Analysis?

In brief, PESTLE refers to the factors of:

- ❖ **Political** : High employee turnover, a change of focus
- ❖ **Economic**: Globalisation, Recession
- ❖ **Social**: Demographics, Health
- ❖ **Technological** : Convenient Communication and Recruitment, Information overload
- ❖ **Legal**: Employment Law, Health and Safety
- ❖ **Environmental**: Working Conditions, Hours

PMI DECISION MAKING TOOL

	+(P)	-(Cons)	? (What is interesting)	
Work Stress	1. Increase alertness and performance (+3) 2. Improves memory (+4)	1. Pressure from workload (-2) 1. Bad management (-4)	1. Develop yourself (+5)	+6
Health Stress	1. Having regular checks at the doctor (+6) 2. Practice Sport (+5)	1. Bad heart condition (-5) 1. Mental Health Problem (-4)	1. Reduce triggers of stress (+6)	+8
Relationship Issue	1. Communicate more (+7) 2. Spend quality time (+4)	1. Feeling neglected (-5) 1. Overanalysing (-2)	1. Make you happier (+4) 2. Reduce stress (+3)	+11

SOLUTIONS

- ✓ Recognize your employees
- ✓ Allow for flexible hours and remote working
- ✓ Encourage Open Communication
- ✓ Offer Mental and Physical Health Benefits
- ✓ Offer Paid Time Off
- ✓ Practice sport

CONCLUSION

In conclusion, work related stress in UK affects the majority of the population and can tear down the social lives. This can ultimately lead to numerous health conditions, both physical and mental. By conducting a FISHBONE DIAGRAM and the PESTLE Analysis, all of these factors become apparent.

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