

Problem Solving and Decision Making

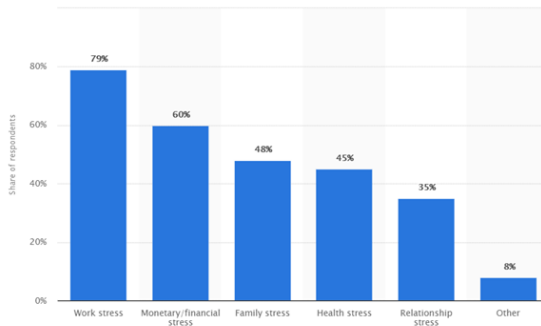
Complex of problem 'Work-related stress' by Nadejda Iachimovschi

Student ID: 2026016
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Assignment: Task1
Lecturer's name: Jonathan Wyatt



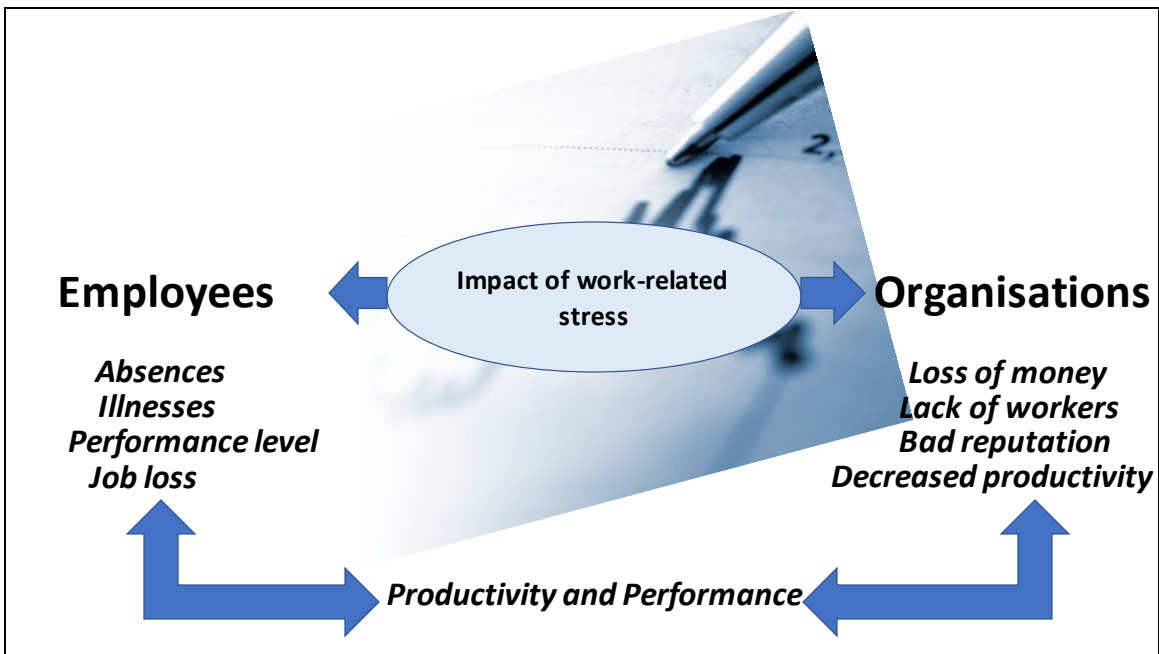
SHARE OF RESPONDENTS FREQUENTLY EXPERIENCING WORK-RELATED STRESS IN THE UK

79%

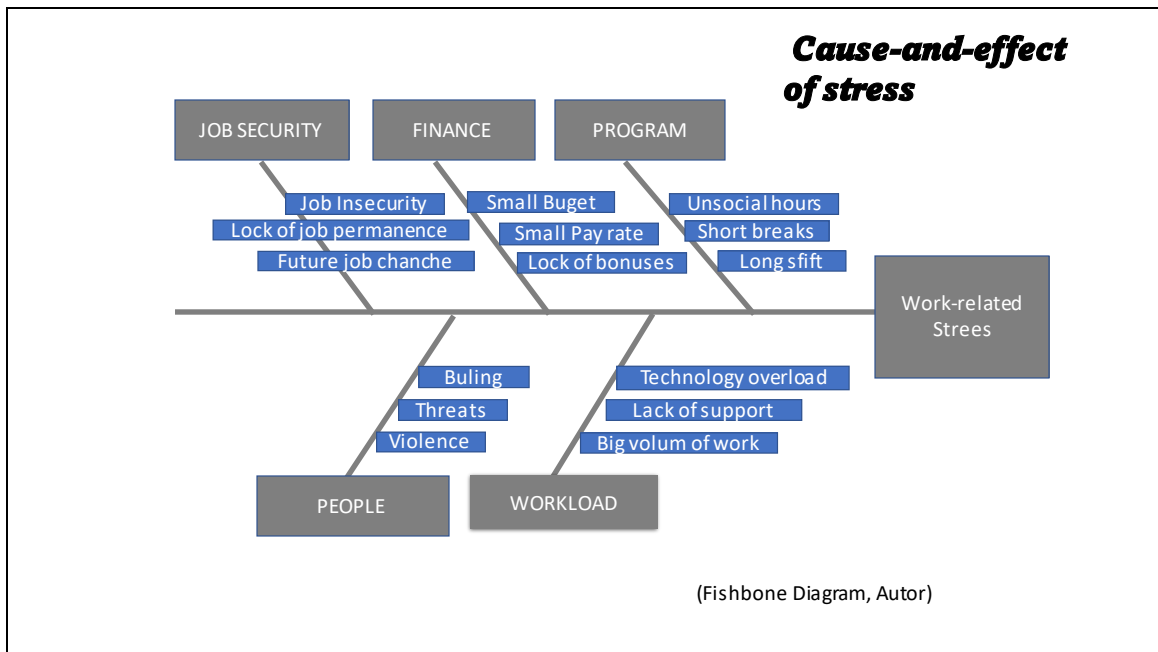


• *How big a problem is stress in the workplace?*

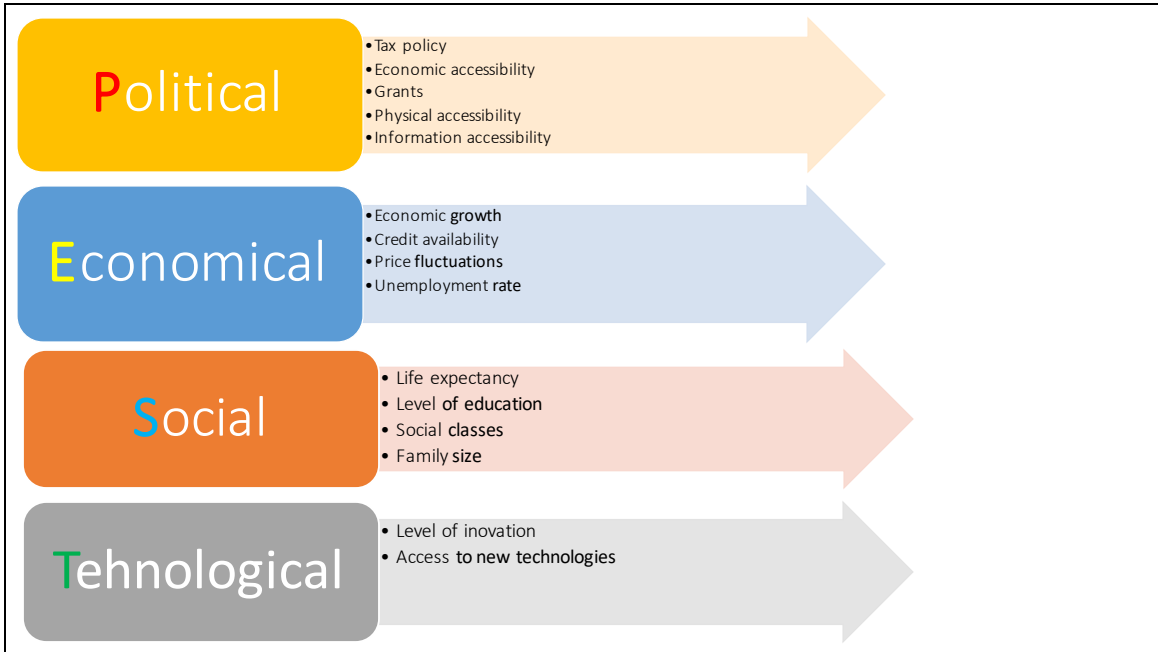
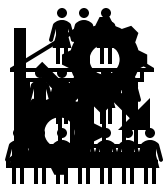
The study was conducted by statistics in 2020. The study involved 1815 British adults employed in the field of work, the interview method being questionnaires.(Stewart,2021)



The negative impact of the stress level of the employees will be negatively reflected on the organization with the risk not only of decreasing productivity and short-term income but also of losing confidence not only among the employees but also in the external market.(UniAssignment,2020)



A major importance for reducing the risk of increasing the stress rate among employees is that the organization's policy includes monitoring workers and differentiating between pressure, which is beneficially managed properly and between excessive pressure that increases the risk of stress among workers.(University of Cambridge,2021)



PAST is used to identify external factors of a complex problem, but not a solution.(IONOS,2020)

Work-related Stress SWOT analysis

Strengths:

- Problem Identification
- The decision to solve it
- Resources for removing the problem.

Weaknesses:

- Lack of employees
- low productivity
- decrease in income

Opportunities:

- New and qualified specialists
- Improving the work process
- Company development
- More productive employees

Threats:

- Loss of employees
- High rate of sick leave
- Declining reputation
- Decreasing the number of customers

SWOT analysis is a technique that helps identify and understand the organization's position on the problem. (Abadi,2008)

PMI Critical thinking improvement strategy

Plus	Minos	Interesting
Increasing Productivity 5	New investments 5	New investments 4
Healthy employees 5	New specialized workers 3	New functions 4
Decreased absencerate 5	Reorganization 3	The result 5
Satisfied workers 4	Accommodation period 4	
+19	-15	9

(De Bono, 1988) PMI Critical thinking improvement strategy. (Sharma,Saarsar,2017)

Grid Analysis- Balanced Dcision

Factors	Productivity	Employee health	Increase presence at work	Satisfied employees	Total
Whight	5	5	5	4	
Flexible schedule	3	2	1	3	42
Security training	1	3	1	1	24
Decrease the volume or provide support	3	2	3	3	52
Salary increase	2	3	3	3	52

GRID analysis to detect alternatives and make a balanced and correct decision. As a result, the factor that has the highest value is the decision that will be taken into account.

The best solution to reduce the stress rate at work is to increase the salary and grant decrease the volume or provide support where we have a maximum value of 52.

([KNOWLEDGECITY, 2018](#))

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