

Problem Solving and Decision Making(BMSW4004) Task 1

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INTRODUCTION

THE OBJECTIVE OF THIS PRESENTATION IS :

1. TO DESCRIBE THE COMPLEX PROBLEM OF WORK-RELATED STRESS, AS WELL AS THE NATURE AND EFFECTS OF WORK-RELATED STRESS ON EMPLOYEES AND ORGANISATIONS.
2. ANALYSIS OF THE CAUSES AND EFFECTS OF THE PROBLEM.
3. PESTEL ANALYSIS OF THE PROBLEM' EXTERNAL ASPECTS
4. EVALUATION OF ALTERNATIVE SOLUTIONS AND SELECTION OF THE MOST SUITABLE SOLUTION

WHAT IS WORK RELATED STRESS?

"The unpleasant reaction people have to overpowering expectations and demands placed on them," according to the HSE (2021).

"This adverse reaction can be psychological or bodily in nature." According to the Health and Safety Executive, 595,000 people in the UK experienced work-related stress at a level that made them sick in 2017/18. (HSE,2021).According to the Health and Safety Executive, 595,000 people in the UK reported work-related stress that was making them sick in 2017/18. (HSE,2021). This equates to 40% of all work-related illnesses..

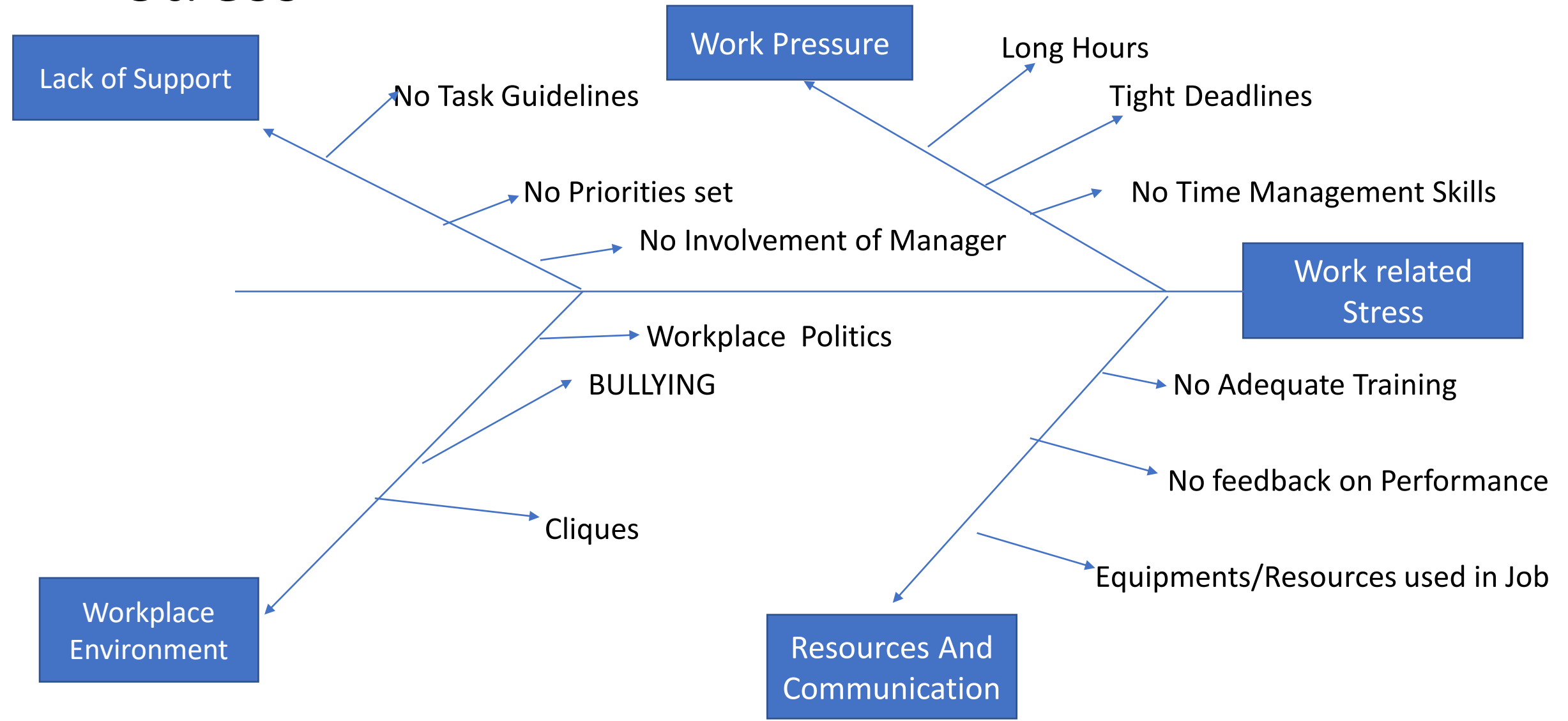
Excessive pressure in workplace leads to job stress.



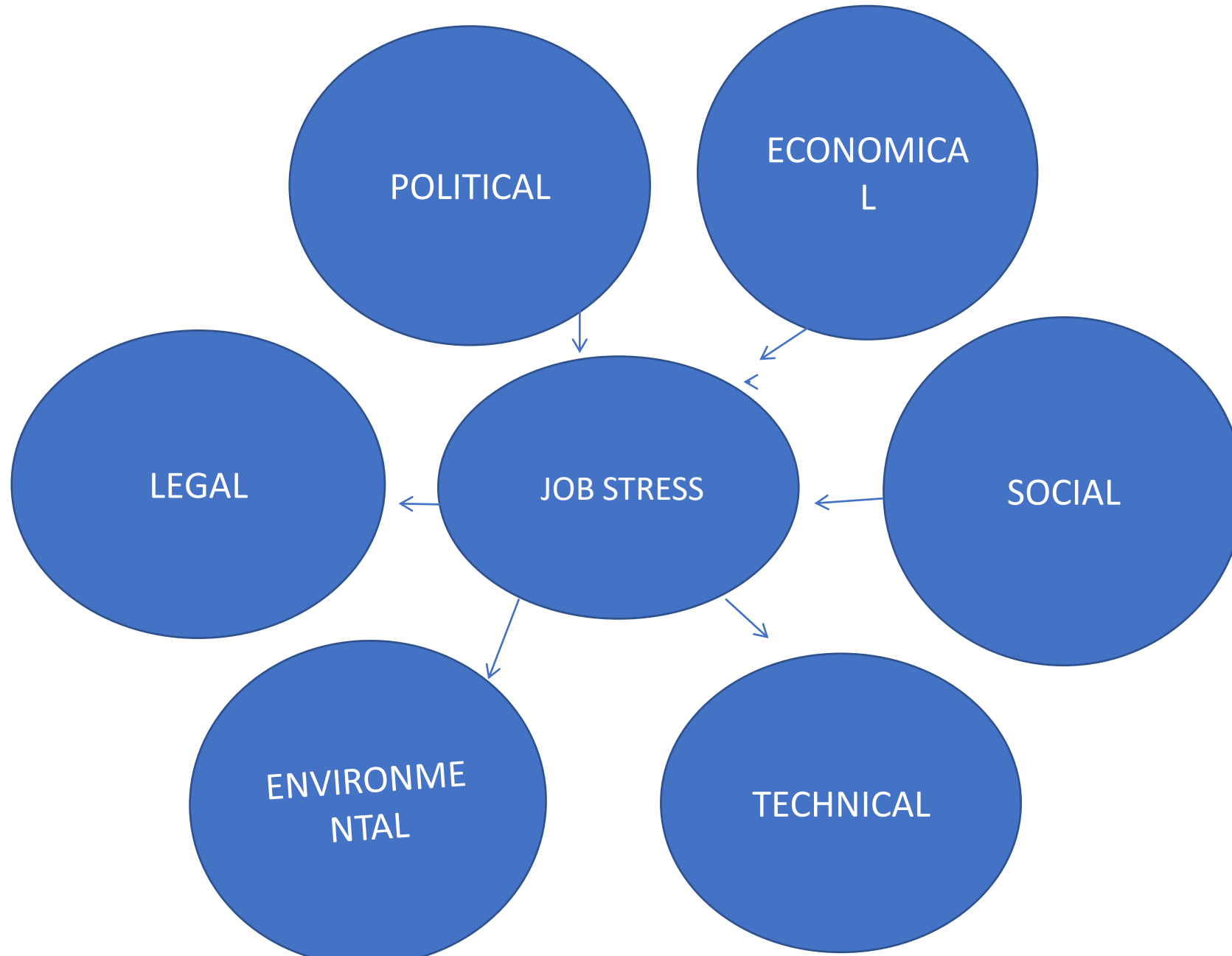
IMPACTS OF WORK RELATED STRESS ON EMPLOYEES AND ORGANISATIONS

- Job stress has been linked to various of negative physical and mental health outcomes, including heart disease, diabetes, insomnia, depression, and anxiety. Challenging work situations can also have an impact on employee well-being, either directly by promoting poor health behaviours or indirectly by limiting an individual's ability to adopt positive lifestyle adjustments such as quitting smoking and lowering sedentary behaviour.
- Employees who arrive at work stressed are significantly less productive and efficient than usual, and this, along with low morale and motivation, has a negative impact on overall business and organisation productivity and efficiency.
- Workers that are stressed are more likely to be sick, unmotivated, underproductive, and unsafe at work. Their companies are also less likely to be successful. In a highly competitive environment, you need to be able to succeed. According to some evaluations, stress at work costs a country's economy a fortune in sick pay, missed performance, and medical costs as well as the legal fees (Palmer et al. 2004)

Cause and Effect Analysis of work related Stress



PESTEL ANALYSIS OF WORK RELATED STRESS



POLITICAL	ECONOMICAL	SOCIAL	TECHNICAL	ENVIRONMENTAL	LEGAL
GOVERNMENT POLICIES		RELATIONS WITH MANAGEMENT AND CO-WORKERS	COMPUTER ILLITERACY	TRAVELLING IN RUSH HOURS	HEALTH AND SAFETY POLICY OF THE ORGANISATION
WORKPLACE POLICIES	LOW PAY RATES		INTERNET ISSUES	PARKING ISSUES	
TAX RATES	INFLATION	CLIQUES IN OFFICE	ONLINE TRAINING		REDUNDECY POLICY
	LOW DISPOSABLE INCOME	BULLYING BY MANAGEMENT OR COLLEAGUES		ATMOSPHERE OUTSIDE THE OFFICE	
	PETROL PRICE	RACISM			
		GENDER DISCRIMINATION			
		RACISM			

SOLUTIONS FOR THE WORK RELATED STRESS

A blend of organizational and personal interventions are needed to solve the problem of work related stress in employees.

Organizational INTERVENTION: according to Leka et al(2004), Organizational interventions are as described as followed:

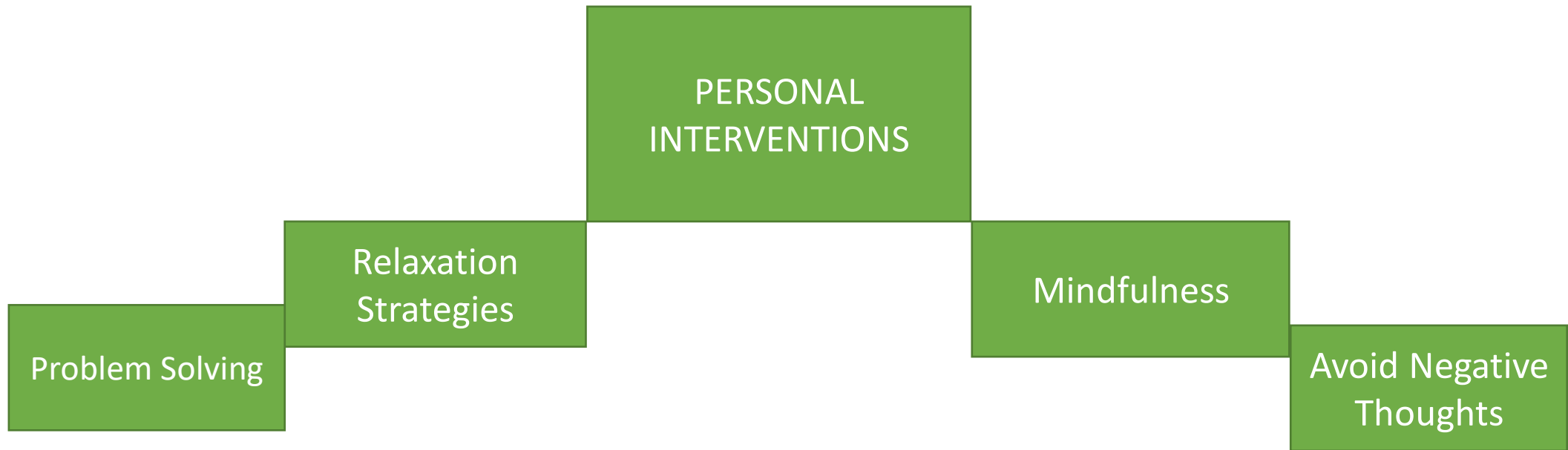


PMI Analysis of Organizational Interventions

PLUS	MINUS	INTERESTING
Long Term results (+5) Healthy employees tend to be more productive (+5) Aims to prevent further stress problems (+3) Targets the causes of stress(+3) =+16	Difficult to create an accurate framework (-2) Not individually tailored (-3) Few Published Guidelines Available (-3) = -8	Uncertainty to target the correct factors (-2) =-2

PERSONAL INTERVENTIONS FOR WORK RELATED STRESS

- Nicole J. LeBlanc and Luana Marques(2019), highlight these strategies to overcome work stress:



PMI Analysis of Personal Interventions for stress at Work

Plus Individually tailored(+5)	Minus Short term results(-3) Targets effects,not causes	Interesting Takes time and effort(-1)
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Grid Analysis of Work Related Stress

Factors	Effectiveness	Long Term Results	Uproot the Causes
Weights	5	5	5
Organizational Interventions	+3	+3	+4 = 50
Personal Interventions	3	3	1 =35

Conclusion

Work-related stress, caused by demands and pressures of work, is affecting people physically and psychologically. Work load, Lack of support and environment at workplace are among the main causes of work stress. To overcome the problem of work related stress, we need to focus on organizational interventions as well as personal interventions because focusing on only one type of interventions will not bring the desired outcomes.

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