

Rebbeh Manneh

- ▶ Student Number – 2026514
- ▶ Module - Problem Solving and Decision Making
- ▶ Module Code - BMSW 4004
- ▶ Lecturer – Sujeewa Herath



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- ▶ Stress at work is a major problem. The Health and Safety Executive (HSE) estimates that around 828,000 workers in Great Britain suffered work-related stress, depression or anxiety in 2019/20. This caused 17.9 million lost working days, up from 12.8 million working days in 2018/19.
 - ▶ The Health and Safety at work act was made in 1974
 - ▶ Management of Health and Safety at work regulations was made 1999
 - ▶ According to HSE " the adverse reaction people have to excessive pressures or other types of demand placed on them at work".

Work stress is described as the stress that results from conflicting demands at work. Managing workflows by employees can affect how important work stress is. Every job has a stress component, but real work stress is detrimental because it reacts emotionally and physically to job demands that are difficult for employees to control.

Work stress comes from many places. Work-related stress is caused by:

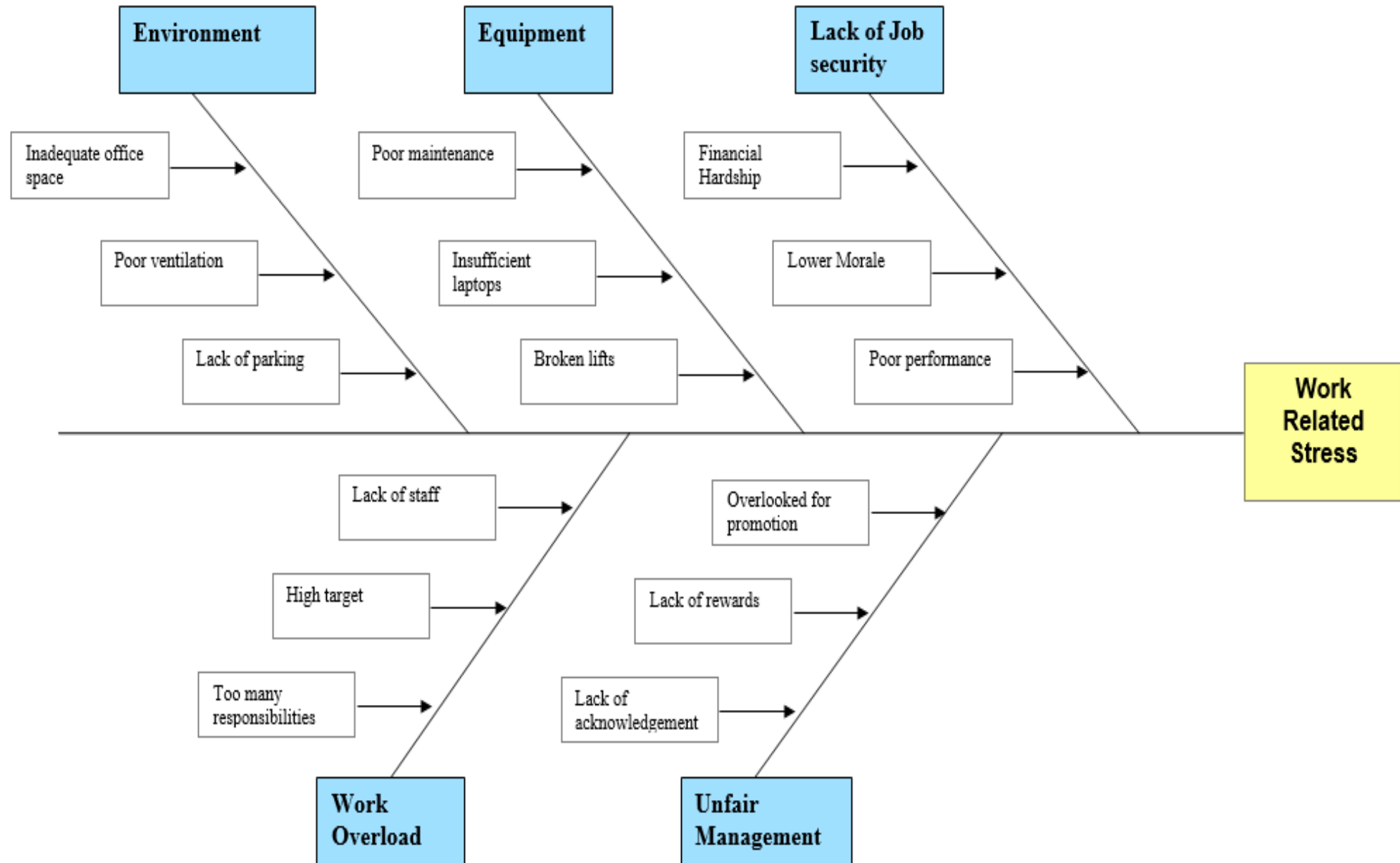
- **Environmental Stress** - One source of stress related to the work environment can be related to the physical environment in which you work. This type of stress can be related to work environment security issues, the setup of your work area, the type of furniture or equipment you need.
- **Uncertainty** - There are often individuals who experience a high level of work pressure due to their uncertainty of where they stand in their careers. This can be related to the fear of a job cutback, the desire to be acknowledged or promoted, or an absence of input on one's presentation.
- **People issue** - Stress in the work environment is usually related to individual problems, like dealing with troublesome colleagues, managing a negative or close-lipped boss, and peer pressure.
- **Performance Pressure** - Stress from delivering a specific quality or amount of work can be a part of working environments. This can be caused by deals or production amounts, production norms, looming deadlines, and other factors.



Stress influences the confidence of employees and subsequently their presentation in the work environment. ... By utilising great pressure the executives abilities you can support your worker confidence which inspires and keeps them zeroed in on their positions and execution.

Preventing workplace stress has many benefits

- Reduced symptoms of mental and physical illness.
- Injury, illness, and lost time are reduced.
- Reduction in sick leave, absences, and staff turnover.
- Increased productivity.
- A higher level of job satisfaction.
- Increased work engagement.
- Employer costs are reduced.



PESTEL Analysis

Political	Economic	Social	Technological	Environmental	Legal
Policies of the Government	Growth of the economy	Income Distribution	Communication Channels	Climate	Regional Law
Brexit	Consumer Confidence	Education	Emerging Technologies	Environmental Policies	Court System
Trade policies	Inflation	Lifestyle Factors	Production and Distribution	Corporate Social Responsibility	Health and Safety
Current Tax	Monetary	Demographic	Tech	Workforce	Law



Ways to Reduce Stress in the Workplace

- ▶ 1. Encourage workplace wellness
- ▶ 2. Encourage Employees to Take Breaks
- ▶ 3. Encourage Open Communication
- ▶ 4. **Allow for flexible hours and working from home**
- ▶ 5. Encourage social activity
- ▶ 6. Offer Paid Time Off
- ▶ 7. Provide counseling
- ▶ 8. Recognise your employees



I have chosen flexible working hours and working from home as my best solution

Flexible working hours and working from home

Plus	Minus	Interesting
Can Increased productivity (+ 5)	Lack of motivation (-4)	There is Teams to have team Meetings (+3)
Lessens pressure and burnout (+4)	Distractions and Lack of a Good Working Environment (-3)	Easier to work from home than the office (+4)
Good for the environment (+2)	Lack of Proper Office Equipment (-4)	Might get distracted when the children are on holidays (-5)
Promotes a healthy work-life balance (+3)	Poor Productivity (-2)	Internet problems (-3)
It can help reduce costs (+3)	Communication difficulties (-2)	
Total = + 17	Total = - 15	Total = - 1
	24 – 23 = + 1	

Conclusion

Indeed, even on the greatest days, stress can keep us from being completely engaged and accomplishing our best work. A lot of it can prompt burnout, separation, more days off, and stressed connections in the work environment. Work related cause is the fundamental driver for creating pressure in work environment

As per the adverse consequences of stress, measures to reduce stress fall into two categories: organised and individualised. These techniques address the stress associated with work-related causes and personality causes. In the workplace, not only employees but also the management of the organization need to be careful to reduce stress.