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Task 2:Individual report of solving a problem in the workplace(2000 words)

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In this report about job dissatisfaction I have to focus in the problem that happens in my workplace and to find the solutions to have a better work. Job dissatisfaction is one of the things that I am confronted with nowadays. Job dissatisfaction for me happens in most of the workplace in UK. There are so many factors that can cause in an employee such as: poor management, lack of interest, limited, underpaid, unsupportive boss, work and life balance, opportunities for growth, incentives for meaningful work. The title that I have chosen to discuss is staying long hours in work. To know more about this problem I read many articles to understand the effect that can cause long hours working. This is 12 articles that I found interesting to know more for this problem.

1.The research found that working 55 hours or more a week was associated with 35% higher risk of stroke and 17% higher risk of dying from heart disease compared with a working week of 35 to 40 hours.

2.People who did long hours more than a decade were at the greatest risk of stroke,,they suggest. But the UK's stroke Association said there were lots of things people could do to contract the effects of long hours, exercising and eating well.

3.Dr. Alexis Decatha, who led the research added: The association between 10 years of long work hours and stroke seemed stronger for people under the age of 50. This was unexpected. Further research is needed to explore this finding. "As a clinician he advised his patients to work more efficiently and he plan to follow by his advice. This study looked at numbers, rather than reasons, but other research has found people who run their own businesses, CEOs and managers seen less affected by long hours as opposed to those working irregular shifts and night, or who have job related stress.

4.Dr. Richard Francis, head of research at the stroke Association, said: "There are lots of simple things you can do to reduce the risk of stroke, even if you work long hours. "Eating a healthy diet, finding the time to exercise, stopping smoking and getting the recommended amount of sleep can make a big difference to your health.

5.11% of employees were working (over 48 hours a week) long hours in the UK. There were clear gender differences. Men were significantly more likely to work long hours than women. There were also clear life cycle differences, with people between 30 and 40 being the aged the most likely to work long hours.

6.Some research suggested that there significant differences in the incidence of long hours working across the managerial grades, with top managers the most likely to be working over 60 hours a week.

7.Working more than 61 hours per week showed an increased risk of suffering from elevated systolic blood pressure.By contrast,a few studies suggest that there is a decreased risk of hypertension,for those working more than 8 hours per day or working 60 hours or more per week.

8.Long working hours or overtime work reduce the time to sleep resulting in fatigue.A normal duration for sleep is about 7 to 8 hours per night,which can lower risk of acute myocardial infarction,high blood pressure,as well as reducing working injuries and mistakes.By contrast Bunnell and Tankoshi found that working more than 40 to 60 hours per week decreased the risk of problems related to sleep.The results on sleep and working hours are not consistent.

9.Our mind is working every day.It means it also needs to rest.Long hours mean more pressure on your mind and less time for it to rest.Many studies over the years have shown a clear link between long working hours and increased stress,complaints,insomnia depression,overeating and excessive drinking.

10.The first global study of its kind showed 745000 people died in 2016 from strokes and heart disease due to long hours.

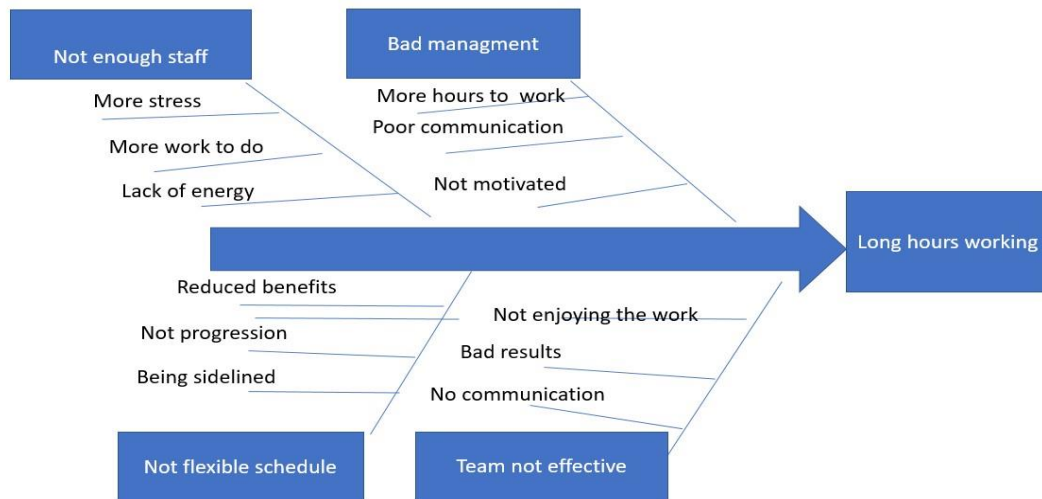
11.Working long hours cause physical and mental stress on the mind and body and this results in excess cortisol production which can lead to anxiety.

12.The more time we spend at work the less time we have for other important things in life,"Research suggests that working excessively long hours usually means more than 45 a week is detrimental to our health,physical and mental in many ways.

Reading these articles I noticed that some of them the number of hours per week or per month of staying at work long hours in terms of the effect they cause.The main thing that I learned was the effects in all the articles were almost the same.Health problems physical and mental were the effect what I read because of staying at work more hours.The only articles I read that said otherwise to work long hours doesn't effect you if you use a certain diet,to stop smoking,and to have a comfortable sleep.This practise didn't work for me.One a tired day of staying long hours I don't have time to eat healthy because in my work I have only one break so most of the day I have to stay only with one meal until I go home,I can not sleep well and all the day im feeling very unpowered to do anything in my daily life.Maybe for other people can work these tips but for me not.Im working at McDonald's for two years.My job description is crew member.When I started this job I was only 18 and I started to love it working with a team.But now is something that im worried about staying more hours that I have in my schedule.This thing is not happening only at me but to all my colleagues.We don't have enough staff and the managers all the time they are keeping us to stay 2 or 3 hours more than we have in our shift.Staying everyday like this for me is becoming boring and difficult in the same time.Im feeling very tired all the day and im not concentrated in my job 100%.This problem is very important to solve because all of my staff aren't enjoying the work anymore.We have a lot of stress and we don't have time to do anything out of work.I saw myself that am not like before I don't have the patience that I always had.I don't have good sleep and with my eating I have problems as well ,I have lost too much weight because of not eating properly in the time.I found it difficult to concentrate on work if I sat more than 8 hours per day.I want to have a life balance because since I started working I don't have time to focus in my study ,I don't have time to pass with my family or to do an active life.All our staff complain to our boss for this problem and now he is trying to solve it.He takes more people to work and he fixes the schedule for all employees.To be more understanding on my problem in workplace I will describe my problem in:

1-Fishbone diagram;

- 2-PESTLE analysis to know more for the effects;
- 3-Using PMI to establish where It is worth working there;
- 4-Using ADAKAR to implement changes.



Political Factors	Economic Factors	Social Factors	Technological Factors	Enivroment Factors
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McDonald's have to go with hand in hand with the local news,policies and customers of the country.If you find yourself an a tight deadline and do not want to risk the paper by rushing,then you can simply seek for McDonald's case study help service.	McDonald's is a company which has global presence gets affected often time due to the changes seen in the exchange rates.A solid supporter of its economy.	This part of McDonald's case study mainly states of a concerned country or state impact the company.Established a good system in determining the need market.	McDonald's,technical factor is a very important area.The company has chosen television advertisements as their medium of marketing.The existing toys in happy meals are evident in their inclination on younger populations.	Changes in climatic condition may also impact on the business.Being environment friendly is also important factor.Environment groups force to reduce use a plastic bags.
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PMI:Working long hours

Plus	Minus	Interesting
Increase paid(+10)	Increased the stress(-9)	Opportunity of growth(+7)
Practise more(+8)	Poor eating healthy(-8)	Know better the job(+10)
Increase earning from employees(+6)	Lack of physical activity(-6)	Archive own goals(+9)
+24	-23	+26

Positive=24+26=50

Negative=-23

Project visibility will be=50-23=27

Project is acceptable.

ADAKAR:

Awareness	Desire	Knowledge	Ability	Reinforcement
The managers should fix the schedule and get new people to work	All employees need to have a fixed schedule ,they don't like to work more hours	Offer to flexible hours for all staff provide of training and coaching to show	To practise running the shifts before, is done the schedule, following the change and give the feedback	To use positive feedback and recognition the schedule of the staff to encourage that employees and managers need to follow new procedures.

In all these articles I founded many information about effects that caused me in my workplace.Was very helpful to me these information that I readed for my actual job.Now I understand more our

teams why we are not effective like before. Staying more hours in work causes in employees less productivity and by this way we can not help our company to grow up. To be an effective team all the employees should be asked if they are having any problems in the work. Without communication I don't think that can be solved even a small problem. Because of not focused in the small problems they are becoming more bigger and more bigger more stress can cause in the staff.

Conclusions:

- Long hours working was associated with (but was not proved to cause) various negative effects, such as decreased productivity, poor performance, health problems, and lower employee motivation.
- More men than women worked long hours.
- The most common reasons for working long hours were to increase pay (where overtime was paid) or to meet the needs of the job (where it was not paid).

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References:

- Blaug, Ricardo; Kenyon, Amy; Lekhi, Rohit. "[Stress at Work - A report prepared for The Work Foundation's Principal Partners](#)" (PDF). www.theworkfoundation.com. Retrieved 2015-06-08.
- "[Long working hours killing 745,000 people a year, study finds](#)". BBC. 17 May 2021. Retrieved 17 May 2021.
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