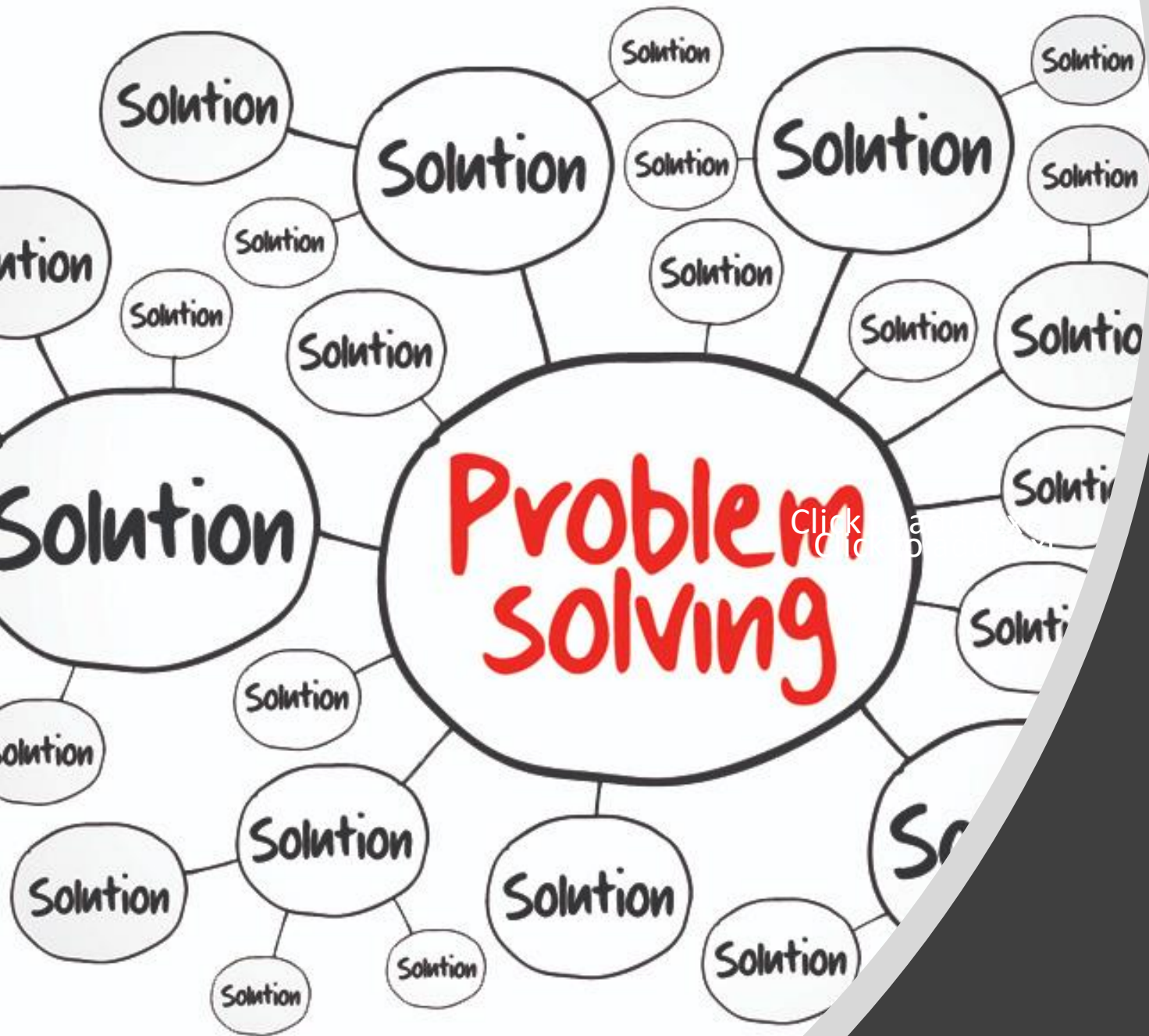




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- Moodle: BMSW 4004
- Title: Work related stress in UK
- Lecturer: Sujeewa Herath

Introduction

This slides highlights on some of the factors that causes stress on employees in United Kingdom.

Stress is so common with different degrees amongst people of United Kingdom

Factors from all angles of life especially social responsibilities.

This presentation also focuses on the nature and impacts of work related stress as well as the benefits.

Some suggested solutions in terms of physical, mental and social wellbeing, Pestel analysis and PMI table also covered.

Nature of work related Stress
Stress is a mindset situation where your feelings does not support any activity above your limit for a certain period of time.

According to HSE's definition, work related stress is the adverse reaction people have to excessive pressures or other types of demand placed on them at work.

Some causes of stress

Some causes of stress include, lack of knowlegde, lack of effective communication.

Lack of motivation, low wages, indiscipline at work by team leaders, pressure on management to deliver.

Bad management, lack of facilities and bad working condition.

Lack of job security and bad working environment.

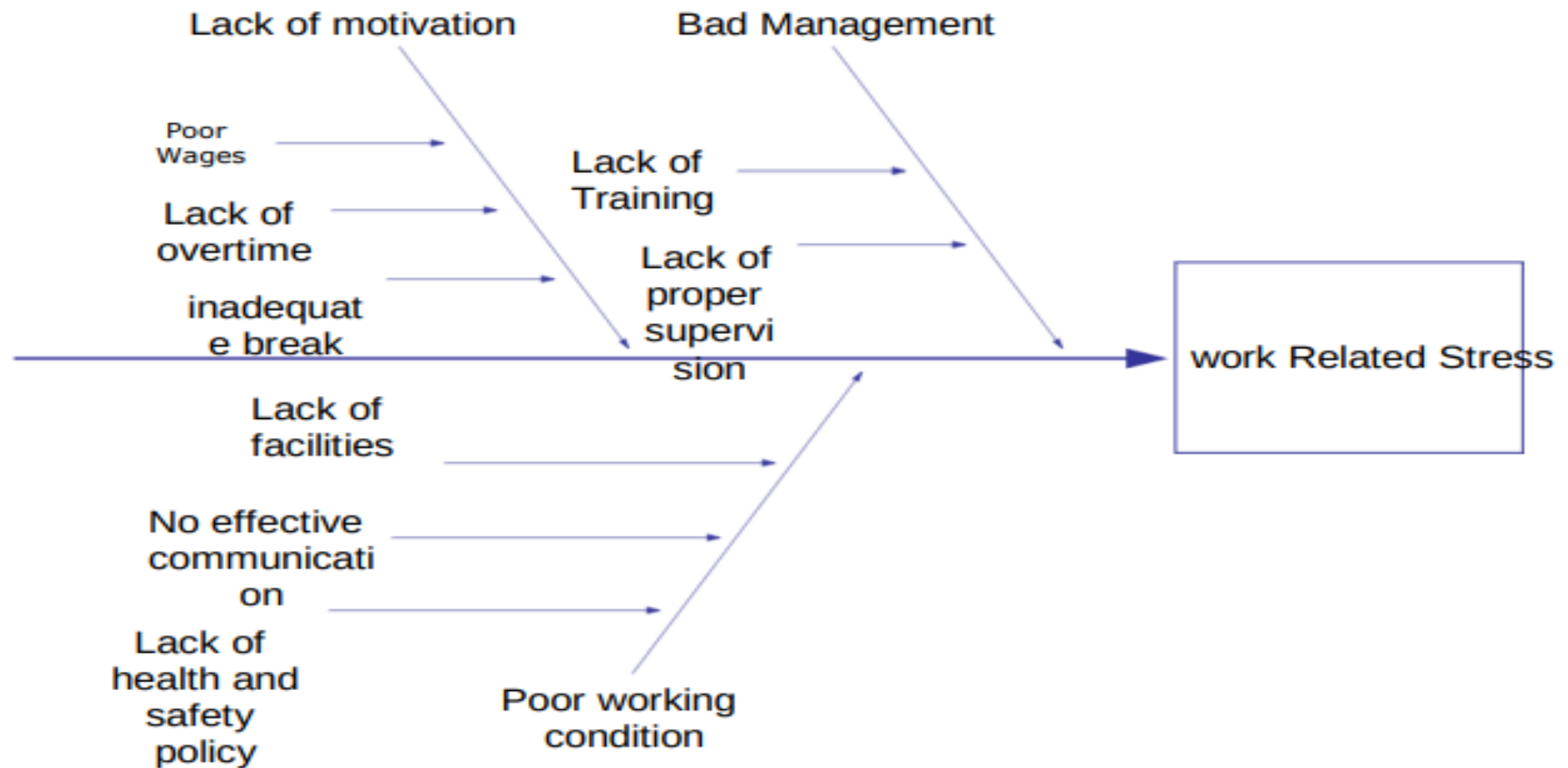
Lack of confidence and language diversity.

Mackay, et.al (2004)

Some solutions

- Employer level
- Employer should be able to manage work related stress in many angles, standard measures need to be put in place, functionable to all employees such as physical health measures, job satisfaction, effective employee communication tool.
- Benefit or impact of work- related stress
- The employer stands to gain immensely, when standards are set, formal programs are put in place.
- Productivity will increase, there will be job sustainability, lower risk of litigation, reduce the rate at which people quits, employees hardly fall sick due to good condition of service, enhance customer service, good company reputation and rise in financial gain.
- Employee level
- If work related stress is not managed well by employer, employees will continue to suffer from physical and psychological issues, anxiety will set in, depression as a result of emotional behavior. Employees would not be motivated to go to work, some flimsy excuses and will affect employer in terms of low turnout, decrease in production, company's image tarnished and many more.

Fishbone Diagram of Work Related Stress



PESTEL ANALYSIS



Political	Economic	Social	Technology	Environment	Legal
Government policy	Economic growth	Population growth rate	Technological awareness	Weather climate	Consumer protection law
Political stability	Exchange rates	Age distribution	Automation	Environmental policies	Employment law
Foreign trade policy	Unemployment rates	Career attitudes	Technology incentives	Pressures from NGO's	Copyright and patent laws
Labour Law	Interest rates	Health consciousness	Level of innovations	Climate change	Health and safety laws Health and safety at work Act 1974

(Haque, Aston and Kozlovski , 2016)

Possible Solutions

- Less hours
- Requesting high wages
- applied new jobs for Replacement the job(Preferred solution).

PMI- weighing the pros and cons of a decision(Job replacement)

Plus	Minus	Interesting
Flexible working hours (+6)	Twelve-hour long shift (-4)	Always looking for new employees (+4)
Long break (+7)	Low wages (-5)	Less supervision (-4)
Opportunities to learn more things (+6)	Low employee safety (-7)	Job is always available to do (+6)
More overtime (+5)	No guarantee shift for temporal staff (-7)	High rate of leavers (-7)
Walking distance to my house (+4)		
Total = +28	Total = -23	Total = -1

38-11=27 so that job replacement is a viable solution.

Conclusion

- This presentation covered the nature and definition of work- related stress, causes of work-related stress in United Kingdom.
- Some solutions and impact of work-related stress if managed well by employers. Benefit of well managed stress.
- Illustration of fishbone diagram covering the three main features, namely lack of motivation, bad management and poor working condition.
- Pestel analysis demonstrating current state in United Kingdom from political, economic, social, technology, environment and legal analysis.
- Finally, PMI table explaining my practical work-related stress which concludes that I get a new job.

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