

Problem-Solving and Decision –Making

Task 2

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Introduction

The purpose of this assignment is to examine the reason of the work-related stress in the UK based on the case study and to find out the solution of this complex problem.

Nature

As stated by Sawhney *et al.* (2018), the overwhelming population of the UK experiences economic difficulties. In the organizations of the UK, employees feel stress due to the long working hour's culture. According to a study of UK businesses, stress-related occurrences climbed in 2020 compared to 2019. Job-related concerns too were shown to become the most significant source of stress at work for both males and females, accounting for 38 of women and 35 percent of males. Furthermore, around 30% including both males and females faced high levels of stress on their own performance in the workplace.

Impact of work-related stress

Turnover employees

Job discontent is linked to a higher probability of leaving. Job discontent degrades performance and leads to a decreased attitude among workers, as well as an intention to quit the company (Total Safety, 2021).

Decrease the safety of employees

Noise, poorly lit, a terrible workplace or lower levels of job, and physiological issues including inappropriate occupational hazards are all physical stresses. Stressful events are, without the need of an uncertainty, the far more common concerns. Workplace stress not only impacts the employee, however it also has an adverse influence on the performance of the company. These impacts emerge in phases, commencing with discomfort in reaction to stresses. It is obvious that human mistake contributes for a significant share of safety risks, with stress playing a role in some of them (Total Safety, 2021).

A research-informed cause-and-effect analysis of the work-related stress

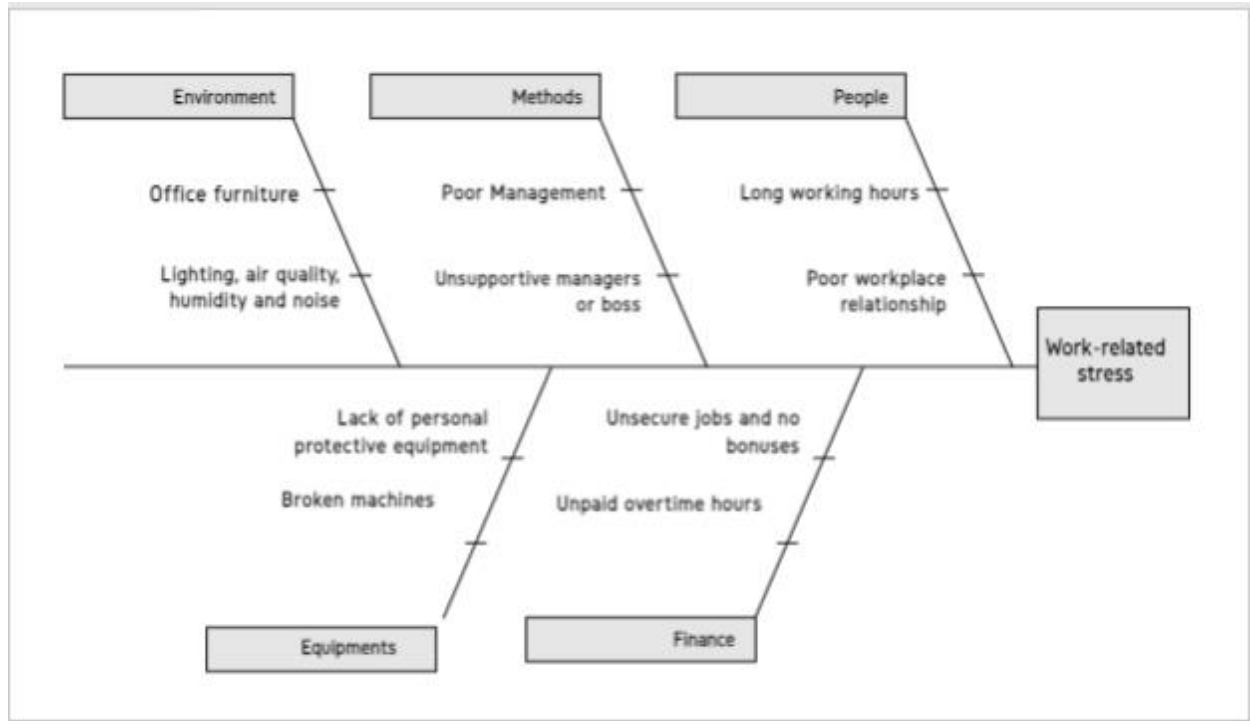


Figure 1: Fishbone Diagram
Source: Self-Created

Cause of work-related stress

People

In the United Kingdom, employees are required to work lengthy hours. Individual expectations in the office are increasingly reaching into employees' residences and personal interactions. Prolonged, inconsistent, or longer hours of working, bringing work at home, and high levels of responsibility could have an impact on the family obligations and recreational opportunities, as well as cause workplace stress. Many professions necessitate daily interaction with coworkers. Relationships between team workers in the workplace are strained and it is a cause of stress in the organizations. Individuals may also experience pressure if they feel lonely or treated unfairly (Nibusinessinfo, 2021).

Environment

According to Agarwal (2021), in high-pressured professional environments, poor illumination is connected to a variety of physical and mental medical problems, including visual fatigue,

headaches, exhaustion, as well as fear and depression. Noise exposure in the workplace is linked to a wide range of physically health consequences, including heart problems, absenteeism related to workplace sickness, and exhaustion. As a result, noise has a detrimental impact on the employee job satisfaction, which has a significant impact on the productivity and performance of the employees.

Method

Due to the lack of support, employees could not understand what to do and they feel stressed when boss are not appreciating them for their work. Keeping the employees informed about key changes in the firm due to the boss's confusing command structure, making them feel unsure about their prospects (Nibusinessinfo, 2021).

Finance

As commented by Gov (2021), long working hours are recognized to be harmful to one's health. When employees work overtime in UK firms, they are frequently not paid a bonus for their extra hours worked. As a result, employees are under pressure to complete their tasks. Long-hours workers are more likely to experience anxiety and sadness.

Equipment

Employees are frustrated with their occupations leading to a shortage of personal protection equipment in the workplace. The numbers of organizations have broken equipment that staff must deal with. Machines break down from time to time, causing people to be stressed at work (Nibusinessinfo, 2021).

Effects of the work related stress

Increased absenteeism

In the organizations of the UK, sometimes the pressure of the work is increasing, In that case, employees' try to skip their work to avoid the work pressure. As a result they used to get absent in the office (Gov, 2021).

Reduced client satisfaction

When the employees are not accomplishing the work on time due to their stress, the company could not give the positive outcomes as per the requirements of the client. When the customers will not get the products as per their requirement, they will not buy the products. Therefore, the company will not make any profit (Gov, 2021).

PESTLE analysis

Political

Due to the presence of political instability within the UK and the presence of the Brexit election sharp dominance within the labour market of this country. For this, employees within this country cannot manage to take proper employment within different organisations and that created stress among them (Howandwhat, 2021)

Economic

Presence of street lockdown in 2020 and 2021 serve enormous pressure on the business activities of different industries and that created losses of jobs of different employees. It serves work-related stress among employees to maintain their potential growth in professional careers (Howandwhat, 2021). On the other hand, national living wages serve a positive impact on employees to reduce work-related stress.

Social

The UK has a big consumer market and for this business companies are expecting to reach at the highest level of growth and that created employment opportunities for different employees in this country (Howandwhat, 2021)

Technological

The organization is working on a number of technological advances in order to produce the highest services to the clients. The corporation has cut down the number of workers by implementing new technology in the business to enable rapid output in a short period of time. As a result, employees are concerned about their job security and they feel stress (Frue, 2021).

Legal

Employees' job pressure and unpaid overtime are increasing as a result of legislative constraints in the UK, and they are bored, agitated, and irritated. As a result, they provide low-quality goods to the customer, resulting in a terrible company reputation (Work in mind, 2021).

Environmental

Workers must concentrate in front of their computers for long periods of time. Throughout the summer, 50% of UK workplaces are deemed excessively hot, and in the winter, 52% are deemed too chilly, causing employees to become unwell and it creates stress in their mind (work in Mind, 2021).

Solutions for the complex problem

Employee training programs, Engaging employees in a variety of tasks and providing a flexible work environment can help to reduce workplace stress. Offering a flexible work environment is an effective way to reduce workplace stress.

Offer a flexible work environment

As commented by Clarke (2021), employees are searching for that flexible work schedules. Organizations should give team members freedom by not continuously observing them as lengthy as their work is performed by set deadlines. Once every two weeks, the corporation must allow employees to work from home so that they can get a bit of a break. Organizations will also need to motivate their employees and continue to explore for ways to reduce stress in the workplace.

Implementation

As suggested by Whitmore (2021), the organization must cultivate a positive mindset in order to implement the flexible and pleasant environment. A good attitude is essential for a more pleasurable and healthy work environment. Everybody in the firm should be treated with respect. The company should acknowledge the team and offer awards for project accomplishments to keep energy levels up. Employees must get to know one another in order to build a truly beneficial working relationship. The business should think about how the team can be more linked. Having green in the environment may also be inspiring and motivating.

Conclusion

The nature and impact of work-related stress in the United Kingdom are described. There is also an analysis of the explanation of cause and effect of the complex situation. There is also an overview of PESTEL analysis, as well as a clear discussion of the difficult problem's remedies.

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