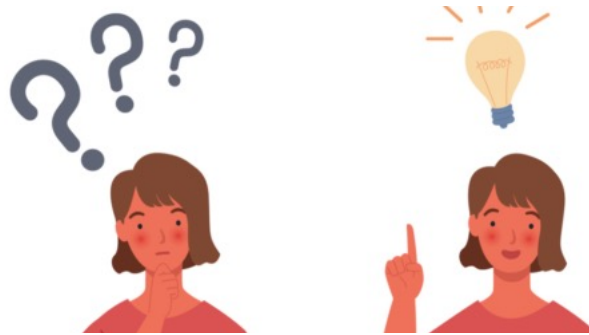




PROBLEM SOLVING & DECISION MAKING

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INTRODUCTION

The main purpose of this presentation is :

- To work around the given learning outcomes
- To develop a PESTLE analysis of the given problem
- To propose some solutions that could be effective for solving the problem
- Evaluate the solutions proposed.



Looking at the slide above, this presentation is developed and presented for different purposes, however, the focus is on the following elements. Firstly, the given case study has been investigated and all the content that will be included throughout the presentation will be related to the information represented in the case study. Within the following slides, the presentation aims to respond to all the learning outcomes given within the assignment brief, meaning that there will be a discussion about the background of the issue where a case-and-effect analysis will be included, and also a PESTLE analysis will be undertaken afterwards to analyze the macro-environment of the discussed issue.

BACKGROUND OF THE ISSUE

- As the given case study discusses, there are a lot of people that deal with stress in the UK Every year.
- As a background, there are a lot of things that cause stress, however, data demonstrates that the main factor causing stress tends to be the workplace, thing demonstrating that the relationship between the employee and employer is not developed in a way that is helping employees and keep them motivated and relax for the work they have to do.



As mentioned in the introduction, the given case study is being investigated, having this mind, as the given case study discusses, there are a lot of people that deal with stress in the UK Every year.

As a background, there are a lot of things that cause stress, however, data demonstrates that the main factor causing stress tends to be the workplace, thing demonstrating that the relationship between the employee and employer is not developed in a way that is helping employees and keep them motivated and relax for the work they must do. Now that the summary of the given case study has been outlined and that the audience knows the theme of the subject, it is essential to outline that in the presentation potential solutions are going to be listed that the company could consider.



IMPACT OF THE PROBLEM

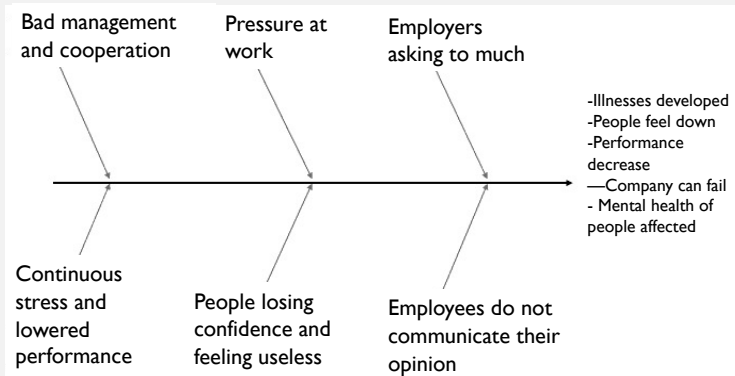
The case study outlines that there are more negative impacts some being:

- 943000 people have showed chest pain due to stress in 2019
- People can develop any other stress-related illnesses
- Their performance at work and in day-to-day basis decreases significantly.
- People can live with the conditions they develop because of stress for their whole life and struggle with trauma.

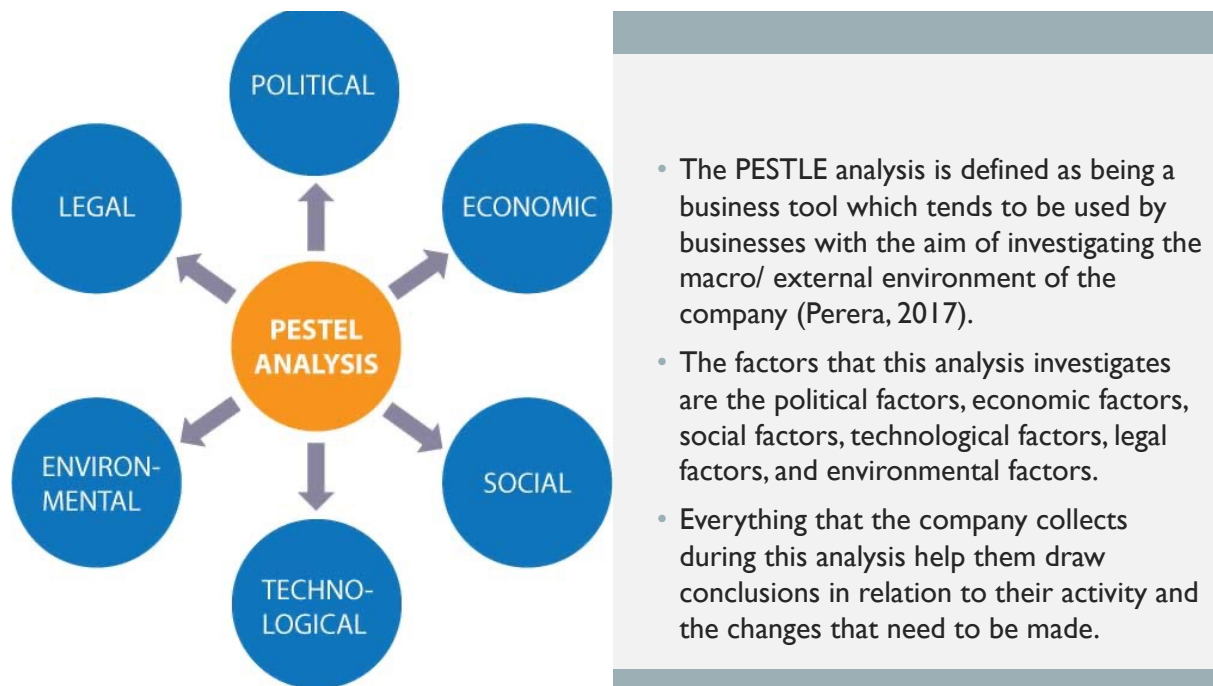
In the slide above, the impact of the given problem for the case study is being analyzed. After a great consideration of the given text, it is important to point out that the case study outlines that there are more negative impacts comparing to positives and this can be seen through the fact that there are approximately 943000 people that have started to show chest pain after a long period of time when dealing with stress. Apart from this, another negative impact is that there are a lot of people that develop stress-related illnesses, especially mental health conditions. And lastly about the impacts, if people deal with stress for a long period of time and a mental health condition develops, there are chances for them to live with that trauma for their entire life and automatically their performance and motivation for work will significantly decrease.

CAUSE-AND-EFFECT ANALYSIS

Cause and Effect Analysis is a technique that helps you identify all the likely causes of a problem (Robitaille, 2010). The diagrams you create with this type of analysis are sometimes known as fishbone diagrams, because they look like the skeleton of a fish. Considering the cause-and-effect analysis represented on the right on the slide, the main thing to mention is that there are a lot of causes that take people to the listed effects listed at the end of the horizontal arrow.



As it can be noticed, the slide above is intending to delivery information about the Cause and-Effect Analysis while also demonstrating how to apply it using the given context from the case study. Having this in mind, the audience must know that the cause-and-effect analysis is a technique that helps you identify all the likely causes of a problem (Robitaille, 2010). The diagrams you create with this type of analysis are sometimes known as fishbone diagrams (American Society for Quality,2005), because they look like the skeleton of a fish. Considering the cause-and-effect analysis represented on the right on the slide, the main thing to mention is that there are a lot of causes that take people to the listed effects listed at the end of the horizontal arrow. Few researchers (Ruhm 2004, Straker 2010 and Watson, 2004) outlined that the fishbone diagram and analysis identifies causes under pre-defined categories only and does not relate causes to each other and to each category as well.



Going further in the presentation, the following slide represents The PESTLE analysis which is defined as being a business tool that tends to be used by businesses with the aim of investigating the macro/ external environment of the company (Perera, 2017). The factors that this analysis investigates are the political factors, economic factors, social factors, technological factors, legal factors, and environmental factors. A PESTLE analysis may help when assessing the risk arising from the impact of external factors. (gov.uk,2021)

Everything that the company collects during this analysis help them draw conclusions in relation to their activity and the changes that need to be made. More to add, after companies accumulate information about the factors that could negatively impact the company, then the business is responsible for doing anything to find preventive solutions.

POLITICAL, ECONOMIC & SOCIAL FACTORS

Political Factors:

- The political Stability
- The change in COVID-19 regulations

Economic Factors:

- Increase of tax employees & employers have to pay
- Changes in wages and rates
- Disposable income of consumers

Social Factors:

- Cultural barriers
- Change in customer's perspectives & expectations.



Now, applying the PESTLE analysis on the given scenario, firstly in the slide above there are the first three factors of the framework, the political, economic, and social factors which to outline which ones could affect and how upon the given scenario about stress in the society.

Starting with the political factors, two main factors have to do with the political stability and the potential changes that occur in the COVID-19 rules and regulations, both factors can influence the development of stress. When it comes to the economic factors, there are quite few that can make people even more stressed, however, three of those include

- Increase of tax employees & employers must pay
- Changes in wages and rates
- Disposable income of consumers

Lastly, speaking about the **Social Factors** two main factors that could influence stress levels include:

- Cultural barriers
- Change in customer's perspectives & expectations.



TECHNOLOGICAL, LEGAL, & ENVIRONMENTAL FACTORS

Technological factors:

- Development of new devices stressed people have to adapt to
- Work pressure of being active on social media, different technological platforms

Legal Factors:

- Laws of employment
- Anti-trust laws

Environmental factors

- Policies regarding the environment
- The inputs available

Because the previous slide has focused on the three elements of the PESTLE analysis, this slide is now focusing on the remained three factors of the PESTLE analysis, and these are the technological factors, the legal factors, and the environmental factors.

Starting with the **Technological factors** these have to do with the development of digitality in the society, therefore, two factors that can contribute to stress levels are:

- Development of new devices stressed people must adapt to
- Work pressure of being active on social media, different technological platforms

Secondly, about the **Legal Factors**, these are related to different policies and acts that are being changed or introduced by the company and the government. Two main legal factors that could affect include:

- Laws of employment
- Anti-trust laws

Lastly, the **Environmental factors**, have to do with the world around us, with the actions we take facing the planet we live on and so on. These do not really have to do with levels of stress; however, some general factors are:

- Policies regarding the environment
- The inputs available

PROPOSED SOLUTIONS FOR IMPROVEMENT

Solutions are necessary to put the company back on track. Some of the solutions include:

- Work on the development of the relationship between employees and employers
- Make sure employees have who to communicate with when they feel overwhelmed
- Try and keep people work gradually as they go instead of throwing a bunch of work to do at once.



The human costs of unmanaged work-related stress are extensive. Feeling unhappy about the amount of time you spend at work and neglecting other aspects of life because of work may increase your vulnerability to stress. Increased levels of stress can, if not addressed early enough, lead to burn-out or more severe mental health problems. (Mental Health Foundation UK,2015)

As it can be seen in the slide above, some solutions have been proposed to be applied to help solving in time the given issue in the case study. Some of the solutions that are expected to be effective include the following:

- Work on the development of the relationship between employees and
- employers
- Make sure employees have who to communicate with when they feel overwhelmed
- Try and keep people work gradually as they go instead of throwing a bunch of work to do at once.



EVALUATION OF THE PROPOSED SOLUTIONS

- Considering everything that has been discussed, and the case study that has been provided for this piece of work the main conclusion to draw in relation to the proposed solutions is that the employers must be more implicated in the mental health of their employees, and the reason why the focus is on workplaces is because the biggest stress rates are caused by the workplaces.
- If employees do not start to take action in maintaining a good mental health of their employees, there are disadvantages for both- their company and the performance of their employees.

Considering everything that has been discussed along with the case study that has been provided for this piece of work the main conclusion to draw in relation to the proposed solutions is that the employers must be more implicated in the mental health of their employees, and the reason why the focus is on workplaces is because the biggest stress rates are caused by the workplaces.

If employees do not start to act in maintaining a good mental health of their employees, there are disadvantages for both- their company and the performance of their employees and there are chances for the employees to slowly lose their ability of doing to work correctly.

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