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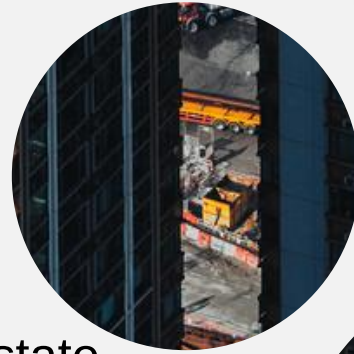
Task_1



Stress in the UK

What is Stress?

- Stress is termed as an unpleasant emotion state capable of affecting human function.
- It is accompanied by emotional, physical and biochemical changes in the body.
- Your body responds to change by changing its biochemical reactions in the brain corresponding to the phenomenon of stress (Edwards et al.).

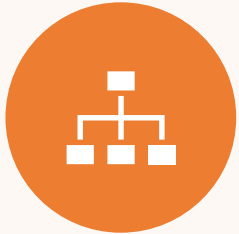


Stress in Workers

- Stress has severely started to impact organizations and its effects can be seen on employee productivity and mental health.
- Psychological strain, caused by stress, can cause employees to act out and harm the organization.
- Workers may be stressed due to several factors, such as harassment, long working hours, insufficient rewards, instability in the workplace and so on (Hamaideh, 2011).



Workplace Environment



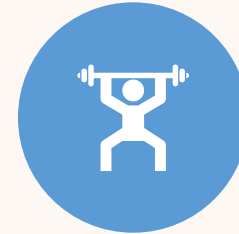
WORKERS WILL BE STRESSED OUT IF THEY FEEL THE ORGANIZATION IS BIASED OR AGAINST THEM.



THE POLICIES OF THE COMPANY SHOULD FAVOR THE EMPLOYEE.



THERE NEEDS TO GROWTH FOR ADVANCEMENT AND PROGRESS OF THE EMPLOYEES.



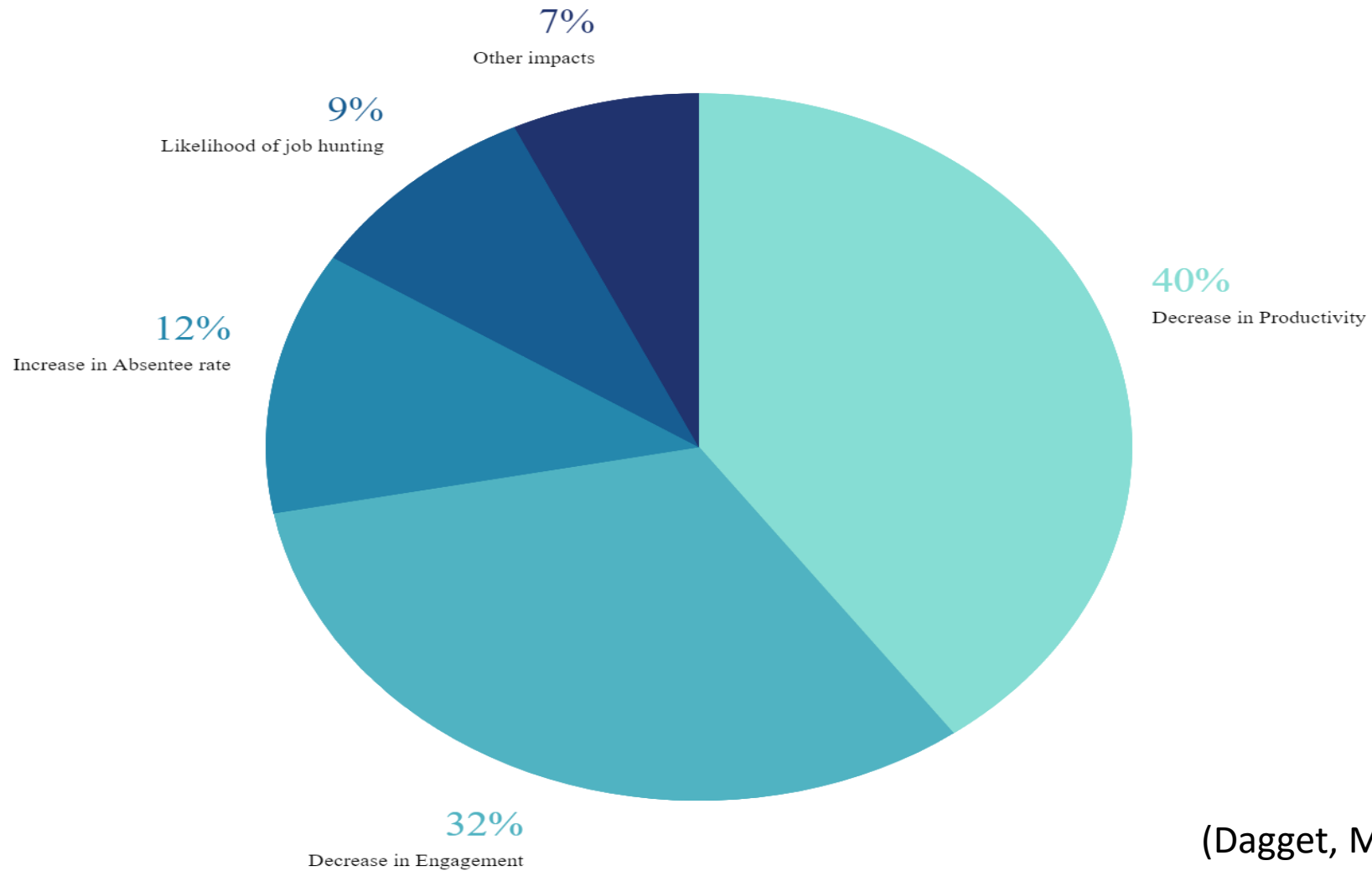
WORKERS SHOULD BE ENCOURAGED TO HAVE A HEALTHY WORK-LIFE BALANCE.



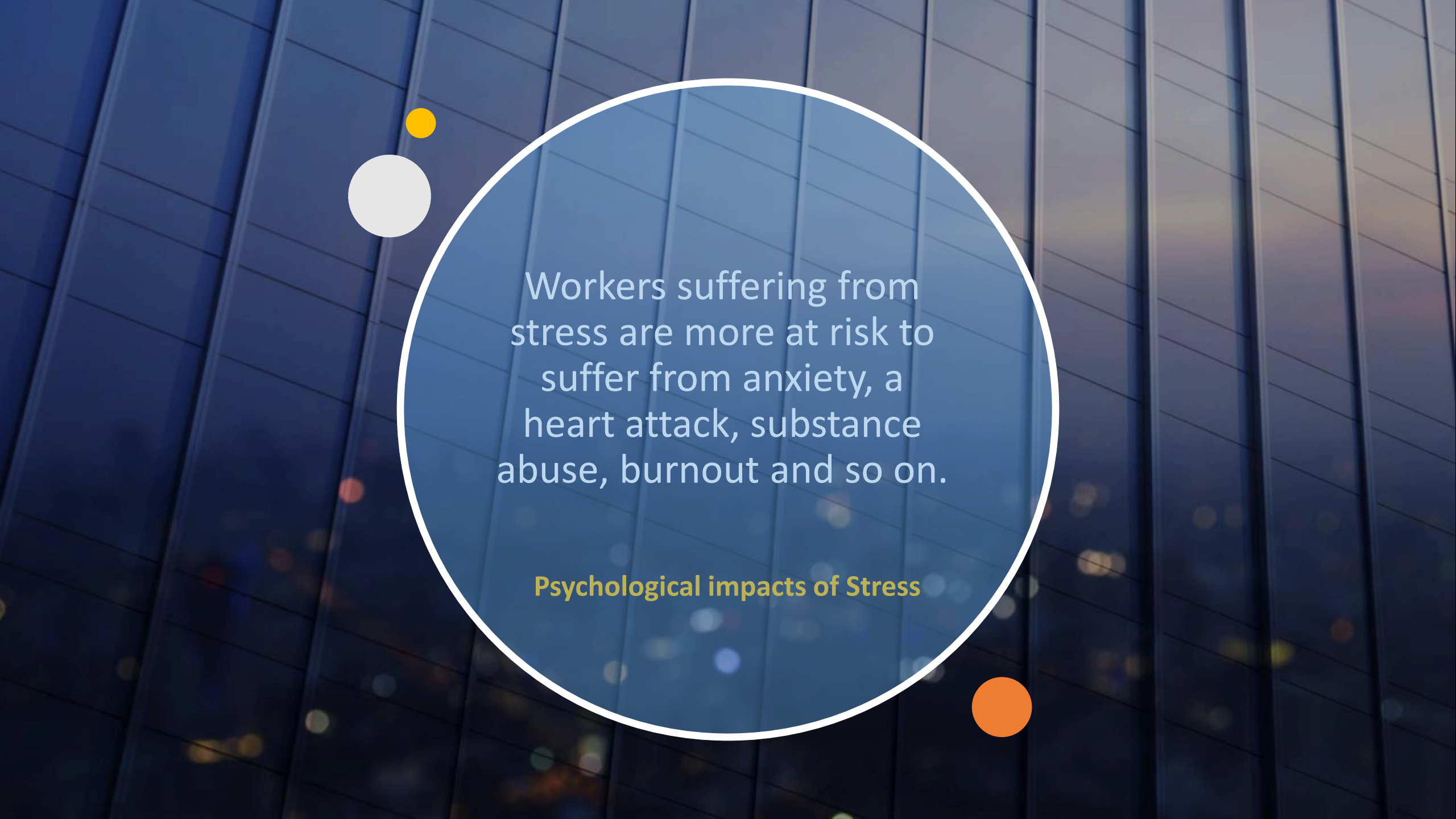
MANAGEMENT SHOULD PLAY ITS PART IN ENSURING THE WORKERS ARE SATISFIED AND HAPPY.

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Impact of Stress in a Workplace



(Dagget, Molla and
Belachew, 2016)



Workers suffering from stress are more at risk to suffer from anxiety, a heart attack, substance abuse, burnout and so on.

Psychological impacts of Stress

Stress impacts an Organization

- Studies have shown that workers which have manageable stress levels are shown to more productive and more positive.
- With manageable stress levels, workers were able to take less sick days (Grawitch, Ballard and Erb, 2015).
- There was a boost in morale due to healthy stress levels.
- Employees are also able to abstain from absenteeism at work.



Pestle Analysis

P

Political

- Mistrust towards government policies.
- Lack of policies limiting causes of workplace stress.
- Increase in Taxations.

E

Economic

- Poor profit turnover for company.
- National/international economic instability.

S

Social

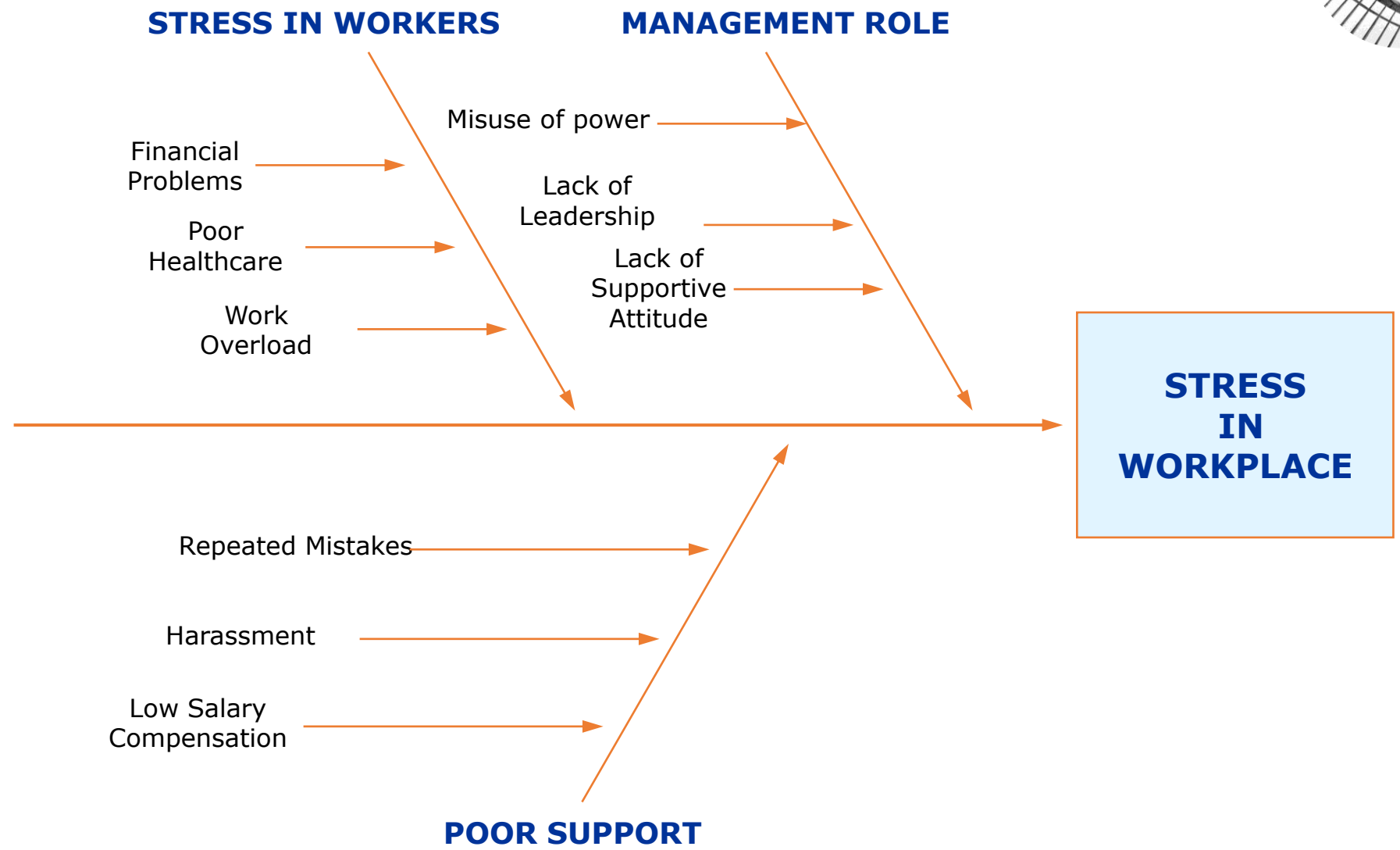
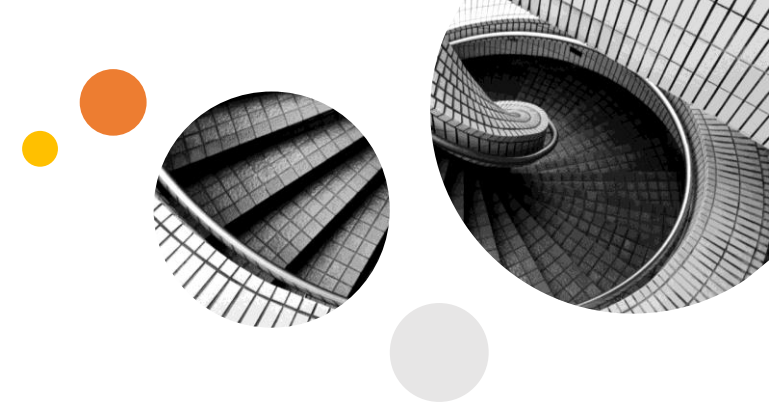
- Workplace conflict among employees.
- Biasness or nepotism present in organization.
- Misuse of power by higher-ups.

T

Technological

- Advancement of technology leading to less job security.
- Human labor being replaced by technology leading to job redundancy,
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Causes of Stress in the Workplace



Conclusion

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- Stress needs to be managed properly among employees and kept within a healthy range in order for it not to prove detrimental to the health of the employees or the reputation and working of the organization.



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- Dagget, T., Molla, A. and Belachew, T. (2016). Job related stress among nurses working in Jimma Zone public hospitals, South West Ethiopia: a cross sectional study. *BMC Nursing*, 15(1).
- Edwards, J.A., Webster, S., Van Laar, D. and Easton, S. (2008). Psychometric analysis of the UK Health and Safety Executive's Management Standards work-related stress Indicator Tool. *Work & Stress*, 22(2), pp.96–107.
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