

# PREVENTING WORKPLACE STRESS

## Warning signs

According to NIOSH, early warning signs of job stress include headaches, sleep disturbances, difficulty concentrating, short temper, upset stomach, job dissatisfaction, and low morale. Job stress can lead to cardiovascular disease, musculoskeletal disorders, psychological disorders, workplace injury, and possibly suicide, cancer, ulcers, and impaired immune function.

The first signs of job stress can come through low morale, health and job complaints, and employee turnover. But there may not be obvious signs if workers are worried about losing their jobs.

## Identify the problem

To determine the scope and cause of a suspected stress problem in the organization, hold group discussions among managers, labor representatives, and employees. In a small company, these discussions may provide all the information you need to locate and deal with stress issues. But in a larger organization, use the discussions to help put together surveys to gather more information about stressful job conditions.

Information should be obtained about how employees perceive their job conditions and levels of stress, health, and satisfaction. Also examine objective measures such as absenteeism, illness and turnover rates, or performance problems to gauge the presence and scope of work stress. Summarize and analyze data from discussions, surveys, and other sources to home in on the location of a stress problem and job conditions that may have led to it. Are these problems widespread throughout the organization or only found in a single department or specific jobs?

## Design and implement interventions

For smaller organizations, the informal discussions that helped identify stress issues may also provide prevention ideas. A more formal process may be necessary in larger organizations, where a team is asked to develop recommendations after analyzing the data from Step 1 and consulting with outside experts. The team should do the following:

- Target the source of stress for change
- Propose and prioritize intervention strategies
- Communicate planned interventions to employees
- Implement interventions

## Evaluate the interventions

Establish time frames for evaluating interventions. Those that involve organizational change should receive both short- and long-term scrutiny. Short-term evaluations could be done quarterly to provide early indications of program effectiveness or the need to change direction. Many interventions produce initial effects that do not last. Long-term evaluations are often done annually and can determine whether interventions have lasting effects.

Focus evaluations on the same types of information collected during the problem identification phase of the intervention, including information from employees about working conditions, levels of perceived stress, health problems, and satisfaction.

Job stress prevention doesn't end with evaluation, according to NIOSH. Job stress prevention should be seen as a continuous process that uses evaluation data to refine or redirect the intervention strategy.

# Preventing Work Stress

**Ronald J. Burke, Kathryn M. Page, Cary  
L. Cooper**



## **Preventing Work Stress:**

*Preventing Work Stress* Lennart Levi, 1981 Monograph on prevention of mental stress through improvement of the work environment covers the impact of technological change considers high risk groups young and old workers stress behavioural reactions at work how to improve occupational safety work organization etc And includes recommendations ILO mentioned Diagrams graphs and references

**Preventing Stress, Improving Productivity** Cary Cooper, Michiel Kompier, 2012-11-12 In a representative study made of European workers twenty eight per cent of employees reported that stress affects their health and their performance at work Occupational stress is a serious problem for the performance of individuals organisations and as a consequence for national economies Preventing Stress Improving Productivity investigates the ways in which companies can combat stress by changing the working environment rather than only treating individual employees with stress symptoms Costs and benefits of stress prevention are discussed with an emphasis on approaches that involve both the work situation and the individual worker The heart of the book consists of eleven European country chapters each overiewing the current status with respect to occupational stress and its prevention in that country and then presenting one detailed case study an example of good preventive practice Preventing Stress Improving Productivity identifies five factors that are critical for a stress reduction programme to work both in terms of employee health and well being and from a financial point of view Successful strategies combine participation from workers and support from top management Useful as a reference for psychologists human resource managers occupational physicians ergonomists and consultants this book will also be an invaluable aid to managers in the day to day running of organisations

**Preventing Workplace Incidents in Construction** Imriyas Kamardeen, 2019-06-21 The construction industry is vital to any national economy it is also one of the industries most susceptible to workplace incidents The unacceptably high rates of incidents in construction have huge socio economic consequences for the victims their families and friends co workers employers and society at large Construction safety researchers have introduced numerous strategies models and tools through scientific inquiries involving primary data collection and analyses While these efforts are commendable there is a huge potential to create new knowledge and predictive models to improve construction safety by utilising already existing data about workplace incidents In this new book Imriyas Kamardeen argues that more sophisticated approaches need to be deployed to enable improved analyses of incident data sets and the extraction of more valuable insights patterns and knowledge to prevent work injuries and illnesses The book aims to apply data mining and analytic techniques to past workplace incident data to discover patterns that facilitate the development of innovative models and strategies thereby improving work health safety and well being in construction and curtailing the high rate of incidents It is essential reading for researchers and professionals in construction health and safety and anyone interested in data analytics

9 Strategies for Dealing with Workplace Stress Stephanie Berryman, 2017-11-28 Dealing with stress at work Learn 9 practical work related stress management tools and techniques to

help you manage your stress This short and applicable e book discusses the main causes of stress at work good stress and negative stress and how to reduce workplace conflict and stress Only 40 pages long Stephanie Berryman writes short and practical books that focus on easy to implement strategies that will help you manage anxiety and stress deal with a stressful work environment and reduce workplace stress This book is the third in a series 9 strategies for Dealing With The first book 9 Strategies for Dealing With the Difficult stuff hit 2 and the second book 9 Strategies for Dealing with Stress hit 1 In 9 Strategies for Dealing with Workplace Stress Stephanie draws on research into the best workplace stress management strategies and ties this in to her personal experience as a leadership coach and consultant Stephanie s approach is to help readers reframe their relationship with stress and focus on what they can control In the appendix of the book Stephanie shares excellent lifestyle strategies that her readers have contributed to the book and a list of websites and resources to access If you are experiencing stress symptoms and need stress relief this book will provide you with concrete tools to help you overcome workplace stress Stephanie Berryman has her masters in leadership development and she has worked as a consultant coach and corporate trainer for the past 15 years Stephanie has worked as the manager of education and training at a local branch of the Canadian Mental Health Association and has delivered training in stress management and mental health In her book she draws on her personal experience in managing workplace stress as well as what she has learned about stress management from working with hundreds of clients and students In Stephanie s book 9 Strategies for Dealing with Workplace Stress she offers practical strategies for stress management that can be used to address stress in the workplace or in other aspects of life Here is a sample strategy from the book 8 Build Positive Relationships We spend 8 hours every day with our colleagues That s usually more time than we spend with the person we ve chosen to marry our friends or our family Why would you not want to have pleasant and professional relationships with these people I work with a lot of teams that are stressed out with high workloads and big demands but their number one stressor seems to be interpersonal relationships It s tough dealing with other people all day long especially when they aren t people you would have chosen to spend a significant part of your life with We need to find ways to manage all our relationships professionally and focus on building strong relationships with the people we do enjoy In a recent study of workplace dynamics reported in the Harvard Business Review researchers found that having a lot of coworkers who eventually developed into friends significantly increased employees performance as judged by their supervisor One possible reason for this was people seeking advice If you have friends in the company it s far easier to ask for help without fearing you ll be judged a poor performer In addition having friends in the company especially if they work in other departments gives you access to information through informal networks you might not otherwise get Another reason might be morale Employees with close friends at work reported being in a good mood more often which could spill over into positive effects on the work being performed If you do choose to build stronger connections at work take the time to ask people about themselves and their lives I ve been consistently surprised when I get to know

people better everyone has an interesting story You ll often find common ground new respect and compassion for others

Preventing Workplace Violence Mark Braverman,1999 This book through an examination of a number of representative real world cases provides a detailed look at what happened to some companies and traditional tools for occupational health and safety discipline and employee relations now used by business and labour leaders are inadequate and inappropriate in responding to the problems of workplace violence In fact the methods and approaches commonly in use actually worsen the problem in some cases The book summarizes the most up to date learning in this area and offers practical guidance and recommendations for assessing the risk of violence steps for preventing workplace violence and a through discussion of employees rights and employer s responsib

*Prevention of Leading Work-related Diseases and Injuries* ,1987 Proposed National Strategies for the Prevention of Leading Work-related Diseases and Injuries ,1986 Contains 15 landmark documents in one report summarizing what needs to be done to prevent the leading occupat1l OC health problems in the U S from 86 10 were issued dermatolog1l conditions repro1n dis musculoskeletal injuries neurotoxic dis noise induced hearing loss OC cancers OC cardiovascular dis OC lung dis psychological disorders severe OC traumatic injuries and OC cardiovasc1r dis In 88 5 add1l prevent strategies reprod1n disord neurotoxic disord noise induced hearing loss dermatological conditions and psychol1l disord

**Preventing Occupational Disease and Injury** Barry S. Levy,2005 **Work Stress and Health in a Globalized Economy** Johannes Siegrist,Morten Wahrendorf,2016-07-06 This book provides a comprehensive updated summary of research evidence on the effects of stressful working and employment conditions on workers health as based on one of the worldwide leading theoretical models effort reward imbalance It offers three innovative features that are appealing for research as well as for policy Firstly it presents and discusses comparable research findings from different continents in particular from Japan China and Latin America Secondly it extends the conceptual framework of research on this topic by analysing associations of work stress with health in a life course perspective and by linking these associations to the macro level of national labour and social policies Thirdly the book helps to strengthen programs and policies that aim at promoting healthy work locally nationally and internationally by providing solid facts on which such programs can be based

A Guide to Managing Workplace Stress Trevor Hicks,McSherry Caroline,2007 The Health up to 5 million people in the UK feel very or extremely stressed by their work and a total of 12 8 million working days were lost to stress depression and anxiety in 2004 5 Work related stress is therefore a serious problem and tackling it effectively can result in significant benefits for organizations This can result in a happier and more productive workforce with fewer days away from work with stress related illnesses Managers will also want to comply with recent HSE advice on managing stress within the workplace fulfilling their duty of care to employees This should result in less exposure of organisations to the threat of litigation and the resultant negative publicity this causes The intention of this book is to provide information to those who may be suffering from work related stress and to provide managers with a toolkit to help address such problems in the workforce

*Preventing Stress in Organizations* Emma Donaldson-Feilder, Rachel Lewis, Joanna Yarker, 2011-04-27 Preventing Stress in Organizations How to Develop Positive Managers offers an innovative evidence based approach to help managers prevent and reduce workplace stress in their staff Winner of the 2013 BPS Book Award Practitioner Text category Provides information on the critical skills managers must develop in order to prevent stress in their staff and the key ongoing behaviours that promote a healthy work environment Shows practitioners in occupational psychology HR Health and Safety and related professions how positive management can be integrated into an organization's existing practices and processes Serves as an essential guide for managers themselves on how to incorporate proven stress management skills into their everyday interactions with team members Balances rigorous research grounding with real world vignettes case studies and exercises

*The Handbook of Work and Health Psychology* Marc J. Schabracq, Jacques A. M. Winnubst, Cary L. Cooper, 2003-03-28 Workplace health is now recognised as having major legal financial and efficiency implications for organizations Psychologists are increasingly called on as consultants or in house facilitators to help design work processes assess and counsel individuals and advise on change management The second edition of this handbook offers a comprehensive authoritative and up to date survey of the field with a focus on the applied aspects of work and health psychology An unrivalled source of knowledge and references in the field for students and academics this edition also reflects the need to relate research to effective and realistic interventions in the workplace Editors are outstanding leaders in their fields Focuses on linking research to practice Over 50% new chapters New topics include Coping The Psychological Contract and Health Assessment and Measurement of Stress and Well Being the Effects of Change and chapters of Conflict and Communication

Workplace Stress Management Paul MacKie, 2018-11-15 Workplace Stress Management Today only get this Amazon Kindle book for just 2.99 Regularly priced at 4.99 Read on your PC Mac smart phone tablet or Kindle device Do you feel stressed and anxious at work You

**Stress--at Work**, 1999 Controlling Work Stress Michael T. Matteson, John M. Ivancevich, 1987-11-15 Offers detailed guidelines and strategies for identifying managing and preventing unnecessary stress at work Examines the causes and effects of stress Includes a resource guide to associations periodicals audiovisual materials and questionnaires that deal with stress

*Flourishing in Life, Work and Careers* Ronald J. Burke, Kathryn M. Page, Cary L. Cooper, 2015-02-27 Happiness in one aspect of our life can positively impact our satisfaction within other domains of our life The opposite also rings true Today's generation of working people have often been called the generation who want it all But can we really

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*Stress Prevention in the Workplace* Cary L. Cooper, Paula Liukkonen, Susan Cartwright, European Foundation for the Improvement of Living and Working Conditions, 1996

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to the field

### **Addressing Contemporary Public Health Challenges in Ghana for Improved Outcomes: Getting to**

**SDG 3** Delanyo Dovlo, Kwasi Torpey, Irene Agyepong, Evelyn Ansah, Eugene Nyarko, 2024-12-24 In 1978 Ghana was a participant in the Alma Ata meeting on primary health care and was an early adopter of its ideals. However, like most developing countries, it has made efforts to strengthen public health as a way of ensuring the conditions in which its people can be healthy and productive. The evolution of the public health in the country involved core assessments, policy development, and the implementation of interventions to address its policy objectives. The process of strengthening public health policy and interventions over the past four and more decades has hinged on evidence generated through research at the local and international level. The documentation of interventions to address contemporary health issues is a critical plank for the health practice to policy continuum; it catalyzes the country response to the myriads of public health issues confronting it. Many lessons have accrued for the country's communities to enhance the promotion, restoration, and maintenance of health even as the disease burden evolves from one of infectious and communicable diseases and maternal and child health to an increasingly sophisticated triple burden incorporating non-communicable diseases.



## The Enigmatic Realm of **Preventing Work Stress**: Unleashing the Language is Inner Magic

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