

# BUSI 503 – Organisational Behaviour

## Pair Assignment – Work Stress

William Knight & Jorit Nuehs

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## 2. Introduction

This essay for the course Organisational behaviour will cope with the topic “Work Stress”. Surprisingly at least for us was the fact that this has been a global issue for a long time. It is closely related to the field of occupational health psychology and we will start this essay by showing the history of work stress and the related topics.

After introducing the history of our topic we will have a closer look at the definition of work stress itself. As we will see, there are quite a few convincing and interesting points of view which have also changed over time. We will also discuss the difference between positive and negative work-stress which is best demonstrated by the stress curve graphic.

As we will then have a clue what exactly work stress is, we will show the most significant causes of work stress. There are numerous so called “stressors”, with which virtually everyone has at least some personal experiences. The origin of stress can be personal (e.g. hard times in the family), but can also be created directly at work (e.g. the work conditions or the culture of the company).

In the next section, we will show the differences between individuals and how every person deals with work stress in different. The nature of a person’s work is an important factor in these differences, as well as an individual’s personal capabilities.

A very interesting part for us as managers is the section detailing the results of work stress firstly for the individual, but for the business/organisation as well. Burnout is one very common and communal result of work stress, but we will also have a look at legal liabilities and the potential for monetary loss on behalf of the business.

As we will have then shown all the problems and dangers of work stress we will of course also show some strategies and solutions to counter work stress. Although not sufficient, there are currently regulations and laws to reduce work stress. We will proceed to show what companies can do to prevent work stress or at least keep its level at a minimum. We will also discuss what every person can do to combat work stress.

The last part of this essay will be our summary, conclusion, and recommendations for managers. This last chapter will be very important for us as MBA students and managers as it will have all the information of this essay in a very compressed way but also will provide guidelines how to avoid negative work stress and how to deal with it if there is no other way out.