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Work related stress (WRS)

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Problem statement: The perception that high paying jobs, as opposed to low paying ones, have more work load thus increased pressure on employees is not completely accurate. People who have jobs that may easily be looked down upon also experience work related stress. In fact, low salary is amongst other aspects that may cause WRS. Several factors may also be a basis of WRS irrespective of the type of job one is doing or how much they earn. It increasingly seems difficult for employees to draw a solid line and maintain a healthy balance between work and social or family life. Work pressure of meeting deadlines may cause employees to work overtime and even take work home. The danger of WRS is that people may not even be aware that they are stressed. One could continue working hard without the realization that the main source of their problem is work. Being oblivious to this means one cannot even treat or find ways of minimizing it.

Methodology & Theoretical Perspective: A qualitative study meant that experiences of employees would be directly documented from them. Also, that they would give as much information as required due to the allowance of open-ended questions during the one-one interviews. The use of Systems theory highlighted the damage employees could do in other life areas as a result of WRS. They are not only employees but also parents, partners, church members and team mates. WRS can easily flow to activities unrelated to the actual job.

Findings: People are aware of the strain that they experience due to and in their jobs. They may not necessarily refer to it as WRS but they definitely acknowledge but rarely address it.

Conclusion & significance: Any employee may suffer from WRS. Recommendation is directed to employers to regularly set aside days for debriefing or activities not related to work.

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