

How much

does **stress** take out of it?



STOPSTRESSINFO.eu



STOP STRESS!
Help your employees
to live a healthy life.

Why is it important?

The countries of the
European Union spend
about 4% of the GDP
on replacing the losses
coming from stress-
related deficit.

In the EU this amount of
money is EUR 505 billion.

For companies it means
that excessive stress can
put back production by
even 4%.

The health and well-being of employees affect their work and therefore they affect the overall performance of the company. Far-seeing companies recognized that helping and properly informing employees is just as an important element of success as managing financial and capital resources. It is worth investing in human capital as well in order to reach and maintain corporate success with the help of excellent labor.

A number of factors negatively affect the health and therefore the work-quality of employees. One of these factors is excessive stress. Reduced productivity can cause significant annual loss of income to companies. The proportion of such costs can be decisive regarding the future of the company. Observations show that companies who pay due attention to inform co-workers on healthcare are able to provide a more balanced and safe work environment.



WHAT IS THIS AMOUNT MADE UP OF?

- Absence due to sick leave
- Major fluctuation, therefore high training and recruitment costs
- Increasing dissatisfaction at workplace which decreases employees' productivity
- Decreasing effectiveness at work
- Premature retirement
- Employee actions damaging company image
- Decrease of customer satisfaction
- Potential legal redress and litigations
- Compensational costs
- High insurance costs

HOW DOES STRESS DEVELOP?

Excessive, damaging stress occurs when an employee fails to cope with everyday pressure. This phenomenon is common on every level of the company hierarchy, and appears as a result of private conflicts, unattainable professional requirements, short deadlines and overburdening tasks. However, it is important to distinguish motivating requirements from undue pressure. Constructive, stimulating challenges have positive



effect on work; therefore it is worth counting with them in management activities. However, long-term stress is a serious problem which causes a variety of negative effects such as long-term absences, or even premature retirements.

WHAT ARE THE COMMON SIGNS OF STRESS?

- Anxiety, irritability, depression
- Concentration problems
- Apathy, loss of interest in work
- Sleeping problems, fatigue
- Headache, muscle tension
- Stomach problems
- Using alcohol or drugs



WHAT CAN THE EMPLOYER DO?

Good news is that with a little more attention and effort the harmful effects can be significantly reduced. Involving the employees help reveal the risks and such environmental characteristics that expose them to excessive stress.

It should be recognized that being aware of health and maintaining well-being is a personal responsibility. At the same time it is important to pay attention to proper help and guidance of employees - working both in the production and service area - in preserving health. For this reason the overall control of business activities and the transparency of the working system are essential.

Furthermore, the progress of the company is based on the employer's responsible attitude and the feeling of trust and appreciation among employees.

Evaluating the risks concerning employees is an integral part of management activities through:

- identifying the factors that could cause stress
- evaluating who could be affected
- making management decisions about how to minimize risks on the long run

It is worth paying special attention to the following risk factors:

- Work processes and environment – use of biological and chemical agents, work equipment, handling machines, etc.
- Work organization – working time arrangements, personal workload, rationality of requirements
- Business system requirements – employees' prospects, what is expected by superiors, possible organizational changes



Employees who - both mentally and physically - feel safe at their workplace can accomplish more and in a better quality during work processes.

Therefore, it is a common goal to achieve open communications at all levels of the company, which is essential for a stress-free, healthy work environment.

For further information and practical advice visit

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