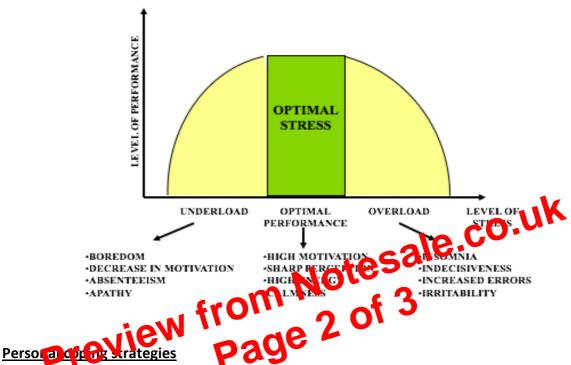
- Absenteeism
- Presenteeism
 - o Reduced job satisfaction and motivation
 - Poorer performance and productivity
 - o Accidents and near-misses
- Labour costs (replacements, hiring, training)
- Employee compensation claims

Is stress always a bad thing?



- Developing self-awareness of stress
- Managing your lifestyle
- Time management
- Being more assertive
- Relaxation/meditation
- Sleep patterns

- Diet
- Managing Type A behaviour
- Self-coping methods
- Social support
- Counselling
- Physical fitness/exercise

Organisational Interventions

- Primary The work environment
 - targeted at problems faced by many employees, risk assessment to identify causes, increase input in decision-making and control over workload
 - very successful in reducing stress and positive effects for organisational outcomes (absence, turnover, commitment, performance)
 - o must take individual differences into consideration
 - redesigning tasks, changing work patterns, career development, providing feedback or support, fairer procedures)
- Secondary How the worker copes with the work environment