

The Challenges of Work

During the period of one's adult life, the average person spends the vast majority of their time at work. Whereas work is generally for a period of eight hours a day, it can in some cases extend to as much as twelve hours. In accounting for the additional four hours, one can take into account the time the average person uses to commute to and from work. Those who are fortunate to receive overtime work, although not necessarily on an everyday basis, means that the length of their work day is extended. This demand on the time of the individual can make life potentially stressful.

Generally some workers will tend to feel stressed simply because of the fact that they become clock watchers. They are concerned over the fact that they must clock in at the schedule time in order to avoid penalties for late arrival. Those who become obsessed with watching the clock, are quick to clock out at the lunch interval and at the official end of the work day. The behaviour of such persons may be attributed to either indifference on their part or that of management. Persons with an unhealthy work attitude may be inclined to behave in such a manner. On the other side of the coin, the attitude and inflexibility of management may factor significantly in the response and attitudes exhibited by workers.

Workers can easily become frustrated, disenchanted, demotivated and even uncooperative when they find themselves in an unfriendly working environment. This is a serious development, for it serves to undermine all efforts aimed at creating a harmonious and productive working environment. It does little to inspire workers to give a hundred percent. It is generally expected that the workplace should be a pleasant experience, and inasmuch that persons spend most of their daily and life's time at work, it is presupposed that work should be enjoyable.

When work becomes a burden or a chore, this is the signal that the employee will most likely not contribute significantly to the operations. Many employers tend to take workers for granted, and often don't take the time to observe or listen to the cries of their employees. Those who are dismissive or contemptuous in their actions, usually are the first to complain about the work ethic of their employees. Invariably, the evidence of a high turnover of staff usually tells the tale.

It would appear that employees in the main are often the ones to seemingly vent their frustration over the challenges they face at work. It should not be out rightly dismissed that both employees and management equally find themselves in stressful positions. Entrusted with the responsibility of ensuring the success of the organization through the achievement of its aims, objectives, goals and mission, there is always the pressure on

those who occupy the positions of leadership and management to get things right. The fact that some are not team players can make life very difficult for them.

Workers who do not feel empowered or engaged would tend to adopt a hands off approach. Leaders and management who lack the required skills, talents and professional acumen will encounter resentment, which will inevitably contribute to their growing anxiety. Whilst there is growing anxiety within the ranks of management, there is also that of apathy which reflect itself amongst the staff. The sum total of all this, is that it shows up the need for improved employer and employee relations, and better conditions of work.

The demonstration of a more humane approach, a positive outlook and attitude, a greater sense of understanding and the exercise of a measure of flexibility, can certainly go a long way in minimizing some of the challenges that both management and workers face on a daily basis.