Memo

To: Professor Flynn

From: Bryan May

Date: January 26, 2017

Subject: Request to Conduct Research on the topic idea, “Dealing With Stress in the Workplace”.

I am requesting for permission to continue with my research on dealing with stress in the workplace. In this research, I plan to provide an in depth analysis of stress and how it can impact organizational performance. My research will provide thorough details of what constitute stress and how organizations can help employees deal with stress in the workplace.

In my research so far, I find that stress is one of the factors that impacts negatively on employee productivity in the workplace today. It is a growing concern in the workplace today as employees are increasingly facing conditions of low level of job satisfaction, job insecurity, overwork and lack of autonomy. From the valid and reliable tests, it was found out that the competency of the employees to be able to manage the psychological stress while executing their job helps to improve their attitudes as well as behaviors (Ismail et al., 2015). Workplace stress has therefore emerged to have severe and detrimental effects on health and wellbeing of employees in the workplace. This in turn has impacted negatively on employee productivity and company profitability. From the results of the research, salespeople’s role stress has a strong correlation to the work overload as well as interpersonal conflict; additionally, interpersonal conflicts affect job performance and attitude (Jaramillo et al., 2011). I intend to use this information to explain the stress factors at work as well as the types of occupation that subject individuals to a lot of stress.

The alarming spike on reported incidences of stress in the workplace among employees in the recent years therefore provides enough justification on the need to consider management of stress as an urgent strategy that organization must develop. From the statistics given by the American Psychological Association (APA) two-thirds of American workers have experience stress in the workplace citing the reasons such as rampant layoffs and life-work balance.

I believe undertaking research on how to deal with stress in the workplace would provide an important solution that can help employees and employers deal with stress in the workplace. This in turn will help boost employee productivity and organization performance by increasing level of employee job satisfaction. It is my humble appeal to you to consider my request as justified and please feel free to contact me via email bryanmay1@student.kaplan.edu . Thank you for your time.

References

Ismail, A., Saudin, N., Ismail, Y., Samah, A. J. A., Bakar, R. A., & Aminudin, N. N. (2015).  Effect of Workplace Stress on Job Performance. Economic Review: Journal of the Economics and Business/Ekonomska Revija: Casopis za Economics I Bisnis, 13(1).

Jaramillo, F., Mulki, J. P., & Boles, J. S. (2011). Workplace stressors, job attitude, and job behaviors: is an interpersonal conflict the missing link?. Journal of personal selling & sales management, 31(3), 339-356.