

10 REASONS Businesses Should Combat Chronic Work Stress



More Accidents

- Employees who 'always' work under pressure are 5x more likely to have an accident than employees who are 'never' subject to pressurized work.

Lower Morale & Engagement

- Input into decision-making, organizational fairness, perceptions of coworkers, and workplace cooperation each had a positive relationship with morale.
- In the absence of workers having a say (low control) or sense of organizational justice, workers' engagement can decrease over time (and is associated with reduced mental & physical health).



Lower Productivity

- Long work hours (55+/week) are counterproductive; productivity declines as overtime hours increase.
- Presenteeism (working while sick) accounts for approximately 58% of the overall cost to employers of stress, anxiety and depression.

Increased Sickness Absence

- Over 50% of the 550 million working days lost annually in the U.S. from absenteeism are stress-related.
- 55% of companies' sick leaves are related to psychosocial work stress. And the cost is estimated to be \$748 billion annually.



Lower Mental Health

- Chronic work stress can produce anxiety, and when persistent enough, can lead to conditions such as depression.
- Those working 11+ hours/day are 2-3x more likely to experience depression.
- Mental health costs businesses an est. \$1.6 trillion annually.



Increased Burnout

Burnout is: (1) exhaustion, (2) feeling cynical, AND (3) a lack of professional efficacy

- In a 2021 APA survey, 32% felt some level of burnout.
- Workers with high demands, low control, and low social support were at greater risk of burnout.

Increased Turnover

- Work stress affects retention. About a fifth of staff turnover can be related to stress at work.
- For some positions, this can cost at least a year's wages (for recruitment, hiring & training).



Higher healthcare costs

- Healthcare expenditures are nearly 50% greater for workers who report high levels of stress.
- Work stress makes workers sick, which increases insurance premiums in the long term.

More Disability

- work stress increases the risk for short and long-term disability.
- Job strain may increase the risk of disability pension due to musculoskeletal disorders.
- Job strain (high demands & low control), combined with effort-reward imbalance, can double the risk of disability due to depression.

Loss of life

Work stress can cost up to 3 years of your life!

- 3-4 hours of overtime work per day is associated with a 60% increased risk of incident coronary heart disease.
- Those with high levels of work stress (job strain, effort-reward imbalance) are 2x as likely to think about committing suicide.



Sources

Business Costs of Unhealthy Work
Stats & Infographics
Principles of Healthy Work



Reduce work stressors.
Improve job quality and health.