

A Strategic Approach to Reducing Job Strain

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Job Strain and Organizational Effectiveness: Strategic Solutions for a Healthier Workforce

Rhea Nair, Samiksha Sarda, Sana Sawant, Vedika Khandelwal

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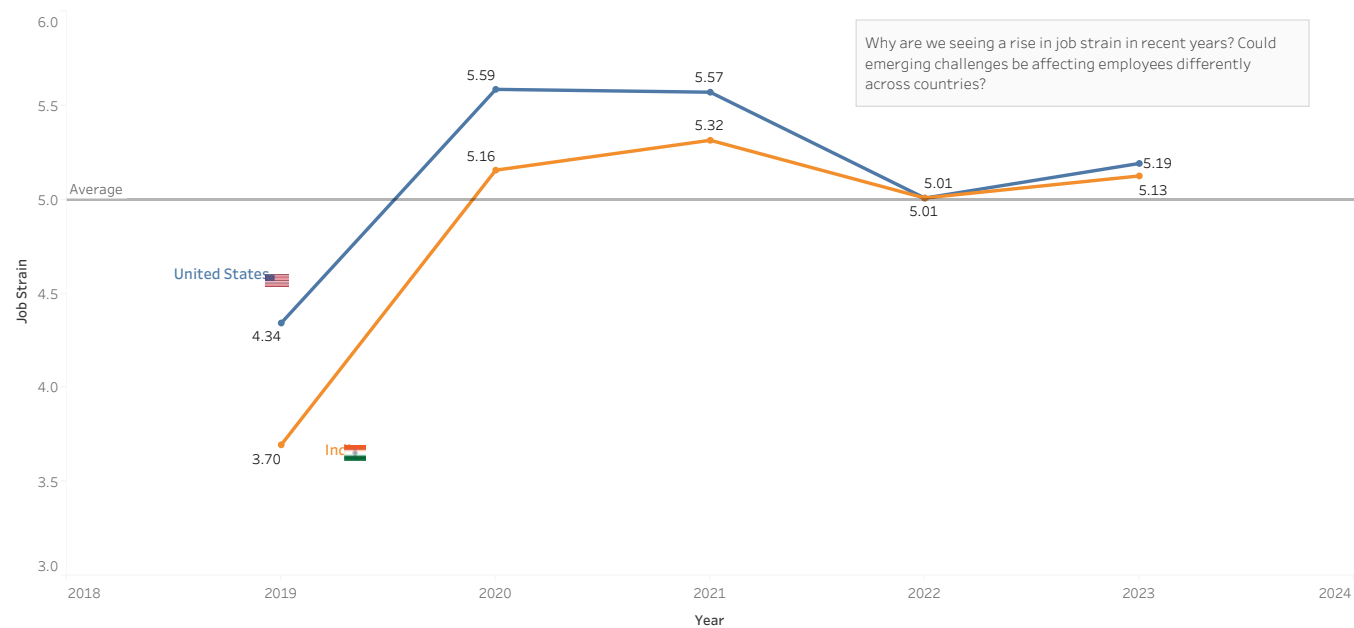
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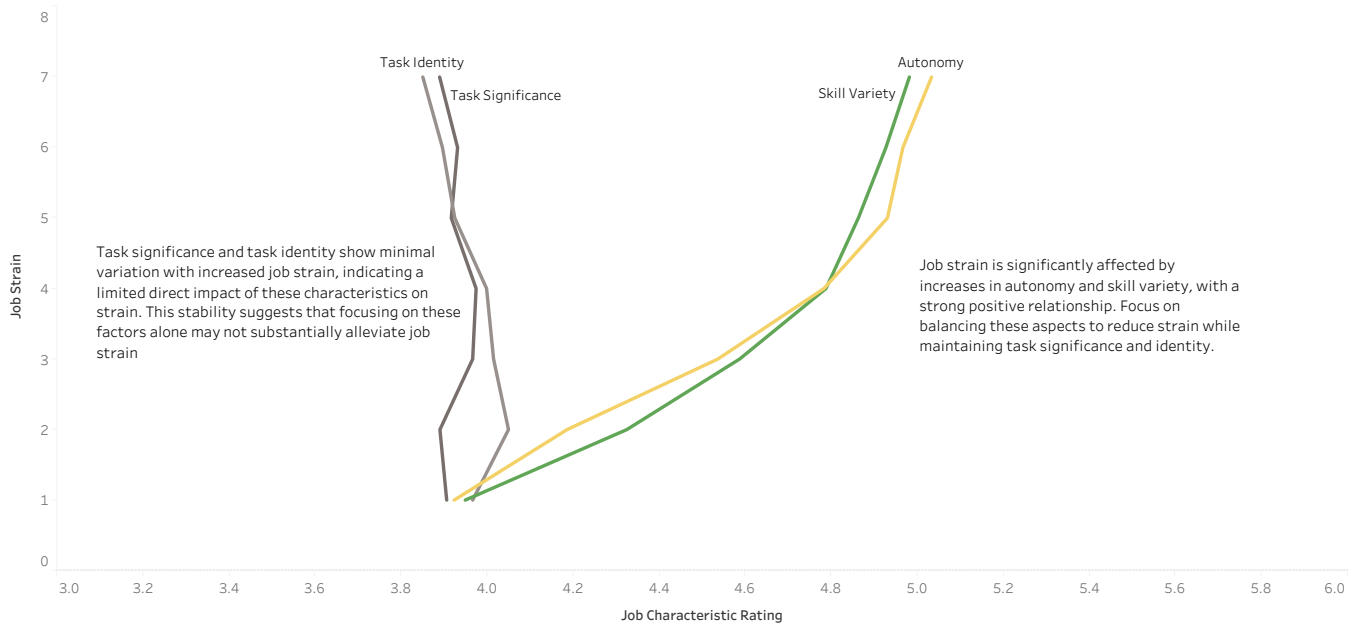
Changes in Job Strain: Cross-Country Trends Over Time



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Optimizing Job Design: Balancing Autonomy and Skill Variety to Mitigate Job Strain



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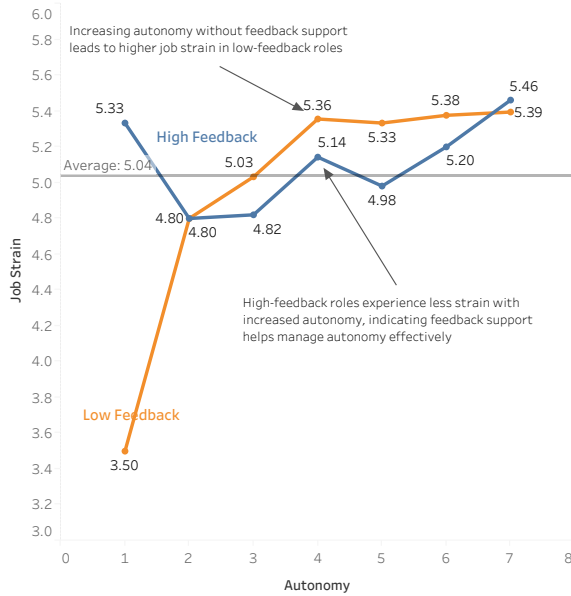
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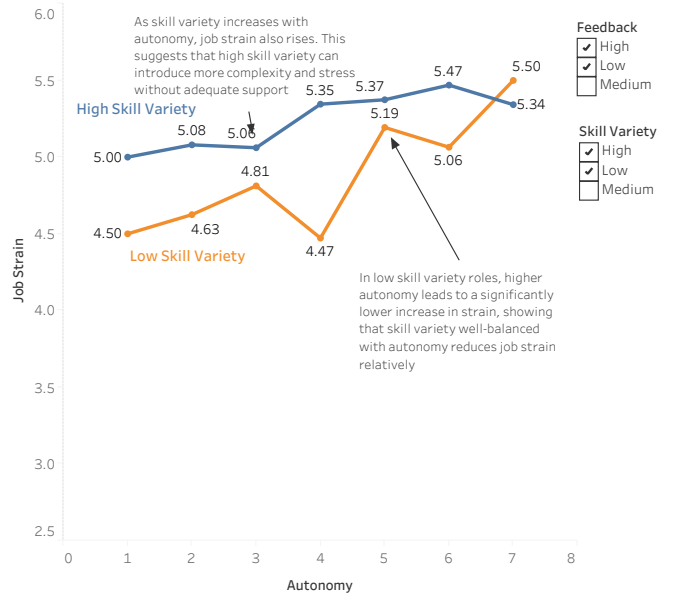
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Autonomy Alone Isn't Enough, Boost Feedback to Prevent Rising Strain



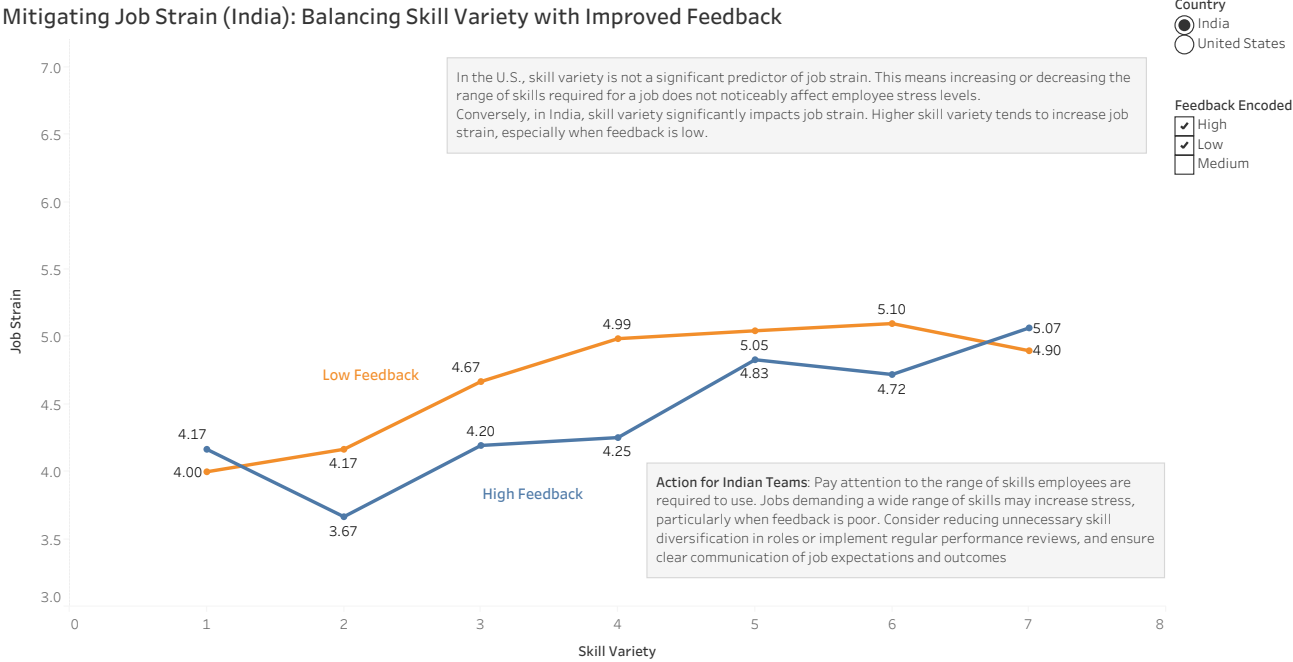
Autonomy and Skill Variety: Finding the Right Balance to Manage Job Strain



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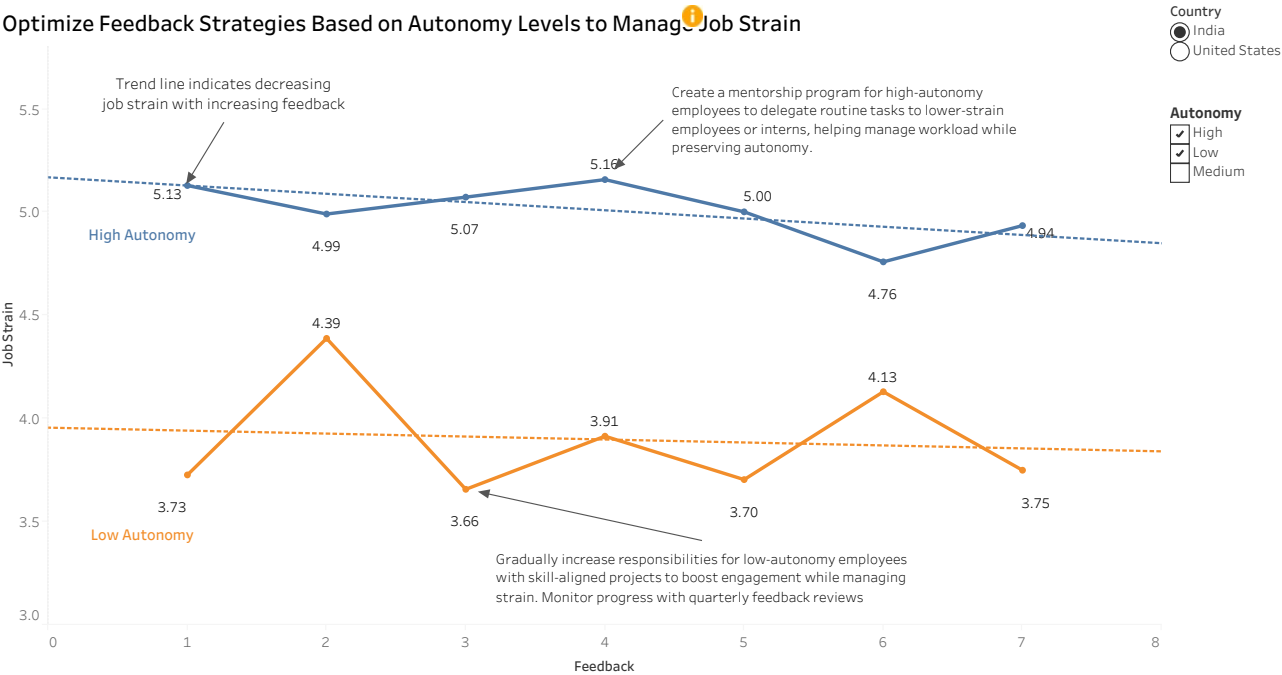
Mitigating Job Strain (India): Balancing Skill Variety with Improved Feedback



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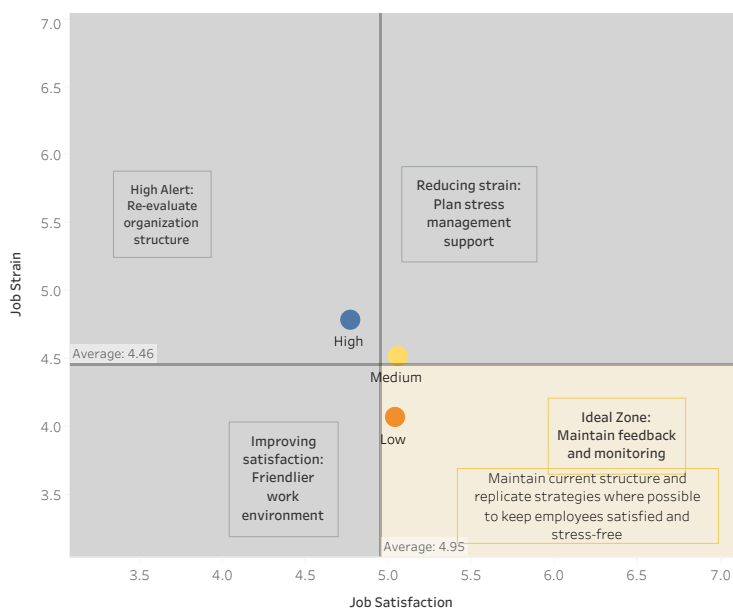
Optimize Feedback Strategies Based on Autonomy Levels to Manage Job Strain



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Enhancing Workplace Satisfaction: Utilizing Autonomy to Mitigate Job Strain



- 1. High Alert:** Re-evaluate organizational structure to reduce strain. Employees with high autonomy may need structured support, while those with low autonomy may benefit from empowerment. Monitor employee feedback levels (High, Medium, Low) to identify specific concerns driving low satisfaction.
- 2. Reducing Strain:** Provide stress management support to reduce strain without compromising satisfaction. High autonomy here can be positive, but may lead to stress if responsibilities are excessive. Employees may report varied feedback levels; consider tailored stress relief programs based on feedback intensity.
- 3. Improving Satisfaction:** Foster a friendlier work environment to enhance satisfaction. Low to medium autonomy may require more engaging tasks to improve satisfaction. Use employee feedback to identify dissatisfaction sources and adjust work dynamics accordingly.

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Thank You