Workplace Issues and Solutions

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It is projected that an employee spends half the daytime at the workplace. Work-related issues are bound to arise. The conflict between an employee and the management or employer is among the prevalent problems at the workplace (Bolton & Dorothy 11). Employees are people, and as human beings, they have personal interests and issues. These issues can largely affect both the workers and the managers, and consequently, the overall productivity at the workplace. Such office conundrums are often of a personal nature.

The personally-related issues of an individual have a significant influence on the workplace. However, in the past and also in present management systems, the individual issues of employees have been overlooked. Management has continued to believe that employees' personal issues are irrelevant to the workplace (Bolton & Dorothy 19). Consequently, they have had a difficult time managing their workforce as a consequence of their ignorance. They think of employees as robots. Nonetheless, workers are not robots; and as much as managers wish to accept that the personal life of employee is not their concern, it impacts the workplace in a substantial way.

Such personal problems that affect a worker at the workplace include experiences of parenthood. This relates to a person that has an infant in their care, which usually results in less sleep. Such a person is unable to deliver during the day at work due to exhaustion and lack of rest. They lack concentration and this affects their productivity (Chevalier 54).

Other personal issues such as physical and emotional pain equally influence working ability. They may even cause the work to be absent at a time when their service is needed most. The health of an individual is imperative in dictating the productivity of an employee.

Another personal problem that affects the work of an employee is financial problems. This is most prevalent with low-income workers, as they find it hard to manage their lives outside of work. Consequently, it may make employees lose interest in their productivity, delivering their service in an inefficient fashion. The motivation of employees is also equally significant in determining a worker's productivity.

These appear to be minor issues in the view of many managers. However, for the few who realize how important a positive and wholesome relation with their employee is to their work, they take it seriously. What are some of the solutions that can be developed to curb these maladies in the workplace? It is better to settle a problem before it rises to a magnitude when it is fully grounded. To establish an applicable solution to the problems, we first must acknowledge that the workers tend to keep their troubles to themselves, even though the problem is affecting the workplace. For instance, a stressed employee will obviously record poor results, and still restrain from disclosing the issues that influenced their actions.

Therefore, the first and most essential act in addressing the issues at hand is to establish a holistic approach. In this approach, a manager, and also the employees should establish amicable relations, which will allow them to interact freely (Clay & Ray 43). This will translate into having openness and trust amongst the workers and in the working environment. With such a business environment, it becomes easy for one to establish when a fellow colleague is having issues by observing their actions. This is in line with the fact that identifying the problem is the first and most imperative stride to solving the problem. Once the problem is recognized, then it can be adequately addressed.

Another possible and effective option to handle these personal issues is for managers to show personal interest in a worker's well-being. Most workplaces that treat employees as robots have a hard time establishing a rapport with them (Clay & Ray 71). However, if managers show concern to the personal well-being of an employee, it makes them feel worthy and encouraged, hence developing a sense of responsibility. Additionally, the management will also realize and address the personal issue of the person accordingly.

Some people find it difficult to confide in the people they know due to trust issues. Therefore, it is only fair for managers to realize this and advise the administration to establish a counseling or professional team that helps workers (Carroll 57). Most of the personally-related issues are psychological, and should therefore be attended to by professionals. Still, with the professional help in place, they should not force a person to seek help, but should rather gently advise them to seek the attention required.

An effective approach to dealing with a troubled employee is motivation and accommodation. Management staff should seek to establish effective employee appreciation procedures (Carroll 79). This will keep workers focused on delivering: once faced with personal issues that affect their performance, they will seek help. Developing working schedules that are flexible and accommodate to short-term personal needs addresses personal issues.

A healthy and stable employee is critical in determining productivity in the workplace. It is the duty of managers and administrative personnel to help employees solve the personal issues that affect them.

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