

# Example of preparation to exam questions essay

[Business](#), [Management](#)



## **Introduction**

### Question One

In a human resource perspective, alienation at the workplace is referred to as the degree to which workers are estranged in relation to their lack of adequate facilities and warmth regarding to the working place and the creation of believe that their involvement in that particular job is irrelevant to other aspect of live. It is basically the state of being separate by a certain group of person with a motive to dominate over the other making one to undergo a high level of loneliness and feeling unappreciated

It is normally experience as a result of common factors such as; the absence of the concern workers in the basic process of making decisions in the organization leading to the management formulating terms and conditions that are not favorable to them thus creating a non conducive working environment. The loss of human conduct between the management and the workers also contributes to the emergence of alienation since there being not any good bridge between the two parties which eventually leads to increase in the sense of estrangement. The other major cause is the fact the most workers tend to feel being powerless and totally losing or are left with minimal hope for betterment of the condition in place or practice.

Managers are high recommended to maintain a remarkable level of correlation with their employee so as to create a good relation amongst the workers and facilitate proper and productive workforce. It is also their key role to keep in touch with all workers and be in a suitable position to generate solution to any upcoming unethical practices within daily operation of the employees. It is relevant for the manager to observe the essence to

eliminate biasness towards their workers irrespective of color, gender e. c. t. All these in place the organization can confidently regard alienation in their workplace as thing of the past.

## **Question Two**

Stress at workplace refers to a physiological imbalance that comes as a result of disparity between the persons own capability or more so abilities and the situational requirements and demands. They are normally categorized to either being negative or positive depending on the situation to which they are being regarded to. This simply mean when a given situation offer a chance for an individual to gain at his or her peak performance that's a positive stress while negative stress makes one to encounter organizational, physical and social challenges.

The major cause of this kind of stress is the career concerns whereby a worker gets a feeling that he or she is require to add lots of effort to catch in the entities ladder. Role ambiguity play a fundamental role in contributing to stress because at certain time some of employee are not clearly aware of what is require of them thus creating confusion of roles. Organizations practicing rotating shift pose a big problem to employees since it become difficult for them to adopted the different condition and adjust to all the shift timing. Another major factor is the occupational demand which basically the range to which different jobs differ in their demand thus ending up being stressful as compared to others.

It has being proved that excessive workplace stress results to low productivity and affect the physical and emotional health of an individual. This therefore calls for the manager to set in place measure that would curb

regular stress. Manager is required to offer positive feedback so as to give way for flexibility in the work and also allowing her or his employees some extra days offs to stand as motivation or reward thus cutting the effect cause by the stressful conditions.