

ORGANIZATIONAL STRESS ASSESSMENT

OSA is a subset of our unique survey tool the Organizational Human Factors Benchmark focusing upon the incidence of stress-related ill health symptoms at a psychological and physical level of staff, and its impact on productivity and absence rates.

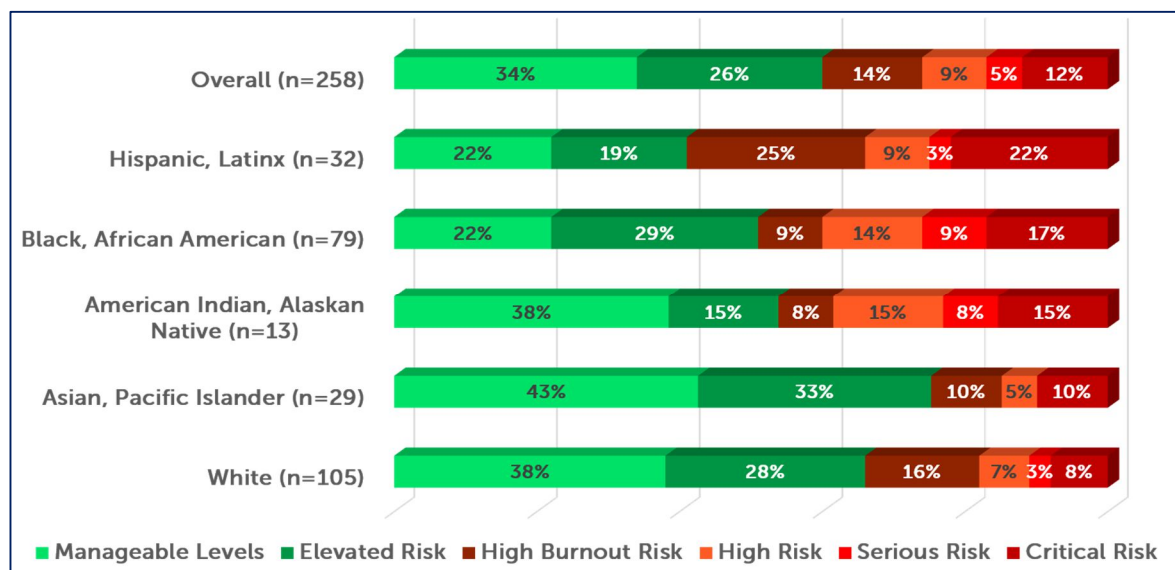
Given the multiple societal issues facing the country today—Covid-19, equity and inclusion, environmental— the OSA provides actionable information on:

- The burnout and stress-related ill-health risks of individuals with the ability to differentiate between work- and personal-related stress
- The level of personal resources available to cope with adverse and stressful situations
- The perceived reasons for stress e.g. relationships, family, work, personal finances, health, social, and environmental reasons
- Depression risk incidence
- Productivity and absence rates and associated cost to the organization.

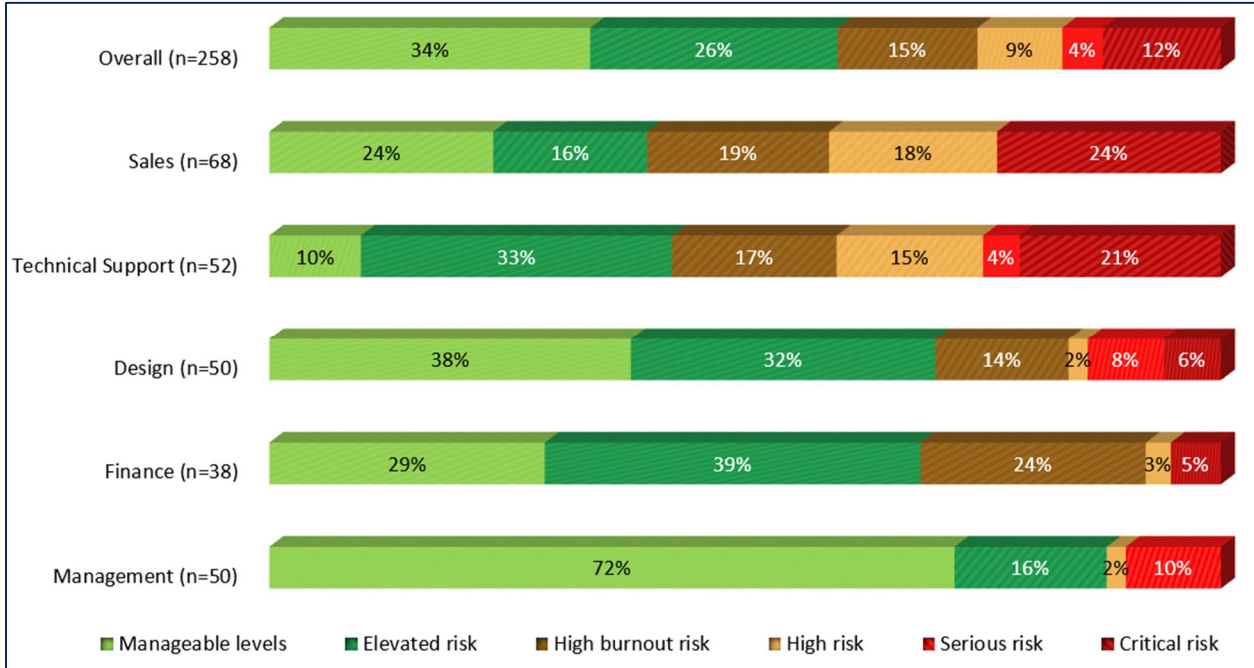
Overall Stress Impact



Level of Stress by Racial Identity

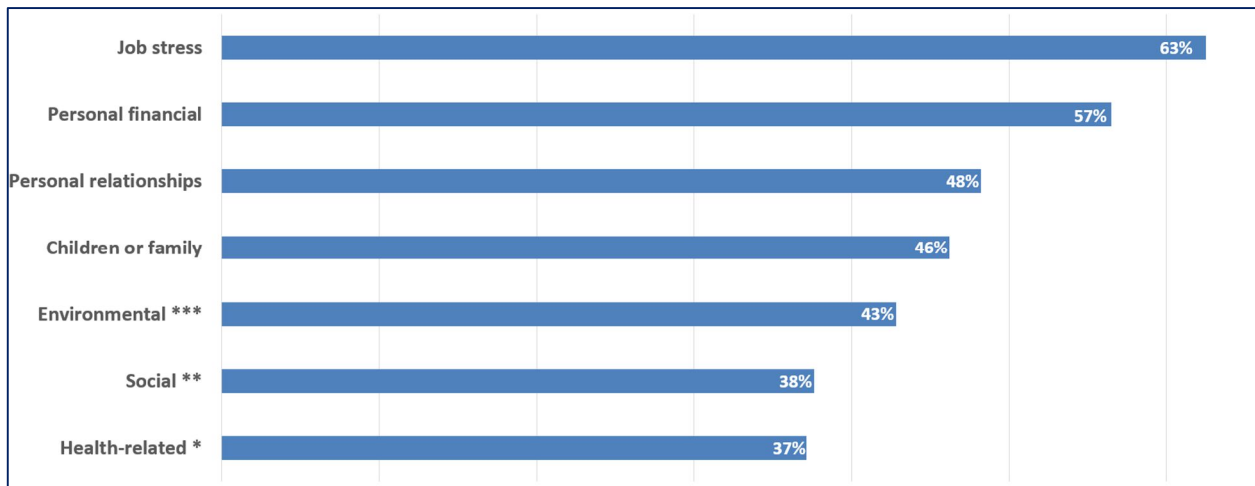


Level of Stress by Department



Reasons for Stress

The following stressors are self-reported as the main reasons for stress by the participants. It should be noted that there were no major differences between groups.



* Health-related stressors e.g., chronic illness

** Social stressors e.g., friends, social isolation, religious activities, etc.

*** Environmental stressors, e.g., crime, pollution, travelling, living conditions, etc.