

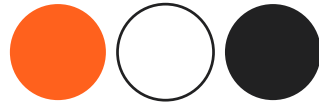
MAPC – Industrial & Organizational Psychology

Sample Internship Report

(Need to be Hand Written)

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Case No. 12

Psychological Factors

Work-related stress is not an illness but it can lead to increased problems with ill health. If it is prolonged or particularly intense it can lead to physical effects (such as heart disease and gastrointestinal disturbances leading to ulcers) and psychological effects (such as anxiety and depression).

Work-related stressors include:

- Lack of communication and consultation between management and workers
- A culture of blame when things go wrong and denial of potential problems
- Excessively long working hours
- Boring or repetitive work
- Poor relationship with management and fellow workers
- Bullying or sexual harassment

There are a number of solutions that management can introduce to deal with these Stressors, including:

- Set up communication channels for workers to talk to management without prejudice
- Provide regular training and up-gradation programs to operators
- Allocate tasks according to workers skills, training and experience
- Improve methods of doing work
- Introduce ways to relieve stress such as:
 - Play light music on the floor
 - Make cool drinking water available for workers
- Introduce motivation tools
- Introduce intensive skills
- Train supervisors and managers in ways and tools for creating a healthy and comfortable work environment