



JOB DEMANDS

IMPACTS OF JOB DEMANDS

The impacts of high and low job demands on both workers and organisations is numerous. Some impacts to consider include:

ON WORKERS

Stress and anxiety: High job demands can lead to increased stress levels among workers. This can result in physical and mental health problems, including anxiety, depression, high blood pressure, and heart disease.

Burnout: If job demands are consistently high, workers may experience burnout. This is a state of emotional, mental, and physical exhaustion that can make it difficult for workers to perform their jobs effectively.

Decreased job satisfaction: High job demands can lead to decreased job satisfaction if workers feel that they are not able to meet the demands of their job. This can result in decreased motivation, commitment, and engagement.

Health problems: The stress and burnout caused by high job demands can lead to a variety of health problems, including high blood pressure, heart disease, anxiety, and depression.

Physical injury: physically demanding jobs and those with poor environmental conditions increase the risk of physical injury to an employee, such as musculoskeletal or repetitive-use injuries.

ON ORGANISATIONS

Reduced productivity and engagement: Workers who are stressed or burnt out may be less productive and have lower performance levels, which can have a negative impact on the organisation's overall productivity.

Increased absenteeism and turnover: When job demands are consistently high, workers may be more likely to miss work or leave their jobs, leading to increased absenteeism and turnover rates. This can be costly for organisations in terms of recruiting and training new employees.

Compensation claims: Increased risk of both psychosocial of physical injury workers compensation claims, including common law claims if injury is on behalf of negligence through the organisation.

Decreased employee morale and engagement, poor workplace culture: Workers who feel overwhelmed by high job demands may experience reduced job satisfaction and engagement, leading to lower levels of motivation and commitment. If employees feel that they are overworked or underappreciated, they may have lower morale, contributing to lower engagement and productivity.

Decreased innovation and creativity: High job demands can limit workers' ability to be creative and innovative in their work, leading to decreased innovation and reduced competitiveness for organisations.

Increased costs: High job demands can lead to increased costs for organisations, including costs



PSYCHOSOCIAL HAZARDS FACT SHEET 1

associated with employee turnover, absenteeism, and workers' compensation claims.

Reputation damage: via negative reviews and comments, public scrutiny and potential legal issues. Complaints from customers or clients.