



LOW JOB CONTROL

IMPACTS OF LOW JOB CONTROL

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

ON WORKERS

Boredom; loss of interest or care in the job/task
Disengaged or withdrawn from work
Depression
Anxiety
Mental stress or fatigue
Anger or mood swings
Diminished performance

ON ORGANISATIONS

Poor workplace culture – bored and disengaged employees
Higher employee turnover - and the costs associated with frequent recruitment and training
Negative or strained work-team relations and team dynamics
Reduced productivity
Increased absenteeism (resulting in reduced productivity)
Complaints from customers or clients
Increased worker injury and illness