



TRAUMATIC EVENTS OR MATERIALS

IMPACTS OF TRAUMATIC EVENTS OR MATERIALS

The impacts of inadequate reward and recognition on both workers and organisations is numerous. Some impacts to consider are:

ON WORKERS

Emotional Distress: Workers may experience a range of emotional responses such as anxiety, depression, guilt, anger, or fear as a result of their exposure to traumatic events or materials.

Psychological Trauma: Traumatic events can lead to the development of post-traumatic stress disorder (PTSD) or other psychological disorders, which can significantly affect a worker's mental well-being and daily functioning.

Physical Health Issues: The stress and emotional toll of traumatic events can manifest in physical symptoms such as headaches, fatigue, sleep disturbances, gastrointestinal problems, and increased susceptibility to illnesses.

Impaired Job Performance: Workers may find it challenging to concentrate, make decisions, or perform their tasks effectively due to the intrusive thoughts or emotional burden associated with traumatic events or materials.

Interpersonal Difficulties: Traumatic events can strain relationships with colleagues, friends, and family members, as workers may withdraw socially or struggle to communicate their experiences and emotions.

Reduced Job Satisfaction and Burnout: Constant exposure to traumatic events or materials can lead to decreased job satisfaction, a loss of meaning in work, and ultimately contribute to burnout, leading to decreased productivity and increased turnover.

ON ORGANISATIONS

Decreased Employee Morale: Traumatic events can significantly impact the morale and motivation of employees within an organisation. Witnessing or experiencing traumatic events can create a sense of fear, uncertainty, and emotional distress among employees, leading to decreased job satisfaction and reduced productivity. Increased

Absenteeism and Turnover: Employees who are affected by traumatic events may require time off work to recover or seek treatment for their emotional well-being. Additionally, the emotional toll of traumatic events may cause some employees to leave the organisation altogether, leading to increased turnover rates.

Disrupted Work Environment: Traumatic events can disrupt the overall work environment within an organisation. Fear, anxiety, or tension may permeate the workplace, affecting communication, teamwork, and collaboration among employees.

Reduced Productivity: Employees who have been exposed to traumatic events may experience difficulties concentrating, making decisions, or performing their duties effectively. This can lead to decreased productivity and efficiency within the organisation.

Increased Workers Compensation Claims and Financial Costs: Traumatic events can result in physical and mental health issues among employees, leading to increased costs for the organisation.

Increased Workload on Remaining Employees: If traumatic events result in absenteeism or turnover, the workload on remaining employees may increase. This



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Secondary Traumatic Stress: Workers who provide support to individuals affected by traumatic events may experience secondary traumatic stress, where they develop symptoms similar to those of the individuals they are helping.

Vicarious Trauma: Workers who regularly hear or read about distressing events experienced by others may experience vicarious trauma, where they internalise the trauma and exhibit symptoms similar to those directly exposed to the traumatic events.

Disrupted Personal Life: Traumatic events can spill over into a worker's personal life, affecting their relationships, hobbies, and overall quality of life.

Long-Term Effects: If not addressed, the impacts of traumatic events on workers can persist over the long term, potentially leading to chronic psychological and physical health issues

can lead to additional stress, burnout, and potential resentment within the workforce.

Need for Organisational Support and Intervention: Organisations are responsible for providing support, resources, and interventions to help employees cope with traumatic events. This may involve implementing employee assistance programs, counselling services, training programs, and creating a supportive work environment that addresses the emotional needs of employees.