
The Challenges of Managing Work, Health, and Safety

Management is one key aspect that many people, organizations, and managers find a number of challenges and as a result, fails to achieve their goals and aspiration due to these difficulties. It is important to understand that management is not an easy task. Managing work, health care, and safety involve working with people who are supposed to support by following rules and regulations needed to achieve the work. In this regard, managers and organizations are forced to come up with proper strategies a task that is no very easy to achieve (Keller, 2017,56). This paper presents reasons Why are managing work, health, and safety challenges for people managers and organizations.

Reasons managing work and health are challenging for managers and organizations

Managing work involves working with people to ensure some organizational objectives are achieved. Managers always have their share of parks and rewards once the works they supervised is completed successful (Pinto, 2015.753). Due to this advantage, managers and organization always stand a better position of influencing and changing the attitude of the employee. Managing work however in some cases do not offer satisfaction and may have a different expectation. Managers always expect that every team should reach their goals without much effort, but this is not always the case. It is important to know that being an organization or a manager means dealing with hard or tough issues (Brewster et al., 2016). The tough issue ranges from employees performance, employee compensation or maintains organization policies. Below are the challenges managers and organization face when handling. Below are reasons why managing work and health is challenging for the people, managers, and organizations.

Difficulty in confronting low work performance

Dealing with low work performance has always been a major source of organizations and managers problems. This problem is usually caused by lack of proper staff of staff selection lack of qualified staff needed to do the work. Due to this inefficiency, the managers end up getting unexpected results. Secondly, the managers get the problem when demonstrating the expectation to those staff employees.

Difficulties in solving Team Conflicts

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Team conflict is a situation where there is a misunderstanding between two or more employees. Most organizations want their employee and their partners to cooperate with each other. When one employee comes to the manager with a complaint about his or colleague, it puts the manager in a very difficult situation. The manager may not have any proper way of arbitrating such case because he has to treat the entire employee equal. Managers and organizations need to put a clear difference between a task and a personal conflict (Galleries & Leidner, 2014, 287). Task conflict is health enclosure they provide an alternative idea on how to do something while the personal conflict is based on the selfish nature of an employee. Organization or managers find it very challenging to differentiate the two types of conflict because no investigation takes place when such matter arises. Another type of conflict that makes managers and organization finds it hard to manage work is the peer conflict. Peer conflict involves confrontational arguments. Many managers are not tolerated and may not accept the argument by the employee. When an organization has such confrontation the amount of work done will not correspond to the expectation.

Lack of work flexibility and burn out

Burn out is another difficulty most managers face when managing work. It is important to keep perspective on the important things in life apart from work. Most managers' fails to take a vacation because they want to improve their work conditions because of this, managers get burnout and as a result loose work morale. Continuous work is also caused by the fact that the manager always has a lot of pressure when forced to achieve their goals. Most managers don't get job satisfaction, and this is a major source of burnout. The organization also face a lot of challenges in managing work and tamped due to their relationship with their partner. Partners so times may oppose some organization policies and changes that may result in a positive change within the organization. When this happened, it will be difficult for the organization to achieve its goals. Managing work needs coordination among the partners.

Lack of resources

Resources is usually needed to achieve the organizational goal and expectation. Managers and organizational management face a lot of challenges because they have a lot of challenges in getting the recourses. A manager may request the resource to do some work. Getting the resource may be difficult simply because of beurocracy or because the resource is not available. These may demoralize the manager, and he may not achieve what to achieve hence the difficulty in management. Organizational management achieves collective responsibility of both the board of directors and the management. However, there are some cases where the board of director fails to have a good relationship with the managers, and this puts the management in a situation where they cannot work effectively.

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External and internal forces and resistance

Both organization and manager find it hard to manage work due to internal, external resistance. These are from people or manager who may feel the organization policies do not favor them. This resistance put the management in a difficult situation and may hinder their ability to manage. Some decision made by the organization may be threatening to some people, and they will react in such a way that the organization finds hard to deal with them. Managers and organization will have several challenges in handling such resistance (Finkelman, 2015,759). Another form of resistance is the resistance is the external resistance. This resistance is informing of government policies that do not favor organizational operations. Due to this, managers will face many challenges in managing work.

Culture

Culture is another problem that makes most organization and managers have sleepless nights. Organizational management is driven by culture and organization Culture is the direct behavior that managers and the employee have towards the business owners. Culture has a way of affecting the manager's attitude (Du & Bhattacharya, 2015, 785). Organizational culture may change the attitude of a manager from positive to negative. For instance, a new manager may come with a very positive attitude, energized and ready to prove his competence. However in case the culture does not support and empower him, then this moral will automatically die. A company or the managers with strong values faced a lot of challenge in managing work because at some point, the values will be tested and the ethical question may arise in proper market-related research. Such questions may go against the manager's values and ethics. This may cause a serious challenge to the manager and the organization as a whole.

Challenges health care and safety

Managing health and safety are challenging because it involves being able to apply consistent workplace policies. It is also difficult to work with the department, supervisors, human resources and other entities within the organization. Healthcare requires a lot of attention and investment. The government has a responsibility of making sure that there is proper health care in the country (Singh & Paithankar, 2015,765). Managers and organization face problem and difficulties in managing healthcare due to consistency interference by the government. Many organizations also face a lot of question because they fail to follow the government policies in health and safety measures.

Health and safety management involves many risks that the organization should accept. This risk gives an organization, a manager or even an individual a lot of report during management.

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Financial challenges are one of the key reasons for anxiety among the organization, and this makes it difficult for the organization of people to manage and achieve its business strategic operations (Galleries & Leidner, 2014, 754). The government has a constantly shifting focus on health reimbursement, and this change in focus causes a big problem when it comes to management because the managers or people may not be able to focus on different issues at the same time but are only able to focus on one aspect of health at a time. While maintaining these changes, the government also requires that the health risk management should be able to show a resource that has been saved. In most cases, this always proves difficult to show therefore making health risk management difficult to manage.

The final reason why is managing work, health and safety challenging for people managers and organizations is the fact that many organizations and managers lose the bigger picture of the objectives. The manager needs to understand where the work fits at a higher level once of whom this the managers can speak very intelligently and deliver quality services based on the expectation.

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