



YOUR ORDER HAS BEEN ASSESSED AND GIVEN

Our Quality Report Guarantee

Order number: **416108**

Name: A Researcher

03/02/15

Date

A handwritten signature in black ink, appearing to read "D. Dennehy".

Daniel Dennehy
Aftercare manager

↓ Scroll down to read your report ↓

Below is your full quality report. It was performed by Luke Bosworth. If you have any questions, don't hesitate to **contact us.**



Instructions

Type: Not applicable

Please check the customer's instructions to ensure these match the type of project selected. Has the researcher completed the correct type of project?

Yes

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Writing

Word count: The customer ordered 1500 Words (Estimated 3-4 pages). How many words did the researcher complete? (excluding bibliography)

1644



Spelling and grammar: Is the work free from spelling and grammatical errors?

Yes

Flow and Signposting: Does the work flow well with good evidence of signposting?

Yes

(Please provide evidence used to make your decision.)

Your researcher has maintained a good flow throughout the essay, which typically starts with an introduction and definition of 'stress' and then follows accordingly on to the theoretical concepts, surrounding this topic. This is furthermore, all clearly signposted to make for coherent reading.

Structure and Presentation: Is the work appropriately structured, and neatly presented?

Yes

(Please provide evidence used to make your decision.)

Your researcher has appropriately structured this essay throughout, in which paragraphs have been clearly separated when presenting analysis for the relevant theoretical models. Furthermore, the researcher has

ensured to present this essay neatly.



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References



Referencing Style: The customer requested 'Harvard - page numbers for direct quotes only' referencing style.

Has the correct style been used?

Yes

Formatting: Is the format of the referencing correct?

Yes

If 'Yes', Please select at least 3 examples of references from in-text and the bibliography that you have checked to ensure the formatting is correct

Your researcher has ensured to use the correct Harvard referencing format for both in-text references and throughout the bibliography.

An in-text example includes: Warr (1987) developed the vitamin model and also the affective well being model (1990), which measured pleasure, enthusiasm and anxiety. The vitamin model related stress to vitamins. It said that vitamins are important for physical health up to but not beyond a certain level. At low levels of vitamins/stress, deficiency gives rise to physiological impairment and ill-health, but after a moderate level has been reached there is no benefit from additional quantities. In addition some vitamins/forms of stress, such as variety and opportunity for control, become harmful in very large quantities, so that the association between increased vitamin intake and physical health becomes negative after a broad range of moderate amounts. Support for this model is mixed. Jeurissen and Nyklicek (2001) state that their study proves that Warr's vitamin model can be supported only up to a certain extent, and the study does not provide unequivocal support for it. The strongest effects found were the

linear negative effects of job demands on well being and health, but it did not find that the relationship fitted the inverted U shaped curve that was predicted.

Empirical evidence - Individual level

This essay will now investigate into empirical studies and how these contribute to a manager's ability to reduce employee stress. These are important for managers to consider as evidence of what may work. First of all, the writer will examine the empirical studies which focused at an individual level, which have been more prevalent than those looking at an organisational level until recently. These changes give employees more scope in decision making and communication. Bond and Bunce (2000) examined the effects of Acceptance and Commitment Therapy (ACT), which is a form of cognitive behavioural therapy.

A bibliography example: Bond, F. Bunce, D. (2001). Job control mediates change in a work reorganization intervention for stress reduction. Journal of Occupational Health Psychology. 6. 290-302.

Cartwright, S. Cooper, C. Whatmore, L. (2000). Improving communications and health in a government department. In Murphy, L. Cooper C. Healthy and Productive Work: An International Perspective. 67-75.

Cooper, C. Sadri, G. (1991). The impact of stress counselling in the workplace: the post office study. Management Research News. 14(1) 3-8.

Quality: Are the references of a suitable quality?

Yes



Quantity: Has the researcher used sufficient references?

Yes

(Please provide evidence used to make your decision.)

Your researcher has used a sufficient amount of references for this essay (a total of 16 references used).



Recency: Are the references up to date where appropriate?

Yes

Authenticity: Are the references authentic? Please check in line with our guidelines

Yes

(Please provide evidence used to make your decision.)

Your researcher has provided references which hold a high level of authenticity, as relevant academic journals and text books have been incorporated into the essay.

Authority: Are all arguments fully supported with appropriate sources?

Yes - Your researcher where necessary has provided a good account of analysis within the text, with an example including: Reynolds (1997) suggests organizational intervention designed to improve employee levels of participation and control over their work did not have any impact on their psychological well being or mental health improvement, and that individual counselling intervention was more effective. However, Reynolds also says that at the time of writing there was not

yet have a sufficiently well-developed system for intervening in organizations to bring about planned change.

Overall comments on referencing:
Positive comments

Overall, your researcher has used a sufficient amount of references, which hold a high level of authenticity and support analysis made within the text, where necessary.



Standard

Focus: Is the work focused, with all material relevant to the question?

Yes

(Please provide evidence used to make your decision.)

Your researcher has maintained a strict focus throughout the essay, which relates to stress and the theoretical concepts and studies that surround this topic.

Critical/descriptive: Is the work critical, rather than descriptive? (if appropriate)

Yes

(Please provide evidence used to make your decision.)

Your researcher has provided a good account of in-depth analysis, as well as providing critique on theoretical concepts. An example of this is: However, War (1990) has only shown weak evidence,. as he suggests that demand and control have an additive rather than synergistic effect on health. Whether combining additively or interactively however, it is clear these are important factors in determining employee's health. This basic model has also been added to over time with the Job demand-control and support model by Johnson and Hall (1988) who added a social element to the previous model by Karasek.

Have they done as instructed and have we met our guarantees?

Yes - Overall, your researcher has provided a well written essay, which maintains a strict focus, as well as being very well structured and neatly presented throughout.



**Standard: The customer ordered
Undergraduate 2:1 (60-69%)
What standard would you grade this work
at?**

Undergraduate 2:1 (60-69%)



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Your feedback shapes the changes we make on a daily basis so whether you are happy or disappointed let us know



IF YOU HAVE ANY QUESTIONS ABOUT YOUR

Quality Guarantee Report

DON'T HESITATE TO CONTACT US AND
WE'LL BE HAPPY TO EXPLAIN YOUR RESULTS