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by W Z

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Sleepiness Epidemic

Organizations have to be concerned about the sleepiness of their employees. They have to show concern if their employees are being deprived of sleep. Sleep deprivation has been proved to hurt the performance and working of employees in several studies conducted all over the world. Besides, it can also cause an increase in stress which results in very poor work done by the employees. Sleep is an influential part of human's health and efficiency in daily tasks is dependent on it. However, most companies take this for granted. Sleep makes an individual have high concentration and be alert. Inadequate or poor sleep may have negative long-term effects including damaging an employee's reputation (Pilcher and Morris 45).

There are several factors influencing sleep that are more or less under the company's control. First, employees being pressurized to meet their targets. This results in them spending more hours working to meet the set targets by the employer. If employees are not pressurized and given more time to meet the said targets, the quality of job done will be high. Otherwise, the employer should set targets based on different characteristics of different employees. The second factor is the location of an employees' residence and time taken to arrive at work. This is controllable by an organization whereby the organization can give home-stay for its employees or encourage them to live near the workplace by handing out subsidies on rental. This will reduce time taken from home to office. Therefore, if an employee was leaving far, they would

have extra hours of sleep. Last but not least, the working hour put in place by the organization (Pilcher and Morris 45). The organization has to put in place reasonable hours in which employees can work. Early hours of arrival will make the employees get up early to prepare to go to work as compare to a moderate time of arrival. Also, there should be a cut-off time where employees are not allowed to work past.

Expectancy theory combines reinforcement, equity and needs theory to discuss how employees choose from different forms of non-compulsory behavior based on beliefs that their choice will have wanted result. Three factors are appraised to motivate employees in pursuing an activity. They include valence that leads the degree to which employees value the rewards or success result, expectancy assuming more effort will bring success and instrumentality that projects a bond between goal and activity. Normally, sleep-deprived employees will be affected psychologically in that they will be thinking that they have not done enough to gain success (Barnes and Watson 113). In turn, this worsens the situation even more.

Nap rooms would greatly improve the performance of an organization. Since employees will be getting a conducive working environment, they will feel obliged to deliver on tasks given by the employers hence demonstrating the aspect of equity theory. The employees get the best in terms of working conditions and in return, they give the organization the best performance they are capable of.

As a manager, every employee wellness has to be a priority. Therefore, if possible, having a nap room in the organization to help those who are sleep deprived is necessary thus, ensuring every employee gets enough rest to make them more productive (Barnes et al. 104). Secondly, provide subsidies for those willing to move closer to the offices. This will increase their nap time hence increasing productivity. Additionally, if an employee's task does not require

them to be in the office, I would encourage them to work from home as long as they meet the target required. This will relieve them of any pressure related to coming to the office. The best theories I would use are equity and reinforcement theories. The reason being, giving the employees a favorable working condition will encourage them to be more productive. Also, rewarding them for a job well done will result in a chain effect where every employee will work hard so that they can be rewarded (Barnes and Watson 116).

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