

7. Determining the Levels of Occupational Health and Wellness among the Personnel Working in the Information Technology Industry

Dr. M. Ananthi

Assistant Professor,
Department of Commerce,
Periyar Maniammai Institute of Science and Technology,
Thanjavur.

Dr. S. Dinesh

Assistant Professor,
School of Management,
SASTRA Deemed University,
Thanjavur.

Abstract:

As a result of improvements in technology, computers have become indispensable in the business world. Because of their continual use of computers, people who work in information technology are acquiring ophthalmic, musculoskeletal, postural, and neurological diseases. Provide an important working environment as well as other factors that contribute to the difficulties faced by IT professionals. The study being presented here is descriptive. The significance of this research was evaluated utilizing both primary and secondary sources of data. The inquiry required 300 responses, all of which were collected by stratified random selection by the researcher. According to the findings of the study, 90 percent of the 270 professionals who were questioned are between the ages of 21 and 30. On average, the health and safety training programs offered by the firm received a score of 4.47. It indicates that 89.4% of the experts surveyed are in agreement that the organisation provides employees with health and safety training programs.

According to this study, if people spent more time on their jobs, it would be detrimental to their health and fitness. As a result, businesses have a responsibility to establish productive work hours and limit unnecessary overtime. Most employees don't take breaks. It is possible that this will affect one's health. In order to reduce the number of potential risks to employees' health, businesses should implement required breaks. To encourage increased levels of efficiency and productivity among employees, businesses should provide pleasant settings in which employees may do their jobs.

Keywords:

Workplace Conditions, health Treatment, and Employees' Long-Term Health

7.1 Introduction:

The information technology industry is one of the biggest in the world. Because this industry has the greatest productivity in the globe that has been industrialized, it is an extremely important factor in the expansion of the global economy.

According to the WHO, by the year 2020, more than sixty percent of the workforce in North America will use computers (WHO, 2018). More over half of the working population in the United States uses computers at their jobs, which totals 77 million people. The current trends in the labour market suggest that advances in technology will make this kind of job much more common in the future (NRC, 2020). 66% of individuals in Australia use computers either at home or in the workplace (Australian Bureau of Statistics, 2011).

As a result of improvements in technology, computers have become indispensable in the business world. Because of their continual use of computers, people who work in information technology are acquiring ophthalmic, musculoskeletal, postural, and neurological diseases. The predicament is made worse by impending project deadlines as well as an unbalanced relationship between their professional and personal life. IT employees are able to use computers technically, but often lack the health-related knowledge essential to protect themselves from the potentially harmful impacts of using computers.

They do not have the opportunity to learn such information at school or at the business level during the hiring process. Although it is not now a top concern in the same way that hiring, retaining, or compensating employees are, experts believe that it will soon be. The majority of commercial sectors recognize the gravity of the problem, but very few have made any concrete steps to address it. In order to get the most out of IT workers in their careers, Human Resource Managers need to pay attention to their health.

7.1.1 Explanation of the Case in Point:

In the information technology industry, employees often have to maintain awkward computer postures, and the physical demands of working in a computer-based environment are greater than those of traditional office labour. RSI might be the result of any or all of these physical factors. Eye irritation, dryness, and poor vision are common complaints heard from professional computer users. The present study investigates how employees feel about the health and welfare measures that are being implemented in the information technology business.

7.1.2 Objectives of the Study:

The primary objectives of this investigation are to:

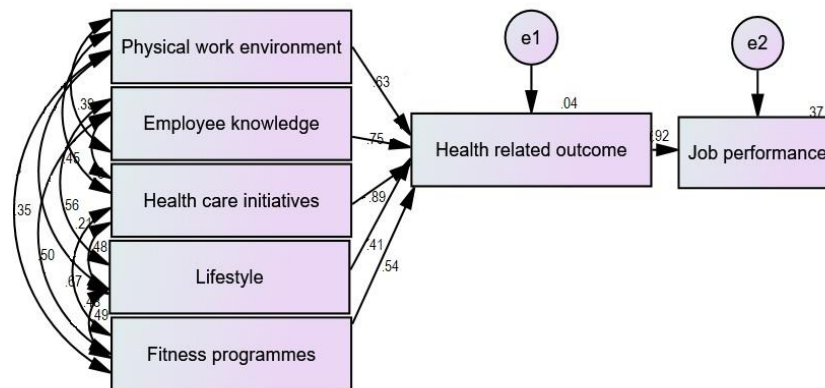
- Analyse IT workers' profiles;
- Examine the working conditions and the health outcomes.
- To get an understanding of the factors that influence the health and well-being of IT employees.

7.2 Research Design:

The features of a person or group are analysed in detail during a descriptive research. Narrate the information that the group has gathered so that specific projections may be created. This study may be classified as descriptive since the phenomenon being studied is being characterized, and the topic of the research is clear and well-defined. Both primary and secondary sources are used in this investigation. The primary source of this information comes from surveys administered to experts in the field. The IT professionals in the Chennai area were divided into three groups: IT, ITES (voice-based), and ITES (non-voice-based) with the use of a stratified random sampling.

7.2.1 Data Analysis and Discussions:

A. AMOS provides a comprehensive explanation of IT health and wellness measurements



Understanding statistical significance requires model terminology. Boxes and arrows are included in the graphical depiction of the model. The arrows represent the hypothesized chain of events, while the boxes represent the observed data. The term "endogenous" refers to a variable in the model that is dependent on another variable. Variables that are exogenous, on the other hand, are not affected by the other variables in the system.

Occupational health and wellness measures for information technology professionals are explained by five major constructs. These constructs are as follows: the Physical Work Environment (Computer workstation arrangements) (PWE), Employees' Knowledge on the Ideal Computer Station Set up and the Optimal Working Posture (EK), Psychosocial Factors and Work-related Quality of Life (PF), Health Care Initiatives taken by the Top Management (HC), and Life Style Determinants of the Employees on Health and Wellness (HC) (LS). The results of the standardized regression are shown below. By a factor of 0.177, health-related outcomes (HO) are impacted by fitness programs (FP). The lifestyle factor (LS) impacts the health-related outcome by 0.094. (HO). By 0.072, the health care initiatives (HCI) have an effect on the health related outcome (HO). By a factor of 0.118, the physical work environment (PSE) is a factor in the health-related outcome (HO).

The workers' knowledge (EK) impacts the health-related result by a margin of -0.104. (HO). PWQ is negatively affected by HO by -.011 points.

B. Regression weights for occupational health and wellness among information technology professionals

	Estimate	S.E.	C.R.	P
HO <--- FP	.59	.14	4.06	.00
HO <--- LS	.39	.18	2.11	.03
HO <--- HCI	.17	.11	1.51	.13
HO <--- EK	-.13	.08	-1.49	.13
HO <--- PSE	.08	.04	1.68	.09
PWQ <--- HO	-.00	.02	-.25	.80

The results of the regression are shown below without any standardization. The coefficient of influence of fitness programs (FP) on health-related outcomes is 0.596. The lifestyle factor (LS) impacts the health-related outcome by 0.391. (HO). By a factor of 0.17, health care initiatives (HCI) have an impact on health-related outcomes. There is a correlation between the physical work environment (PSE) and the health-related outcome (HO). The employee knowledge (EK) factor has a -0.132 effect on the health outcome (HO). The quality of work life (PWQ) is affected by health-related outcome (HO) in a way that is .006.

7.3 Findings of the Study:

- The results of this investigation have been organized in a way that is conducive to the achievement of the research objectives that were set for this investigation. The conclusions that are most significant to draw from this inquiry are as follows.
- Women make up 55.33 percent of the workforce in the Information Technology Enables Services department, which means that the majority of the professionals that took part in the survey are female. There were 166 women out of 300 total respondents.
- Out of a total of 300 working professionals, 270 of them were surveyed, and the vast majority of them, 270 out of 300, are in the age range of twenty one to thirty years old, which equals 90 percent of the total.
- There were 300 professionals who took part in the survey, and 172 of them (57.33 percent) answered that they are single and not linked to anybody.
- The bulk of individuals questioned, 212 out of 300 professionals, or 70.67 percent, had earned at least a bachelor's degree in their respective fields.
- Among the 300 professionals, 177 (representing 59%) have been questioned, and the bulk of them put in anywhere between twenty one and forty hours of labour per week.
- The vast majority of the professionals questioned do not have shift scheduling systems in place in their respective organisations. This number amounted to 160 out of 300 and made up 53.33 percent of the sample.
- The management team has been given the highest possible average score of 4.44 for providing great fitness services for all campus workers (such as gyms and fitness centers). This indicates that 88.8 percent of the experts who have been described are in

complete and utter agreement that the management has produced great fitness offerings for all of the personnel.

- The company received the highest possible average score of 4.47 in regard to the organisation of health and safety training programs. This indicates that 89.4 percent of the professionals who were polled and who characterize themselves as highly agreeing that the organisation conducts health and safety training programs that are appropriate to the requirements of the personnel.
- The architecture of the workstation is adequate to allow a variety of comfortable sitting positions, which does vary with the health related consequence of the professionals working in IT services, as shown by the results of Fisher's test, which was conducted on the workstation.
- According to the findings of Fishers' study, the back rests of the chairs that are provided to employees in order to make their work more efficient so that they can move them up and down to meet the needs when operating do vary with the health related outcomes of professionals who work in IT services. This finding was made possible by the fact that employees are given the ability to adjust the back rests of their chairs.
- According to the findings of Fishers' test, the strategies that are used to deal with work-related stress do, in fact, vary in relation to the health-related outcomes of professionals who are employed in the information technology industry.
- Feel so unhappy with the amount of work that has the highest degree of association of 88.6 percent with the deadlines that were provided by the organisation that are too impossible to meet out. Feel like giving up. Feeling sad has a substantial association as well as a positive one with having an excessive amount of work deadlines that are tough to achieve. Feel like giving up. Feeling sad has a significant association with having an excessive amount of work deadlines that are tough to achieve.
- The experience of having an excessive amount of challenging deadlines at work has been found to have a strong and positive association with the feeling of sadness. The degree of association between the two is highest at 82.4%, with having deadlines at work that are difficult to achieve having the highest degree of association with the feeling of sadness.

7.4 Suggestions of the Study:

The following is a list of the most significant things that can be learned from this inquiry.

- It will lead to ill health and wellbeing being harmed if the workers are focused to spend more time on over time. Because of this, the employers need to identify the optimal amount of time for their employees to put in at the office and impose constraints on how much additional time they may put in.
- The vast majority of them do not at all observe appropriate break procedures when they are working, which might lead to problems with the recovery process. As a welfare measure and in an effort to minimize the number of health-related issues, businesses need to make it a priority to provide mandatory break time throughout the course of the workday.
- It is the obligation of businesses to ensure that their employees are provided with a suitable environment in which to work in order to boost the employees' overall levels of productivity and effectiveness in the course of the execution of their tasks.

7.5 Conclusion:

The constant use of computers is causing difficulties with eye health, musculoskeletal health, postural health, and even brain health among IT professionals. The current investigation made an effort to pinpoint a few significant aspects of the working environment as well as other characteristics connected to the problems that are experienced. Because of advancements in technology, the use of computers in many commercial and manufacturing settings is now almost inevitable. The following is an important breakdown of the findings from this research: Out of a total of 300 working professionals, 270 of them were polled, and the majority of them (270 out of 300, or 90 percent) are in the age range of twenty one to thirty years old; this represents 70.67 percent of the total. The majority of the working professionals (212 out of 300, or 70.67 percent) had completed their undergraduate education. As a consequence of this, it is possible to deduce that the vast majority of them do not take appropriate breaks while they are working. It may help to heal disorders that are linked. In order to reduce the number of health-related challenges, businesses need to priorities the implementation of mandatory breaks.

7.6 References:

1. A randomized controlled study was conducted to examine the short and long term effects of a lifestyle intervention for construction workers who were at risk for cardiovascular disease. The study was published in BMC Public Health, Volume 11, Number 836, with a Doi Number of 10.1186/1471-2458-11-836. Ajan Jha, I.F., Proper, K.I., van der Beek A. J., Hildebrandt, V.H., and van Mechelen, W.,
2. Examining the Capacity for Cognitive Change in Children and Adolescents Diagnosed with Down syndrome Jerusalem: ICELP Press Feuerstein, R., Feuerstein, R., Falik L. H., and Rand, Y. (1999). (1999).
3. Manuals for the Learning Potential Assessment Device that were written specifically for examiners were published in 1997 by Feuerstein, R., Haywood, H. C., Rand, Y., Hoffman, M. B., and Jensen, M. in Jerusalem by the Hadassah-WIZO-Canada Research Institute.
4. The Canadian Journal of Public Health and Canadian Santé Publique, Volume 97, Pages 121–125, 2003, by Torbjorn Akerstedt, "The Prevalence of Workplace Health Problems in Canada and the Contributing Factors to Their Development."
5. World Health Organization, Encyclopedia of Occupational Health and Safety, 1985, pages 233-234 Cochrane Library; World Health Organization Torrington, H., Holte, K.A., Re, C., Lund, T., Marklund, S., and Moller, A., 2015. Interventions in the workplace for workers who suffer from neck pain.
6. Communication for behavioral impact: an integrated paradigm for health and social transformation. Yiquan E., Parks W., and Schiavo R. San Francisco: Zairina A. Rahman and Suhaila Sanip, 2012. Emerging Theories in Health Promotion Practice and Research, 2nd Edition Zairina A. Rahman and Suhaila Sanip, 2011. Interventions to promote physical exercise in the workplace. Am. J. Prev. Med. 15, 344–361. doi: 10.10.
7. The effect of a pedometer-based workplace health program on a person's risk profile for cardiovascular disease and diabetes. Earlier Medicine, Breast Cancer Screening Special Section, Volume 53, Pages 162–171 doi:10.1016/j.yjmed.2011.06.005 Zakerain, S.A., and I.D. Subramaniam., 2011.