

Analyzing The Impact Of Stress On Physical Health & Well Being Of IT Company Employees

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Abstract

Because of scientific breakthroughs and improvements in education, people all over the world have changed the way they live and go about their daily business. Rising living standards and changing lifestyles necessitate adjustments in the way a person works, the amount of time and effort he devotes to the work he must do at the workplace to meet his growing needs, and the increasing demands of his lifestyle. Job satisfaction has become more attainable in a shorter period of time, as a result of this. An increase in workplace stress is a direct result of an individual's need to juggle multiple roles in order to feel fulfilled at work; this, in turn, has an effect on the individual's output and productivity. Researchers, academics, authorities, and policymakers around the world have all taken an interest in the problem of stress. Employees blame it for their low productivity, low morale, inability to make decisions, fear of losing their jobs, and general unhappiness. The constant need for service means that those who work in healthcare and tourism often have to work around the clock. Empirical evidence suggests that work overload and long working hours cause high levels of stress among employees, which in turn has a negative effect on employees' mental and physical health. The objective of the study is to examine the stress factors which influence on physical health & wellbeing of IT company employees. Total 300 sample size has taken from 04 major IT company employees from Andhra Pradesh. For analyses the KMO and Bartlett's Test, reliability statistics, and demographic percentage analysis has been used.

Keywords: Stress, Physical Health, well Being, IT Company, Employees

Introduction

As stress levels continue to rise, businesses and government officials are working to better understand the factors that contribute to it and how they can be mitigated. Workplace stress is defined as the emotional or mental strain experienced by employees as a direct result of their working conditions. A stressor may have its origins in either the professional or private spheres.

The term "focus" generally refers to people, and in today's world, individuals are the centre of attention. In the same way that business and family relationships are evolving, so too are the expectations placed upon them. The nature of the workplace is a major contributor to employees' stress levels. This could both add to the existing stress in the workplace and serve as a catalyst for conflict to begin with. The modern work environment and the accompanying stress have contributed to its widespread prevalence. Some may feel that people are taking on more responsibilities than they can handle, leading them to work longer and harder to meet their obligations and the ever-rising standards of their workplaces. A person's health can deteriorate due to the stresses of their job, and they can also be injured on the job. Despite common usage, the concepts of a challenge and pressure are not synonymous. Physical and mental exertion at work can help us prepare for what lies ahead. As a result, we are motivated to learn new things and improve our abilities in our current roles. Successfully overcoming a challenge reduces stress and boosts happiness. The inability to function normally is a symptom of depression, which can be felt as a state of mind or be the result of a medical condition.

An emotional, mental, moral, and even physical reaction to stressful or otherwise negative circumstances on the job or within work-related organisations. It's a way of describing the extremes of emotion one goes through when they worry they won't be able to rise to the challenges presented by their job.

To be in good health is to be physically fit, emotionally stable, and mentally engaged in activities that enrich one's life and the world around them. It puts you in a healthy physical condition, makes you feel satisfied and happy, and contributes to the development of your mind, body, and connection to nature. To the degree that people succeed and flourish, their present-moment happiness will increase.

Stress, Well-Being & Physical Health

Workplace stress can occur for a number of reasons, including but not limited to employees missing deadlines, having an excessive amount of work to complete, and having a limited amount of time to complete the work. The state of mind and body of the employee are intertwined. Employers must ensure their facilities are safe and healthy places to work for their staff. A person's ability to maintain a work-life equilibrium improves when they are in good physical and mental health. When workers express satisfaction with their workplace, it shows that they are invested in the company and are able to strike a good balance between work and personal life. Among the most studied sources of stress in the workplace are a lack of organisational support, an excessive amount of work, outside stressors, and irregular work hours. Worker "overwork" is associated with increased stress, depressive symptoms, poor health, and a failure to take care of oneself. Long hours at the office have a deleterious effect on workers' wellbeing in addition to their personal lives. There's no denying that doing so raises the odds of accidents, but it also has repercussions for workers' short- and long-term health and wellbeing, which push up the business's bill. Working more than 11 hours a day can cause cardiovascular problems, which in turn affects workers' health and productivity, as stated by Ostraw (2011). Many businesses have reduced the number of hours their employees must put in each week and implemented more flexible schedules in an effort to hold on to their skilled workers. Employee well-being, which includes mental and physical well-being as well as personal well-being, has an impact on productivity and performance, as shown by research by Shagvaliyeva and Yazdanifard (2014). When one's mental health is in good shape, it's a good sign that their body is as well. Work and home life are both affected by an employee's mental health condition. Work or other factors may contribute to the development of anxiety and depression, which are themselves symptoms of stress. Work productivity declines as a result. Long-term or excessive stress in the workplace can have serious consequences for an employee's health. As stress levels rise, productivity falls; this has knock-on effects for businesses in the form of things like absenteeism, safety concerns, and time wasted.

The stress that workers feel due to unpredictable and difficult work schedules interferes with their ability to spend time with their loved ones. Workers aren't just worn out physically and emotionally from the stress of their long hours at work; they also don't get to spend nearly enough time with their families. There is a correlation between the number of hours worked and burnout, but this is moderated by the degree to which the employee's work schedule takes into account the needs of their employer, their partner, and their children. Both anecdotal and empirical evidence points to the negative effects of stress on an employee's physical health. Stress leads to burnout, and burnout leads to financial losses for the individual and the company. When a person is under excessive stress at work, not only does their physical health suffer, but also their mental health and the quality of their family life are negatively impacted. Poor academic and professional performance, as well as physical illnesses like tuberculosis and diabetes, can be brought on by prolonged mental stress.

Review Literature

Shah et al. (2012) found a negative correlation between organisational structure and staff performance when studying the effects of stress on performance in the teaching profession. However, they found that pay is directly proportional to work output, particularly output that is in line with expectations. Researchers Rubina and her team found a negative relationship between workplace stress and productivity. However, studies showed that male workers were more susceptible than their female counterparts. Munir and Islam (2011) looked into the mediating role of work performance in the relationship between work pressures like role misunderstanding, stress, homework interface, role pressure, interpersonal relationships, and role conflicts. They linked "role conflict" and "role misunderstanding," two previously distinct concepts. Role conflict, defined as positive and pressures that run counter to common sense, was found to have a positive relationship with job performance, while most other

oppressors were found to have negative relationships. Furthermore, Ahmed and Ramzan (2013) found that stress negatively correlates with productivity in the workplace. What this means is that a person's productivity in the workplace will decrease inversely with their stress levels. Usman Ali et al. (2014) found that an overabundance of work, a conflict of interest, and inadequate basic compensation are the primary causes of employee stress that lead to a decrease in employee effectiveness. Poor job performance has been linked to stress in the workplace. Employees in the public sector were studied, who looked into whether or not stress at work negatively impacted productivity. They found that the two factors were inversely related. Siu (2003), who oversaw a study very similar to this one but conducted it in China, discovered that stressors have a negative effect on productivity on the job. Workplace stresses have a negative effect on employees' general health, job satisfaction, performance, and lack of commitment found a similar negative correlation between job stress and performance. Susruthan et.al., (2017), observed that stress is something that affects everyone at some point. When we feel overwhelmed and doubt our ability to cope with the demands placed upon us, we often refer to this state as "stress." Anything that gets in the way of us achieving our objectives can be considered a stress. Even a small amount of stress can have a positive effect on your health, and many people believe that their lives would be meaningless and exhausting without it. Nonetheless, it's a terrible thing when our mental and physical health are both compromised by stress. The negative effects of stress on the body are the primary topic of discussion in this article. In this analysis, I have primarily considered work-related stressors. People are more likely to develop anxiety and depression if they are under a lot of stress at work.

Agarwal, V. K. et.al. (2017) found that software developers reported the lowest levels of job satisfaction of any occupation when they experienced the greatest levels of stress on the job. There are many potential sources of occupational stress, including but not limited to the demands of the job itself, personal goals and accomplishments, working irregular hours, carrying an excessive workload, and so on. Researchers found that software engineers generally felt neutral about their jobs. Many observed that workplace pressures have a positive effect on oppressive and authoritative leadership but a negative effect on cooperation, democracy, speed, and training. Teachers who reported high levels of stress were less satisfied with their jobs, reported higher levels of frequency and absenteeism, were unable to leave their jobs, and were less likely to return to their jobs as teachers, according to the findings of a study on teachers' stress conducted by Jeyaraj (2013). Siu, (2003) found that while dedicated employees contributed to the expansion and success of SMEs, high stress levels had a negative effect on both dedication and productivity. Sathana, T., et.al., (2019) find out how much of an impact workplace stress has on workers. Work-related stress frequently causes short-term mental and physical health problems for employees. Stress is the emotional and physiological strain we experience as a result of a mismatch between our needs and those of our external environment. Mental and physical exhaustion may result from this conflict. This fast-paced world makes it impossible for anyone, including government officials and workers, to lead a stress-free life. Individuals can view the stress caused by the competition between the two forces in either a positive or negative light.

Objectives of the Study:

- To examine the stress factors which influence on physical health & wellbeing of IT company employees
- To suggest findings & conclusion

Hypothesis of the Study

- **H01:** There is no significant impact of stress factors which influence on physical health & wellbeing of IT company employees.
- **Ha1:** There is significant impact of stress factors which influence on physical health & wellbeing of IT company employees.

Research Methodology:

This study makes use of a quantitative research methodology for its overall research design. For the primary data, a total of four employees from an IT company were contacted and given a structured questionnaire with no open-ended questions. Researchers reached out to a total of 340 employees, but only 300 of them filled out and submitted their questionnaire forms. Convenience and purposive sampling were utilized in order to make

contact with respondents for the purpose of this study. The secondary data, which included things like an introduction and a review of previously published work, were collected from a variety of publicly accessible resources.

Research Tools

SPSS was utilized for the purpose of conducting the analysis. We have utilised factor analysis, the KMO and Bartlett's Test, reliability statistics, and demographic percentage analysis.

Sample Collection Instrument

The goal of the questionnaire was to get answers that would help the researchers reach their goals. When the closed-ended questionnaires were made, every effort was made to make them as clear as possible so that people could fill out their answers as quickly as possible. A questionnaire was made to find out how IT company employees in general feel about the factors that cause stress and affect their physical health and well-being. Respondents were given a structured questionnaire in order to get first-hand information from them. The goal of the questionnaire was to find out more about the people who filled it out.

Population of the study

The research conducted in Andhra Pradesh. The population for the purpose of gathering the sample in this research is from 04 popular IT company employees from Andhra Pradesh & approached to IT Head, Team leader & Managers.

Result and discussion

Table 1: Reliability Test

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
0.891	0.823	15

Cronbach's alpha was calculated in table 1. Total 15 items tested & the value was found (0.891), which is acceptable (a value of Cronbach's alpha above 0.7).

Table 2: Age Distribution

Age	Frequency	Percentage
24-28	77	25.67%
28-32	67	22.33%
32-36	57	19%
36-40	51	17%
Above 40	48	16%

Table 2 conducted age wise demographic analysis where the majority of respondents belongs to the age category of 24-28 yrs followed by 28-32 yrs. Respondents belongs to the category of above 40 yrs found to be least.

Table 3: Gender Distribution

Gender	Frequency	Percentage
Male	133	44.33%
Female	167	55.67%

Table 3 stated that female respondent's number is high i.e. n=133 as comparison of male respondents.

Table 4: Income Distribution

Income (Per Annum)	Frequency	Percentage
1,00,000 - 4,00,000	40	13.33%
5,00,000 - 8,00,000	169	56.33%
9,00,000 – 12,00,000	53	17.67%
Above 12,00,000	38	12.67%

In table 4, annual income distribution highlighted where majority of respondents belongs to the category in between 5,00,000-8,00,000 lakhs per annum where above 12 lakhs income category found the least.

Table 5: Qualification Distribution

Qualification	Frequency	Percentage
Graduation	150	50%
Post-Graduation	115	38.33%
Other	35	11.67%

The majority of respondents in table 5 having an educational qualification of graduation & PG (n=54 45%) followed by 12th (n=31, 25.83%). Professional degree/ Other educational degree/diploma (n=16, 13.33%) found to be the least qualification amongst the respondents.

Table 6: KMO and Bartlett's Test

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.841
Bartlett's Test of Sphericity	Approx. Chi-Square	19976.218
	Df	120
	Sig.	.000

The KMO is responsible for determining the sampling adequacy, which must be greater than 0.5 in order to continue with a satisfactory factor analysis. Consider removing one of these variables from consideration if there is any pair of variables that has a value that is lower than this. A good model will have all of its off-diagonal elements be very small (very close to zero), as a general rule. In reference to the table that was just presented, the KMO measurement is 0.841. The results of Bartlett's test provide yet another indication of how strongly the variables are related to one another. This investigates the possibility of the null hypothesis, which states that the correlation matrix is identical to the identity matrix. An identity matrix is a matrix in which all of the elements along the diagonal are 1, while all of the elements along the other diagonals are 0. The same table also reveals that the results of Bartlett's test of sphericity are statistically significant. That is, the probability that is associated with it is lower than 0.05. In reality, it is 0.000, which means that the significance level is high enough to rule out the presence of a null hypothesis. That the correlation matrix is not an identity matrix can be deduced from this.

Table 7: Factor Loading Matrix

Items	Factor Loadings	% Variance Factor Explained		Alpha
Extreme work load in IT companies	0.632	62.716		0.909
Busy working schedules	0.733		Functional and Task-Specific Simplicity	
Organizational support is lacking	0.685			
Poor quality of well-being & physical health	0.719			
Stress of project deadline	0.728			
Shortage of recreational facilities	0.702			
Less emphasize on training & development	0.699			
Long working hours	0.683			
Back-to back meetings & presentations	0.418			
Stressful client handling	0.421			
Mental stress due to avoidance of family	0.501			
No improvement in work environment	0.653	8.281	Change in work environment and expectations	0.798

Fulfilling client expectations	0.763			
Ignorance of promotion & appreciations	0.781			
Job security * job satisfaction	0.727			

To determine which, if any, factors could be derived for the purposes of further study, principal component analysis was applied to the 15 assertions. Important factors were those with Eigen values larger than one, which were taken into account for the Varimax orthogonal rotation. Those items from the 12-item stress-related physical health and well-being questionnaire with factor loadings of 0.5 or higher were considered in the analysis. That's how we learned that two things—functional and task-specific simplicity and change in work environment and expectations—are crucial.

Table 8: Model Summary

Model	R	R Square	Adjusted R Square	F Change	Sig. F Change
1	0.727	.599	.621	372.295	.000
2	0.763	.677	.693	73.210	.000

Table 8 presented the values of R, R square, and adjusted r square in the context of the regression analysis. It also demonstrated that the estimated value of r is greater than 30% in every single instance. As a result, the independent variables that are being studied have a significant impact on the dependent variable of stress.

Hypothesis Results

Application of Regression analysis, KMO Bartlett test and Factor loading matrix, the findings of the study stated that null hypothesis which is “There is no significant impact of stress factors which influence on physical health & wellbeing of IT company employees” is rejected and “There is significant impact of stress factors which influence on physical health & wellbeing of IT company employees” is accepted.

Findings of the study

The results of their study showed that stress is harmful to employees' health. An employee's mental and physical health could be negatively impacted by extraneous variables such as organisational upheaval, job insecurity, nonwork-related stress, and so on. Workers' happiness and health can be predicted by more than just stress levels. While it's possible that this study won't provide a conclusive answer, there's no denying the significance of the study's framework from a human resources perspective. Using a larger sample size may help strengthen the findings of the current study. Workplace stress reports have also been shown to be significantly impacted by socioeconomic and demographic factors.

Conclusion

Providing employees with some leeway in their work schedules is a crucial step in helping them strike a good balance between their professional and personal lives. To lessen it, we must consider both personal and institutional accountability. The stress of working can be lessened by reaching out for help from superiors and co-workers. Taking care of employees' health is the company's responsibility if it wants to see optimal levels of productivity and performance, as well as a good work-life balance. Redesigning jobs to boost workers' happiness is essential. Job and schedule flexibility, as well as competitive pay and benefits, should all figure prominently in this rethinking. Employees' mental health and well-being can also be enhanced by providing them with opportunities for professional and personal development. One way to achieve this objective is to work with higher-

level managers to develop mentoring and support programmes. In addition, the mental health of workers can be enhanced by holding a party to commemorate the completion of a major project and by participating in team-building exercises.

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