"A Study on Mental Health and Wellbeing of IT Professionals Doing Night Shift Work" with Special Reference to Coimbatore District

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ABSTRACT

Working a night time shift can create a bunch of troubles for employees, starting from social isolation to disruptive sleep styles that negatively affect intellectual health. Maintaining ordinary sleep, workout and healthful ingesting styles and changing non-napping hours to make the maximum of home, own circle of relatives and social lives can assist alleviate some, however now no longer all issues. People who paintings the night time shift and sleep in the course of the day can enjoy a disruption of their paintings-lifestyles balance. They can also additionally leave out the possibility to percentage food with own circle of relatives, have interaction in leisure sports or spend exceptional time together. This can cause a experience of isolation and sadness. Workers who try and maintain extra conventional hours on off days to spend time with own circle of relatives or buddies run the hazard of throwing off sleep styles, making it extra tough to get lower back into the swing of factors whilst the paintings week starts off evolved again. Even if a shift supervisor supervises the night time shift, shift employees won't sense a experience of reference to colleagues with inside the organization, genuinely due to the fact the night time shift is frequently staffed with fewer humans than the day shift. Employees who need to get right of entry to human assets or communicate with a person in higher control can also additionally discover those departments.

KEYWORDS: *Mental Health, Wellbeing, IT Professionals*

INTRODUCTION

Shift paintings that takes place typically out of doors of traditional daylight operating hours has emerge as extra not unusual place as business procedures have different in cutting-edge society. In the India, as a minimum 4.five million of the operating populace is engaged in shift paintings. Companies have applied shift paintings structures for motives of labor continuity, paintings efficiency, and financial benefit; however, shift paintings can disturb a worker`s circadian rhythm and result in physiological malfunction. In particular, night time shift employees can also additionally have extra problem in falling asleep than day shift employees. They can also additionally enjoy a scarcity of sound asleep hours and negative first-class of sleep, and will increase weight problems and diverse fitness troubles because of continual fatigue. Shift paintings and absence of sleep are related to weight problems. Recently, there was an boom with inside the range of humans experiencing sleep deprivation across the world. Typical adults want 7-nine hours of first-class sleep according to night time. Failing to attain this on a everyday foundation can effect energy, temper and motivation. Studies advocate a sturdy correlation among insomnia and medical depression.

DEFINITION
Mental health
According to the WHO (World Health Organization), mental health is a state of well-being in which the individual realizes his or her own

abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.

Wellbeing
According to Oxford dictionary well-being the state of being comfortable, healthy, or happy. The general well being of the IT professional and if he/she is relaxed and can think properly and is confident and energetic in their day today life.

STATEMENT OF THE PROBLEM
Information Technology (IT) is the world`s quickest developing monetary activity. This is one of the maximum people-pleasant and environment-pleasant industries of contemporary-day times. IT area is developing extra employment than every other area with inside the country. The quantity of jobs created because of IT with inside the final decade is round 2.five lakhs. This could be better than every other area with inside the country Government plans to boom the quantity of IT Parks to ten places over the following three years. Besides, monetary pressures could pressure IT businesses to study price reducing measures, which may make Tamil Nadu an appealing vacation spot as compared to larger metro destinations.

SCOPE OF THE STUDY:
The research has blanketed The Information Technology & Information Technology Enabled Services (IT-ITeS) area is a subject that is present process fast evolution and is converting the form of Indian commercial enterprise standards. This area consists of software program development, consultancies, software program management, on-line offerings and commercial enterprise technique outsourcing (BPO). Now it's far an enterprise that flourishes globally and India`s IT exports at the moment are around $eighty billion with 3.eight million personnel running on this area. The article states that the IT area is one of the pinnacle industries with inside the India today. India's IT enterprise is anticipated to develop at a fee of 11 - 12% for the duration of 2019 - 2020 as consistent with a document via way of means of India's software program enterprise frame National Association of Software and Services Companies (NASSCOM.) This truely suggests that statistics generation is a area so one can possibly be one of the rising markets withinside the days to return back as India's financial system calls for greater.

REVIEW OF LITERATURE
Kusumadevi (2014) in her article speak about stress, which is the major threat in a working place of the twentieth century. Stress has been experienced almost by all the professionals which affect their health and

mental health. Pressure ultimately causes the stress which leads to strain and affects the performance of the employees. This study suggests that HR strategies must be relaxed and designed properly to reduce the stress of IT employees and to get good performance for them.

Madhura (2014) in her study explains how job satisfaction, job stress and psychometric health can be healed by yoga. It says that job satisfaction and job stress have a direct impact on the employee's health. Stress leads to many health issues. If stress continues, it becomes a negative phenomenon. Yoga acts as a stress managing weapon and gives good relief for the employees who practice it. Non yoga employees were performing less compared to yoga practicing employee's .Thus, the study concluded that yoga has a good solution for the job satisfaction, job stress and psychometric health.

Padma (2015) in her article says employees in IT sector are affected more by stress. This stress leads to many health problems and creates draw back in their job and personal life. Stress at work leads to coronary heart disease and metabolic syndrome and it also raises the blood pressure. Techno stress is the word used for stress due to computer usage. This study concludes saying that IT people need to play sports, have a hobby, take vacation and relax. These measures will help to reduce stress.

Methodology of the Study
Objectives of the Study
➢ To assess the personal profile of the respondents.
➢ To find out the level of mental health and wellbeing of the respondents.
➢ To find out association between personal profile and level of mental health and wellbeing of the respondents.
➢ To find out difference between personal profile and level of mental health and wellbeing of the respondents.
➢ To give suggestions about the mental health and wellbeing of the respondents.

Research design: It is a logical and systematic plan prepared directing research study. A descriptive survey design is adopted for this study.

Universe of the study: The present study is conducted in IT professional of Coimbatore district. The IT professional were selected in Coimbatore for conducting the study, considering the factors such as familiarity with the place, convenience to travel and accessibility of data. **Sampling:** The researcher has used non probability sampling method to collect data for the present study. The researcher has adopted convenient sampling technique to collect data from IT

professional of Coimbatore district. In this manner 60 respondents were selected for the present study.

Tools for data collection: A self-prepared questionnaire and two scales were used for data collection. The first scale was Mental Health Continuum Short Form (MHC-SF) which consists of 14 items that were chosen as the most prototypical items representing the construct definition for each facet of well-being. It was prepared by Dr. Keyes.

The WEMWBS was a 14 item scale, used to analyze the wellbeing of the respondents. The Warwick-Edinburgh Mental Well-being Scale (WEMWBS) was developed by researchers at the Universities of Warwick and Edinburgh.

The information was dissected utilizing different factual devices like straightforward rate, autonomous t-test, and ANOVA.

Finds of the Study

Factors	Medium	Frequency	Percent
Age	Below-25 years	19	31.7%
Gender	Female	48	78.3%
Educational Qualification	UG	23	38.3%
Designation	System work	41	68.3%
Marital status	Married	45	75.0%
Experience	6yrs-10yrs	23	38.3%
Income	35001-45000	25	41.7%
Type of family	Nuclear	40	66.7%

Simple Percentage Analysis

➢ Less than half (31.7%) of the respondents is in the age group between below-25years years.
➢ Majority (78.3%) of the respondents are female.
➢ Less than half (38.3%) of the respondents are UG degree of educational qualification.
➢ Majority (68.3%) of the respondents are designation of system work.
➢ Majority (75%) of the respondents are married.
➢ Less than half (38.3%) of the respondents are 6yrs-10yrs of experience.
➢ Less than half (41.7%) of the respondents are income Rs. 35001-45000.
➢ Majority (66.7%) of the respondents are nuclear type of family.

DISTRIBUTION OF THE RESPONDENTS BY LEVEL OF MENTAL HEALTH

S. No	Mental health	No. of Respondents	Percentage%
1	High	14	23
2	Moderate	36	60
3	Low	10	17
	TOTAL	**60**	**100**

INTERPRETATION

The above table depicts that (60%) of the respondents are moderate level of mental health, (23%) of the respondents are high level of mental health and (17%) of the respondents are low level of mental health.

DISTRIBUTION OF THE RESPONDENTS BY LEVEL OF WELLBEING

S. No	Wellbeing	No. of Respondents	Percentage%
1	High	32	53
2	Moderate	23	38
3	Low	05	09
	TOTAL	**60**	**100**

INTERPRETATION

The above table depicts that (53%) of the respondents are high level of wellbeing, (38%) of the respondents are moderate level of wellbeing, and (9%) of the respondents are low level of wellbeing.

Influence of Socio Economic Factors and Mental Health of the respondents

Variables	Statistical tool	Value	Result
Age and Mental Health	ANOVA	F= .465 P = .708 > 0.05	Not Significant
Gender and Mental Health	t-test	t = -1.429 P = .158> 0.05	Not-Significant
Type of family and Mental Health	t-test	t= .286 P = .776> 0.05	Not Significant
Marital Status and Mental Health	t-test	t = 15.161 P = 0.08< 0.05	Significant
Educational Qualification and Mental Health	ANOVA	F= .961 P = .017< 0.05	Significant
Experience and Mental Health	ANOVA	F= .6.427 P = .003< 0.05	Significant

- There is no significant difference in the age and mental health of the respondents.
- There is no significant difference in the gender and mental health of the respondents.
- There is no significant difference in the type of family and mental health of the respondents.
- There is significant difference in the marital status and mental health of the respondents.
- There is significant difference in the educational qualification and mental health of the respondents.
- There is significant difference in the experience and mental health of the respondents.

Recommendations

- Information technology organizations should encourage their employees so that they become more eager to work and participate.
- Information technology organizations should provide sufficient holidays to their employees.
- Information technology organizations should implement a policy and safety to avoid problems of harassment in the workplace.
- IT organizations should provide facility and support to their employees for their further education.
- Gender discrimination should be stopped by the managers or seniors at the workplace.
- Racism must be stopped by the managers or seniors and IT organizations should take necessary steps to shun racism.
- IT organizations should try to provide positive and motivated environment for their employees so that the employees do not develop negative feelings at the workplace.
- Managers and seniors should try to communicate with junior employees so that the junior employees do not feel isolated at the workplace.
- IT organizations should try to provide appraisal, promotion, and increments for their employees at the workplace.
- IT organizations must provide training programs for their employees at the workplace. Managers should try to avoid conflict among the employees in the workplace.
- Training programmes should be conducted at frequent intervals with respect to the precautionary measures to be taken to prevent infectious diseases and ergonomics methods should be taught.
- Sufficient rest should be provided as their work is directly related to physical work.

CONCLUSION

The gift examine particularly analyzed the intellectual fitness and health of IT experts running in Tamil Nadu. The gift examine targeted the regions like organizational factors, private factors, own circle of relatives factors, pressure associated fitness issues. IT enterprise has made a enormous contribution to stability paintings existence of ladies experts and examine the identical primarily based totally on quantitative and qualitative parameters. While there's a lot to be learnt approximately paintings existence stability implications, the findings of this examine has proved that there has been enormous variations of their demographic variables amongst ladies IT expert's perceptions on paintings existence stability and the guidelines and techniques accompanied via way of means of the IT companies. This examines focuses greater at the intellectual fitness of IT experts doing night time shift paintings. It seems that maximum of the personnel are satisfied with their process and are mentally and emotionally sound. But some expressed their dissatisfaction in the direction of their paintings. The purpose of such dissatisfaction and the private and expert existence issues that tags alongside ought to be observed out and solved soon.

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