

**“CHRONIC INDUSTRIAL ILLNESS: AN EXPLORATORY STUDY OF INFOTECH
SECTOR EMPLOYEES IN INDIA”**

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Abstract: Every organization in the world achieves their goals by using human resources. Most of the employees are facing chronic health problems in IT sector. Representatives working in IT industry are inclined to build up a great deal of medical issues because of constant physical and mental worry of their work. For the purpose of this research a number of 5 viable IT firms were selected and 200 IT professionals were selected as a sample. Research has found that there is a very strong positive relationship between health facilities and employees' satisfaction.

Keywords: IT professional's health, Employee satisfaction and IT firms

1. INTRODUCTION

As India is a developing country the growth of the country depends upon the industrial profile of the nation. Data Technology (IT) industry in India has an enormous lift because of globalization of Indian economy and good government approaches. IT and IT related experts are at a steady strain to convey benefits proficiently and must be practical

Representatives working in IT industry are inclined to build up a great deal of medical issues because of constant physical and mental worry of their work. Sickesses are either initiated, continued or exacerbated by pressure. The basic medical issue because of stress is corrosive peptic infection, liquor abuse, asthma, diabetes, weakness, pressure cerebral pain, hypertension, sleep deprivation, touchy inside condition, psychoneurosis, and skin maladies, for example, psoriasis, lichen planus, urticaria, pruritus, neurodermatitis and so forth. In this research, the

purpose is to analyze employee's health and safety and the impact on their job satisfaction. For this purpose, the IT sector professionals has been selected as a population because they are facing more health issues in the workplace due to long working hours. Globalization and privatization have brought new work connections, work weakness, instability with respect to future working conditions and quick out of date quality of abilities are reasons for pressure. The IT industry has become one of the quickest developing enterprises in India. The purpose behind picking especially IT is that the degree of stress these workers face is similarly higher than workers from other sectors. Any sort of work has targets, and a worker becomes focused when the person is allocated with unachievable targets and can't deal with a given circumstance which will lead to Chronic Industrial Illness

2. MEANING OF CHRONIC INDUSTRIAL ILLNESS

According to the International labor organization "Occupational disease refers to any disease contracted as a result of exposure to factors arising from work activity".

Two main mandatory elements which are understood from the definition.

1. The causal relationship between exposure in a specific working environment or work activity and a specific disease and
2. The fact that the disease occurs among the group of exposed persons with a higher frequency rate than in the rest of the population, or in other worker populations.

• TYPE OF DISEASE

After some time, expanded periods at the PC can negatively affect our wellbeing. The following are the major constant illnesses endured by the IT experts.

• Lower Back Pain:

This is the most common problem faced by the IT experts. Around 80% of individuals have to sit over 8 hours before a PC which can prompt over weight on bone joints and ligaments of back prompting back pain. Employees are not taking successive breaks in the middle of

the work. Since a long time ago run tireless pressure and strain on the bone and tendons prompts basic changes in the spine in this manner prompting an incessant back torment.

- **Carpal Tunnel Syndrome (CTS):**

Carpal passage disorder is where a nerve known as the middle nerve that goes through the wrist gets packed because of steady yet limited development of the wrist joint. The ligament aggravation coming about because of dreary work, for example, continuous composing, can cause carpal passage side effects. Carpal passage disorder from dull moves like continuous composing has been alluded to as one of the dreary pressure wounds.

- **Pressure and Nervousness:**

Targets and cutoff times, hearing these two words is sufficient to instigate pressure and nervousness in the vast majority of IT experts.

- **Heart Diseases:**

Research has found that sitting for a long duration of time without giving importance to various health concerns, including obesity and metabolic disorder. Number of health issues arises that includes high blood sugar, high blood pressure, excess stomach fat and high cholesterol levels. **An excess of sitting also seems to expand the danger of life from cardiovascular disease.**

- **Sleeping Disorder:**

A sleeping disorder or trouble in sleeping is one of the regular problems seen in software professionals. This is more recognized in IT sector professionals working in late night shifts, as their ordinary sleep time is disturbed and their day time rest is poor & inadequate due to some or other reasons.

- **Deep vein thrombosis:**

Deep vein thrombosis is a condition where blood clusters form in the deeper veins in the legs. It is one of the typical health problems in software experts. Generally, the impure blood in the legs is pumped back to heart and afterwards lungs for purification; this is a regular continuous process; sitting for extended hours without any movement can make blood deteriorate in the blood veins of our legs which lead to clot development. This can prompt advancement of a condition known as Deep vein thrombosis.

- **Cancer**

In addition to heart disease and thrombosis, a recent medical examination has found that there is a link between physical inactivity and certain cancers, particularly colon and breast cancer.

3. NEED OF THE STUDY

Research has found that employee's health directly affects work performance of the employee and the profitability of the company. For the success of any business, it is important to have those who work for the organization fit, healthy and happy.

It is very important to know what type of diseases are associated with the work of the employees. Nowadays the Information Technology sector plays an important role in the development of an economy. So, it has become so important to take care of the main warriors who can directly or indirectly be associated with increasing the GDP of the country. The present research will be conducted to find the answers of the following questions

- 1) Why there is an alarming increase in chronic diseases even after the adoption of so many wellbeing programs by the organizations?
- 2) What is the status of the employees about the awareness of the chronic diseases symptoms at the initial stages?

The Present study will be a significant endeavor in articulating how the awareness about the early detection of disease helps in curing the chronic diseases.

4. OBJECTIVES OF THE STUDY

1. To identify the impact of chronic health issues suffered by employee on employee's productivity and organization's profitability.
2. To examine the level of awareness among the Information Technology sector employees for the health benefits.

5. RESEARCH METHODOLOGY

Research methodology can be defined as a particular procedure or technique used to identify, select, process and analyses information about a topic. Research methodology helps to evaluate the validity and reliability of the study

A. RESEARCH PROBLEMS

The foremost step in research is formulation of the research problem. A research problem can be defined as a specific issue, contradiction that will be addressed in the research. It will provide a clear purpose and justification to the research. Under this research the main problem is associated with the work-related diseases that turn out chronic with the passage of time.

1. To what extent employee health facilities by the employer and Government are provided in the IT Sector
2. Are the employee health & safety facilities having an impact on employee's job satisfaction?
3. What factors causes employee health & safety problems?

B. TARGET POPULATION

Target population refers to the entire group of individuals who are helpful in achieving the effective results for this study. Employees with the experience of minimum 2 years and age between 27 to 45 years are considered, both male and female are included and 200 employees were selected based on the provided selected criterion.

C. RESEARCH DESIGN

The research under study is a combination of both exploratory and descriptive research design. The exploratory will include techniques like reviewing available literature and data sources.

Description design will be used to study the symptoms, experience and type of the job associated with the respondent and draw inference and gain new insights in research work.

D. DATA COLLECTION TECHNIQUES

In this research, the data is mainly collected through primary sources. Employees of the IT sector are the major sources of primary data collection. This data has been collected by sending online self-structured questionnaires to employees of five viable IT firms in India. Each sample was selected on the basis of a simple random sampling method.

6. CONCLUSIONS

Most of the employees who are working in the IT sector, face health problems due to above mentioned reasons. Though, organizations has taken necessary actions from time to time to reduce or eliminate the problems associated directly with the work of the employees.

According to findings, there is a negative relationship between work stress and employees' satisfaction. Further, there is a positive relationship between health facilities and employee's satisfaction. If employees' health facilities provided by the organization increase, employee's satisfaction also will be increased. So, organizations need to consider employees' health and safety facilities to achieve their objective effectively and efficiently.

7. FUTURE SCOPE

This study is constructed for identifying the relationship between employees' health, safety facilities and employees' satisfaction. Even though other factors, such as employer and employee relationship, salary, incentives, leaves emoluments, perks etc. that can affect the employees' satisfaction are considered. So, on the basis of the research conducted it can't be concluded that only health and safety are related to the satisfaction of employees. So, further researchers have to consider other factors than considered factors.

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