

***“To Study the Impact of Stress and Excessive
Workload on Health of Working Youth Population”***

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Introduction

- ▶ In current scenario, Organizations are doing compound objectives which remain frequently tough to resolve: to achieve competitive benefit, converted more creative and profitable.
- ▶ Intensification of work has been key problem for workers by putting higher claim on their intellectual, psychological and physical abilities.
- ▶ Young working professionals are required to perform multiple tasks within a limited time, which are exposed to physical workload as well as information, technical and communication overwork.
- ▶ Core purpose of study is to determine the consequence of stress and workload on health among working youth population.

Research Question

- ▶ **What is the Perception of Employees regarding stress and Workload on their health?**

Objectives

- ▶ To determine the Consequence of stress and excessive workload on health of working youth population.
- ▶ To identify the way to reduce stress and excessive workload.

Methodology

- ▶ **Study type:** Descriptive Cross-Sectional Study
- ▶ **Study Area-**IQVIA, Barakhamba road, New Delhi
- ▶ **Sample size:** A sample size of 199 was covered and structured self-administered questionnaire were distributed to all the respondents. The inclusion criteria of the respondents were those who are working in any organisation from past 3 months, through hard copy. Out of 250 only 199 respondents give their response.

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- ▶ **Sample Selection:** Only working professionals were comprised in the study.
- ▶ **Sampling Procedure:** Purposive sampling method was used and questionnaires were distributed in the company.
- ▶ **Data Collection Tool:** Self-administered questionnaire.
- ▶ **Data analysis:** Data analyzed by using Ms-Excel software.
- ▶ **Duration:** 4th February 2019- 4rd May 2019.

Limitations of Study

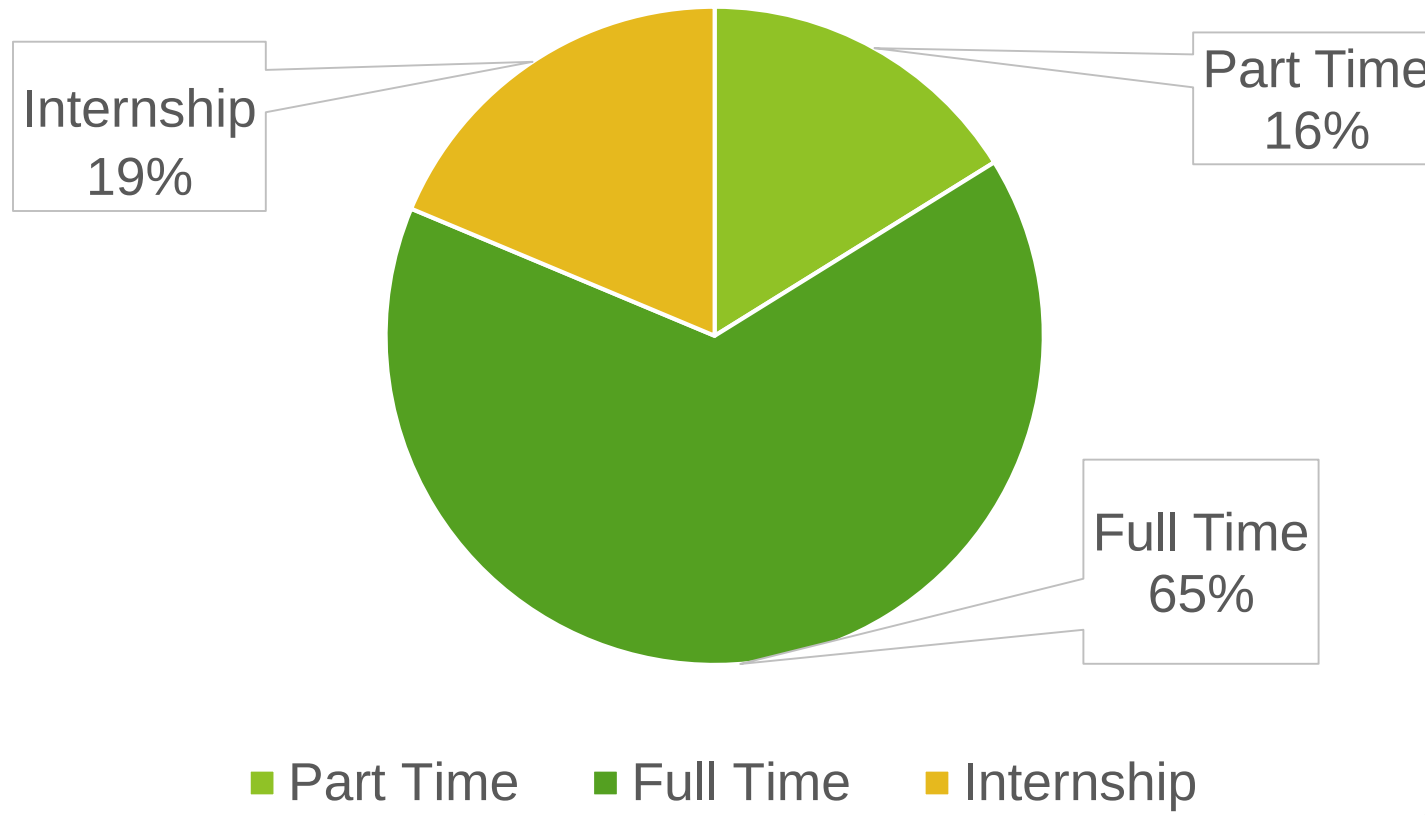
- ▶ Generalization of the study is not feasible as the sample size is not too much and study is on limited samples.
- ▶ Time is also a limitation as study has to be completed with scheduled time frame.

Operational Definition

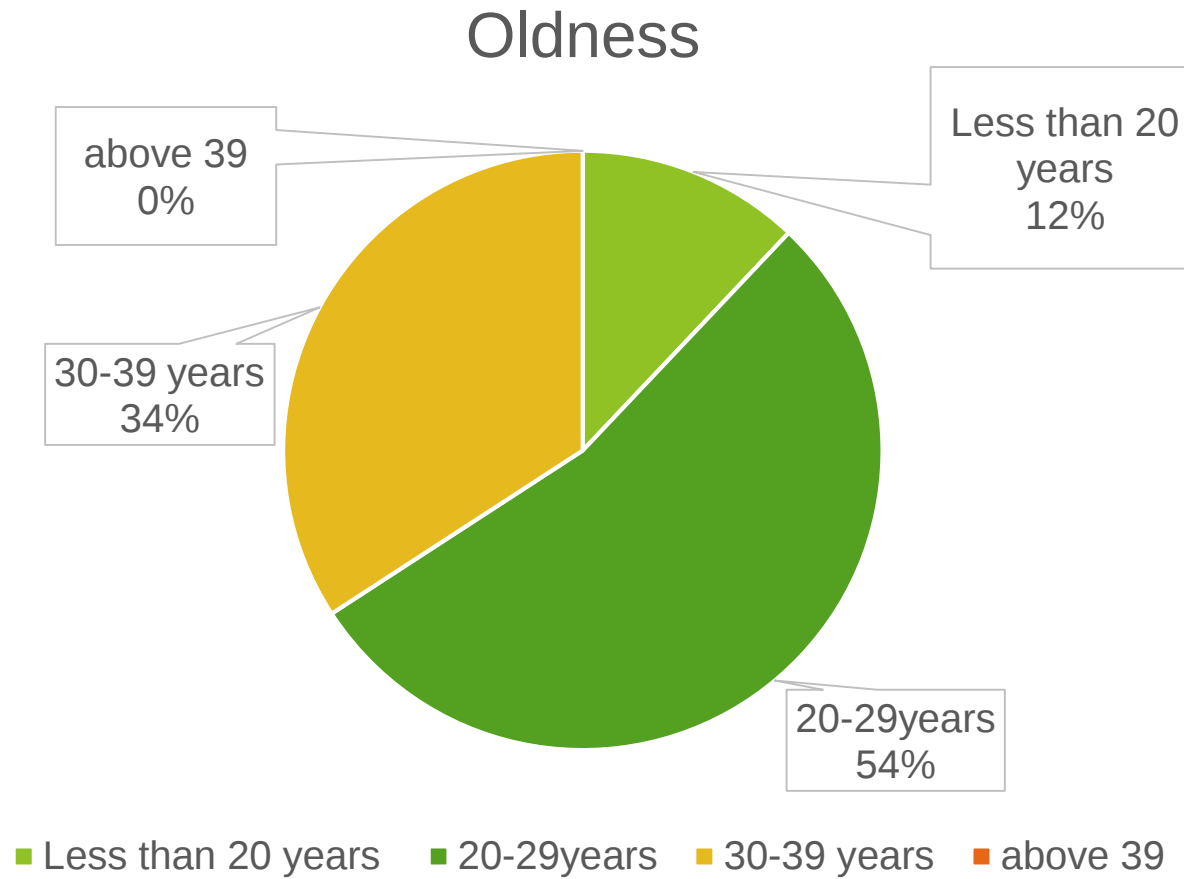
- ▶ **Stress:**-It is the body's response to a change that requires a physical, mental or emotional adjustment or response.
- ▶ Stress can come from any state of affairs or thought that makes you feel frustrated, angry, nervous or anxious.
- ▶ Stress is caused by an existing stress-causing factor or stressor. Dealing with a solemn illness or caring for someone who can reason a great deal of stress.

Analysis

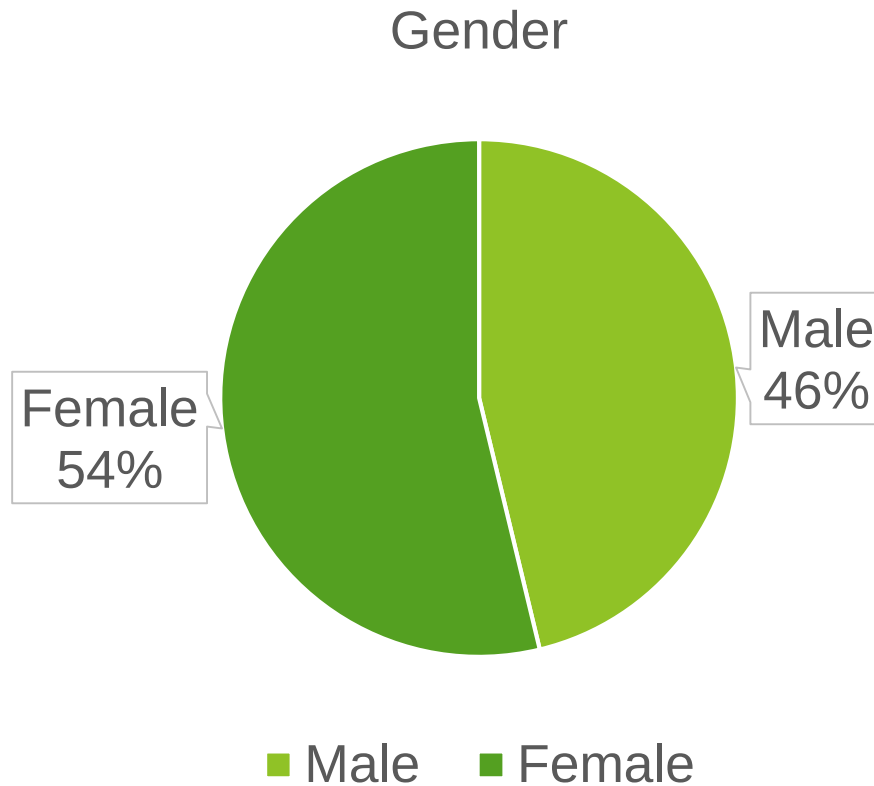
1-In which kind of designation are you employed?



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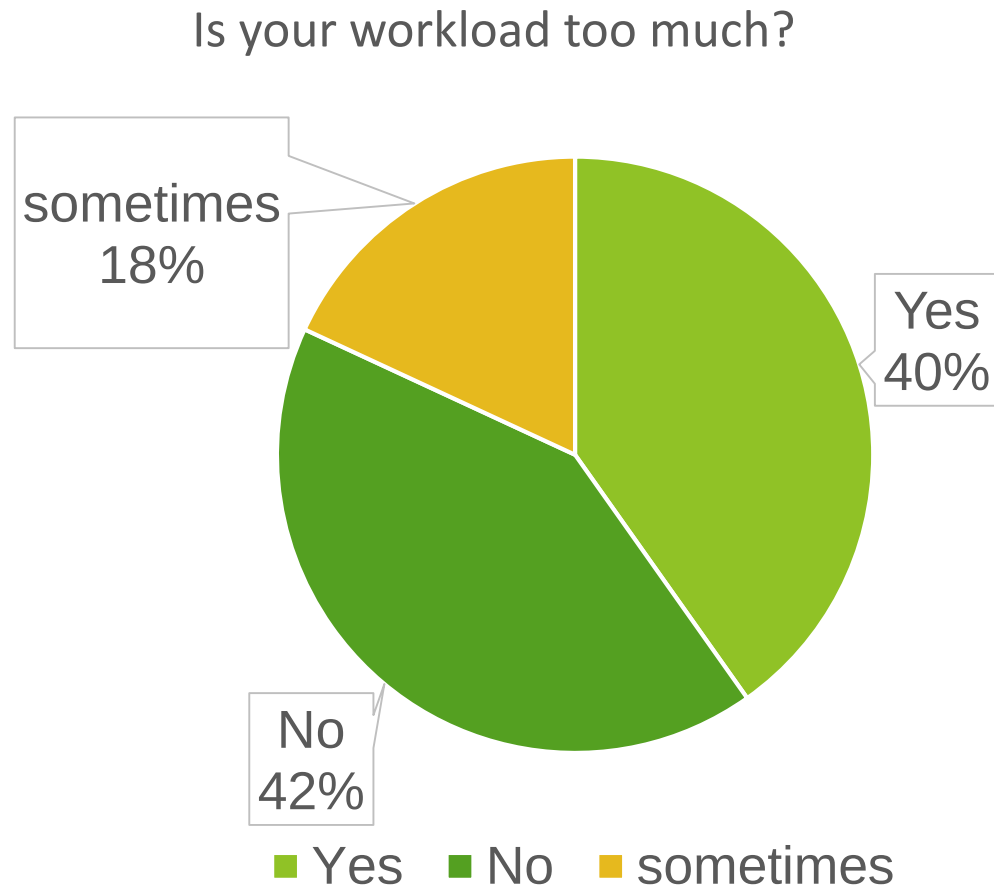


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- ▶ In above Tables Gender, Age and Nature of job is analyzed for 199 responses received out of 250 approached.
- ▶ From analysis it is found that 65% persons are doing full time job, 35% are engaged in either part-time or internship.
- ▶ If we talk about gender than percentage of working women in population is more than male population as by 8%. (Male- 46%, Female-54%, n=199).
- ▶ Age group lies mainly between 20-29 years as 54% of total population lies between this age and rest between less than 20 and 30-39 years. No respondent above 39years.

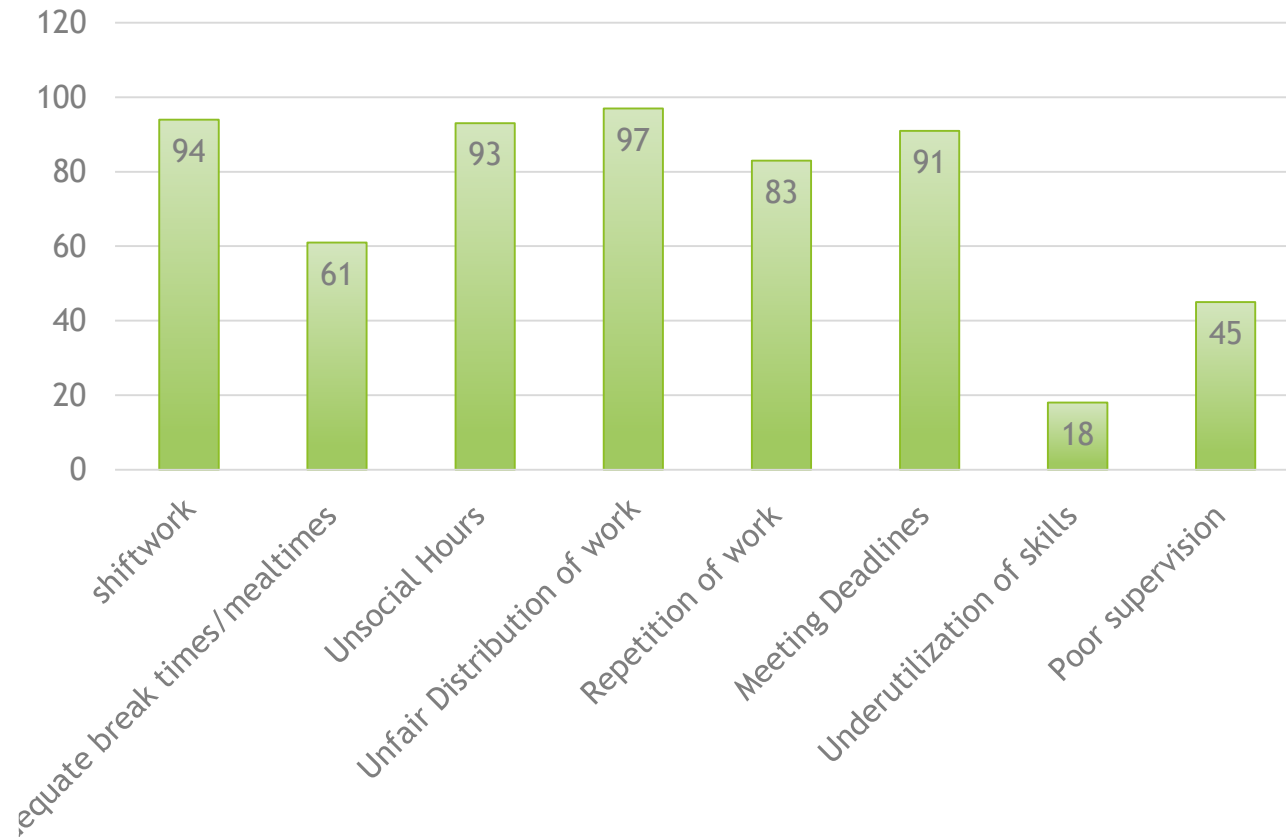
Self-recognition of excessive workload



- ▶ In this Table , respondents are asked about their self-recognition of work type and load they have if any, due to that job.
- ▶ It is found that 40% respondents reported for excessive workload, while 18% responded that sometimes they have excessive workload while 42% said they have no workload.

Reasons for Stress and Excessive Workload

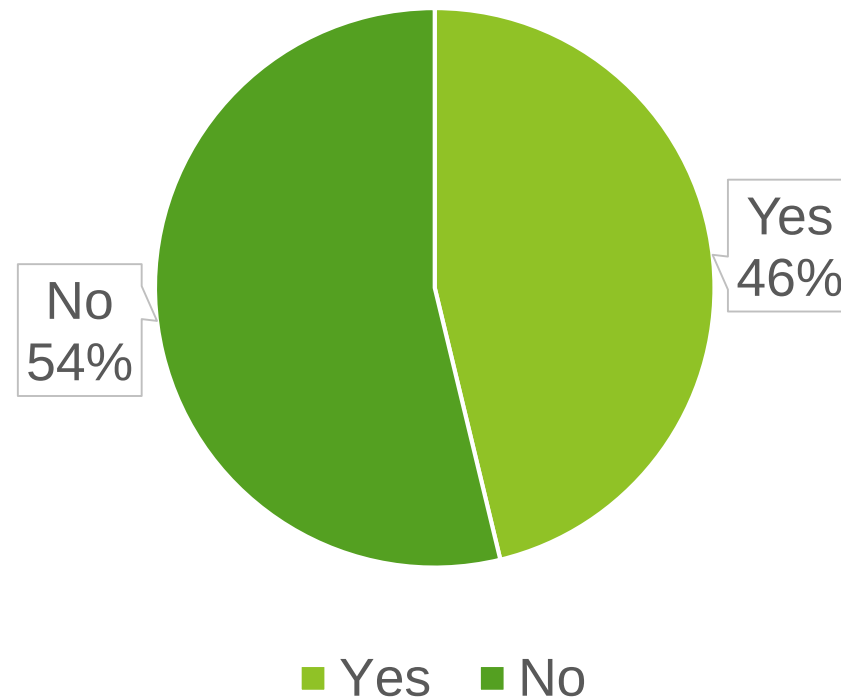
What are the reasons of your stress level and excessive workload?



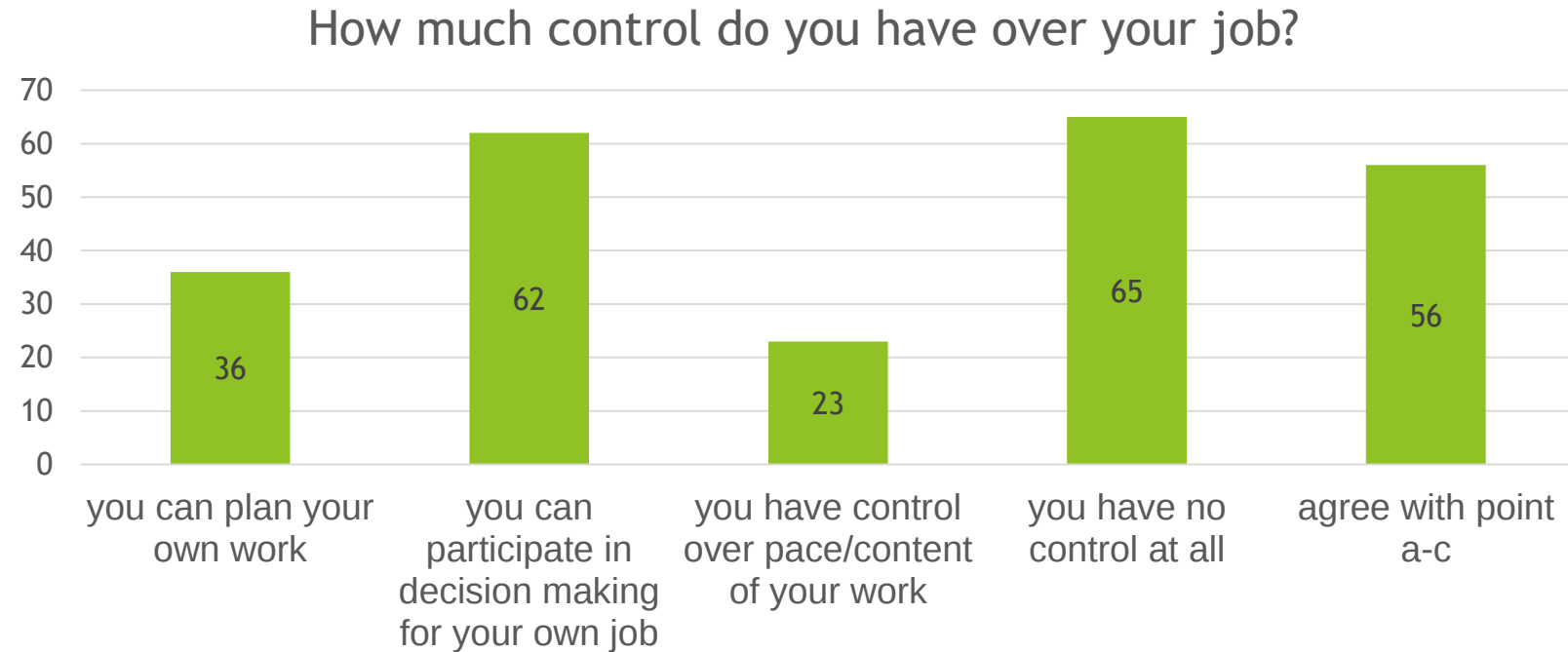
- In this Table , respondents report reasons for their stress and excessive workload.
- From analysis it is found that Unfair distribution of work (48.7%), shift work, unsocial hours, Repetition of work and Meeting deadlines counts more than 40% proportion for stress and excessive workload.

Effect of Excessive workload on Health and Personal life of Employee

Do you have a good work life balance?



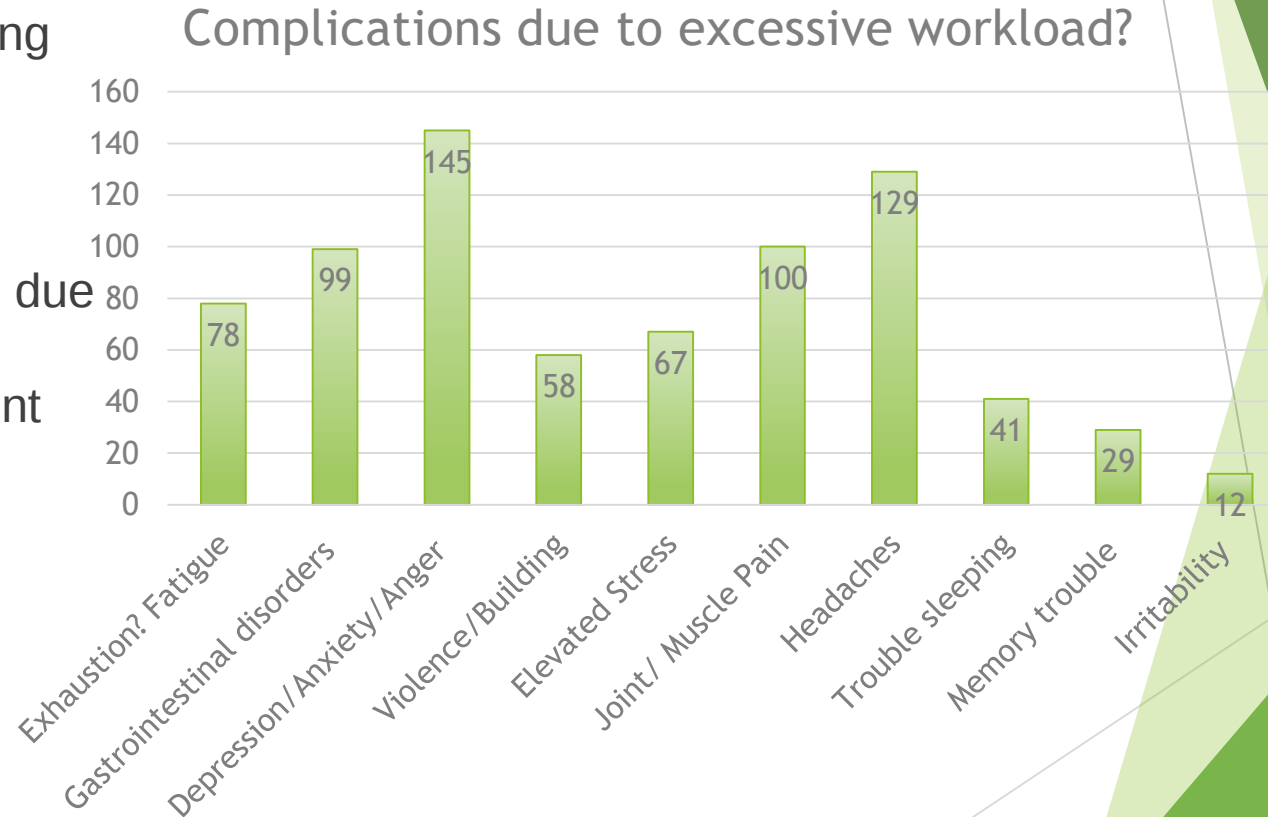
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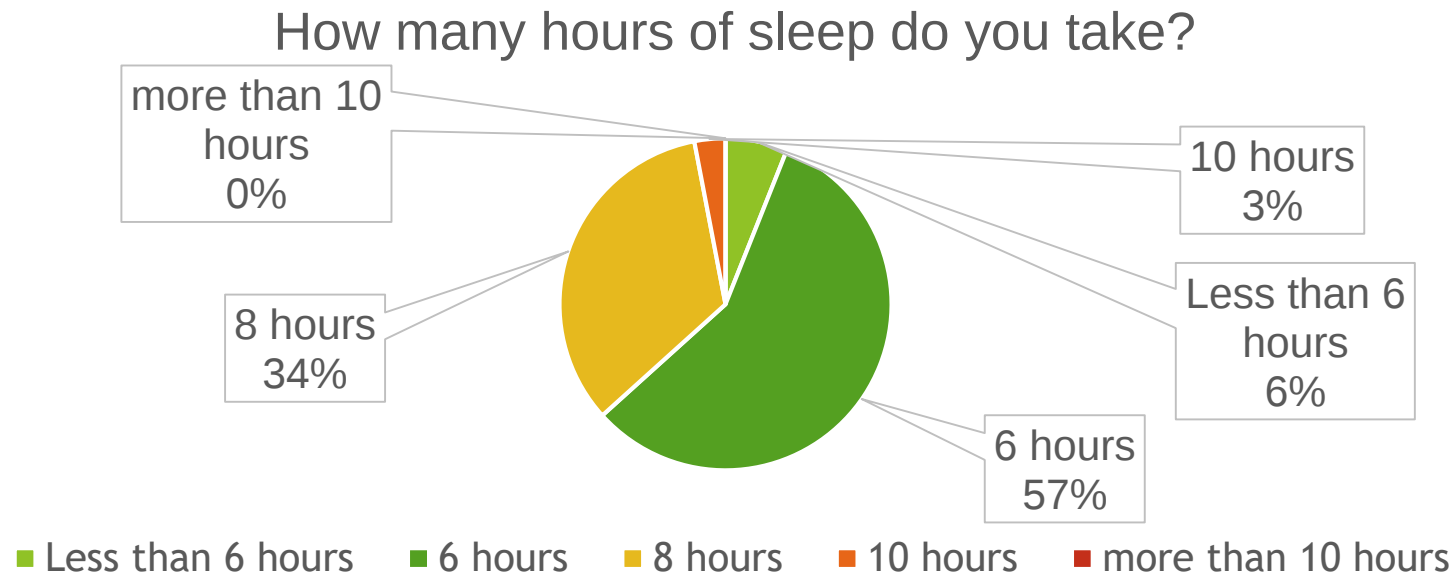
- ▶ From above Tables, it is found that 46% people think, they don't have work life balance.
- ▶ When asked about reason for uneven work life balance it is counted that 32.6% people don't have any control over their job and only 28% people are satisfied first three points asked to them regarding their job, rest all disagree with work life balance in one or other terms.

Reasons for availing sick leave

- In this Table, reasons for availing sick leave is analyzed.
- It is found that most of the employees who said yes to excessive workload took leave due to depression, elevated stress, exhaustion, headaches and joint pain, Gastrointestinal fatigue.



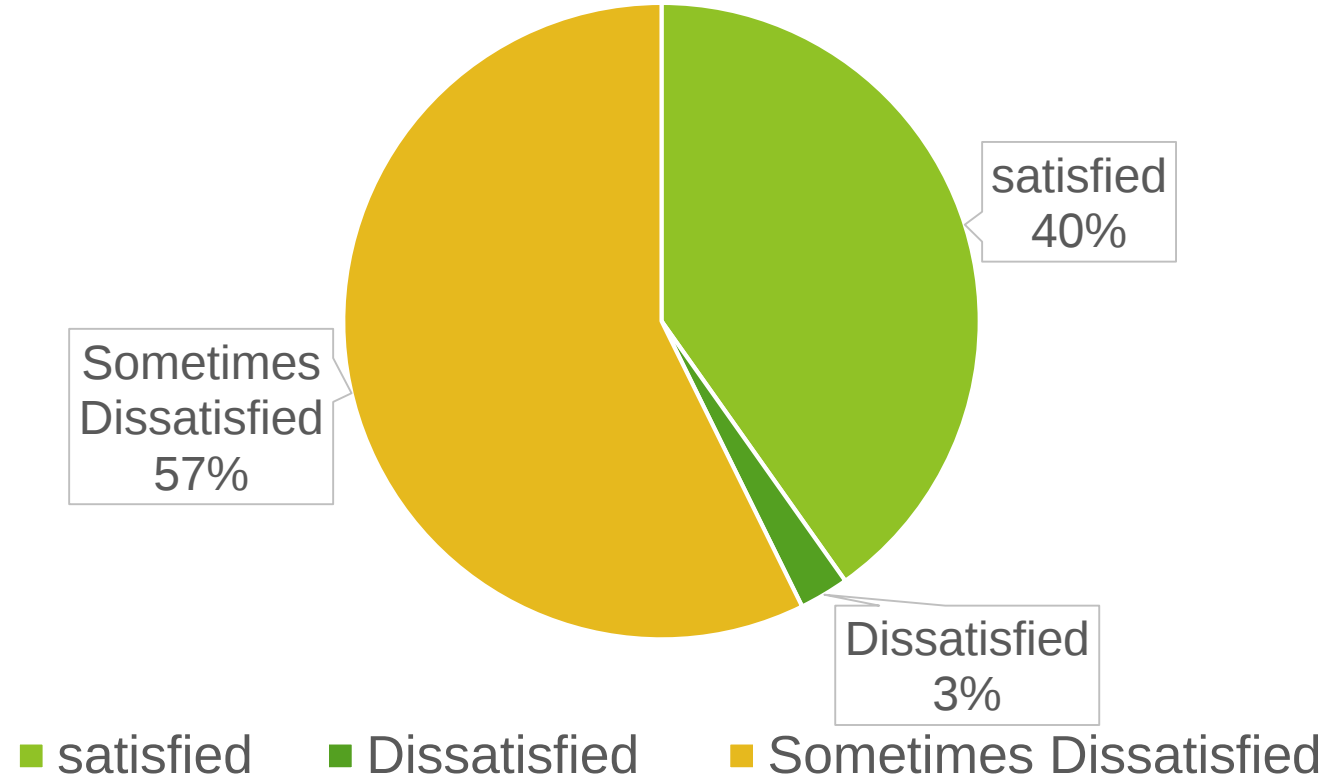
Impact of Stress and Excessive Workload on Sleep and Physical Activity



- We all know that appropriate hours of sleep are necessary for our body to maintain proper health and well-being.
- Physical activities like sports, yoga, exercises are most important element in order to keep our body and mind healthy. From these Tables it is analyzed that most of the employees doesn't take proper hours of sleep.
- From this, we can say how health of an employee is under risk due to excessive workload and lack of time for personal activities.

Causes of Stress and how it affects health

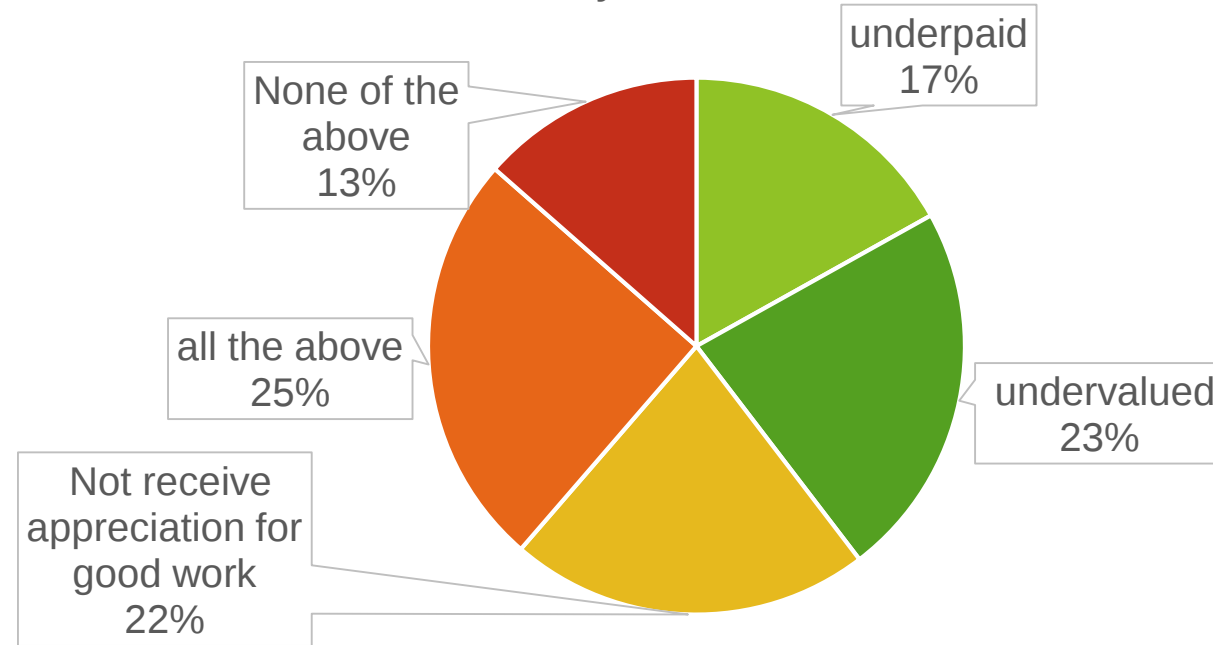
In what way do you feel about your job:



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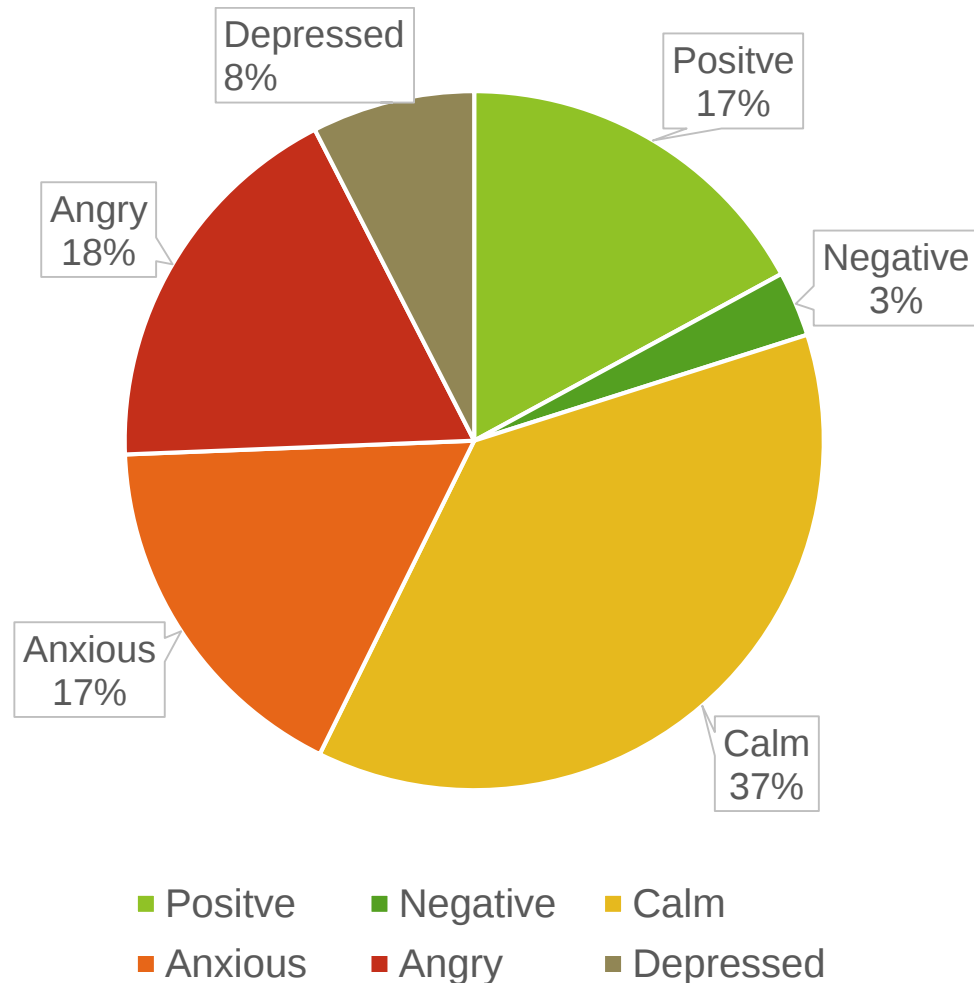
- ▶ We all know how important Job satisfaction is for maintaining low stress level and stress can be due to many reasons at workplace, in the above Tables, it is analyzed that more than 60% of employees from respondents (n-199) are dissatisfied or sometimes dissatisfied from their job which boost their level of stress to maximum
- ▶ when analyzed for reason being dissatisfied, found that 40% of total respondents are either underpaid or unvalued and merely 22% respondents not receive appreciation for their work.

Do you feel that:



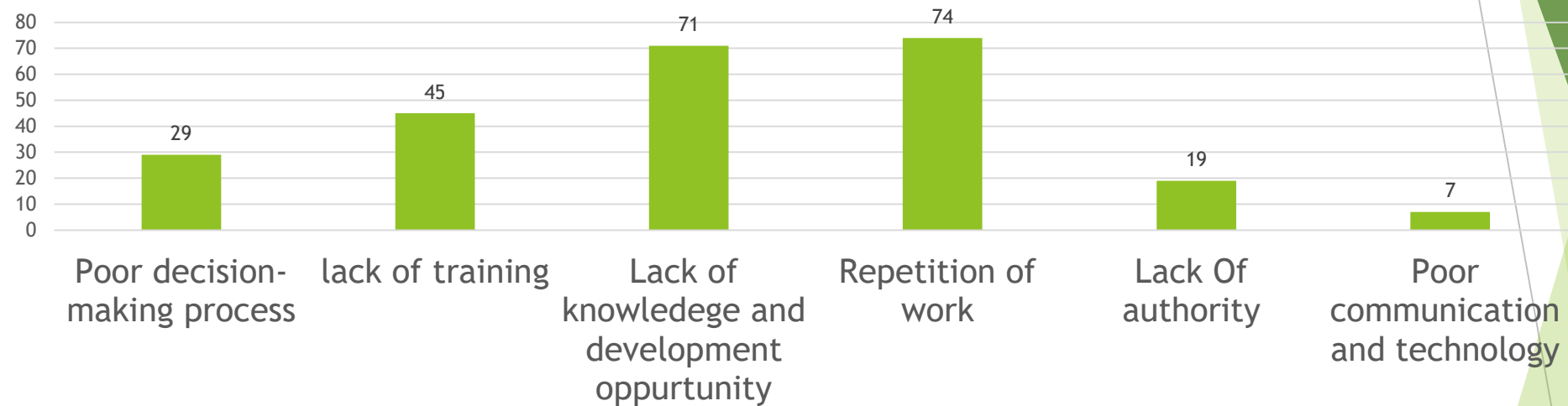
- underpaid
- undervalued
- Not receive appreciation for good work
- all the above
- None of the above

Behavioral attitude due to stress and excessive workload



- ▶ Results state that merely 17% respondents have positive attitude, rest all have some kind of changes in their attitude.
- ▶ Major elements contributing towards change in behavior are being calm (37%), angry(18%),anxious (17%) and depression 8%. This shows how stress and excessive workload has behavioral impact on life of an employee.

Areas to be work by Organizations to reduce impact of Stress and Excessive Workload on health of Working Youth Population



- In this table, response on areas to be worked upon is asked from respondents.
- Analysis states that Repetition of work, lack of knowledge and development opportunities are factors which contribute more than 35% of response, other major contributing factors are poor decision-making process and Lack of training.

Findings

- ▶ It is found that 40% respondents reported for excessive workload, while 18% responded that sometimes they have excessive workload while 42% said they have no workload.
- ▶ Unfair distribution of work 48.7%, Repetition of work and Meeting deadlines counts more than 40% proportion for stress and excessive workload.
- ▶ 51% respondents said, they have taken sick leave in last two months.
- ▶ 54% people think, they don't have work life balance.
- ▶ 30.6% people don't have any control over their job.
- ▶ **Response on areas to be worked on:-**Repetition of work, lack of knowledge and development opportunities are factors which contribute more than 40% of response, other major contributing factors are poor decision-making process and conflicting work demands.

Discussion

- ▶ Decreases productivity is an important consequence of presence of health problems.
- ▶ Several health problems can be prevented with appropriate continuous physical activity.
- ▶ Today we can see that productivity of an employee is deteriorating day by day due to stress and excessive workload and it also decreases overall productivity of company/organisation.

Conclusion

- ▶ There are several problems related to workplace, but stress and excessive workload can be counted **as one of the major existing problem**. Workplace stress is stretching from work to home and is becoming the problem of whole world and **somehow every employee** either working fulltime, part-time or working in public sector or private sector.
- ▶ Workload is increasing day by day in every sector. Overtime is now becoming a common factor in every organization and it is also expected and accepted now. Impact of this can be found in employee's individual life, in organization and in society.
- ▶ Increased attrition rate, more number of divorce cases, poor health and **increasing out of pocket expenditure of people** are evident to justify the effect of stress and workload on life of an employee.
- ▶ One of the solution to this can be **Stress Management**.
- ▶ Another can be done from organization's side like **defining roles and responsibilities clearly**, supervision and work distribution should be appropriate and as per qualification

Suggestions (For Organizations)

- ▶ Manage Excessive workload by ensuring that your staffing levels are adequate.
- ▶ Inspire and provide regular breaks as break are essential to the health and well-being of your employees and overall quality of work.
- ▶ Make some ambience as a relaxing staff space or some sort of sanctuary where staff are inspired to take a break can be good way to reduce stress.
- ▶ Reduce meeting duration as most of the productive hours are lost due to this. As for an already stressed employee, losing valuable time to meetings that last longer than needed can increase that stress.
- ▶ Set clear expectations from employees.
- ▶ Maintain proper authority and supervision.
- ▶ Inspire open communication.
- ▶ Inspire social outings, team breakfast to provide stress free and social working environment within company/organisation.
- ▶ Run employee assistance program in order to cope with range of work and personal problems associated with stress and work having effect on health of employee.

Suggestions (For Employees)

- ▶ There are several things which an employee can do to cope up with stress and excessive work load. They are:
 1. Segment work with others or ask someone for help and divide your workload with them.
 2. Avoid unnecessary phone call and try to keep phone away as much as possible. during working hours.
 3. Try yoga and other physical activities as it will work as stress reliever and keep your mind and body fresh and active.
 4. Engage yourself in any kind of sport and musical therapy to reduce stress.
 5. Participate in competitions which need you both mentally and physically as it will help in increasing your productivity, participance and eliminate stress.

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**Thanks to all of you for your precious time, Suggestions
and Recommendations are heartily acceptable.**