

A study to assess the impact of working in shifts on physical and psychological health of the employees in a Multinational company at Bengaluru, India.

DR. RAGHAVI MITTAL

1483

MBA-HOSPITAL ADMINISTRATION

INSTITUTE OF HEALTH MANAGEMENT RESEARCH UNIVERSITY, JAIPUR

CONTENTS

- Introduction
- Objectives
- Methodology
- Observations
- Conclusion

INTRODUCTION

Shift work is a necessary part of modern life.

Biological clocks

- Sleeping difficulties
- Fatigue
- Social and family factors
- Errors and accidents



OBJECTIVES

- To assess the impact of shift timings on the physical health of employees working for this project.
- To assess the impact of shift timings on the psychological health of the employees working for this project.

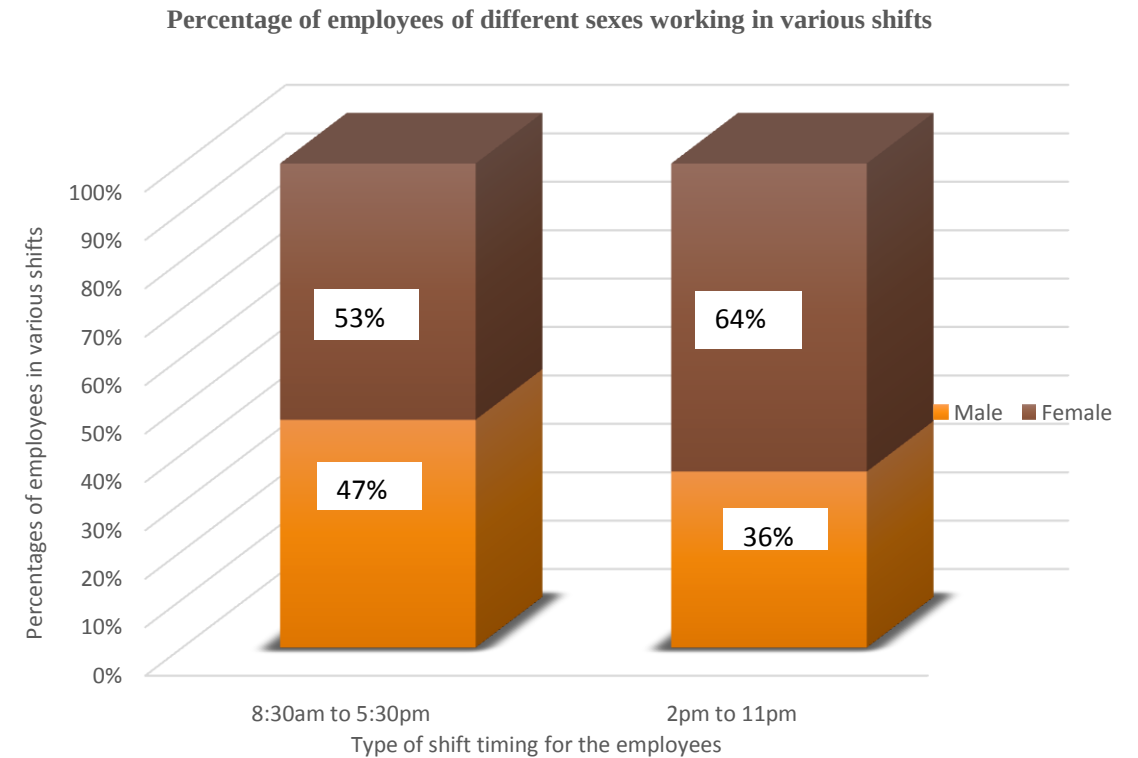
METHODOLOGY

- Study Type:** Analytical Type of Study Design
- Study Area:** ‘X Project ‘ at ABC Consulting, Bengaluru ,India
- Study Population:** One Fifty employees of the project working in the morning and the evening shifts
- Sample Size:** Fifty Samples selected through simple random sampling.
- Data Collection Tool:** Semi-Structured Questionnaire was prepared incorporating the DASS 21 scale for assessing the psychological health of the employees.
- Data Analysis:** Microsoft Excel 2010

OBSERVATIONS

General overview of the samples

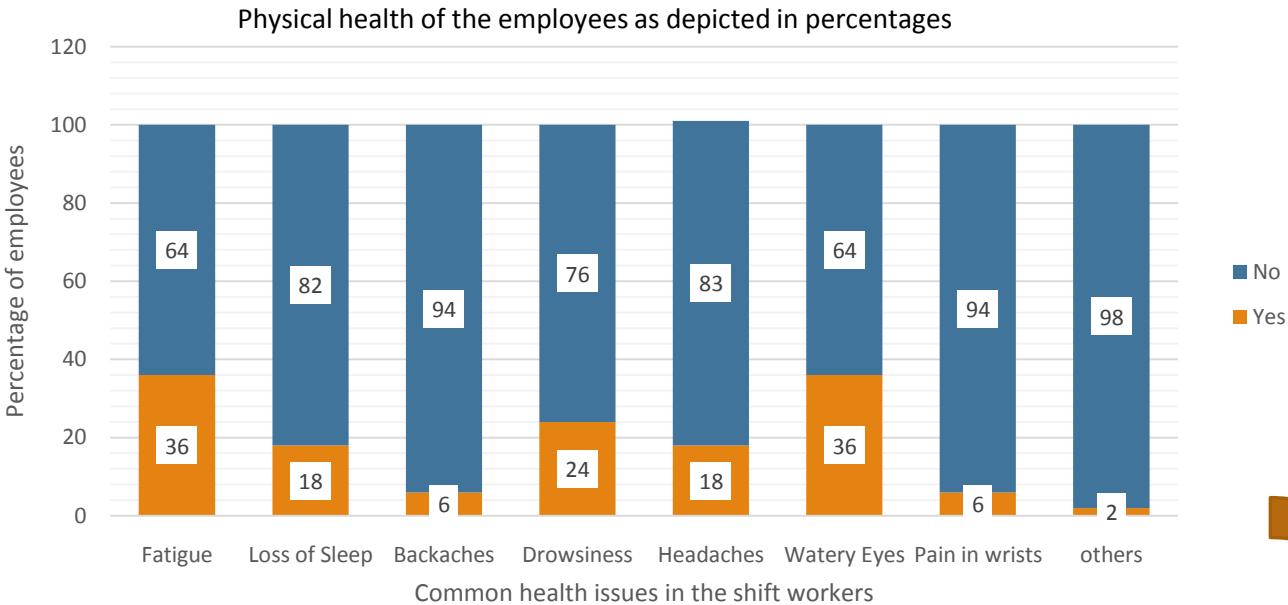
Workers	Male	Females	Total
Shift timings (8:30am-5:30 pm)	24	27	51
Shift timings (2pm- 11pm)	36	63	99
Total	60	90	150



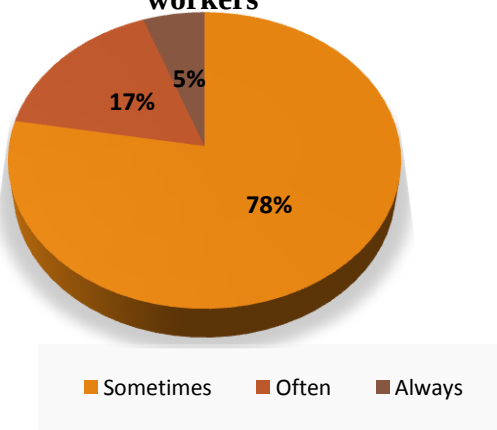
For assessing the
physical health of the
employees

The physical health of the employees

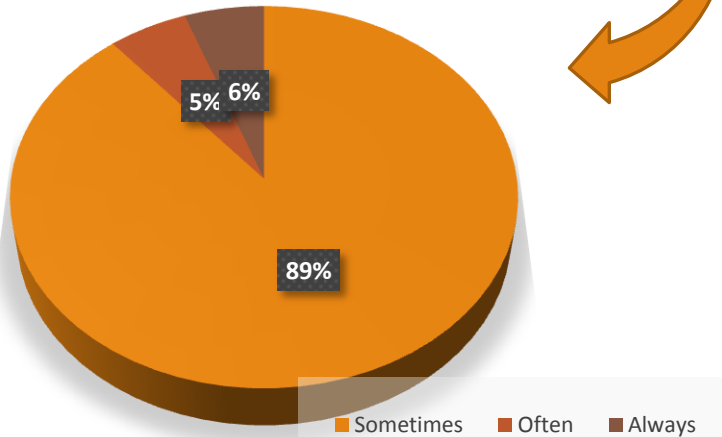
Shift Timings	2pm-11pm	8:30 am -5:30 pm
Mean	1.825	0.2
df	48	
t Stat	2.73	
P(T<=t) two-tail	0.0086	



Frequency of fatigue in the shift workers



Frequency of Strain in eyes for the employees working in shifts

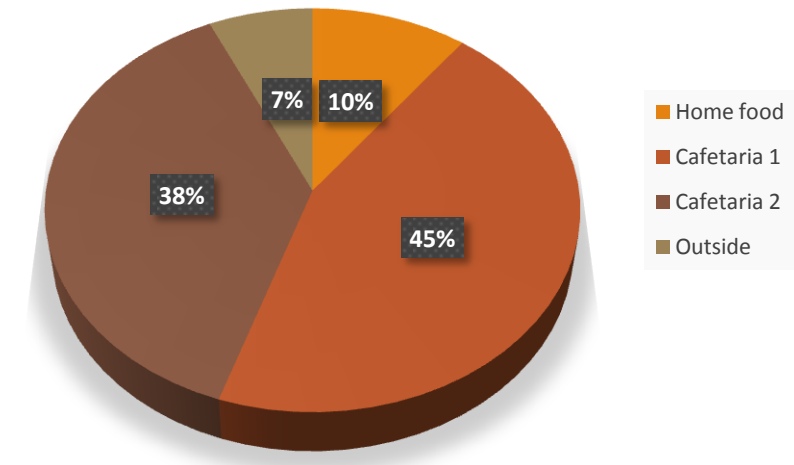


The Nutritional status of the employees

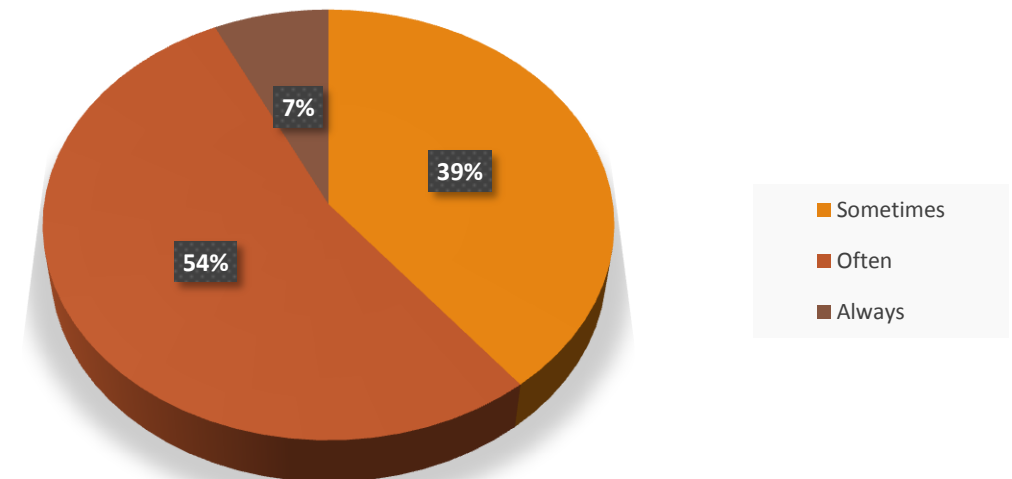
Shift Timings	2pm-11pm	8:30 am-5:30 pm
Mean	0.8	0.1
Df	48	
t Stat	5.07	
P(T<=t) two-tail	6.20	



Type of food preference by the employees working in the evening shifts

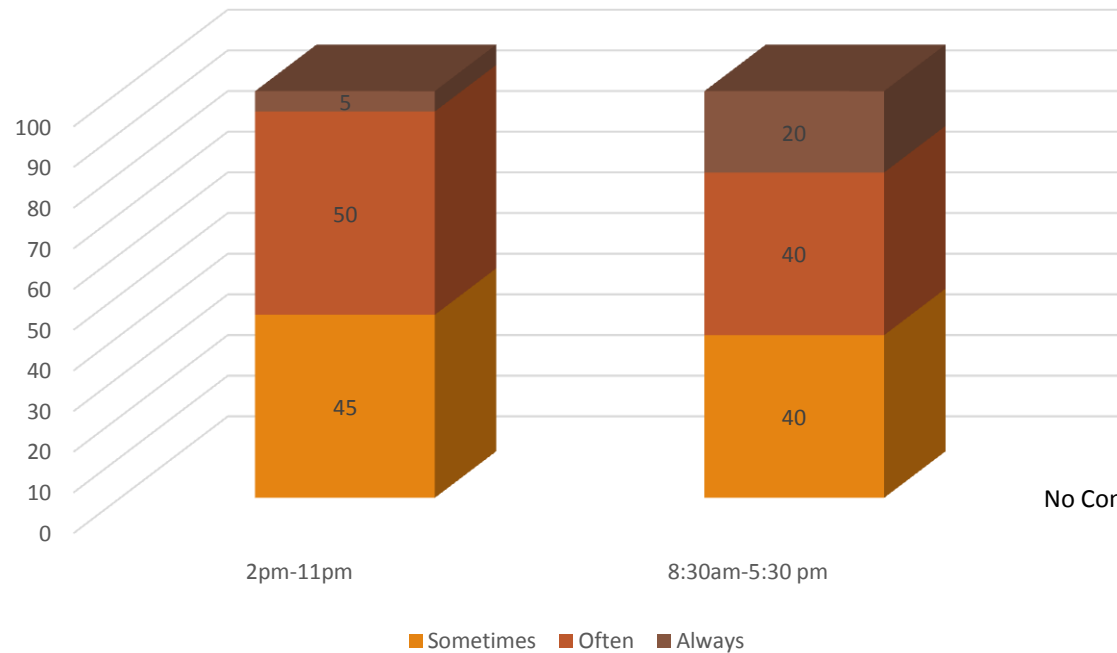


Frequency of variations in the meal timings for the employees working in the evening shifts.

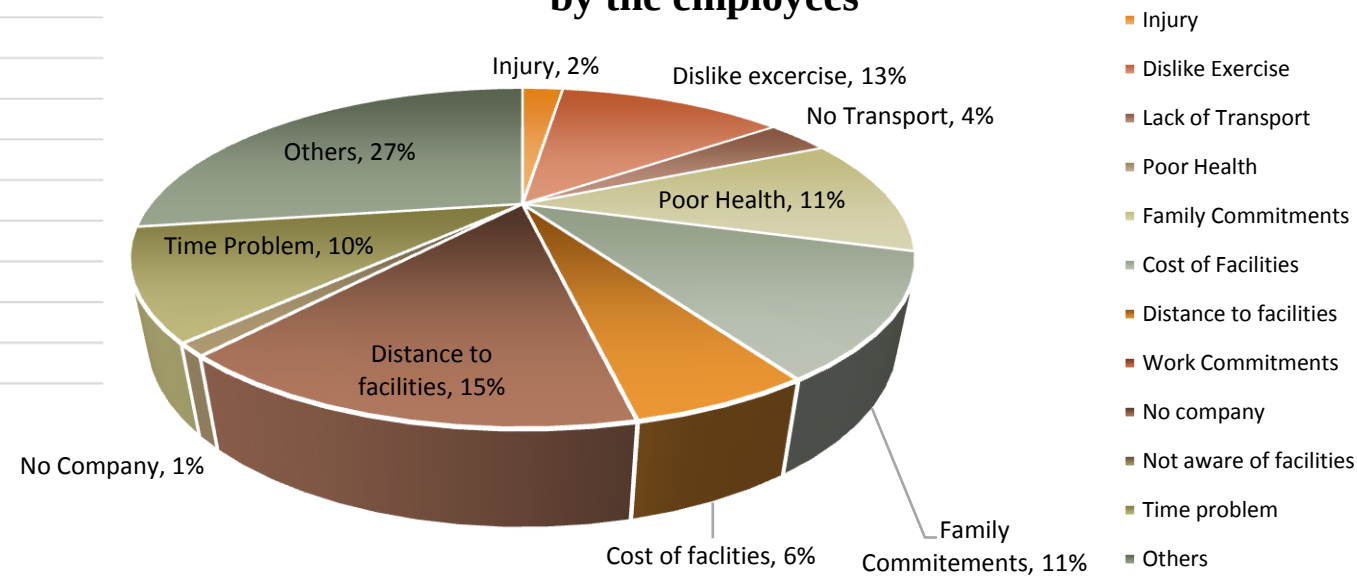


Aptitude of the employees for maintaining their physical health

Attitude of the employees working in different shifts towards physical activities



Reasons for abstaining from maintaining the physical fitness by the employees



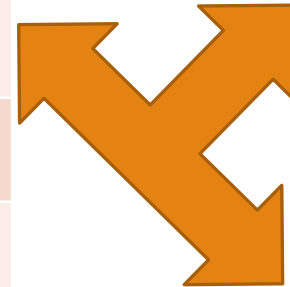
For assessing the
psychological health of
the employees.

Depression

Shift timings	2pm-11pm	8:30am-5:30 pm
Mean	1.275	1.9
df	48	
t Stat	-0.93693	
P(T<=t) two-tail	0.353486	

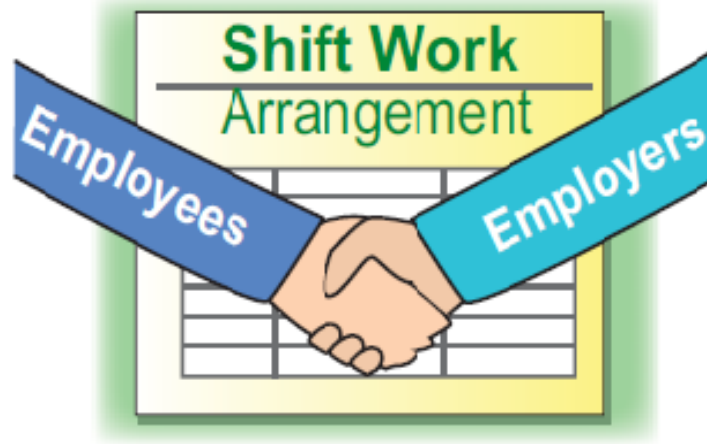
Anxiety

Shift timings	2pm-11pm	8:30am-5:30pm
Mean	1.1	1.2
df	48	
t Stat	-0.187522892	
P(T<=t) two-tail	0.852041131	



Stress

Shift Timings	2pm-11pm	8:30 am -5:30pm
Mean	2.575	2.6
df	48	
t Stat	-0.026330419	
P(T<=t) two-tail	0.979102958	



CONCLUSION



- Individual based work system management .
- Complimentary offs for the employees devoting extra hours towards work commitments.
- Regular psychological counselling sessions.
- Introduction of 'My Team 'groups where the employees can share their own experiences and difficulties encountered during working.
- Introduction of an internal networking system which can allow the employees to directly approach the leadership.
- Continuous involvement of the leadership with the individuals working with the project to motivate and praise their accomplishments.

THANK YOU