



THE IMPACT OF EXTENDED WORKING HOURS ON THE HEALTH, FAMILY AND SOCIAL LIFE OF IT SECTOR EMPLOYEES IN INDORE CITY

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I Abstract :

The main aim is to identify the impact of longer working hour on health, family and social life of employees who are working in IT sectors in Indore City and also aim to understand the perception of employees towards factors associated with longer working causes problem of health and professional problems related with job and family. Primary Data were collected from employees who are working in IT Sector in Indore is 80 tested by SPSS. Findings reveals impact of extended working hours causes health, family and social life problems among employees belongs to IT sector.

II .Introduction

India is one of the biggest global contributors of technical resource in world this sector contributed for GDP growth in India. As per report of NASSCOM, 2018 IT sector aggregated revenues of US\$160 billion in 2017 . 60 percent of technical resources have contributed for this revenue in form Software and hardware.

Madhya Pradesh is also called central India. Indore city of Madhya Pradesh have tremendous potential for industries. In recent years many IT industries establish their organization in Indore region and many hardware software and start up industries of IT sector has start their business in Indore. It has also been seen all over the world that the employees who work for extended hours



are facing numerous effects like mental, physical, and social. Significant effects include with tiredness, fatigue and depression sleeplessness, diabetes hyper tension.

Ibrahim, (2015) found that extended long working hour may reduce physical energy of the person and also increase stress and mental problems. According to Rajan (2017) extended long working hours may cause serious problem related to health. Nurses are working for longer hours suffering from mental as well as physical problems. It reduces their efficiency and performance towards professional work.

Harrington, J. (2018) found that extended working hour problems consist of mental problems, physical problems, social problems and interpersonal problems. This will effect working proficiency of employee who is part of well establish organization.

III. Review of Literature

Establish good organization maintain proper working culture in an organization among all employees. The organization which follows ethics will increase motivation among all employees. Nachreiner et al., (1987); Shadish et al., (2002) found that extended hours in an organization raise issue of families and quality work. Haenecke et al., (1988):Folkard and Lombardi, (2004); Kecklund,(2005) extended working hours in an organization cause health related problems also it will increase accident in an organization during working hours.

Radiker (2005); Nachreiner et al. (2005). Identified that Extended working time reduce team and increase frustration among employees Man & Ling(2014) studied the relationships between working hours and productivity, by having a comparison of long and median working hours' industries in Hong Kong in the food services, information and communication industries.



Huysmansa et.al (2015) found that the companies belongs to IT sectors are extending overload and working hours among employees that causes many performance and health related problems. Destructive behaviour at work, and rise in many health related issues were the major impacts of working long hours.

Mahesh & Kassim (2017) have identified and ranked the relative importance of various factors that are being perceived to affect labour productivity on the construction sites. The main objective of the study of the research was to provide essential information about those factors that have significant impact on labour productivity to the project management teams who enable the project' s success.

Collewet & Sauermann (2017) found that extended working hours in an organization will affect social life that will lead to lesser work-life balance causes mental and physical problems in life. Organization ethical approach helps senior employees to properly manage resources and try to reduce overburden that will make happy environment in an organization.

Piasna, A. (2018) in her study found to provide a better understanding of consequences of working time adjustments for work intensity. The assumption that is being made in the research is that working time and work intensity are two different but still interrelated dimensions of work effort.

Various studies were conducted for factors of extended working hours in IT sectors organization causes health performance and family problems like China, the USA, and Saudi. But study is limited in India especially in Indore.



Research gap

Research Questions:

From research gap following question were identified by researcher

- 1) Does extended long working hour' s influence perception of employees of IT Industry?
- 2) Does an extended long working hour impact on performance and health of employee?
- 3) Does an extended long working hour impact on health, family and social life?

Research objectives:

From research following hypothesis were formulated for research study

- 1) To study demographic category of Employees of IT industry towards extended long working hours.
- 2) To identify impact of extended long working hours towards factors related with performance and health.
- 3) To study impact of extended long working hours on health, family and social life.

IV Research Methodology

Table 1: Demographic profile of employees belongs to IT Sector influenced by extended working hours in organization in Indore

Demographic Profile Category		No. Of Respondents(Percentage)
Gender	Male	42.5
	Female	57.5
Age	18-25	56.3
	25-35	32.5
	35-50	10.0
	more than 50	1.3
Income	Less than Rs 10000	26.3



	Rs 10000- Rs 20000	17.5
	Rs 20000- Rs 40000	30.0
	More than Rs 40000	25.0
Educational Qualification	Higher secondary	2.5
	Graduate	46.3
	Post graduate	51.3
Working Experience	Less than 2 years	48.8
	Between 2 and 4 years	27.5
	Between 4 and 6 years	15.0
	More than 6 years	8.8

Source : Authors' calculation

From Table 1 Gender Category (42.5% of the Respondents were male and 57.5% were female in the responses), Age Category(57% Respondents were below 25 years of age, 31.6% between 25 and 35 years, 8% between 35 and 50 years and 1.3% were above 50 years of age), Income Category (26.6% were drawing monthly salary of below Rs. 10000 of, 17.7% between Rs. 10000 and Rs 20000, 30.4% between Rs. 20000 and Rs 40000 and 25.3% of them were drawing above Rs. 40000 of salaries). Educational Qualification Category (2.5% of the respondents studied until higher secondary, 46.3% were under-graduate and 51.2% were qualified as post graduate) and Working Experience Category (48.8% of the respondents were having Less than 2 years of working experience, 27.5% were having Between 2 and 4 years, 15.0% were having between 4 and 6 years and 8.8% were having more than 6 years of experience)



Research Design:

The main purpose of the research is to evaluate impact of extended working hours on the health, family and social life of employees belongs to IT Sector located in Indore. Researcher create questionnaire and gathered information from employees of IT sector.

Sample Design:

A sample design was developed based on questionnaire which was created by researcher. A questionnaire was distributed among employees of IT Sector it was based on heterogeneous and homogenous demographic characteristics.

Target Population:

Employees of IT sectors belongs to Indore Region are Target Population

Sampling Method:

The convenience sampling method is used for this research work. Researchers distribute questionnaire among consumers who is employees of organization belongs to IT Sectors Located in Indore.

Sample Size:

The researcher contacted 95 respondents who is employees of IT sector. Out of 95 respondents 85 responses were received. From 95 responses 15 responses were rejected. So, researcher consider 85 valid responses who employees of organization belongs to IT Sectors Located in Indore.

V. Data Interpretation

Normality test:



Kim(2013) found that values of skewness and kurtosis lies between -1.96 to +1.96 supports that data is normal. A normality test was conducted for this research study of sample 80. For our research study data is normal fall in acceptable range.

According to Sekhran (2003) the values of reliability coefficient which was more than 0.6 support scale reliability and data validity. For this research researcher tested reliability test using SPSS of 23 items is 0.919 it will come acceptable range. Data is valid and reliable. So researcher can used it for further analyses.

Reliability Statistics

Cronbach's Alpha	N of Items
.919	23

Source: Authors' Calculation

Table 2: Hypothesis Relationship based on Dependent and Independent variable

Hypothesis	Description
H ₀₁	There is no significant impact between extended working hours and health of the employees
H ₀₂	There is no significant impact between extended working hours and performance of the employees

Table 3: Regression Analysis based on Health of Employees belongs to IT Sectors

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.557 ^a	.311	.302	.803	.311	35.151	1	78	.000

Source: Authors' Calculation

From Table 3 result shows 31.1 percentage of variation between Healths of the employees and extended working hour in IT Sector which is small. The calculated significance p-Value is 0.000



which is less than 0.05. H_{01} Null Hypothesis is rejected that's why the extended working hours have a significant impact towards health of the employees in the IT sector.

Table 4: Regression Analysis based on performance of Employees belongs to IT Sectors

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.670 ^a	.449	.442	.703	.449	63.522	1	78	.000

Source: Authors' Calculation

From Table 4 result shows 44.9 percentage of variation between performance of the employees and extended working hour in IT Sector which is small. The calculated significance p-Value is 0.000 which is less than 0.05. H_{02} Null Hypothesis is rejected that's why the extended working hours have a significant impact towards performance of the employees in the IT sector.

VI. Findings and conclusion

For research study survey based on descriptive research in Indore city differentiated perception of employees working in IT industry towards various factors associated with longer working hours and negative impacts of longer working hours on health, family life and social life. The result of the study shows that perception of Employees working in IT industry are same towards impact of longer working hours on their health, family and social life. From equality in perception of IT employees towards impact of longer working hours, it could be understood that human resource practice and policy of the organization need to be changed so that employees should work according to government rules and regulations.



Based on calculated result using SPSS of H_{01} , H_{02} Null hypothesis it got rejected based on significance p-value less than 0.05 it concluded that the extended working hours have a significant impact towards health and performance of the employees in the IT Sectors.

Moreover, management should pay attention to educate them about how to manage time and balance both work and family life because family life and social life of an individual play major role in determining health and happiness of an individual that will further decide commitment and morale of the employees towards organization.

VII.References

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