# Corona virus lockdown & Health issues of IT corporate sector employees in Maharashtra

Dr. Sanjay Keshaorao Katait

Associate Professor, Department of Commerce, Y.D.V.D. Arts and Commerce College, Tiosa, Amravati, MAHARASHTRA, INDIA. skk2810@rediffmail.com

Abstract - IT is one of the fastest developing corporate sectors in India due to globalization of Indian economy which provides job opportunity to large number of workforce. Maharashtra is amongst the largest developing information technology hub in India. Due to lockdown many IT professionals feeling the heat of job security, less payments, work from home, loneliness etc., which turns into mental stress & various health issues. More over problems like unwanted pregnancy, abortion, mental health & suicide also increased to greater extent in lockdown. Since employees are important & integral part of productivity, profit & society hence it is prime responsibility of IT corporate sector to safeguard & protect them. Now the need of the hour is to safeguard their interest by performing the task of social responsibility by implementing employee wellness programme for betterment of the society.

Keywords - Corporate sector, health issues, job security, lockdown, less payments, loneliness, mental stress.
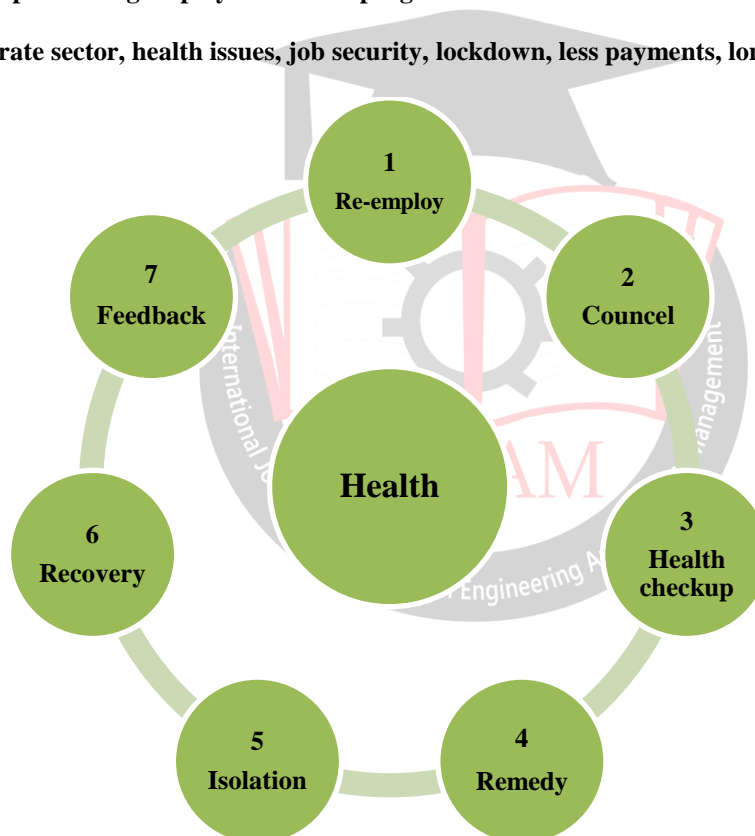
I. INTRODUCTION

The Novel Corona virus (COVID-19) has affected almost every country in the world and India is no exception. To control the spread, the Indian government has imposed a mandatory countrywide lockdown from March 24, 2020. Following the lockdown, many IT corporate sectors closed down their operations till next order. Maharashtra & Gujarat are amongst the largest developing information technology hub in India. Employees working in IT sector are prone to develop a lot of health problems due to continuous mental stress. Due to lockdown many IT professionals feeling the heat of job security, less payments, work from home, loneliness etc., which turns into mental stress & health issues. The common health problems are stress (depression & anxiety), alcoholism, asthma, diabetes, hypertension, insomnia, sexual dysfunction. Lockdown increases new health problems like unwanted pregnancy, abortion, mental health & suicide. Now it is the need of hour that IT corporate sector must adopt their social responsibility & employee wellness programme towards health of employees in this crunch situation. By performing

the task of employees wellness programme their worries related to health issues may be minimized. Therefore the present research project is designed & structured in such a manner to investigate health issues & majors adopted by corporate sector like social responsibility & employee wellness programme with respect employees.

Objectives of research

Employees employed in IT sector faces various health problems. Employees working in IT sector are prone to develop a lot of health problems due to continuous mental stress & health issues. More over problems like unwanted pregnancy, abortion, mental health & suicide increased to a greater extent in this period. Employees are important aspect of society hence it is prime responsibility of IT corporate sector to safeguard & protect interest of employee by performing the task of employees wellness programme. Apart from the above mentioned common health issues objectives some other following objective was set for further accuracy.

- To identify health problems faced by employees.
- To create awareness among employees regarding how to encounter health issues.
- To inculcate health educational awareness & employee wellness programme.
- To suggest some health beneficial models for health development.
- To suggest some remedial measures to improve health, hygiene of the employee.

II.   REVIEW OF LITERATURE

As technology advances, there is also increased stress that is associated with it called as "technology stress." This brings extra pressure on people to adapt to new advancements and update their knowledge in their field. Annual stress scoring has to be done and a score above 300 needs stress management program like yoga, meditation and other de-stressing activities like aerobics, dance etc., would prevent or reduce risk of disease due to stress in IT people which in turn will produce a healthy community. To manage stress these people need to play sport, have a hobby or just have a good holiday. Annual stress scoring has to be done, and employees are having a score more than 300 should be involved in active anti-stress management (Padma, Anand, Swaminatha, Javid, Prasad, Arun, 2015).

A stressed person cannot make work life balance properly. It is not that only people with higher place will have only stress. The entire stress management to some extent depends upon our own attitude towards our life. If the person's approach is positive then the result will also be positive. In case of IT sector it is observed that the burnout problems are more. There is a need for creating positive and optimistic work environment for the development and growth of the employees and ultimately this will help to reduce the stress level. The company can concentrate on

providing some stress relief program which helps them to reduce the stress level. The employees are satisfied with the company environment and they are working with the medium stress level in the organization (Joshi, Modak, 2018).

Analysts state that there is a direct correlation between the employment of women and the economic wellbeing of a nation. Companies have to understand the requirement of managing stress among women to make the environment conducive which can retain skilled talented women. Management must provide continuous learning, mentoring, coaching, counseling, opportunities for self-development, time management to handle their responsibility at home along with office to encourage them to take higher responsibilities of onsite projects. IT companies need to roll out today to give incentives to women workers and make the industry, as a whole an attractive and preferred carrier destination for them (Nakka, Naidu, 2016).

The IT industry are the one which involves heavy workloads and faces a lot of hurdles regarding role recognition gender discrimination and also lack of proper incentives. There is lot of stress involved in the information technology which leads to less productivity and lack of job satisfaction which results in less output. The study reveals that one third of IT professionals work more than the specified hours each week. Technical companies are notorious and being fast paced work spaces that provided stress oriented works because generally organization uses the best optimization of available Human resources. Hence the employees work for their best to improve their standard of living and reputation so that their work becomes permanent. In spite of the fact that there isn't persuading proof that activity stressors cause well-being impacts, the circuitous confirmation is unequivocally suggestive of the work pressure impact (Subikshaa, Jasmin 2018).

Hypotheses

India is one of the fastest growing developing economies in the world & employees working in IT sector are the important integral part economy & society. Lockdown increases their health issue to a greater extent. Now it is our prime responsibility to safeguard & protect their health interest in this difficult situation. Following hypotheses were set for further accuracy.

H_0 – Health care services in IT industry is inadequate.

H_1 – Health care services in IT industry is adequate.

H_0 –Social responsibility & employee wellness programme is not implemented satisfactorily.

H_1 – Social responsibility & employee wellness programme is implemented satisfactorily.

Scope of the study:

Employee: job safe workspace, safe workplace, belongingness, reasonable precautions, insurance, increased productivity.

Employer: reduced labor turnover, reduce labor hiring, increase productivity, profit maximization, loyalty, goodwill, reduction in unrest, conducive environment.

Society: economical development, improve good relation, sound & healthy atmosphere.

Government: revenue in terms of taxes, new innovations & collaboration, Improve good relation, employment generation.

III.   METHODOLOGY

India is one of the fastest growing developing economies in the world & Maharashtra is one of the largest developing IT parks which create the necessary information & technological aspect for industrial growth. The IT industry provides job opportunity to large number of employees in their work force. Since employees are important & integral part of society hence it is our prime responsibility to safeguard & protect their health interest in this difficult situation. IT employees are under tremendous pressure & mental stress due to job lost & health issue.

Sample Size:

For the research study purpose top 50 IT units & 300 employee's respondents working in such IT units from Maharashtra were selected for study research purposes.

Data Collection:

Primary Data:

Primary data is collected through pre tested structured questionnaires & personal interviews of employees, management & trade unions. The questionnaire contained various aspects regarding health issues, working conditions, role of trade unions, management etc. for better accuracy.

Secondary Data:

Secondary data is collected through books, journals, magazines, research papers, related websites and other related literature.

Data Analysis:

Basic Statistical Technique such as Percentage, Standard Deviation, Rank Order Method (Henry Garret Ranking Method), and Chi square test is used for analysis of data. For further better accuracy SPSS software will be used for data analysis.

Limitations of research:

- Sample Size has been restricted to 50 IT units & 300 employees' respondents for in-depth analysis.

- The study is confined only to IT units & employees working in Maharashtra.

- The study relies more heavily on primary as well as on secondary data.

- The details furnished by the respondents are considered as true and the study results are based on this assumption.

- The result arises from the research may or may not be applicable to other parts of the state or country.

IV.   DATA ANALYSIS

Table 1: Age & Gender

Sr. No.	Age	Gender		Total	%
		Male	Female		
01	18-30	109(61.59)	68(38.41)	177	59
02	31-40	39(61.90)	24(38.10)	63	21
03	41-50	23(56.09)	18(43.91)	41	13.64
04	51-60	11(57.89)	08(42.11)	19	06.36
	Total	182(60.67)	118(39.33)	300	100.00

(Source: Primary Data)

Above table indicate age & gender of the respondents working in IT industries. It was observed that as high as 61.59 % male & 38.41 % female were observed to be amongst the age group of 18 to 30 years. Thus it was observed that majority of the employees were from a age group of 18-30 years which is healthy & energetic sign for organization because this group can be easily mould as per the requirement.

Graph No. 1 A
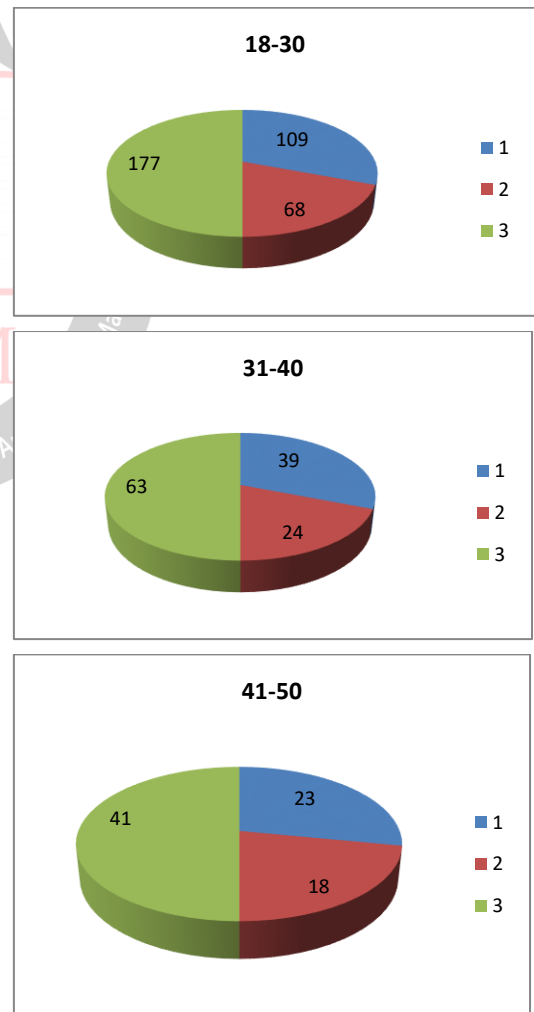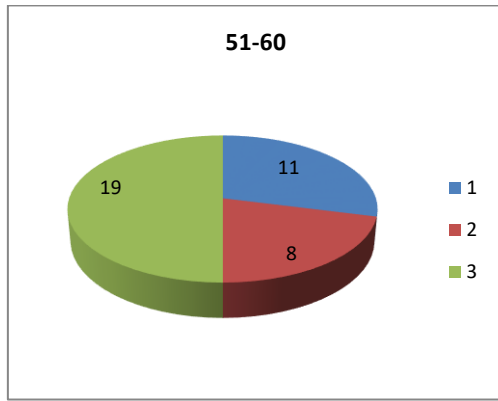
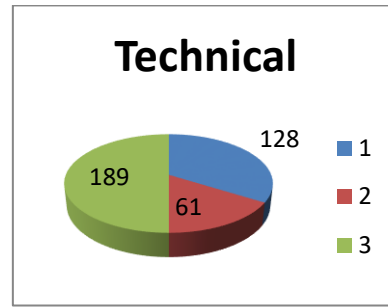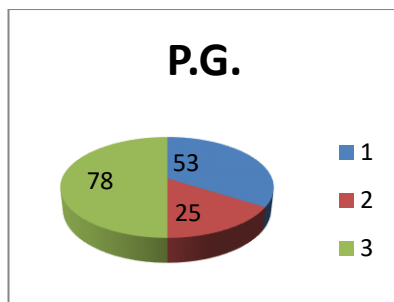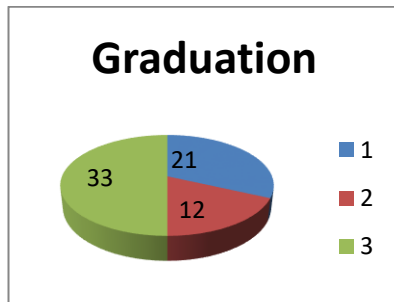(Graphical representation of Table No. 1 Age & Gender)

Table 2: Education

Sr. No.	Education	Gender		Total	%
		Male	Female		
01	Graduation	21(63.63)	12(36.37)	33	11
02	P.G.	53(67.94)	25(32.06)	78	26
03	Technical	128(67.72)	61(32.28)	189	63
Total		202(67.33)	98(32.67)	300	100.00

(Source: Primary Data)

Educational qualification occupies important role in development of respondents & IT industries. It was noticed that as high as 67.72 % male & 32.28 % female were acquire the higher technical educational qualification. Since it organizations are technical in nature so mainly employ only technical personnel for effective & smooth running of operations.

Graph No. 2 B

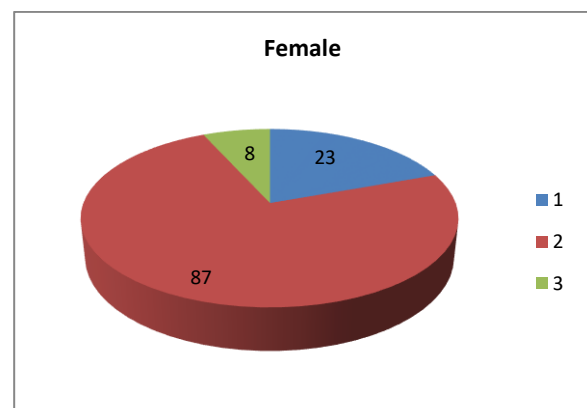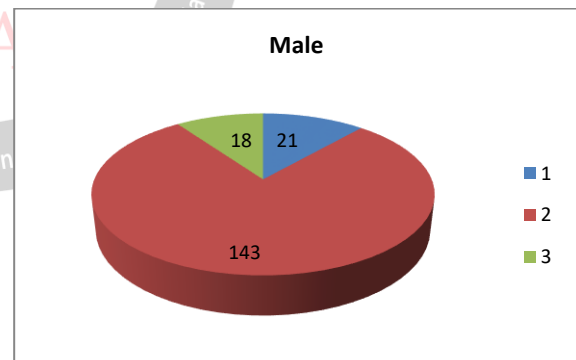(Graphical representation of Table No. 2 Education)

Table 3: Job security

Sr. No.	Gender	Job security			Total	%
		Satisfied	Not satisfied	Neutral		
01	Male	21(11.54)	143(78.57)	18(09.29)	182	60.66
02	Female	23(19.49)	87(73.73)	08(06.79)	118	39.34
Total		44(14.67)	230(76.67)	26(08.67)	300	100.00

(Source: Primary Data)

Job security during the Covid – 19 occupies the foremost importance. Mostly it was noticed that as high as 78.57 % male & 73.73 % female respondents expressed dis-satisfaction and expressed their concern in this regard. Further it was observed that only some part of the payment is given in this period against full work from home, needs to be care taken off. On the other darker side so many employees were deliberately terminated from their regular job without consent.

Graph No. 3 A

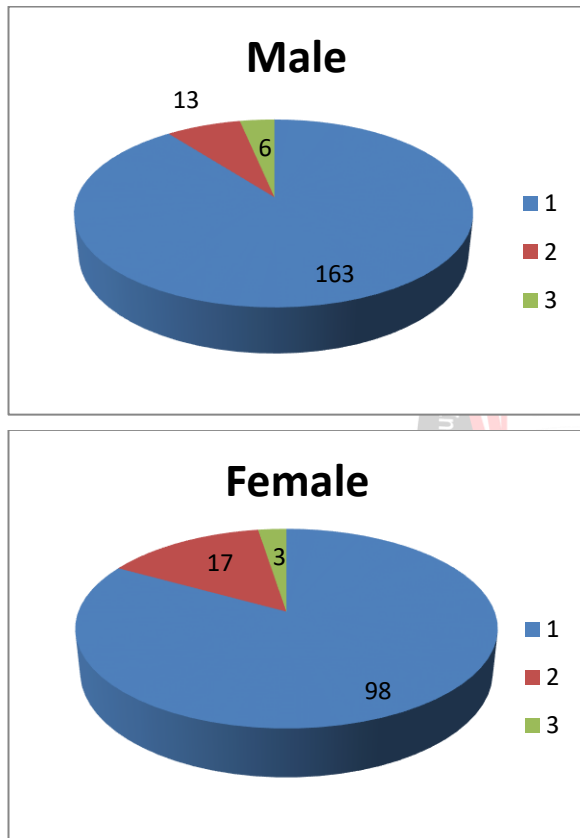(Graphical representation of Table No. 3 Job security)

Table 4: Regular Payment

Sr. No.	Gender	Regular Payment			Total	%
		Satisfied	Not satisfied	Neutral		
01	Male	163(89.56)	13(07.14)	06(03.29)	182	60.66
02	Female	98(83.05)	17(14.40)	03(02.54)	118	39.34
Total		261(87.00)	30(10.00)	09(03.00)	300	100.00

(Source: Primary Data)

Mostly it was observed that regular payment is given by the employer during this period which is an incredible thing done by employer in this period. But at the same time due care must be taken to call back immediately after the work started with full hygienic & better working condition.

Graph No. 4 A

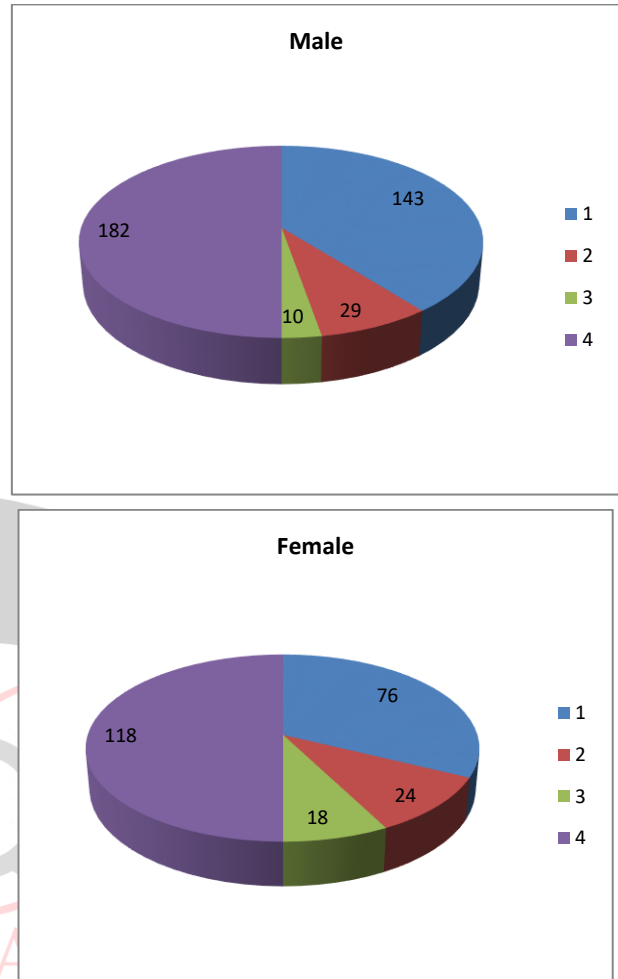(Graphical representation of Table No. 4 Regular payment)

Table 5: Better working condition

Sr. No.	Gender	Better working condition			Total	%
		Satisfied	Not satisfied	Neutral		
01	Male	143(78.57)	29(15.93)	10(05.49)	182	60.66
02	Female	76(64.41)	24(20.34)	18(15.25)	118	39.34
Total		219(73.00)	53(17.67)	28(09.33)	300	100.00

(Source: Primary Data)

Better working condition is provided in this period of crunch situation by the employer which is quiet incredible. But some more care advisable by the employee such as full insurance protection, frequent health checkups & motivational campaign to overcome this crunch situation.

Graph No. 5 A

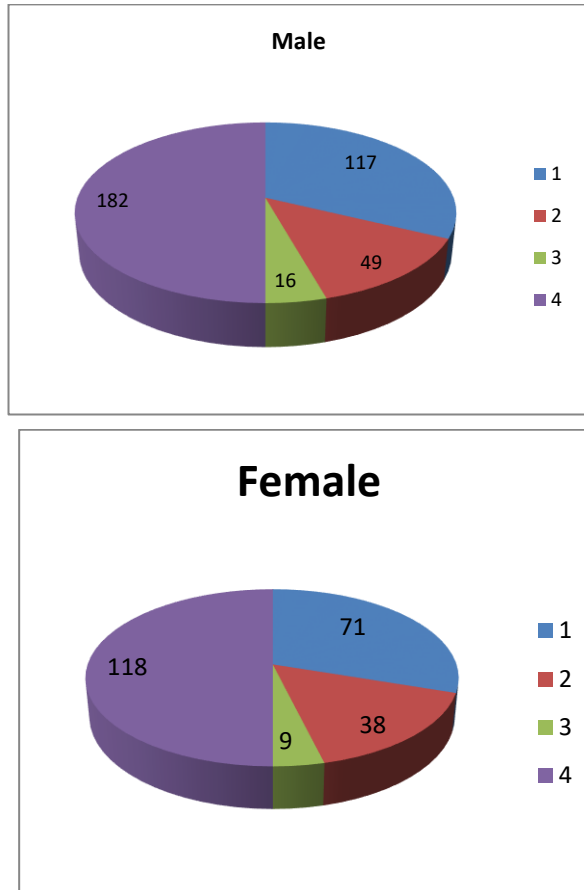(Graphical representation of Table No. 5 Better working condition)

Table 6: Safe workspace & workplace:

Sr. No.	Gender	Better working condition			Total	%
		Satisfied	Not satisfied	Neutral		
01	Male	117	49	16	182	60.66
02	Female	71	38	09	118	39.34
Total		188	87	25	300	100.00

(Source: Primary Data)

Safe work space & workplace is provided by the employer in this period is so satisfactory as far as the workplace is concern.

Graph No. 6 A

(Graphical representation of Table No. 6 Safe workspace & workplace)

V.   CONCLUSION

In the crunch situation like corona virus lockdown & health issues arises from it, it is the primary responsibility of every IT industry employer to protect their employee in all respect. The absolute top priority should be given in ensuring employee job security, regular payment, better working condition, safe workspace, safe workplace, belongingness with all the reasonable precautions. It is only because of the hard work of the employee, employer enjoys profit maximization. Now time has come to repay.

VI.   SUGGESTIONS

The Corona virus has affected almost every country in the world and India is no exception. By performing the task of CSR & employee wellness programme, the It industry are giving something back to the society. Now it is the need of hour that IT unit must adopt their social responsibility towards employee with them in this crucial moment. Since employees are the important ingredient of society & in profit maximization it is imperative to take due care of them to stop industrial unrest. If able to do so volatile economy comes to normal by increase in productivity resulted in profit which ultimately beneficial for society at large.

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Associate Professor, Department of Commerce, Y.D.V.D. Arts and Commerce College, Tiosa, Amravati, MAHARASHTRA, INDIA. skk2810@rediffmail.com