



A STUDY ON THE IMPACT OF DIGITAL TRANSFORMATION ON EMPLOYEE MENTAL HEALTH AND WELL BEING IN INTELLECT DESIGN ARENA LTD, CHENNAI

^[1] *Ms. Sowmiya*, ^[2] *Ms. Shabana Rahman*

^[1] PG Student, School of management studies, Karpagam college of Engineering, Coimbatore, India

^[2] Head of the Department, School of management studies, Karpagam college of Engineering, Coimbatore, India

ABSTRACT :

In an effective digital workplace, employees enjoy an increase in flexibility in both their work schedules and in their work environment. The negative impacts of digitalization include the possibility of employees experiencing techno stress. Techno stress is a psychological response caused by an inability to cope with introducing new digital technologies. Techno stress has been linked with biological stress reactions. More efficient resource management encourages knowledge sharing and collaboration across departments. Enhanced employee engagement and empowerment, better customer insights and experiences. The objective of the study is to analyse the impact of digital transformation on employee's mental health and wellbeing in Intellect Design Arena Ltd., Chennai. The study based only on the opinion and expectation of employees. Total number of samples taken for the study is 100 respondents. Descriptive research design and Convenience sampling techniques were used for the study. Primary data and secondary data have been used in the study. Simple percentage analysis, chi square analysis and correlation analysis have been applied in this study to reach the finding of the study. It is found that there is positive relationship between age of the respondents and brings changes in lifestyle. It is suggested that the employees must maintain and create proper social network to be aware in their life as well as to prevent depression due to the workload. It is concluded that bringing lifestyle changes, physical exercise and yoga are needed for the working employees

INTRODUCTION OF THE STUDY

Without effective support, mental disorders and other mental health conditions can affect a person's confidence and identity at work, capacity to work productively, absences and the ease with which to retain or gain work. People with severe mental health conditions are more likely to be excluded from employment, and when in employment, they are more likely to experience inequality at work. Being out of work also poses a risk to mental health

Corporate HQ

Chennai

CEO

Venkatesh Srinivasan

REVIEW OF LITERATURE

Munir. (2017). This study was conducted to explore the causes of conflict among coworkers in a competitive workplace. Data were collected from a local campus of an International Private Schooling System using participant observation and semi-structured interviews. The data analysis identified five major causes of conflict. The impact of conflict management style and approach on outcome were also explored. Finally, the usefulness of research findings has been discussed.

Hoek, J., & Miller, M. (2021). Human capital influences 100% of the production and business performance achieved in swine production. "Five years from now 35% of the of important workforce skills will have changed." according to Digital Transformation 1. To meet the coming digital transformation in swine production, the need for innovative human capital strategies has never been greater. Boessen, Artz, and Schutlz 2 found labour is a critical issue for the industry. High performing swine farms achieve it because of their people. Swan 3 noted that "pigs do not achieve excellence; people achieve excellence through their pigs." Agriculture has been slow to adapt soft skill strategies due to the ambiguity in the value proposition. Cost metrics of turnover, poor performance, and safety are traditionally buried within the P&L under labour with labour impacting 100% of the value chain in pig and pork production.

Jianmin Sun(2022), The study aims to measure the interceding relationship of good at work between digitalization (IT structure, IT business gauging, and IT visionary station) and their effect on internal health. The study uses primary data collection ways to gather data and used intentional slice to assay the data. The sample size of the study is 349 repliers. The exploration uses Smart PLS software to measure the relationship through bootstrapping and algorithms. The study finds a significant positive interceding part of good between digitalization (IT structure, IT business gauging, and IT visionary station) and their effect on internal health. The study issues are helpful for directors and policymakers.

Grishnova, O., & Karyuk, V.(2022). According to the results of the conducted exploration, the ultramodern realities that came a prerequisite for the need to transfigure the organizational culture of domestic companies and the main social trends that affected the work culture were characterized. The purpose of the composition is to determine the directions of metamorphosis of the organizational culture of domestic companies in the conditions of a full- scale war of Russia against Ukraine and the COVID- 19 epidemic, and to find ways to ameliorate it to have a positive impact on labour productivity. To achieve the thing, a logical approach, relative, statistical styles, as well as styles of scientific abstraction and conflation were used. The substance of the new order« remote organizational culture» was studied. Current challenges in the field of labour force operation for domestic companies in war conditions are analysed.

Rashmi, M. V., & Viji, M.(2023). Digital metamorphosis' is a progressive mode that fleetly transforms traditional business models, practices, and operations via digital technologies. In the digital age whole world is deeply affected by DT and it has a significant impact on workers and their well-being which apply us to do this study. This study aims to explore arising trends in DT and examine the impact of DT on the plant and pool. The abstract frame presented in the study throws light on understanding the crucial motorists and their impact associated with DT. This study has used a qualitative approach, and the exploration design is exploratory where we've studied being literature. The methodology involves analysing the theoretical and empirical exploration papers, journal papers, and conference proceedings through inductive logic. The review of the literature examines the arising trends and their impact on the plant and pool. The study is significant as it aims to inform the unborn exploration and practices which fleetly do in the evolving field. Results suggest that AI integration in HR analytics and cybersecurity enterprises are important factors while creating new business models and investing in mortal capital and training which are practical results to challenges posed by digitalization. Business strategy has a significant part in mollifying the impact of DT on associations.

SCOPE OF THE STUDY

- The scope of this study is confined to Intellect Design Arena Ltd., Chennai
- This study focuses to understand the mental status of the employees and health status

STATEMENT OF THE PROBLEM

Through digital transformation, companies build highly integrated, seamless remote work environments that leverage their employees just as effectively and often, even more effectively than when workers came to the office every day. Processes that were once manual and time-consuming can now be achieved in a quick and efficient manner with digital tools, applications, and systems. Due to digitalisation, majority of the IT companies engages their employees for work from home. Intellect Design Arena Ltd, Chennai is not an exemption from this. It also engages its employees for work from home due to several reasons. There are few demerits for employees in engaging such work from home. The company is in the intention to evaluate the issues of employees due to work from home due to digital transformation. The study will help to the organisation to understand the issues and challenges of employees by the work from home to take HR related decisions and to overcome such issues for the employees

LIMITATIONS OF THE STUDY

- The study restricts to Intellect Design Arena Ltd., Chennai only.
- The study assumes that the information was given by the employee without any bias.
- The study is done based on the opinions of the respondent's sample taken at random. Sample size is restricted to 100 only.

OBJECIVES OF THE STUDY

- To understand the mental status of the employees due to digital transformation
- To evaluate the employees' health status due to digital transformation
- To identify the impact of digital transformation on employees well being

METHODOLOGY OF RESEARCH

Exploration methodology may be defined as a proved prose work. proved prose work means organized analysis of the subject grounded on espoused accountments with suitable acknowledgement and discussion in the main body of the paper. Research in operation is incompletely important to find out different marvels. Its purpose is to find answers to questions through the operation of methodical and scientific styles.

DATA ANALYSIS AND INTERPRETATION

TABLE NO: 4.1
GENDER OF THE RESPONDENTS

Gender	No. of respondents	Percentage
Male	61	61.0
Female	39	39.0
Total	100	100.0

INTERPRETATION

The above table shows that 61% of respondents are male and 39% of the respondents are female. Thus, most of the respondents are male.

CHART: 4.1
GENDER OF THE RESPONDENTS

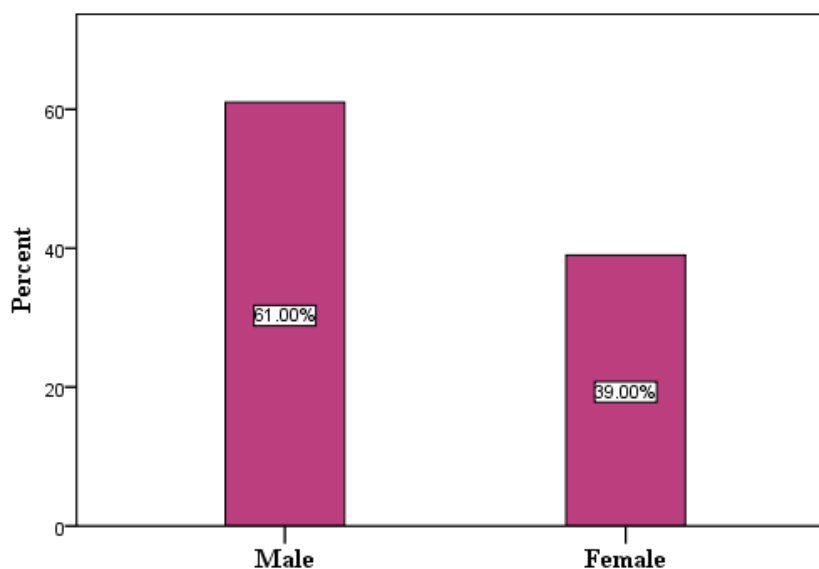


TABLE NO: 4.2
AGE OF THE RESPONDENTS

Age	No. of respondents	Percentage
18-25	39	39.0
26-36	35	35.0
37-46	19	19.0
Above 46	7	7.0
Total	100	100.0

INTERPRETATION

The above table shows that 39% of respondents are in the age group of 18-25 years, 35% of the respondents are in the age group of 26-36 years, 19% of the respondents are in the age group of 37-46 years and 7% of the respondents are in the age group of above 46 years. Thus most of the respondents are in the age group of 18-25 years.

CHART: 4.2
AGE OF THE RESPONDENTS

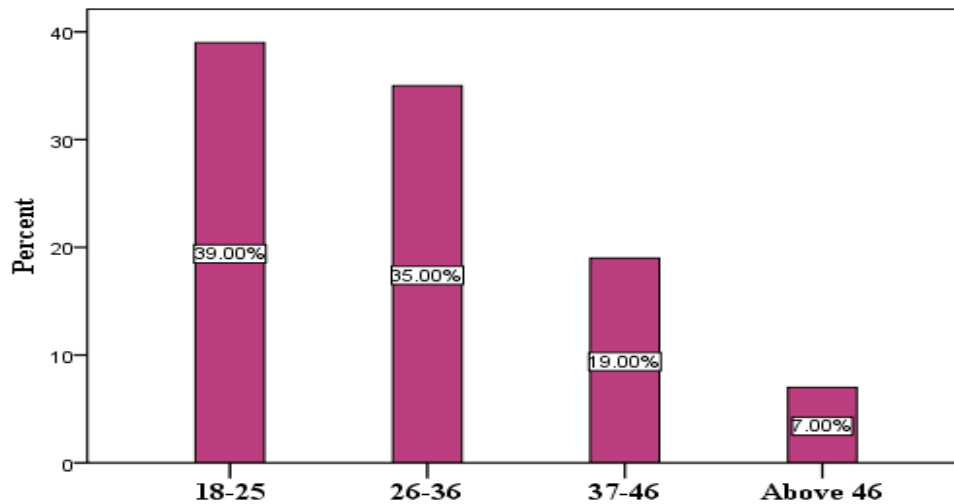


TABLE NO: 4.3
EXPERIENCE OF THE RESPONDENTS

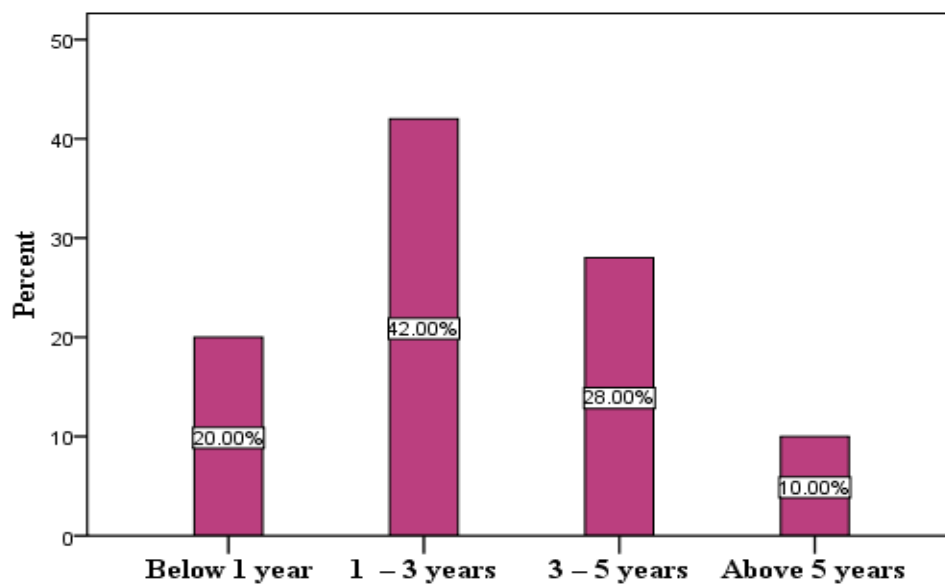
Particulars	No. of respondents	Percentage
Below 1 year	20	20.0
1 – 3 years	42	42.0
3 – 5 years	28	28.0
Above 5 years	10	10.0
Total	100	100.0

Source: Primary data

INTERPRETATION

The above table shows that 20% of the respondents are below 1 year, 42% of the respondents are 1 – 3 years, 28% of the respondents are 3 – 5 years and 10% of the respondents are above 5 years' experience. Thus, most of the respondents are 1 - 3 years' experience.

CHART NO: 4.3
EXPERIENCE OF THE RESPONDENTS



FINDINGS

- Sixty-one percent of the respondents are male.
- Thirty-nine percent of the respondents are in the age group of 18-25 years.
- Forty-two percent of the respondents have 1 - 3 years' experience.

SUGGESTIONS

- The employees should be free when doing the work from home due to digitalization.
- The employees should maintain emotional intelligence during the work.
- They should be stress free work and they should create good atmosphere for their work.

CONCLUSION

Technology has shaped the way we work and has modified the work itself. Faster processes, electronic records, synchronous and advanced communication systems, such as video-audio conferencing, emailing, instant messaging and social networking have enabled a high level of communication; optimizing time and minimizing space. Thanks to these advances, new professional sectors have been developed under the general description of teleporting including tele-medicine, tele-education, tele-consultancy. However, this growth, based on the associated technological achievements, has not been without a dark side. Though there are benefits due to the digitalization, there is also disadvantages. The working employees have mental issues such as depression, feeling of monotony work, family conflicts etc. Also, they have health issues such as eye irritation, joint pains and sleeping problem. Due to globalization, this digitalization must be accepted by the working people. They should follow some DO's and DONT DOs based on the suggestions in the study to get competitive capabilities and potentials to face the digitalization impact in their career. Simply, the study concluded that bringing lifestyle changes, physical exercise and yoga are needed for the working employees to attain successful career in their future.

REFERENCES

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3. Fred luthas, "Organisation behaviour", 5th edition, Chand & co Ltd, Page number 67- 72.