



IMPACT OF SHIFT WORK ON EMPLOYEE PRODUCTIVITY AND WELL BEING IN TIRUPUR: A JD-R MODEL APPROACH

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ABSTRACT:

This study examines the effects of shift work on employee productivity and well-being in Tirupur's textile manufacturing sector. Utilizing the Job Demands-Resources (JD-R) model, it explores how job demands associated with shift work influence health and job satisfaction, while identifying resources that can mitigate these negative impacts. Data were collected using a mixed-methods approach, combining quantitative surveys with qualitative interviews. The findings suggest that effective shift management strategies and workplace support can enhance employee well-being and productivity, thereby fostering a healthier work environment.

INTRODUCTION

Shift work is prevalent in sectors like manufacturing and textiles, where operations are sustained around the clock to meet production demands. In Tirupur, the culture of shift work can present significant challenges to employees, including disrupted sleep patterns, increased stress, and difficulties in maintaining a work-life balance. This study seeks to analyze these challenges using the JD-R model, ultimately aiming to provide actionable recommendations for improving working conditions and enhancing employee well-being.

REVIEW OF LITERATURE

Shift Work and Employee Health: Research indicates that irregular hours adversely affect physical and mental health, increasing the risk of stress and burnout.

Job Demands-Resources Model: The JD-R model posits that a balance between job demands and resources can enhance employee engagement and satisfaction.

Impact on Productivity: Studies show that shift work can decrease productivity levels due to fatigue and stress, emphasizing the need for supportive work environments.

Work-Life Balance: Effective management of work-life balance is crucial for shift workers, as inadequate balance can lead to dissatisfaction.

Interventions and Support Programs: Implementing workplace initiatives such as wellness programs can mitigate the negative effects of shift work.

STATEMENT OF THE PROBLEM

Shift work poses significant challenges within Tirupur's textile industries, negatively affecting employees' productivity and overall well-being. Despite its necessity for continuous operations, the implications of such work schedules remain underexplored in local contexts.

RESEARCH QUESTIONS

What are the primary job demands associated with shift work in Tirupur's industries, and how do they impact employee productivity and well-being?

How do job resources influence the relationship between shift work and employee outcomes?

What is the effect of shift work on employees' physical and mental health?

OBJECTIVES

To identify and analyze key job demands linked to shift work and their impacts on employee productivity and well-being.

To assess how job resources can mitigate the negative effects of shift work.

To evaluate the overall impact of shift work on employees' physical and mental health and its subsequent effect on job performance.

RESEARCH METHODOLOGY

A mixed-methods approach was employed to gather comprehensive data:

Quantitative Data: A structured questionnaire with closed-ended and Likert scale questions distributed to employees assessed job demands, resources, and health outcomes.

Qualitative Data: Semi-structured interviews and focus groups provided deeper insights into personal experiences with shift work.

Observational Data: Work environment observations complemented the quantitative and qualitative data collection.

TABLE 1: JOB DEMANDS AND THEIR IMPACT ON EMPLOYEE PRODUCTIVITY

Job Demands	Impact on Productivity
Long Working Hours	Decreased Efficiency
Irregular Shifts	Increased Fatigue
Heavy Workloads	Higher Stress Levels

Interpretation: The evaluation suggests that almost all of personnel stated that long running hours and irregular shifts significantly contribute to fatigue and decreased productivity, highlighting a important place for intervention.

TABLE 2: JOB RESOURCES AND THEIR ROLE IN WELL-BEING

Job Resources	Positive Influence
Managerial Support	Higher Job Satisfaction
Workplace Flexibility	Reduced Stress Levels
Peer Support	Enhanced Cooperation

Interpretation: The presence of managerial and peer guide changed into correlated with multiplied process pleasure and reduced strain, suggesting that enhancing those assets may want to decorate worker properly-being.

TABLE 3: HEALTH OUTCOMES OF SHIFT WORKERS

Health Outcomes	Frequency of Issues
Sleep Disturbances	70%
Mental Fatigue	65%
Physical Symptoms	50%

Interpretation: The data famous that a good sized number of shift employees revel in sleep disturbances, indicating the need for techniques to deal with those well-known issues.

SUGGESTIONS

Introduce flexible work schedules to balance personal and professional life.

Implement wellness programs and stress-relief activities to promote mental health.

Enhance communication between employees and management regarding shift-related concerns.

CONCLUSION

- The study underscores the significant impact of shift work on employee productivity and well-being in Tirupur's textile sector. By applying the JD-R model, the findings reveal that while shift work presents challenges, effective management strategies and supportive work environments can enhance employee health, satisfaction, and performance. Organizations must prioritize employee well-being to foster a productive and engaged workforce, ultimately leading to sustainable success.