



STUDY ON IMPACT OF HEALTH AND WELL BEING OF IT EMPLOYEES IN COIMBATORE REGION

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ABSTRACT

The health and wellbeing of Information Technology (IT) employees have gained increased attention due to the demanding nature of their work environments. This study explores the impact of occupational stress, work-life balance, lifestyle habits, and organizational support on the health and wellbeing of IT professionals in Coimbatore city. Utilizing a mixed-method approach, data were collected through surveys and interviews from a sample of IT employees across various firms in the region. The findings reveal significant correlations between long working hours, sedentary behavior, and increased stress levels, contributing to both physical and mental health concerns. Moreover, the study highlights the role of employer-driven wellness initiatives in mitigating these effects. Recommendations are provided for organizations to foster a healthier work environment and promote sustainable employee wellbeing.

INTRODUCTION

It is believed that the concepts of health and well-being are the most important. It is imperative that people of all ages, origins, and categories give these ideas careful thought. The reason for this is that they will be able to focus better on carrying out different chores and activities when they are well. They will also be able to lead effective lives and accomplish the intended aims and objectives. Both physical and mental health issues require the attention of the person. It is believed that the concepts of health and well-being are the most important. It is imperative that people of all ages, origins, and categories give these ideas careful thought. The reason for this is that they will be able to focus better on carrying out different chores and activities when they are well. They will also be able to lead effective lives and accomplish the intended aims and objectives. Both physical and mental health issues require the attention of the person. According to study studies, people who come from disadvantaged and destitute backgrounds are also raising awareness about contemporary, scientific ways to support health and wellbeing. People who work in the medical field, as health care specialists or professional counselors, are making a big difference in the knowledge that people are receiving about ways to improve their health and overall well-being. The relationship between health and well-being, actions to enhance health and well-being, and the advantages of health and well-being are the key topics covered in this study article. Well-being and health are multifaceted ideas that touch on many facets of society and the human experience.

OBJECTIVES

1. To determine ways to enhance employee morale.
2. To find the factors influencing the mental wellbeing of IT employees.
3. To analyze the role of work environment in the employees' health and wellbeing.
4. To study the impression of wellness program organized for IT employees

RESEARCH METHODOLOGY

The research on impact on health and wellbeing of IT employees in the Coimbatore region uses a mixed method of descriptive, quantitative and qualitative approach. Data is collected through structured surveys and interviews with employees of IT sectors. Convenience sampling gives a convenience data to approach. This study also uses secondary data from books, research papers and media articles. Statistical tools including percentage analysis and chi square test identify the perception of health and wellbeing of it employees. This study further explores the opportunities to give solutions towards mental health and wellbeing, welfare programs, etc.

SAMPLE SIZE

Sampling size may be defined as the selection of some part of aggregate or totality based on which a judgement or inference about the aggregate or totality is made. The items so selected which constitute of what technically is called sample is known as Sample Size. For the purpose of required data collection for

the study 158 questionnaires were distributed, out of which 19 questionnaires were found irrelevant data. Finally, the sample size is restricted to 139 respondents.

SAMPLE DESIGN

The item so selected constitutes what is technically called sample, their selection process or technique is called sample design and the survey conducted based on sample is described as sample survey. Sample should be truly representative of population characteristics without any bias so that it may result in valid and reliable conclusions.

COLLECTION OF DATA: -

- **Primary Data:** - Primary data are those which are collected fresh and for first time and thus happen to be original in character. In this project I collected data through scheduling methods. This method of data collection is very much like the collection of data through questionnaire method.
- **Secondary Data:** - Secondary data that refers to the data which have been already collected and analyzed by someone else (but being utilized by investigator for another purpose). In this research, the secondary data was collected from certain articles and links from the internet.

AREA OF STUDY

The present study carried out regarding the survey and research I have meet different type of people and visited various private sector companies.

PERIOD OF STUDY

The project work entitled “AN IMPACT OF HEALTH AND WELL BEING OF IT PERSONS” was carried out for a period of four months from December 2024 to March 2025.

TOOLS FOR ANALYSIS

The tools used for data analysis in the research are:

Simple percentage

SIMPLE PERCENTAGE:

Simple percentage analysis is a statistical tool which is used to identify the percentage from the respondent's response to a single question which accounted samples is. It is used to compare the relative terms and distributions of two or more data.

$$\text{Simple Percentage} = \frac{\text{No. of. Respondents}}{\text{Total number of Respondents}} \times 100$$

REVIEW OF LITERATURE

- **Yadav et al. (2024)** found that mindfulness training, employee recognition programs, and manager-driven wellness initiatives significantly improved IT workers' wellbeing scores.
- **Kaur and Sharma (2023)** highlighted that 60% of IT workers reported symptoms of back pain and neck stiffness, exacerbated by makeshift home-office setups during remote work transitions.
- **APA (2022)** stresses the importance of organizational support, highlighting that employees with access to mental health resources show 30% lower rates of burnout. Organizations have begun implementing wellness programs, mental health days, flexible scheduling, and digital detox initiatives.
- **Choudhury, Foroughi, and Larson (2021)** found that although productivity remained stable, feelings of social isolation and disconnection from workplace culture significantly impacted IT employees' mental health.

RESULTS AND DISCUSSION

OVERALL SUPPORT FOR EMPLOYEE HEALTH AND WELLBEING

Particulars	NO of the respondents	Percent
Very Satisfied	20	14.4
Satisfied	44	31.7
Neutral	39	28.1
Dissatisfied	36	25.9
Total	139	100

INTERPRETATION:

- The above table shows that 31.7% of the respondents are satisfied with the overall support provided by the organization for employee health and wellbeing, 28.1% remain neutral, 25.9% are dissatisfied, and 14.4% are very satisfied.
- Thus, while the largest proportion of respondents (31.7%) are satisfied, a notable portion (25.9%) express dissatisfaction with the support provided.

FINDINGS

- Most of the respondents were between the age of < 35 years (72.4%).
- Majority of the respondents were both UG and PG qualification (48%).
- Most of the respondents work experience were less than 2 years (72.2%).
- Most of the respondent's annual income were earning between Rs.1,00,000 - 5,00,000 (51.3%).
- Most of the respondents' birth order were first born (65.1%).
- Most of the respondents were Urban (51.3%).
- Most of the respondents were Urban (65.1%).
- Most of the respondent's annual income were earning between Rs.50,000 - 1,00,000 (57.9%).

SUGGESTIONS

- Encourage employees to take regular breaks to stretch, walk around, and rest their eyes to prevent eye strain and maintain focus.
- Ensure that employees have ergonomic chairs, keyboards, and monitors to prevent musculoskeletal issues.
- Offer gym memberships, organize fitness challenges, or provide incentives for participating in physical activities to promote overall health.
- Stock the office kitchen with nutritious snacks and beverages to help employees make healthier choices throughout the day.
- Offer resources such as counseling services, stress management workshops, or meditation sessions to support employees' mental well-being.

CONCLUSION

The impact of health and well-being on stress management among IT employees is a critical aspect that influences productivity, job satisfaction, and overall quality of life. This study highlights that IT professionals often face high levels of stress due to demanding workloads, long hours, and the rapid evolution of technology. However, effective stress management strategies, supported by strong health and well-being initiatives, can significantly reduce burnout and improve employee performance. By fostering a workplace culture that prioritizes mental and physical well-being through flexible work arrangements, wellness programs, regular physical activity, and mental health support organizations can enhance employee resilience against stress. Furthermore, promoting a work-life balance and encouraging open communication can help employees better cope with job-related pressures. Ultimately, investing in the health and well-being of IT employees is not just beneficial for individuals but also for organizations aiming to retain top talent, boost efficiency, and create a more sustainable work environment. Future research can explore personalized stress management approaches and the long-term impact of corporate wellness initiatives in the IT industry.

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