EMOTIONS RUNNING HIGH: EFFECTS OF BLOCKCHAIN DEVELOPERS EMOTIONAL EXHAUSTION AND EMOTIONAL STABILITY – WITH SPECIAL REFERENCE TO COIMBATORE CITY

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ABSTRACT

This study examines the impact of emotional stability on the well-being and effectiveness of blockchain developers in Coimbatore City, India. Hypotheses were formulated to investigate the relationships between emotional stability, emotional exhaustion, and key performance indicators among blockchain developers. Data analysis involved percentage analysis, Chi-square analysis, correlation analysis, and regression analysis based on responses from 52 participants. Findings reveal demographic characteristics, educational qualifications, occupational status, work-related factors, stress management methods, and associations between emotional stability, gender, and satisfaction with salary packages. The study provides insights into the challenges faced by blockchain developers and suggests implications for organizational policies and practices aimed at improving workplace satisfaction and performance in the blockchain industry.

Keywords: Emotional exhaustion, Blockchain developers, Stress management methods, Emotional stability, Emotional climate, Self-care practices.

INTRODUCTION

Emotional exhaustion is a state of emotional depletion and fatigue that can occur as a result of prolonged and intense emotional labor. This state of emotional exhaustion can have significant effects on the well-being and performance of individuals, particularly in high-stress professions such as blockchain development.

In order to assess the emotional climate of blockchain professionals in Coimbatore City, it is crucial to examine their levels of emotional stability and emotional exhaustion as well as the factors that contribute to these emotions. This can be done through surveys, interviews, and observation methods. These methods can help in understanding the emotional experiences and challenges faced by blockchain developers, as well as identifying the strategies they use to cope with emotional exhaustion.

The research paper aims to investigate the effects of emotional exhaustion and emotional stability on blockchain developers in Coimbatore City. By conducting a thorough analysis of the emotional climate, the study can provide insights into the overall well-being and job satisfaction of blockchain professionals in Coimbatore.

REVIEW OF LITERATURE

Barsade, 2002, "The ripple effects: Emotional contagion and its influence on group behaviour." The laboratory study focuses on the influence of group emotional contagion on managerial decision-making within work group dynamics. Multiple measures of mood, individual attitudes, behaviour, and group-level dynamics were used to assess the impact of emotional contagion.

Fredrickson, B. L. (2004), "The broaden–and–build theory of positive emotions" The "broaden-and-build" theory highlights how positive emotions, such as joy and interest, broaden an individual's thought-action repertoire and promote the discovery of novel actions, ideas, and social bonds.The theory also contrasts the broadened mindsets associated with positive emotions with the narrowed mindsets sparked by negative emotions.

Alarcon, 2011, "A meta-analysis of burnout with job demands, resources, and attitudes" A meta-analysis of burnout with job demands, resources, and attitudes. The meta-analysis examined how job demands, job resources, and organizational attitudes are linked to weariness, with a specific emphasis on the COR theory.

Philosophical Transactions of the Royal Society of London. Series B, Biological Science, 359(1449), 1367–1378 Saulo Dos Santos (Department of Computer Science, University of Manitoba, Winnipeg, Canada), Louis Sirico (Fluidefi , Montreal, Canada), 2022, "A New Era of Blockchain-Powered Decentralized Finance (DeFi) - A Review." The paper provides an overview of the impact of blockchain technology on the financial system, focusing on decentralized finance (DeFi) and its potential to include the unbanked population and improve the current financial system.

STATEMENT OF THE PROBLEM

Emotional exhaustion in the context of blockchain development presents a significant concern, as it has the potential to lead to weariness and diminished job satisfaction among developers. The demanding nature of the work, coupled with long hours and intense pressure, can contribute to this issue, ultimately impacting not only the well-being of individual developers but also the overall productivity of the industry. The intricate and often high-stakes nature of blockchain development, with its emphasis on cutting-edge technology and the need for constant innovation, can create an environment that is particularly susceptible to emotional exhaustion.

OBJECTIVES

- To study the demographic characteristics of blockchain developers in Coimbatore City.
- To Investigate the role of emotional stability in developers' well-being and effectiveness.
- To analyze primary stressors causing emotional exhaustion among blockchain developers.

HYPOTHISIS

1. H0: Emotional stability does not significantly influence the well-being and effectiveness of blockchain developers in Coimbatore City.
2. H1: There is no significant correlation between emotional exhaustion and key performance indicators among blockchain developers in Coimbatore City.
3. H2: Primary stressors do not significantly cause emotional exhaustion among blockchain developers in Coimbatore City.

RESEARCH METHODOLOGY

PERCENTAGE ANALYSIS

AGE

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	18-25	43	82.7%
2	25-35	9	17.3%
	TOTAL	52	100%

The data provided indicates that the majority of respondents (82.7%) in the study belong to the 18-25 age group, while a smaller proportion (17.3%) fall within the 25-35 age group. With a total of 52 responses, the sample appears skewed towards younger individuals.

GENDER

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	MALE	43	82.7%
2	FEMALE	9	17.3%
	TOTAL	52	100%

The data presents the gender distribution of the respondents in the study, indicating that 82.7% of the respondents are male and 17.3% are female, with a total of 52 responses. This indicates a significant skew toward male respondents.

EDUCATIONAL QUALIFICATION

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	GRADUATE	33	64.5%
2	POST GRADUATE	18	34.6%
3	HIGHER SECONDARY	1	1.9%
	TOTAL	52	100%

The data indicates that the majority of respondents (64.5%) in the study hold a graduate degree, followed by 34.6% who have a post-graduate qualification. A very small proportion (1.9%) have a higher secondary qualification. With a total of 52 responses, the sample is predominantly comprised of individuals with higher educational qualifications, particularly at the graduate level.

OCCUPATION

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	PROFESSIONAL	46	88.5%
2	EMPLOYED	5	9.6%
3	BUSINESS	1	1.9%
	TOTAL	52	100%

The data on occupation reveals that the majority of respondents (88.5%) in the study are professionals, followed by 9.6% who are employed, and a small proportion (1.9%) engaged in business. With a total of 52 responses, the sample is predominantly comprised of professional individuals.

MARITAL STATUS

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	MARRIED	26	50%
2	UNMARRIED	26	50%
	TOTAL	52	100%

The data on marital status indicates an equal distribution among the respondents, with 50% married and 50% unmarried. This balanced distribution of responses suggests that the study's sample is evenly split between married and unmarried individuals, with a total of 52 responses.

MEMBERS IN YOUR FAMILY

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	2-3	1	1.9%
2	3-5	1	1.9%
3	5-7	50	96.2%
	TOTAL	52	100%

The data on the number of family members indicates that the majority of respondents (96.2%) have 5-7 members in their family, with a small proportion having 2-3 or 3-5 members. With a total of 52 responses, the overwhelming majority falls into the 5-7 family member category.

NAME OF INSTITUTION WHERE YOU HAVE COMPLETED BLOCKCHAIN COURSES?

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	Elective course in college	15	30.7%
2	Other institution in Coimbatore	31	69.2%
	TOTAL	52	100%

The data on the institutions where respondents completed their blockchain courses shows that the majority (69.2%) completed their courses at other institutions in Coimbatore, while a smaller proportion (30.7%) completed an elective course in college. With a total of 52 responses, it is evident that the majority of respondents obtained their blockchain education from institutions outside of their college.

HOW MUCH DID YOU SPEND ON STUDYING BLOCKCHAIN TECHNOLOGY COURSE?

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	1 lakh to 2 lakhs	4	7.7%
2	2lakhs to 3 lakhs	41	78.8%
3	3 lakhs to 4 lakhs	3	5.8%
4	4 lakhs and above	4	7.7%
	TOTAL	52	100%

The data on the amount spent on studying blockchain technology courses reveals that the majority of respondents (78.8%) spent between 2 lakhs to 3 lakhs on their courses. A smaller proportion of respondents spent 1 lakh to 2 lakhs (7.7%), 3 lakhs to 4 lakhs (5.8%), or 4 lakhs and above (7.7%).

WHEN DID YOU JOIN YOUR ORGANISATION?

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	2019	2	3.8%
2	2020	2	3.8%
3	2021	23	44.2%
4	2022	24	46.2%
5	2023	1	1.9%

The data appears that the majority of respondents (46.2%) joined their organizations in 2022, followed closely by 2021 (44.2%). A small proportion joined in 2019 and 2020 (3.8% each), and only one respondent joined in 2023 (1.9%).

WHAT IS YOUR SALARY PACKAGE?

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	50000 to 1 lakh	3	5.8%
2	1 lakh to 5 lakhs	26	50%
3	5 lakhs to 10 lakhs	1	1.9%
4	10 lakhs and above	22	42.3%
	TOTAL	52	100%

The majority of respondents (50%) reported a salary package ranging from 1 lakh to 5 lakhs. Additionally, 42.3% reported a salary package of 10 lakhs and above, while a smaller proportion reported salaries of 50000 to 1 lakh (5.8%) and 5 lakhs to 10 lakhs (1.9%).

SALARY PACKAGE OFFERED TO YOU BY THE ORGANISATION ARE YOU SATISFIED?

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	Very Satisfied	2	3.8%
2	Satisfied	37	71.2%
3	Neutral	12	23.1%
4	Very Not Satisfied	1	1.9%
	TOTAL	52	100%

The data shows that a majority of respondents (71.2%) are satisfied with the salary package offered by their organizations. Additionally, 23.1% reported a neutral sentiment, while a small percentage expressed being "very satisfied" (3.8%) and "very not satisfied" (1.9%).

TIME OF WORK

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	EVERY DAY	3	7.7%
2	WEEKLY 5 DAYS	26	84.6%
3	WEEKLY 3 DAYS	2	3.8%
4	AS PER ALLOTTED	2	3.8%
	TOTAL	52	100%

The data indicates that the majority of respondents (84.6%) work for 5 days a week, while a smaller percentage reported working every day (7.7%). Additionally, a small proportion work for 3 days a week (3.8%) or on an as-allocated basis (3.8%).

WORKING HOURS IN A DAY?

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	8 HOURS	47	90.4%
2	12 HOURS	1	1.9%
3	ACCORDING TO WORK IN HAND	3	7.7%
	TOTAL	52	100%

   The data illustrates that the majority of respondents (90.4%) reported working for 8 hours a day. A small percentage indicated working for 12 hours a day (1.9%), while another small proportion reported working hours according to the tasks at hand (7.7%).

HOW IS YOUR WORK LEVEL IN YOUR ORGANISATION?

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	LOW	1	1.9%
2	MODERATE	5	9.6%
3	HIGH	26	50%
4	VERY HIGH	18	34.6%
5	OVERHELMING	2	3.8%
	TOTAL	52	100%

   The data shows that the majority of respondents (84.6%) perceive their work level in the organization as high or very high, indicating that a significant portion of the surveyed individuals feel that their workload is substantial. Additionally, a small percentage reported their work level as low (1.9%) or overwhelming (3.8%).

DOES YOUR WORK DEFINE YOUR SALARY PACKAGE?

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	It is the primary factor	1	30.8%
2	There are multiple factors that Contribute	5	61.5%
3	It depends on the industry	26	3.8%
4	Only the level of education matters	18	1.9%
5	It doesn't define my salary package	2	1.9%
	TOTAL	52	100%

   The data indicates that a majority of respondents (61.5%) believe that there are multiple factors that contribute to defining their salary package, rather than just their work. Additionally, a small percentage stated that their level of education matters (1.9%), while others mentioned that it depends on the industry (3.8%) or that their work doesn't define their salary package (3.8%).

DO YOU EXPERIENCE EMOTIONAL EXHAUSTION IN WORK PLACE?

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	Not at all	1	1.9%
2	Occasionally	7	13.5%
3	Sometimes	19	36.5%
4	Often	23	44.2%
5	Always	2	3.8%
	TOTAL	52	100%

The data indicates that a significant proportion of respondents (44.2%) often experience emotional exhaustion in the workplace, while a smaller percentage stated that they sometimes (36.5%) or occasionally (13.5%) experience emotional exhaustion. Only a small number reported never experiencing emotional exhaustion (1.9%).

HOW DO YOU DESCRIBE YOUR STRESS LEVEL?

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	LOW	2	3.8%
2	MODERATE	6	11.5%
3	HIGH	33	63.5%
4	VERY HIGH	10	19.2%
5	EXTREMLY HIGH	1	1.9%
	TOTAL	52	100%

The data shows that a majority of respondents (63.5%) described their stress level as high, while 19.2% reported a very high stress level. Additionally, 11.5% indicated a moderate stress level, and a small proportion reported low (3.8%) or extremely high (1.9%) stress levels.

WHAT IS THE EMOTIONAL STABILITY LEVEL IN WORK LIFE?

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	LOW	1	1.9%
2	MODERATE	10	19.2%
3	HIGH	20	38.5%
4	VERY HIGH	2	3.8%
5	EXTREMLY HIGH	19	36.5%
	TOTAL	52	100%

The data indicates that a significant proportion of respondents (36.5%) reported an extremely high level of emotional stability in their work life, while 38.5% indicated a high level. Additionally, 19.2% reported a moderate level of emotional stability, and a smaller percentage reported very high (3.8%) or low (1.9%) levels.

HOW DO YOU MAINTAIN YOUR STRESS LEVEL?

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	Seeking Professional Help	1	1.9%
2	Relaxation Techniques	3	5.8%
3	Social Support	1	1.9%
4	Mindfulness and Meditation	18	34.6%
5	Physical Exercise	17	32.7%
6	Time Management	1	1.9%
7	Healthy Lifestyle	1	1.9%
8	Setting Boundaries	1	1.9%
9	Art and Creativity	1	1.9%
10	Self-Care Practices	9	17.3%
	TOTAL	52	100%

The data shows that the majority of respondents maintain their stress levels through mindfulness and meditation (34.6%) and physical exercise (32.7%). Additionally, self-care practices were reported by 17.3% of respondents, while relaxation techniques were mentioned by 5.8% of respondents.

Other methods, such as seeking professional help, social support, time management, healthy lifestyle, setting boundaries, and art and creativity, were reported by a smaller proportion of respondents.

This suggests that a significant number of individuals utilize mindfulness, physical exercise, and self-care practices to manage their stress levels, indicating a preference for holistic and proactive approaches to stress management.

WHAT IS THE EFFECTIVENESS OF THE METHODS USED BY YOU TO MAINTAIN YOUR EMOTIONAL STABILITY?

S.NO	PARTICULARS	NUMBER OF RESPONSES	PERCENTAGE
1	LOW	9	17.3%
2	MODERATE	5	9.6%
3	HIGH	19	36.5%
4	VERY HIGH	1	1.9%
5	EXTREMLY HIGH	18	34.6%
	TOTAL	52	100%

The data suggests that a significant proportion of respondents (34.6%) reported an extremely high level of effectiveness in the methods used to maintain their emotional stability. Additionally, 36.5% reported a high level of effectiveness, while 9.6% and 17.3% reported moderate and low levels of effectiveness, respectively. Only one respondent indicated a very high level of effectiveness.

This indicates that a majority of individuals find the methods they use to maintain their emotional stability to be effective, with a notable percentage reporting extremely high effectiveness.

CHI-SQUARE ANALYSIS

Case Processing Summary I

	Cases					
	Valid		Missing		Total	
EXHAUTION * GENDER	N	Percent	N	Percent	N	Percent
	52	100.0%	0	0.0%	52	100.0%

EXHAUTION * GENDER Crosstabulation

| | GENDER | | |
EXHAUTION	FEMALE	MALE	Total
Not at all	0	1	1
Occasionally	1	6	7
Sometimes	3	16	19
Often	4	19	23
Always	0	2	2
Total	9	43	52

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	9.557a	4	.049
Likelihood Ratio	12.454	4	.014
N of Valid Cases	52		

7 cells (70.0%) have expected count less than 5. The minimum expected count is .17.In this analysis, the variables being examined are "Exhaustion" and "Gender." The table shows the cross-tabulation of these variables along with the expected and observed counts for each combination of categories.

The Pearson Chi-Square value is 9.557 with 4 degrees of freedom, and the associated p-value is 0.049. This indicates that there is a significant association between the variables at the 0.05 significance level.

The Likelihood Ratio test also shows a significant p-value of 0.014, further supporting the evidence of an association between the variables.

Case Processing Summary II:

| | Cases | | | | | |
| | Valid | | Missing | | Total | |
EXHAUTION * GENDER	N	Percent	N	Percent	N	Percent
	52	100.0%	0	0.0%	52	100.0%

STABILITY * GENDER Crosstabulation

| | GENDER | | |
EXHAUTION	FEMALE	MALE	Total
Very Low	0	1	1
Low	8	2	10
Moderate	4	16	20
High	0	2	2
Very High	9	16	19
Total	9	43	52

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	34.183a	4	<.001
Likelihood Ratio	29.967	4	<.001
N of Valid Cases	52		

7 cells (70.0%) have expected count less than 5. The minimum expected count is .17.

The table displays the cross-tabulation of these variables as well as the expected and observed counts for each combination of categories.

The Pearson Chi-Square value is 34.183 with 4 degrees of freedom, and the associated p-value is less than 0.001. This indicates a highly significant association between the variables at the 0.05 significance level.

Likewise, the Likelihood Ratio test also shows a highly significant p-value of less than 0.001, providing further evidence of a strong association between the variables.

Regression Analysis

Regression Statistics	
Multiple R	0.504209596
R Square	0.254227317
Adjusted R Square	0.239311863
Standard Error	0.930722115
Observations	52

Multiple R: This value (0.5042) represents the multiple correlation coefficient, indicating the strength and direction of the linear relationship between the dependent variable and the independent variables. It suggests a moderate positive correlation.

R Square: The coefficient of determination (0.2542) represents the proportion of the variance in the dependent variable that is predictable from the independent variables. In this case, around 25% of the variability in the dependent variable is explained by the independent variables.

Adjusted R Square: This value (0.2393) is the R Square adjusted for the number of predictors in the model. It is slightly lower than the R Square and provides a more conservative estimate of the model's explanatory power.

Standard Error: This value (0.9307) is the standard deviation of the residuals, indicating the average distance that the data points fall from the regression line.

Observations: This indicates the number of data points or cases used in the regression analysis, which is 52 in this instance.

ANOVA					
	df	SS	MS	F	Significance F
Regression	1	14.76474034	14.76474034	17.04455814	0.000138358
Residual	50	43.31218274	0.866243655		
Total	51	58.07692308			

There are 1 degree of freedom for the regression and 50 degrees of freedom for the residual.In this case, it's 14.76474034. The residual sum of squares measures the unexplained variability in the dependent variable after accounting for the independent variable. In this case, it's 43.31218274.

For the regression, it's the same as the sum of squares due to 1 degree of freedom. For the residual, it's 0.866243655.The significance of the overall regression model. In this case, the F-statistic is 17.04455814.

This is the p-value associated with the F-statistic. It tests the null hypothesis that all the regression coefficients are equal to zero. In this case, the p-value is very small (0.000138358), indicating that the overall regression model is statistically significant.

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	5.170050761	0.586582488	8.813851193	9.414612	3.99186516	6.348236363	3.99186516	6.348236363
Date of joining	-0.697969543	0.169061064	-4.128505557	0.000138358	-1.037538684	-0.358400402	-1.037538684	-0.358400402

$Y = α + βx$

Salary = 5.17 – 0.697.

These results are used to assess the overall significance of the regression model and to test whether there is a significant linear relationship between the independent and dependent variables.

In this case, the low p-value for the F-statistic indicates that the overall regression model is statistically significant.

Findings

Demographic Characteristics: The study reveals a predominant presence of younger individuals aged 18-25, with a gender imbalance skewed towards males. This indicates potential trends in the composition of the blockchain development workforce.

Educational Qualifications and Occupational Status: The respondents generally held graduate or post-graduate degrees and were primarily professionals, reflecting a highly educated and skilled workforce in the blockchain industry.

Institutional Backgrounds and Expenses on Blockchain Courses: A significant proportion of respondents pursued blockchain courses outside their colleges, indicating a diverse educational landscape. There was also a considerable investment in skill development, with most respondents spending between 2 to 3 lakhs on their courses.

Work Environment and Emotional Well-being: Respondents reported high satisfaction with their salary packages and perceived their work levels as high. However, a significant proportion also experienced emotional exhaustion, indicating potential challenges related to stress and burnout among blockchain developers.

Methods for Managing Stress: Commonly reported stress management methods included mindfulness and meditation, physical exercise, and self-care practices, emphasizing the importance of proactive stress management strategies in coping with the demands of their work.

Association between Emotional Stability and Gender: The study found a significant association between emotional stability and gender, suggesting potential gender differences in emotional experiences among blockchain developers.

Relationship between Emotional Exhaustion and Satisfaction with Salary: Correlation analysis revealed a weak positive correlation between emotional exhaustion and satisfaction with salary packages. This suggests that higher levels of emotional exhaustion may be associated with slightly higher levels of satisfaction with salary packages, though the relationship is not very strong.

This comprehensive overview provides valuable insights into the demographic and occupational characteristics, as well as the psychological well-being of blockchain developers in Coimbatore City.

Conclusion

Introduction to Emotional Exhaustion in Blockchain Development Emotional exhaustion is a common phenomenon experienced by individuals in high-intensity work environments, and it can have significant implications for their well-being and job performance. In the context of blockchain development, emotional exhaustion refers to the depletion of a developer's emotional resources due to prolonged and intense work demands, leading to feelings of fatigue and burnout.

Understanding the Role of Emotional Stability in Tech Industries Emotional stability is another crucial factor to consider in the tech industry, especially for blockchain developers. Research has shown that individuals with higher levels of emotional stability are better equipped to handle work-related stressors and are less likely to experience emotional exhaustion.

Assessing the Impact of High-Intensity Work Environments The high-intensity nature of blockchain development, characterized by tight deadlines, complex problem-solving tasks, and continuous learning, can greatly contribute to emotional exhaustion among developers. These demanding work environments often require long working hours, extensive problem solving, and the ability to adapt to rapidly changing technologies.

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