

IMPACT OF EMPLOYEES' LIFE STYLE DISORDER ON ORGANISATIONAL PERFORMANCE: A CONCEPTUAL STUDY

Dr. Kamlesh Rani, Assistant Professor
Dept. of Commerce,
Ch. Devi Lal University
Sirsa, Haryana, India

Abstract: The changing and challenging working system of the organisations made a person functioning like machine without taking rest. The increasing expectation of employer as well as the family create an imbalance in lifestyle of the employees in different forms like late-night sleep, poor eating habits, smoking, drug abuse, alcoholic etc. The health and well-being of a person depend mostly on physical life style (eating habits, sleeping habits, smoking, exercise habits etc.) and psychological habits (social relationships, involvement in events, spirituality etc.). According WHO 60% of the factors contributing to health and worklife are correlated to lifestyle. This disorder in the behaviour and activities of the employees not only affect the employee himself but also affect his work surrounding and the organisational performance. Lifestyle disorder physical or mental may cause diseases like cancer, asthma, depression, hypertension etc. among the employees. The present paper is focused on the causes and impact of lifestyle disorder. It also suggests the ways to overcome this disorder.

Key words: Lifestyle, Disorder, Performance, Occupational disorder, Employee.

I. INTRODUCTION

Life style describe the way of a person lives. It reflects the behaviour of an individual at the workplace context to actions like happiness, sadness and nourishment (Farhud,2015). Present, Life style of a human being become complicated due to the complexity of needs, wants and desires related to status. The health and well-being of a person depend mostly on physical life style (eating habits, sleeping habits, smoking, exercise habits etc.) and psychological habits (social relationships, involvement in events, spirituality etc.) (Donaldson, 2007). According WHO 60% of the factors contributing to health and worklife are correlated to lifestyle (Sharma & Majumdar, 2009). Work environment significantly affects employees performance in different ways (Chandrasekar, 2011). An employee behaviour effects the performance of an organisation in private as well as in public sector. Retention rate, attrition rate, absenteeism, health and safety expenses incurred on employees depends on the well-being of the employee. The changing technology and increasing competition and the expectation of employer made the working life of employees also challenging and busy. All these challenges are significantly affecting the physical and mental health of the employees. Moreover, this results in malnutrition, unhealthy diet, stress, drug abuse, using of alcohol etc. that causes unhealthy life style. It causes the diseases like hypertension, cancer etc. The study cited the causes and effects of disorder, also discussed the ways that may be helped to prevent and lower this effect.

II. OBJECTIVES

1. To discuss the causes of life styles of disorder among employees.
2. To discuss the impact of lifestyle disorder on performance.
3. To suggest the measures for healthy life styles.

III. METHODOLOGY

Earlier studies have been cited and referred to draw out the causes and impacts of lifestyle disorder on the employees' performance.

IV. CAUSES OF LIFE STYLE DISORDER

The factors that cause the unhealthy lifestyle of the employees in an organisation are divide in two parts:

- (A) General causes
- (B) occupational causes.

A : General causes

These reasons of lifestyle disorder are common for all people. Some of these are discussed here.

1. Poor diet: Insufficient diet, fast food, excess sugar, chocolate consumption, not having nutrients vegetables, fruits etc.
2. Social relations: Poor relations with the neighbours, family members and relatives lead stress and lifestyle disorder.
3. Poor sleep: Not having proper sleep make a person irritable, distressed and can cause imbalance in life.
4. No exercise: Exercise is necessary for being healthy. The person having no time for exercise make him lazy, obsessed and unpleasant.
5. Bad habits: Bad habits like consumption of alcohol, smoking, drug abuse etc. may cause diseases such as lung cancer, T.B. etc and terminate his relations and lead to disorder in lifestyle.

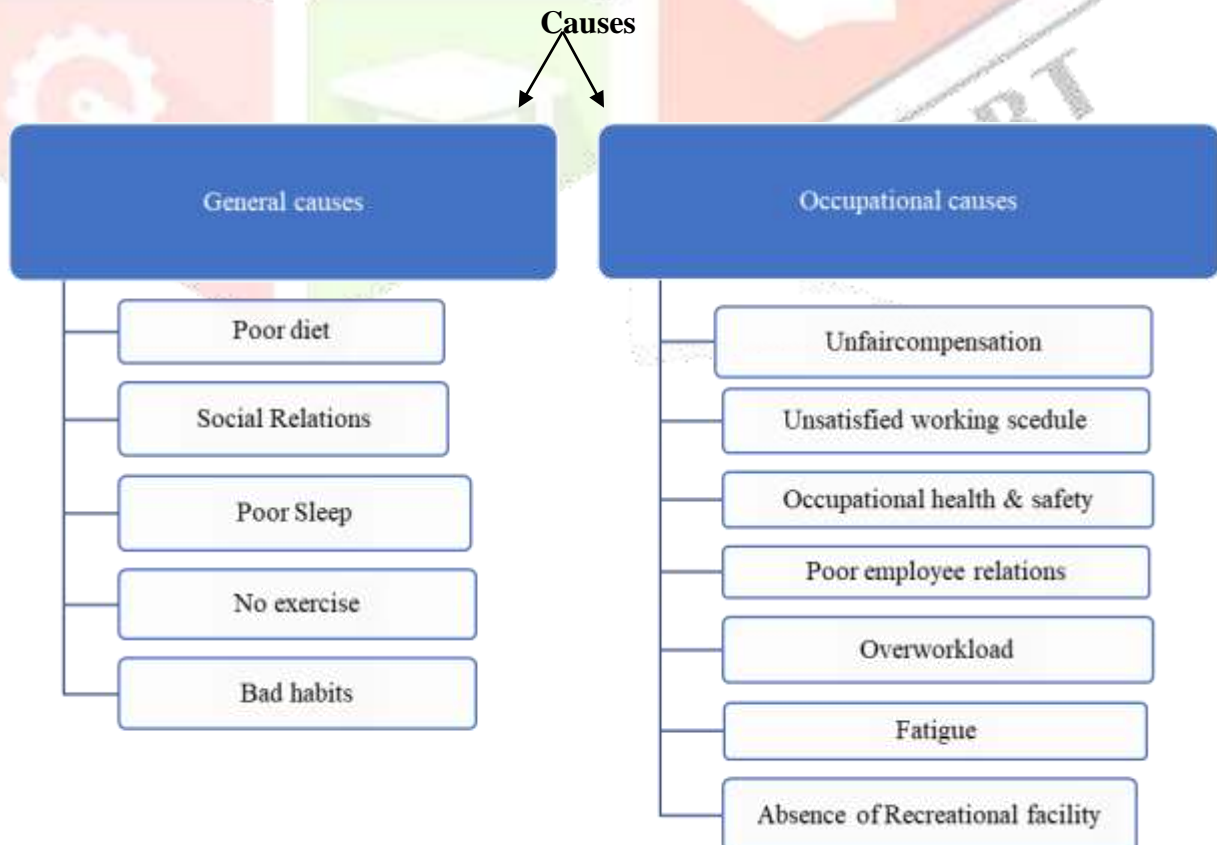


Figure 1: showing the causes of lifestyle disorder

B: Occupational causes

These reasons are related to the workplace so vary with the organisation. These are as follows;

1. Unfair compensation: Unequal distribution of remuneration for the same efforts create dissatisfaction among the employees that may cause stress and disorder in life.
2. Unsatisfied working schedule: The schedule of work without flexitime results in stress and dissatisfaction.
3. Occupational health and safety: Pure water, sanitation, ventilation, safety measures are necessary to keep away the employees from diseases caused by bacteria. Absence of these may affect the health negatively and cause disorder.
4. Poor employee relations: Favouritism, groupism, absence of collective bargaining, poor grievances handling mechanism of the organisation may create conflicts among the employees that lead disorder.
5. Over workload: Working beyond the capacity cause body pain and restlessness that lead mental disturbance.
6. Fatigue: No time for rest while working may adversely affect the physic.
7. Poor recreational facilities: Absence of canteen, play time, entertainment activities that helps employees to refresh cause imbalance in life.

V. IMPACT ON PERFORMANCE

Life style disorder almost have adverse effect on the performance of the employees shown in following figure 2.

1. Increased absenteeism: A person having unhealthy life style either be physically or mentally unfit and will not come regularly on the work. This results in increased absenteeism and adversely affect the performance.
2. Increased attrition rate: Increased absenteeism may convert in increased attrition rate.
3. Adverse effect on other employees' health: Unhealthy employee who has an infection may infected other employees of the organisation that results poor performance.
4. Non- cooperation: Lifestyle disorder caused by occupational factors lead non-cooperation among the employee and adversely affect the performance of the organisation



Figure 2: showing the impacts of lifestyle disorder

5. Increased conflicts: Life style disorder lead dissatisfaction and non -cooperation which lead increased conflicts and decreased performance.
6. Increased accidents: The number of accidents may increase when an unfit person having unhealthy lifestyle do the job.
7. Increased cost: Expenses incurred on health and safety measures by the organisation may increase in case of disordered life style of the employees.
8. Low Morale: A disappointed and stressed people has a low morale that results in low performance.

VI. MEASURES FOR HEALTHY LIFESTYLE

1. Regular exercise: Doing regular exercise like 30 minutes' walk, yoga, playing games etc. makes a man fit physically as well as mentally.
2. Nutrients diet: A diet enriched with minerals, fibres, vitamins, proteins and carbohydrates help to keep a person healthy.
3. Meditation: An organisation may conduct and organise the meditation session for the employees.
4. Counselling: Counselling may be given to stressed and needy employees to resolve the issues.
5. Upright quality of worklife: A qualitative working environment having equality, respect, privacy, sharing and solving may lead a stress free working environment.

VII. CONCLUSION

Life style disorder reflects in the behaviour and actions of the employees. It mainly have the adverse impact on the organisational performance in forms of increased absenteeism, attrition, conflicts and non-cooperation etc. and via opting the suggested measures like regular exercises, proper diet, sleep, meditation counselling may help to overcome the effects.

VII. ACKNOWLEDGEMENT

The research work is original and not published any where.

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