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To Study The Effects Of Long Working Hours On Sleep And Appetite Of Employees In An Organisation

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Abstract:

The aim of this study is to investigate the effects of long working hours on sleep and appetite of employees in an organisation. A descriptive research design, also known as the qualitative design, is utilised to collect data through observation and questionnaires in order to determine the procedures in the objectives. The Pittsburgh Sleep Quality Index (PSQI) and Adult Eating Behaviour Questionnaire were given to 100 workers between the ages of 25 and 50, 50 of whom were males and 50 of which were women. The correlation between the variables was investigated using the Pearson Product Moment Correlation and T-Test techniques. The results show that long work hours have a significant impact on employees' ability to sleep and eat. In addition, long workdays also have an impact on their appetite regulation, including hunger levels, food cravings, and snacking behaviours. This study aims to provide insights into the impact of working conditions on employee health and well-being.

Introduction:

The modern workplace is characterized by long working hours, sedentary jobs, and the need to multitask. As a result, employees often face challenges when it comes to maintaining a healthy work-life balance. One of the most significant challenges is ensuring adequate sleep and proper nutrition, both of which are crucial for overall health and well-being. Research has shown that sleep deprivation and poor dietary habits are associated with a range of negative health outcomes, including obesity, diabetes, cardiovascular disease, and mental health issues. In the workplace, these issues can manifest as reduced productivity, increased absenteeism, and higher healthcare costs.

In India, where long working hours are common, it is particularly important to investigate the impact of these working conditions on employees' sleep and appetite. This study aims to examine the effect of long working hours on sleep and appetite of employees in an organization in India. The study will explore the relationship between physical activity, work hours, stress, and anxiety on sleep quality and appetite regulation. In particular, the study will focus on the impact of prolonged working hours on sleep duration, sleep efficiency, and appetite regulation, including hunger levels, food cravings, and snacking behaviours.

The study will be conducted using a mixed-methods approach, with data collected through a survey and interviews with participants. The results of the study will provide insights into the challenges faced by employees in maintaining adequate sleep and proper nutrition in the workplace and offer strategies for improving employee health and well-being.

Overall, this study will contribute to the growing body of research on the impact of workplace conditions on employee health and well-being. The findings of this study can be used to inform workplace policies and practices aimed at improving employee health, productivity, and overall job satisfaction. Previous research, such as the study by Lahti et al. (2011), has demonstrated the negative consequences of adverse changes in working conditions on employee health. Their research showed that employees who experienced unfavourable changes in their working circumstances, such as increased working hours, shift work, or job strain, were more likely to report physical health issues. The study also found that these effects were more pronounced among vulnerable subgroups, such as women and those with lower education levels. This highlights the importance of implementing strategies and interventions that promote healthy workplaces and address changes in working conditions to enhance employee well-being, especially among vulnerable populations.

Sleep and Its Importance: Sleep is a fundamental biological process that is essential for human health and well-being. It is a natural state of rest during which the body undergoes various physiological and psychological processes necessary for repairing, restoring, and maintaining optimal function. The importance of sleep cannot be overstated, as it plays a critical role in maintaining physical health, cognitive function, and emotional well-being. The primary function of sleep is to allow the body to repair and regenerate its tissues, including the brain. During sleep, the body produces growth hormone, which is necessary for cellular repair and regeneration. Additionally, sleep plays a critical role in immune system function, with studies showing that sleep deprivation can increase susceptibility to infectious diseases.

Sleep is not just a passive state of rest; it is an active process that contributes to our overall health and functioning. In addition to its well-known benefits, such as physical restoration and memory consolidation, sleep also influences other aspects of our lives. For instance, adequate sleep is linked to better productivity, creativity, decision-making, and problem-solving abilities. It is also associated with a lower risk of chronic conditions like obesity, diabetes, cardiovascular disease, and even certain types of cancer. On the other hand, chronic sleep deprivation or poor sleep quality can have detrimental effects on our immune system, metabolism, hormonal balance, and cognitive performance. It can impair attention, concentration, learning, and memory, making it more difficult to retain information or perform well

Review of literature :

1. Srivastava & Jat. (2019) This systematic review examines the association between long working hours and cardiovascular health outcomes, including hypertension, ischemic heart disease, and stroke. It found that long working hours were associated with increased risk of several cardiovascular health problems, highlighting the need for interventions to reduce working hours and promote healthy work-life balance.

2. Rastogi & Chandra (2019) this study examines the impact of working conditions on the health of workers in the informal sector in India. It found that poor working conditions, including long working hours and exposure to physical and environmental hazards, were associated with increased risk of occupational health problems and chronic diseases

3. Verma, et al. (2019) this review article focuses on the impact of sleep on health. The authors examine various factors that affect sleep, such as stress, shift work, and physical activity, and discuss how sleep deprivation can lead to health problems such as obesity, diabetes, and cardiovascular disease. The article also highlights the importance of adequate sleep for overall health and well-being.

4. Shrivastava, et al. (2019). This systematic review and meta-analysis examine the effects of sustained working on cognitive function in older adults. The authors analyze 14 studies and conclude that sustained working has a positive impact on cognitive function, specifically in the areas of attention, executive function, and working memory. The article highlights the potential benefits of sustained working for promoting healthy aging and cognitive well-being.

5. Dandona, et al. (2018) this study aimed to estimate the economic burden of hospitalization due to injuries in North India. The researchers used a cohort study design and collected data from 1,168 injured patients who were admitted to six hospitals in North India between 2013 and 2014. The results showed that the average cost of hospitalization due to injuries was INR 31,652 (USD 470), which was a significant financial burden for many families in North India.

Aim:

To study the effects of long working hours on sleep and appetite of employees in an organisation

Objectives

- To study the relationship between long working hours and sleep of employees in an organization.
- To study the relationship between long working hours and appetite of employees in an organisation.
- To study the difference in long working hours among male and female employees in an organisation.
- To find out strategies to promote healthy sleep and eating habits, and make recommendations for organizations to promote healthy lifestyle practices among their employees.

Hypothesis

- H1 - There will be significant correlation between long working hours and sleep of employees in an organization.
- H2 - There will be significant correlation between long working hours and appetite of employees in an organization.
- H3 - There will be significant differences in long working hours among male and female employees in an organization.

Methodology:

This study investigates the effects of long working hours on sleep and appetite of employees in an organisation. It aims to provide insights into the impact of working conditions on employee health and well-being. The Pittsburgh Sleep Quality Index (PSQI) is a self-evaluated survey used to evaluate rest quality, while the Long Working Hours - Questionnaire for Employee Overwork has high reliability coefficients. The aim of the research was to study how long working hours affect employees' ability to sleep and eat. Purposive sampling was used to select participants, and data was collected through observation and questionnaires. Results were analysed using Pearson Product Moment Correlation and T-Test techniques.

Result:

It was found that there is a positive association between lengthy working hours and sleep of employees in a company (.328**), which is significant at the 0.01 level of significance the hypothesis (H1) of Objective 1. As a result, assumption 1 is correct. And the hypothesis (H2) of Objective 2, it was discovered that there is a positive correlation between long working hours and employees' appetite at a company (.349**), which is significant at the 0.01 level of significance. Therefore, assumption 2 is true. It was determined that there is no appreciable difference in the number of lengthy working hours between male and female employees in an organisation in accordance with Objective 3 and the hypothesis (H3) formulated As a result, assumption 3 is disproved.

CONCLUSION:

This study found that long workdays have a positive association with employees' ability to eat and sleep. Data was gathered using the Adult Eating Behaviour Questionnaire, Employee Overwork Questionnaire, and Pittsburgh Sleep Quality Index (PSQI). The study also sought to identify gender differences, but none were found. The association between appetite and sleep has been found to be positive, as have long work hours. Long working hours can also make it difficult for people to mentally unwind and relax, leading to exhaustion, drowsiness, cognitive performance, and a lack of well-being. Long working hours have a positive correlation with appetite, as irregular mealtimes and time constraints can lead to overeating or cravings for high-calorie meals. Additionally, extended working hours can lead to more stress and exhaustion, which can affect appetite. There is no significant difference in long working hours between male and female employees, as both are participating in the economy and pursuing difficult occupations due to changes in gender roles and societal standards.

LIMITATIONS

- Self-report bias: Due to social desirability bias or memory recall bias, participants may not accurately record their eating and sleeping patterns, which will result in erroneous data collecting.
- impact in the short term: The study may only record the short-term impact of extended work hours on sleep and hunger and may not take into account the long-term health consequences of persistently poor sleep and dietary practises.
- Confounding variables: The study may not have taken into account a number of variables that could affect sleep and hunger, such as pre-existing medical issues, medication use, or pressures from the outside world.
- Small sample size: The study's sample size could not be representative of the organization's complete employee base.

FUTURE IMPLICATIONS

- Future research could address some of the study's limitations and enhance knowledge of the connection between workplace conditions and workers' health and well-being.
- Future studies should also look at the moderating or mediating factors that might affect the connection between factors connected to the workplace and employee health and wellbeing.
- Future research could look into how social support, job demands, and individual characteristics, including personality traits or coping mechanisms, connect to the health and well-being of employees.
- Future studies should also look into the sustainability and scalability of programmes designed to encourage employees to eat properly and get enough sleep, as well as the long-term impacts of these programmes in various organisational contexts.

To help develop evidence-based workplace policies and practises that support employee health and well-being, future research could look at the potential cost-effectiveness of these interventions and their impact on organisational outcomes like productivity, absenteeism, and turnover.

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