

Impact of Occupational Health on Job Performance

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Abstract- Occupational health is an area of work in public health to promote and maintain highest degree of physical, mental and social well-being of workers in all occupations. There is a need to educate and make employees aware of the importance of occupational health and how a poor occupational health may affect the job performance. Having this as a base idea, this project will have a bird's eye view of what employees feel about occupational health. This research helps employees to have a self-assessment on their occupational health.

I. INTRODUCTION

Occupational Health deals with how a job may affect an employee's health, which may then affect their work. Most companies have realised that employee management is just as vital as managing finances and other important business aspects. Creating a healthy workplace environment may be necessary for improving an employee's Occupational Health. This can contribute to the growth and success of both the employee and the organisation. The existence of a good occupational safety and health program will materially benefit employees. They will be absent less often and can work in a pleasant environment. This will result in increased work productivity and result in a good performance.

Objectives of the Study

- To identify the physical, mental and social health status of employees.
- To also identify how this influences their job performance.
- To explore what kind of issues or problems employees face at the workplace that leads to health effects.
- To help respondents have a self-assessment of their occupational health status.

II. REVIEW OF LITERATURE

Maryam Lari in “A longitudinal study on the impact of occupational health and safety practices on employee productivity” (2024) explores the impact of OHS practices on employee productivity within a UAE Fire and Security company, focusing on shifts in employee perceptions of OHS.

Patrick Gbadago, Sedem N. Amedome & Ben Q. Honyenuga in “The Impact of Occupational Health and Safety Measures on Employee Performance at the South Tongu District Hospital” (2017) explores about the impact of OHS measures on employee performance at the South Tongu District Hospital. The aim is to find out the level of employee awareness of the OHS Policy of the Ghana Health Service, determine whether the OHS Policy has been implemented in the organisational setup, identify the kinds of hazards that employees face due to the nature of their work, identify the challenges face in the implementation of OHS measures by management and finally to examine the impact of the OHS measures on employee performance.

Dr. Gabriel Dwomoh, Eric Edwin Owusu & Mabel Addo in “ Impact of occupational health and safety policies on employees’ performance in the Ghana’s timber industry” (2013) presents the impact of health and safety policies on employees’ performance in the Ghana’s timber industry and a case study approach was adopted for the study.

P. Katsuro , C. T. Gadzirayi , Taruwona and Suzanna Mupararano in “Impact of occupational health and safety on worker productivity: A case of Zimbabwe food industry” (2010) sought to assess the impact of occupational health safety (OHS) on productivity in the commercial food industry. The objective of the study was to explore OHS problems of different work areas and their impact on productivity.

III. RESEARCH METHODOLOGY

The present study has been carried out by collecting responses from 75 respondents. The survey sample consisted of employees from the ages of 20 to 60 years. This study has been carried out in an online mode with the help of a structured questionnaire to collect the data. The questionnaire consisted of 25 questions to find out the status of occupational health and how a poor health might affect job performance.

Demographic Details

Table 1: Age of respondents

Age of respondents (in years)	Number	Percentage (%)
20-30	64	85.4
31-40	5	6.6
41-50	3	4
51-60	3	4
Total	75	100

Source: Primary Data

Table 2: Gender of respondents

Gender	Number	Percentage(%)
Male	35	46.7
Female	40	53.3
Others	0	0
Total	75	100

Source: Primary Data

Table 3: Shift of Respondents

Shift of Work	Number	Percentage(%)
Day Shift	70	93.3
Night Shift	5	6.7
Total	75	100

Source: Primary Data

IV. RESULTS & DISCUSSION

1. Physical Health

Figure 1.0: Engagement in Physical Activity

Source: Primary Data

Question 1: Do you engage yourself in any kind of physical activity EVERYDAY (Especially during workday)? (Either before or after work).

Answer Choices	Responses(%)
Yes	48%
No	41.3%
Not Consistent	10.7%

It is clearly evident that only 48% of the respondents engage themselves in physical activity on an everyday basis while some are not consistent and some don't involve at all.

Figure 1.1: Breaks during the day to stretch

Source: Primary Data

Question 2: Do you usually take breaks during the day to stretch?

Answer Choices	Responses(%)
Yes	78.7%
No	21.3%

Majority of the respondents take breaks in between to stretch and some refreshments which is very necessary for the human body to function effectively. It's sad to note that around 22% of the respondents don't get time to break in between of their work.

Figure 1.2: Hours of sleep per night in a Workday

Source: Primary Data

Question 3: How many hours of sleep do you usually get per night on workdays?

Answer Choices	Responses(%)
8hrs	21.3%
7hrs	42.7%
6hrs	26.7%
5hrs	5.3%
Less than 5 hrs	4%

It is clearly evident that majority of the respondents get 7 to 8 hrs of sleep per night but there is a small portion of respondents who lack a adequate sleep which will in tum affect their health as well as job performance.

Figure 1.3: Ergonomics in Workplace

Source: Primary Data

Question 4: Are you satisfied with the ergonomics of your workspace (desk, chair, monitor etc.)?

Answer Choices	Responses(%)
Yes	81.3%
No	18.7%

It is good to note that most of the respondents are very much satisfied with the ergonomics of their workplace which is good for the physical health of the employee.

Figure 1.4: Physical illness due to work environment

Source: Primary Data

Question 5: Do you experience any kind of pain related to your work environment (back pain, eye strain, etc.)?

Answer Choices	Responses(%)
Yes	77.3%
No	22.7%

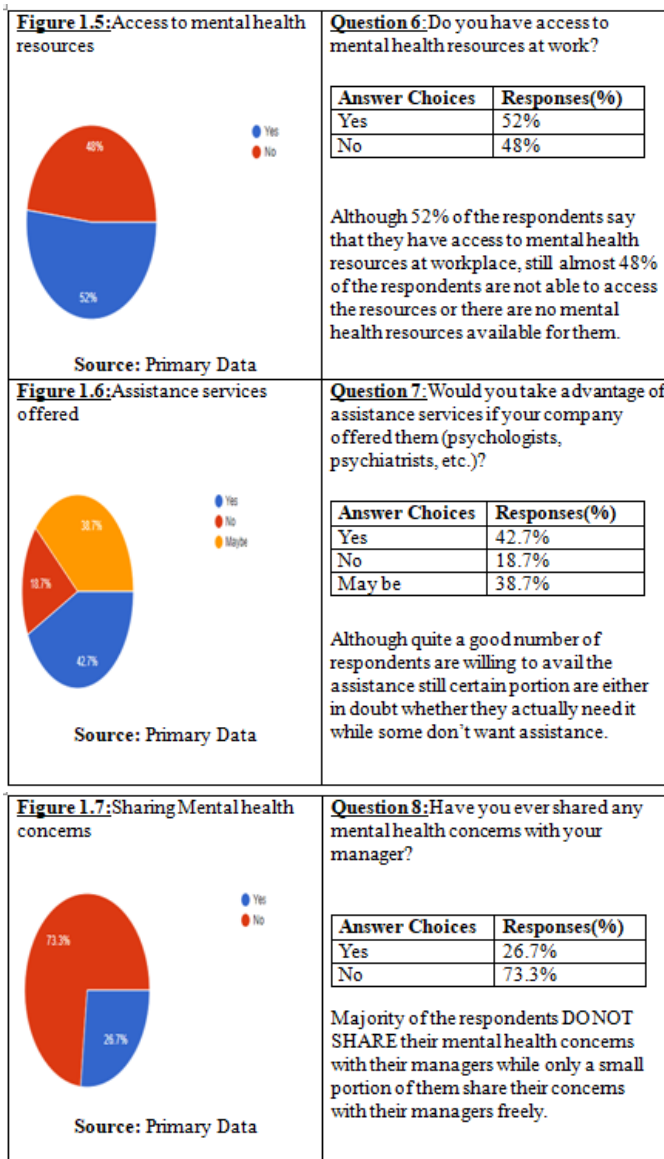
Though majority of the respondents are satisfied with the ergonomics of their workplace, still have issues that affect us. It is natural for human body to react to prolonged screen time and eye strain.

Certain health concerns that the respondents have shared are :

- Back & Neck Aches
- Eye strain
- Tiredness
- Posture issues
- Lack of sleep
- Anxiety

These are major problems that employees face on their physical health and most of them are willing to attend Programmes focussing on physical wellness so that they can improve their job performance. Since physical health is one of the key aspects that influence job performance , nowadays various companies have

2. Mental Health

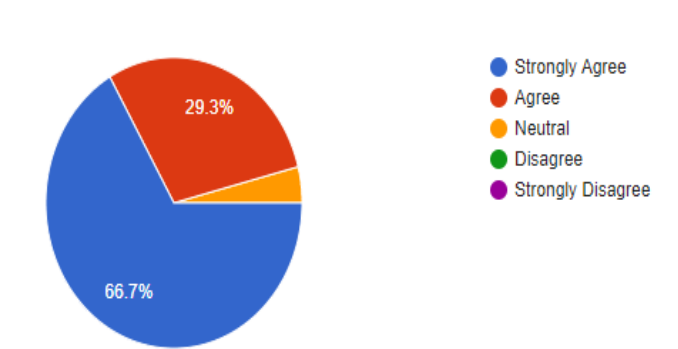


The major reasons why majority of the respondents Do Not Share their mental health concerns with their managers for various reasons such as:

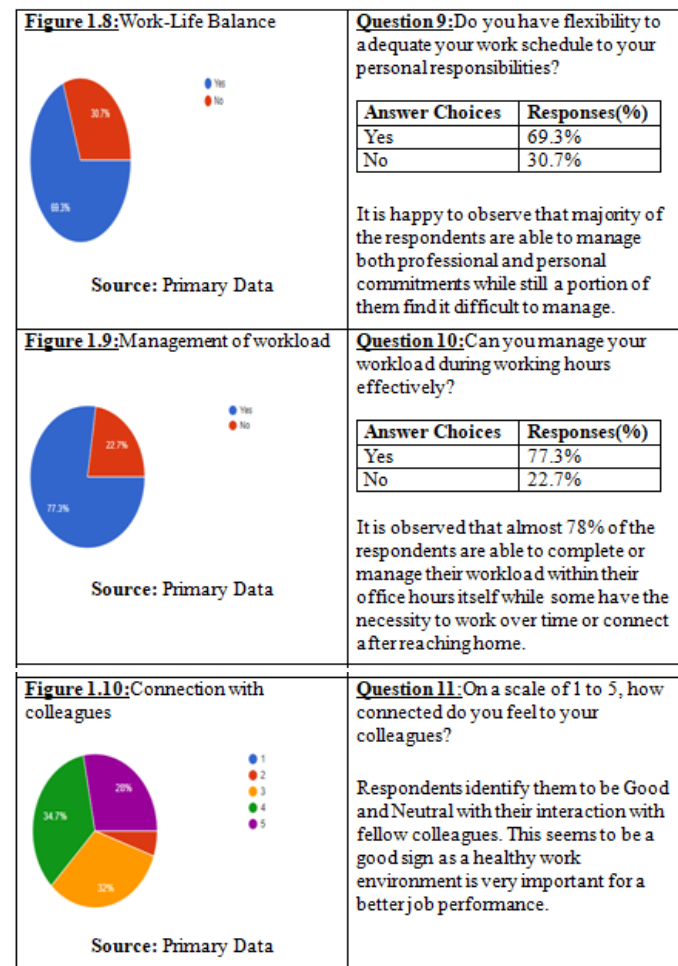
- Not comfortable in sharing personal things
- Manager doesn't give attention to such issues
- Manager not friendly/approachable
- Fear of judgement
- Always asked to prioritise company and team over self.

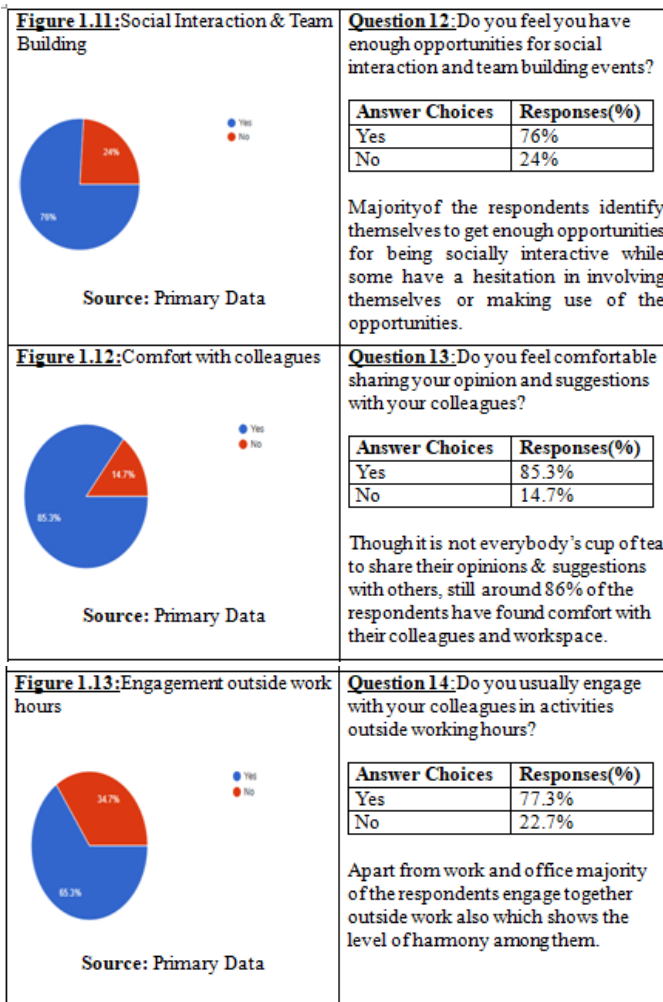
Respondents are willing to attend mental wellness programmes if conducted in their company as they find it much needed for them.

Almost 66.7% of the respondents Strongly Agree that mental wellness is an important factor that influences their job performance.



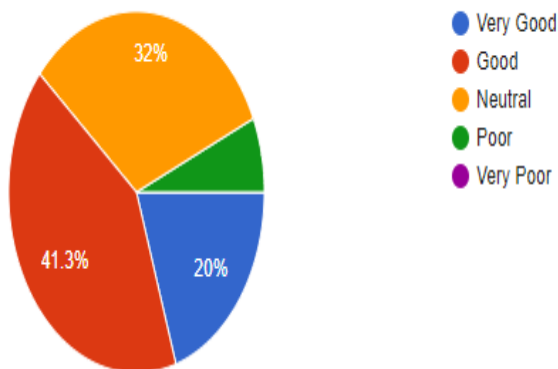
3. Social Health





After having answered the questionnaire , when asked to self-assess their overall occupational health (Physical , Mental & Social) status this is what the respondents got to review:

Evaluation of occupational health.



It is good to observe that most of the respondents identify their occupational health to be among the category of Very Good , Good and Neutral. It is also good to observe that

only a meagre portion of the respondents identify them for having a poor occupational health. Now that they have identified, its high time they work towards the betterment of this.

V. CONCLUSION & RECOMMENDATIONS

This study reveals that the occupational health of employees is not the same with every industry and kind of work done. Each industry and each kind of job requires and asks for different work conditions and commitments. But it is upto each individual to focus on their physical , mental and social health and not compromise on that for the purpose of work and deadlines.

It is also the company's responsibility to take very good care of their employees and make sure that they face no problems at work. Company's need to conduct regular catch up meetings and sessions in which there can be one to one interaction with the manager or a mentor and employee's occupational health status can be reviewed and required guidance can be provided. Employee engagement is a vital word that is being spoken often in the corporate world today. Employers should also focus on this aspect as well.

But at the end it all comes down to what an individual does for himself . Employees should take their occupational health seriously and work towards its betterment and not lose focus on it. When an employee is occupationally health and fit it will reflect in his job performance. So, better the occupational health better is the job performance.

REFERENCES

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