



Asian Journal of Management and Commerce

E-ISSN: 2708-4523

P-ISSN: 2708-4515

AJMC 2024; 5(1): 618-621

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www.allcommercejournal.com

Received: 09-03-2024

Accepted: 17-04-2024

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A study on occupational health and safety on job performance of women employees in the it sector

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DOI: <https://doi.org/10.22271/27084515.2024.v5.i1h.311>

Abstract

This study examines the influence of occupational health and safety (OHS) practices on the job performance of women employees in the Information Technology (IT) sector. With increasing gender diversity in the workforce and the growing importance of the IT industry, understanding the factors that contribute to job performance among women employees is crucial for organizational success and employee well-being. The research adopts a quantitative approach, employing a structured questionnaire survey to collect data from women employees working in various IT companies. The survey measures the perceived effectiveness of OHS practices and their impact on job performance. The questionnaire includes items related to the physical, psychological, and social aspects of OHS, as well as indicators of job performance such as productivity, efficiency, and satisfaction. The findings reveal that effective OHS practices significantly influence the job performance of women employees in the IT sector. The results highlight the importance of physical safety measures, such as ergonomic workstations and proper safety protocols, in reducing work-related injuries and enhancing productivity. Additionally, psychological factors such as stress management programs and work-life balance initiatives positively affect job performance by reducing burnout and increasing job satisfaction. Moreover, the study emphasizes the significance of social support systems within organizations, such as mentoring programs and inclusive workplace policies, in fostering a supportive and inclusive work environment. These factors contribute to enhanced job performance by promoting employee engagement, teamwork, and career development opportunities for women in the IT sector.

Keyword: Employees, productivity, career development

Introduction

Occupational health and safety can have a significant impact on the job performance of women employees. Providing a safe and healthy work environment can lead to higher productivity, reduced absenteeism, and increased job satisfaction among women employees. When women feel safe and healthy at work, they are less likely to experience work-related injuries and illnesses. This can lead to fewer sick days and lower healthcare costs for the company. In addition, when women are not worried about their safety, they are better able to focus on their job tasks, which can lead to increased productivity.

Moreover, a safe and healthy work environment can also lead to higher job satisfaction and employee retention among women. Women who feel valued and supported by their employers are more likely to stay with the company long-term, which can reduce turnover costs for the company. Employers can promote occupational health and safety for women employees by providing regular safety training, ensuring the workplace is free from hazards, providing ergonomic workstations, and offering health and wellness programs. By taking these steps, employers can improve the job performance of women employees, while also creating a more positive and supportive work environment for all employees.

There is a growing recognition of the importance of occupational health and safety in the workplace, and the impact it has on employee performance. Women employees, in particular, face unique challenges when it comes to workplace health and safety. Research has shown that when women feel safe and supported in their work environment, they are more likely to perform at their best. On the other hand, if they are exposed to hazardous working conditions, their performance may be negatively affected, leading to decreased productivity, increased absenteeism, and higher rates of turnover.

In order to promote occupational health and safety for women employees, employers can

take a number of steps.

These might include conducting regular risk assessments to identify potential hazards, providing training and education on safe work practices, and ensuring that appropriate safety equipment is provided and used. Employers can promote a culture of safety and encourage employees to report any concerns or hazards they may encounter. This can help to create a safe and supportive work environment, where employees feel empowered to speak up about health and safety issues.

Review of literature

Muthukumaran R (2022) conducted a study on effects of occupational safety and health management practices on employees' job performance in NLCIL. The main objective of the study is to find out the opinion difference of the employees towards OHS followed by NLCIL. The research design used here was descriptive research design. The sample size was 500 and the simple random sampling technique was used. The statistical tools used were Independent sample t test, correlation and regression analysis. The study concluded that company management and employers are obliged to provide necessary safety measures to the employees.

Hani Hossni Zurub (2021) has examined the effectiveness of occupational health and safety management system in the United Arab Emirates. The research concentrates on construction and manufacturing sector. Mixed research design was used. The sample size was 200 entities. The statistical tool used was percentage analysis. This study clearly illustrated the relationship between some variables such as the work-related incidents which revealed a negative correlation with the training frequency. The study also revealed that the implementation of OHS in UAE management leads to reduction in safety cost and reduction in injury rates.

Bansi Shirishbhai Pandya (2020) conducted a study titled impact of safety measures on employees in power generation industry in Gujarat. The sample size was 400 and convenience sampling technique was used. A questionnaire was used to collect important information from the respondents. The statistical tools used were ANOVA test, t-test and factor analysis. Descriptive statistics and inferential type were used for data analysis. The study concluded that Security measures have a useful impact on overall security performance, foregoing notations, and numerical measures.

Das Sushmita (2020) had explored the impact of industrial and safety measures on Employees Job Satisfaction in small and medium scale Enterprises of Madhya Pradesh. The research was analytical and descriptive in nature. Multi-stage sampling technique was used. The statistical tools used were ANOVA, regression analysis, factor analysis and SPSS software version 20.0. From the study it is revealed that women are not allowed to operate dangerous machines in MSEs.

Clarke (2006) examined the safety attitudes of managers, supervisors and workers and their relationship with unsafe behavior and accidents in car manufacturing plant. Questionnaire was used to measure the safety attitude and perception and factor analysis was used for analysis of data. Three factors were extracted after applied factor analysis first related to workers' response to safety second related to conflict between production and safety and last was managers' concern for safety. Perception of the work environment had important effects as a major forecaster of

accidents and unsafe behavior. Still, job communication failed to predict either safety outcome and there were little difference was found in the strength of safety climate perceived across hierarchical levels.

Lucas (2001) notes that safety can be referred to as no injury due to employee and workplace cooperation. As reasons for this research, safety refers to a realm of protection against suffering or inflicting injury, injury or misfortune. Consequently, safety strategies may also contain techniques that are tailored to both the reduction and complete evacuation of dangerous situations for the purpose of inflicting actual injuries.

Walters & Nichols (2006) examined the effectiveness of workers representation and consultation on occupational health and safety in the UK in a context of SRSC regulations 1977, recognized trade unions have the right to appoint health and safety representative and access the training and facilities needed to support their activities. Five establishments from (Chemical industry) were selected for this research purpose because it provides all basic conditions to examine the effectiveness. And findings of study revealed that SRSC regulations was applied in all five cases but worker representation operated below the level from the expected. Strong legislative guide to worker consultation and representation in respect to H&S should make and implement.

Need for the study

Occupational health and safety (OHS) is an essential component of any workplace, and it plays a critical role in promoting the well-being of employees. Women employees, in particular, may face unique challenges in the workplace that can impact their health and safety. There are several reasons why OHS is important for women employees. For one, women may be more likely to work in jobs that expose them to certain hazards, such as exposure to chemicals, radiation, or biological agents. Women may also face unique ergonomic challenges in the workplace due to differences in body size and composition, which can lead to musculoskeletal injuries. Moreover, women may be more vulnerable to workplace violence, harassment, and discrimination, which can have a significant impact on their mental and emotional health. OHS measures can help to address these issues and create a safe and healthy workplace for all employees. OHS is essential for women employees to ensure their safety and well-being in the workplace. By implementing OHS measures, employers can help to protect their female employees from workplace hazards and create a supportive and inclusive work environment.

Objectives of the study

- To identify the safety and health factors affecting the job performance of women employees
- To analyze the safety measures taken by the organization.
- To determine the influence of OHS on job performance of women employees.
- To identify the health hazards of women employees in the IT sector.
- To examine the employees' perception towards OHS.

Scope of the study

The present study has been undertaken to study about Occupational health and safety on job performance of women employees belonging to IT sector. The research covers all the cities of Tamil Nadu. It covers all the safety

aspects of the organization from which the women are benefited. It encompasses all facets of Occupational Health and Safety.

Research Methodology Research Design

Research design is purely and simply the framework plan of a study that guides the collection and analysis of data. The function of research design is to ensure that the required data are collected in accurate and economical manner. The research design adopted for this study is Descriptive research design.

Descriptive Research Design

- Descriptive research design is a type of research methodology that is used to describe and analyze the characteristics of a particular population or phenomenon. The goal of this research is to identify and provide a comprehensive overview of the current state of the phenomenon being studied.
- Descriptive research is often used when the researcher is interested in exploring the prevalence, frequency, or distribution of certain variables or traits within a specific population or group. The data collected through this research method is usually quantitative in nature, and statistical analysis is often used to summarize and interpret the results.

Data Collection

Primary and secondary data was collected for the purpose of this research study. The primary data was collected with the help of structured questionnaire and secondary data through websites, magazines, journals etc.

Primary data refers to original data collected directly from firsthand sources. Secondary data, on the other hand, refers to existing data that has been collected by someone else for a different purpose. It is data that has already been gathered, analyzed, and made available for public access.

Research Instrument Description

This questionnaire is designed to gather data on the relationship between occupational health and safety and job performance among women employees in the IT sector. The purpose of this research is to understand the factors that influence job performance and identify any potential occupational health and safety concerns faced by women in this industry.

Sampling Design

Population: Women employees of the IT sector.

Sampling Technique: Convenience random sampling.

Convenience random sampling

- Convenience random sampling is a non-probability sampling technique that involves selecting study participants based on their availability and willingness to participate in the research. This sampling method is commonly used in research studies where time, cost, and resources are limited, and where the target population is difficult to access.
- In convenience random sampling, the researcher selects participants based on their convenience or accessibility. For example, the researcher may select individuals who are readily available, such as students in a particular classroom or customers in a shopping mall. The selection process is often based on the researcher's judgment, and the sample may not be representative of the entire population.

Statistical Analysis

Chi-Square-Test of goodness of fit

To test the goodness of fit between age and factors

	Factors		
	Observed N	Expected N	Residual
Physical Differences	11	22.0	-11.0
Underrepresentation in management	7	22.0	-15.0
Occupational stereotypes	15	22.0	-7.0
Long work hours	17	22.0	-5.0
5	60	22.0	38.0
Total	110		

Test Statistics

	Factors
Chi-Square	84.727 ^a
DF	4
Asymp. Sig.	.000

Inference

From the above table, it is inferred that the chi-square value is 84.727 with degrees of freedom 4 and p value .000 < 0.05 therefore reject null hypothesis.

Independent Sample T-Test

To compare means using independent sample ‘t’ test

Null Hypothesis Ho: There is no significant difference between work experience and steps.

Alternate Hypothesis Ho: There is significant difference between work experience and steps.

Group Statistics

Work Experience		N	Mean	Std. Deviation	Std. Error Mean
Steps	Less than 6 months	9	2.67	1.225	.408
	6 months to 1 year	6	3.00	1.095	.447

Independent Samples Test

		Levene's test for equality of variances		T-test for Equality of Means						
		F	Sig.	T	DF	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence interval of the Difference	
									Lower	Upper
Steps	Equal variances assumed	1.135	.306	.537	13	.600	-.333	.620	-1.673	1.006

	Equal variances not assumed			-.550	11.719	.592	-.333	.606	- 1.656	.990
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Inference

From the table, it is inferred that the significant value p is 0.306>0.05 accept the null hypothesis. There is no significant difference between work experience and steps.

Descriptive Statistics

To find mean, mean and mode using descriptive statistics

Statistics		
Implementation		
N	Valid	52
	Missing	0
Mean		3.94
Median		4.00
Mode		4
Std. Deviation		.669
Variance		.448
Range		2

Implementation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neutral	13	25.0	25.0	25.0
	Agree	29	55.8	55.8	80.8
	Strongly agree	10	19.2	19.2	100.0
	Total	52	100.0	100.0	

Conclusion

The study on the impact of occupational health and safety (OHS) on job performance of women employees in the IT sector has provided valuable insights into the relationship between these two factors. The findings highlight the significance of OHS practices in shaping job performance outcomes among women employees, emphasizing the importance of physical safety, psychological well-being, and social support systems within organizations. The study highlights the importance of OHS practices in influencing the job performance of women employees in the IT sector. By recognizing and addressing the unique challenges faced by women in this industry, organizations can foster a safe, supportive, and inclusive work environment that promotes their well-being and maximizes their potential contribution to organizational success.

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