

# A Study to Assess the Factors Contributing for Psychological Well-being among Industrial Workers in Selected Industries of Vadodara

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## **Abstract---**

**Background:** *The psychological well-being is a vital element of overall well-being. The significance of psychological well-being in working areas has developed in last 3 decades as physical work has more been diverted into mental work, person who work mentally feels more psychological trouble at working place. Apart from that, the various factors that causes psychological problems at work place such as bossism, remuneration, and work load. It is observed that around 46% of the working population are having psychological disturbances.*

**Aims and Objectives:** *The present study aimed to find out the factors affecting psychological well-being among industrial workers, Vadodara.*

**Materials and Method:** *We conducted a descriptive study, in which 60 industrial workers were recruited by using non probability purposive sampling technique. A structured questionnaire and interview technique was used and found appropriate to assess the factors affecting psychological well-being. The collected data was tabulated and Analysed by using descriptive and inferential statistics.*

**Results:** *The overall psychological well-being was observed among the workers, it was found that, around 93.33% workers had moderate positive psychological well-being, about 5% of the sample had low psychological well-being, and 1.6% were had high psychological well-being. The present study further revealed that, majority 67.5% participants are facing problem with bossism and finding very less opportunity for personal growth.*

**Conclusion:** *The present study concluded that the worker's psychological well-being is strongly influenced by the following factors such as problems with bossism, salary and lack of opportunity. It is imperative that the employers and policy makers should take appropriate action to promote psychological well-being among workers.*

**Keywords---** *Psychological Well-being, Factors Affecting, Industrial Workers and Industries.*

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## I. INTRODUCTION

Psychological well-being helps to describe an individual's emotional health and overall functioning. Psychological well-being is a vital part of an individual for leading comfortable life. There are many stressors at workplace and those are strongly distressing the workers well-being which results in unhappy, emotional upset, or disconnect from the people around them. The world health organization said mental health is a state of well-being in which individual realizes their own potential, cope with the normal stresses of life, and can work productively and fruitfully.<sup>[1]</sup>

There are 133.92 crore people in India, out of which 487 million people works in industries.<sup>[2]</sup> About 46% of the working population in India are suffering with . The common factors which affects psychological well-being of workers are work pressures, underpayment; Conflict with co-workers, lack of rewards and personal growth are eventually affecting the worker's performance and profitability of the company. Moreover, Workplace inevitably arise some mental health problems among workers, and in this condition employers should support their workers who seek help.<sup>(3)</sup>

Establishing a culture of health and well-being at work creates an environment where employees feel valued, supported, and stimulated to perform at their best in work.<sup>(4)</sup>

This present study conducted to identify and highlight the unresolved issues of the workers. According to the findings, the administrators and policy makers should take specific action to improve the health and wellbeing of industrial workers.

### *Aim of the Study*

The investigator intended to understand the factors affecting psychological well-being among industrial workers.

## II. MATERIAL AND METHODS

A descriptive research design was employed. The study was carried out in 2 different industries of Vadodara city. The sample size was 60, which was estimated by using Raosoft software. The samples were recruited from both the industries namely Organics and Electrical Services industry. The following inclusion and exclusion criteria were used to select samples. Male and female employees who were aged between 18-58 years were included. The employees who has been suffering from mild and moderate psychiatric problems, physically disabled and the employees who were not interested to take part were excluded.

A self-developed questionnaire and Likert scale was validated in vernacular language. The questionnaire consisted of 30 items. All the 30 items were measured on 4-points Likert scale from 0= "strongly disagree" to 4= "strongly agree". The total score was calculated by summing up answers given to the questions.

Data collection was completed by using two questionnaires Section A- Questionnaire to assess the psychological well-being among the industrial workers and Section B- Likert scale to identify the factors affecting psychological well being. The validity of this questionnaire was re-examined by nursing subject experts. Finally, all the 30 questions were determined to assess the state of psychological well-being in industrial workers.

Researcher explained the purpose of study to all the participants and obtained a written consent that ensured with their anonymity and confidentiality of data. A self-developed questionnaire was used to collect the data through face to face interview among recruited industrial workers with the scoring from strongly agree to strongly disagree and the scoring was given (4-0). Data collection process was extended up to a month and completed when the desirable samples were obtained. Data were analysed using SPSS-22 software. Descriptive statistics (mean, standard deviation and chi-square) were used.

### III. RESULTS

Table 1: Frequency and Percentage Distribution of Samples

n=60

Sr. No.	Variables	Characteristics	Frequency	Percentage
1.	Age in Years	18-30	23	38.3%
		30-40	20	33.3%
		40-50	13	21.7%
		50-58	4	6.7%
2.	Income	1000-10,000	26	43.3%
		10,000-20,000	29	48.3%
		20,000-30,000	4	6.7%
		Above 30,000	1	1.7%
3.	Marital status	Single	15	25%
		Married	45	75%
4.	Type of family	Joint	30	50%
		Nuclear	30	50%
5.	Type of house	Own	41	68.3%
		Rental	19	31.7%
6.	Education	Primary	25	41.7%
		Secondary	17	28.3%
		Higher secondary	8	13.3%
		Graduate	8	13.3%
		Illiterate	2	3.3%
7.	Distance from home	1 to 10 kms	33	55.0%
		10 to 20 kms	19	31.7%
		20 to 30 kms	6	10.0%
		30 to 40kms	2	3.3%

The above table depicts a total of 60 industrial workers were included in the final study for analysis. The majority of study participants were aged between 18-30 years, all the participants were male, 48.3% had family income between rupees ten thousand to twenty thousand, three fourth of the participants 75% were married, 50% were belongs to both nuclear and joint family, 68.3% participants were living in their own house, 41.7% participants were having primary education and 55% samples were travelling 10 Kilometre for the work.

Table 2: Distribution of Samples According to Level of Psychological Well-being

n=60

Sr. No	Level of psychological well-being	Frequency	Percentage	Mean	SD
1	High Psychological well being	1	5%	62.58	11.29
2	Moderate Positive Psychological well being	56	93.33%		
3	Low psychological well being	3	1.6%		

The above table revealed that overall psychological well-being was observed among the workers, around 93.33% workers moderate positive psychological well-being, about 5% of the sample had low psychological well-being, 1.6% were had high psychological well-being.

Table 3: Distribution of Mean, Standard Deviation and Mean Percentage of Factors Influencing Psychological Well-being

n=60

Sr. no.	Factors influencing psychological well-being	Maximum Score	Mean	Mean %	SD
1	Salary	20	9.13	45.65%	3.13
2	Bossism	24	16.2	67.5%	3.28
3	Workload	16	6.95	43.43%	1.77
4	Lack of Opportunity	16	8.63	53.93%	2.88
5	Work-life balance	20	9.73	48.65%	2.68
6	Respect from co-worker	24	11.93	49.70%	3.02

The above table describes that among the respondents, more than half proportion of participants common issue is bossism 67.5% (SD=3.28). Nearly 1 in 2 workers 53.93% (SD=2.88) were struggled with growing their carrier. Almost half of the participants 49.7% (SD=3.02) were having problem with managing self-respect from co-workers. 48.65% (SD=2.68) participants having difficulty in balancing their work and personal life. 45.65% (SD=3.13) have not satisfied with the present salary and 43.43% (SD=1.77) were struggled with managing workload.

Table 4: Association between Level of Psychological Wellbeing with Selected Demographical Variables

n=60

Sr. No.	Variable	Total	$\chi^2$	Df	Level of significance
1.	<b>Income</b>		19.69	6	19.69>12.59 (s)
	1000-10000 Rs	26			
	10000-20000 Rs	29			
	20000-30000 Rs	4			
	Above 30000 Rs	1			
2.	<b>Education</b>		23.01	8	23.01>15.50 (s)
	Primary education	25			
	Secondary education	17			
	Higher secondary	8			
	Graduate	8			
	Illiterate	2			
3.	<b>Distance of work place</b>		21.40	6	21.40>12.59 (s)
	1-10 kms	33			
	10-20 kms	19			
	20-30 kms	6			
	30-40 kms	2			

The above table reveals that there is a significant association found between psychological well-being with selected variables. The study implies that psychological well-being is influenced by the following variables such as income, education and distance of work place.

#### **IV. DISCUSSION**

The present study revealed that, employees psychological well-beings are likely to influence by the following factors such as travel to the working area and level of education. which is similar to study conducted by Van Stolk C. Hofman J revealed that the job stability and security improves the mental health and well-being among the workers.<sup>[5]</sup> Financial status and male gender had association with mental-wellbeing revealed in national level surveys.<sup>[6-7]</sup> moreover, social science research shows that poor financial status significantly disturbs the mental well-being of the workers.<sup>[8]</sup> De Witte found that job insecurity was a significant risk factor for mounting low level psychological wellbeing in men<sup>[9]</sup>. A study conducted in Germany showed that common mental disorder has some relevancy with work place stress.<sup>[10]</sup>

The present study revealed that majority of the workers were influenced by various working culture such as bossism and lack of opportunity for their personal growth these factors eventually affecting mental well-being of the workers. Supporting to this, a study carried out in eastern India revealed that dominant nature of superior and more bossism had an adverse effect on employee's behavior.<sup>[11]</sup> Moreover, a study result shown by Morten Birkeland explored that leader behavior is associated with worker's absenteeism.<sup>[12]</sup>

A study conducted in Maritime industry Europe by Bergheim K shown that, indirect relationship with perceptions of safety and job satisfaction.<sup>[13]</sup> A similar study shown that India by Neerpal Rathi explored that there is a significant relationship between an individual's Quality of Work Life and psychological well-being.<sup>[14]</sup>

The study found that workers having difficulty employability and balancing their work and personal life. Besides, a similar research study conducted in Belgium revealed that employability was associated with well-being and life satisfaction.<sup>[15]</sup> Further a study conducted by Fiedler S in Germany revealed that higher health literacy is associated with decreased risk of poor well-being.<sup>[16]</sup>

#### **V. CONCLUSION**

This study concluded that employee working in industries are likely to develop physical and mental stress caused by the various working culture majorly like bossism, struggling in growing with carrier and conflict with co-workers. It has already been proved by numerous studies that there is a relationship between psychological well-being and workplace. To enhance the psychological well-being of employee should engage them in meditation, yoga and other recreational activities. Therefore, the administrators and policy makers should create a stress free environment at work place and enhance the psychological well-being of the workers will result in acceleration in performance and profitability.

#### ***Ethical Approval***

Since the study involved human subjects, a formal ethical approval received from institutional ethical committee.

### ***Informed Consent***

Informed consent was obtained from participants and assured for anonymity.

### ***Declaration of Interest***

The author declares that there is no financial and personal relationship with other people and organizations.

### ***Conflict of Interest***

The author declares that they have no conflicts of interest.

### ***Finding***

The study is not funded by any external sources and all expenses were borne by the principal investigator.

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