



Need of Employee Counselling and Personal Health Care Amongst Industrial Employee during Covid 19 lockdown in Pune Dist. Of Maharashtra

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I.INTRODUCTION

The Covid-19 pandemic has caused a lot of stress amongst industrial spheres, leading to a challenge in managing internal and external relations. Industrialization is the key word for all human beings' life, and since four to five years, increasing numbers of employees from private and government sector have struggled with work life balance. This uneven growth of industrialization is a leading factor in migration, building stress on civic facilities, infrastructure of various public utilities, and paves the way for overcrowding, unhygienic working conditions, and compulsion for skill building. Rapid technological advancement has increased smart work with short cuts, resulting in a heavy workload, competition, changes in sleep habits, smoking or drinking alcohol, eating unhealthy food, virtual life patterns, expecting fast easy going life, so many choices, lifestyle diseases, and migration. During the Covid 19 lockdown, personal health care has become important, and media and administration have been guiding us on what precautions to take.

Stress is a fact of life, but it should not become the way of life. Awareness about health issues is increased amongst all working population, which benefits them to cope up with the demands of work life.

Health management, especially stress management, destroys the sluggishness of the body and becomes equal to that of the active mind, allowing both body and mind to be transcended to the level of the illuminative self. Stress management removes the impurities of the body and reflects the light of knowledge and wisdom, allowing the body, mind and self to work in unison. The body is one of the finest precise instruments on earth. The nervous system is stretched as a single thread, with arteries, veins and capillaries running 96000 kilometers or 60000 miles.

The lungs are as broad as a tennis court, supplying 250 milliliters of oxygen to the blood. The heart beats 70 times per minute, pumping 5 liters of blood per minute. Despite the fear of infection of corona, the human population is still striving for better life. Industries are the backbone of the nation, and the government encourages industries to settle. Pune Dist. has become the hub of opportunities, with young aspiring manpower migrating from one place to another in search of better career opportunities.

The demands of work life are changing and requiring employees to work on new aspects of work life balance. Industries are centers of result-oriented work and a unique social system where people come together to work and function effectively. Health and safety management training programs are regularly conducted for employees to identify their health and safety needs. Counselling or guidance sessions are organized for those who cannot represent themselves, and HR counselling has become an important responsibility of HR managers due to the Covid-19 pandemic crisis. HR counselling plays a vital role in different aspects of managing human resources while implementing the functions of the organization.

The Covid 19 pandemic has caused long-term uncertainty about work and social life, creating a constant state of tension. It is important to learn about stress management and employee counselling sessions can discuss it. Stress adds spice, challenge and opportunity to life, and it is important to seek professional help to cope with stressful events. Counseling is not a sign of weakness.

Health education with individuals by counselling during Covid 19 pandemic crises:

Rapid social and technological developments have caused a number of issues and problems in highly industrialized cities of Maharashtra. These include issues such as maintaining social distance, fear of infection, safety at work, reduction in manpower, managing with less manpower, poor awareness about health care and health insurance, compensation and benefits, and coping and making adjustment to varying life situations. Counselling is a process concerned with persons of all age levels, placed in different situations, and for almost all kinds of problems and concerns. It is one of the effective methods used in health education and social work to help individuals and families to require their health problems solved.

Essentials for counselling:

Developing Rapport and Relationships-

The principle of acceptance is an important step in building rapport with a client. It means that counsellors and social workers must perceive, acknowledge, receive and establish a relationship with the individual's client as if they are to help him. The purpose of acceptance is to respect, help, add, comfort, therapeutic understanding, acknowledging, receiving, etc. The quality of acceptance is warmth, courtesy, listening, respect, concern, interest, consistent, maturity, fairness, willingness to enter and share life experience, etc. The object of acceptance is the individual's integrity as a fellow human being with all his limitations and potentiality.

Attitudes and Skills in counselling

The most important details in this text are the skills which a counsellor must learn before entering into the field of employing counselling. These include having a positive attitude towards the counsellee, listening with understanding, having empathy, communication skills, sensitivity, congruence, and other skills such as questioning, restatement, clarification, reflection, interpretation, explanation, and tackling of silence. These skills help the counsellee to reflect on their problem and organize to cope up the situation for self-determination. Additionally, the counsellor must possess the skills of sensitivity, capacity to be aware of what is happening in the counselling process from the client's verbal and nonverbal communication, and congruence or genuineness in the counselling relationship.

II. REVIEW OF LITERATURE:

Afred Grotiahn's 1915 idea of systematically investigating medical problems in the light of social science was relevant in the current Covid 19 scenario. His contribution included in the review of literature the social significance of disease is determined by its frequency of occurrence, the form in which the particular disease occurs most often must be known, the etiological relation between social conditions and disease may be expressed in four ways, and the prevalence of disease that is important from a social point of view can be appreciably influenced by medical treatment and whether such therapeutic success is important from a social point of view. However, the approach of social science and medical science to understand a disease differs significantly as social sciences generalize the phenomenon of diseases and try to find its causes in social, occupational and living conditions, while medical sciences try to understand individual cases with a stress on individual physical factors. Research is ongoing to understand the issues related to health, such as health for all, wellbeing of employees, lifestyle impact, physical and mental fatigue, identifying the sources of stress, and understanding the difference between various types of stress. Stress can be a motivator to growth, development and adaptation, and can be a challenge and variety.

Beehr and Newman (1978) define job stress as a situation wherein job-related factors interact with a worker to change (i.e. disrupt or enhance) their psychological condition, such that the person is forced to deviate from normal functioning. Kombauser (1965) found that unpleasant working conditions, the necessity to work fast, to expend a lot of physical effort and working excessive and inconvenient hours were related to poor mental health. Cooper and Marshall (1978) suggest that most job descriptions include task and physical factors can be sources of stress.



This text discusses the importance of health and safety for employees in large, small, and medium sized industries. Data shows that health and hygiene factors are important for employees, and that much of the world's workforce is exposed to accidents and diseases. This book provides insight into the stress process, stress and organization management, coping strategies, and techniques to counteract stress. It is of interest to counsellors, social workers, HRD personnel, management experts, psychiatrists and psychologists, sociologists and trainers. Pestonjee and Muncherji (1989) investigated the leisure-health-stress linkage.

It is important to examine the relationship between leisure, health and stress, as hypo stress is capable of causing serious health problems. Naidu and Pande (1988) worked on non-attachment and health, hypothesizing that non-attached persons would perceive a lesser degree of stress, exhibit fewer symptoms of strain and show a smaller correlation between stress and strain. Rableen Kaur Rao and Urvashi Sharma (2018) reviewed the issue of work life balance and its impact on employees. They found that maintaining an adequate balance between personal and professional life plays an important role for attaining personal as well as professional/organizational goals. Achieving a better work life balance yields more dividend for both employees and employers in terms of being more motivated towards work, leading to increased productivity and ultimately creating work force which they feel are valued.

Relationship between work and health: findings from a literature review

Larisa Antonisse and Rachel Garfield (2018) found limited evidence that employment improves health, with some studies showing a positive impact and others showing no relationship or only limited effects. Low quality, unstable and poorly paid jobs lead to or are associated with adverse health effects, suggesting that all jobs should not be expected to have similar effects on workers' health. Industries are focusing on identifying stressors and stress management is essential for a healthy work environment. Tarika, Ruchika & Monika (2015) found that 60% of employees feel stress due to work overload, 20% due to family tension and 40% due to non-achievement of work target. Dr. N.A. Anabarasani and C.

Jaganath (2014) found that 52.40% of employees are between the age group of 25 years, 50.4% are married and most employees are strongly agreed that more workload and working time leads to stress. Dr. Sandeep Singh and Himja Jamwal (2014) found that stress is inversely proportional to employee behavior, meaning higher the stress level, the lower the positive behavior. To boost up the performance, organizations need to maintain a healthy, friendly and co-operative environment in the working teams. Stress can make an individual profitable and valuable when it is distinguished and well-understood, and there are various courses for overseeing Stress, such as contemplation, Yoga and so on. Negative push or Distress executes the representatives' uplifting disposition and it swings to missing, turnover, indecent, uneasiness, discouragement, aggressive et cetera. To make trouble into EU-stretch, our sound way of life and authoritative prosperity will change.

III. RESEARCH METHODOLOGY

Statement of the Problem –

Personal health is the ability to take charge of one's health by making conscious decisions. It includes physical, emotional, intellectual, social, economic, spiritual and other areas of life. However, everyone is not able to achieve a healthy life style due to their personality and work environment. In the current situation of Covid 19, all employees are at home and working from home due to the lockdown.

Significance of the study –

This study was conducted to find out the health practices followed by the employees of the industry during the Covid 19 pandemic. Stress is a part of the pandemic, so having knowledge about physical and mental health practices is important. This study was conducted to find out the health practices followed by the employees of the industry.



Objectives of the study-

Employees during the Covid 19 pandemic need to be aware of stress, personal health care practices, suggestions for personal health management, and counselling.

Variable of the study: –

Personal health care and work life balance are dependent variables.

Age, experience, stress factor symptoms, and problems while working from home are independent variables.

Assumptions-

Industrial employees are aware of their health care and counselling needs, and work from home during pandemic crises has increased stress and health problems.

Research Design –

Descriptive research design to investigate dynamic nature of subject.

Research Method –Survey method used to gather qualitative data to make generalizations.

Sampling Design –The study used a purposive sampling method to select 50 industrial employees from Pune Dist. to study the problem under study.

Sources of Data Collection –Primary source of data collection was industrial employee (respondents) and secondary source was literature books, magazines, newspaper, and websites visited by the researcher.

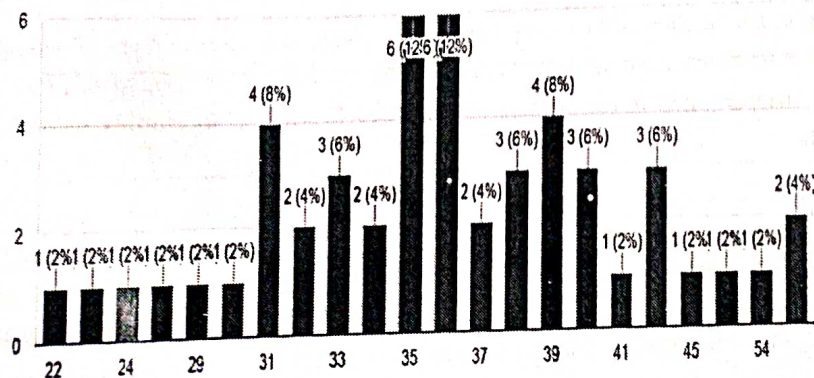
Tool for Data Collection Structured Questionnaire was developed to answer set of questions, explaining the aims and objects of the investigation and removing difficulties.

Scope of the Study –This study focused on understanding health management practices among industrial employees during the COVID 19 lockdown period of Pune Dist. Data was limited to 50 respondents.

Data Analysis and Data Interpretation

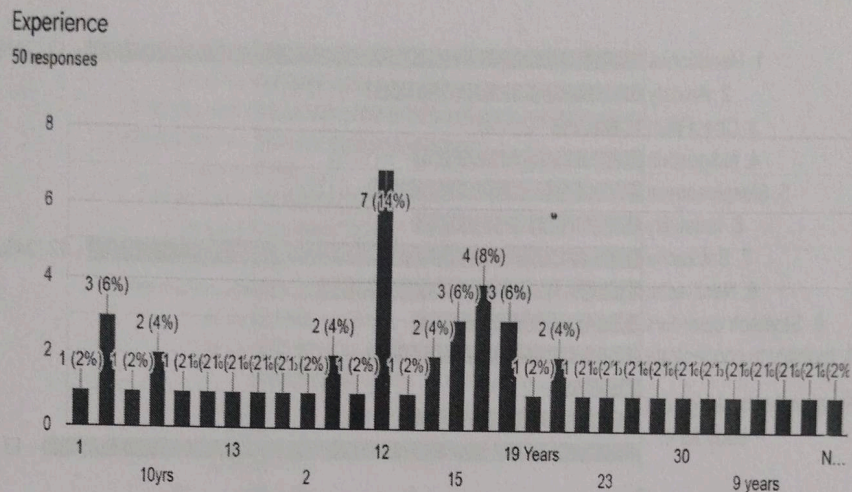
Graph no 1

Age
50 responses



Above table shows that age group of the respondents was more in 31-40-year-old (70%) and very few of the respondents are in the age group of 21-30 years. Whereas above 40 were (18%).

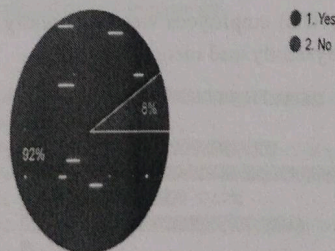
Graph no.2



Data indicates that, majority of the respondents 29(58%) belongs to the 11-20 years of experience; whereas 14(28%) respondents are with 1-10 years of job experience. Very few i.e. 07 (14%) respondents are with 20 years of length of experience.

Graph no.3

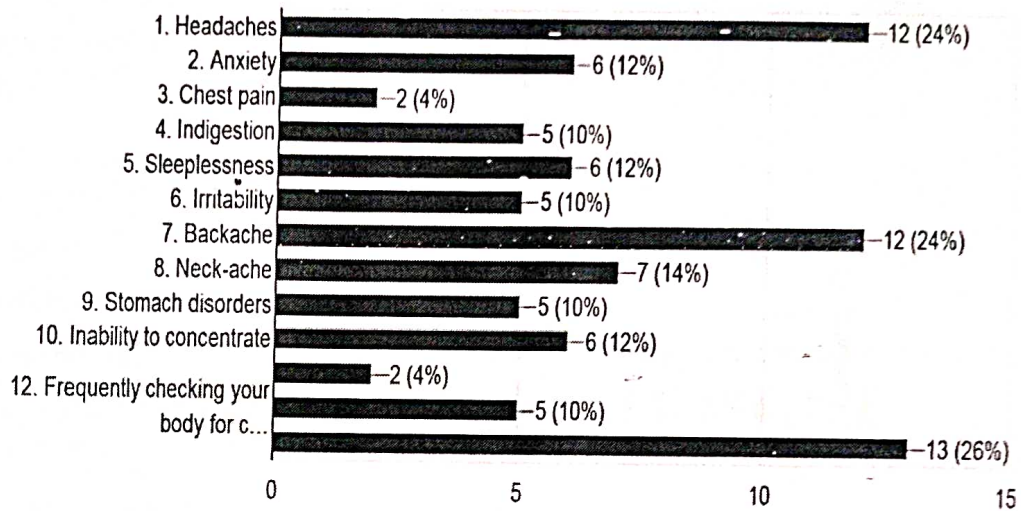
Balanced both family life and work
50 responses



Almost all employees responded that they positively balanced both family life situations and work from home during Covid 19 lockdown period.

Do you ever suffer from any of the following – stress factor

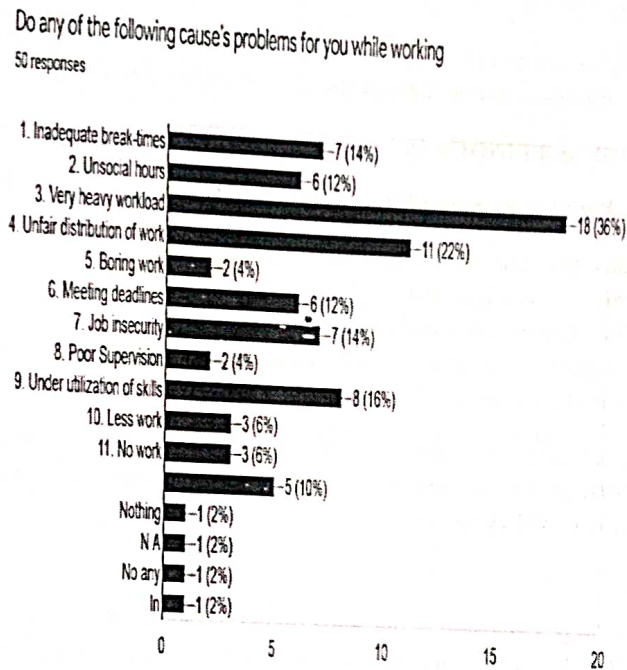
50 responses



Graph no 4

For Data analysis researcher focus the column total only. It helps the researcher to do a classification of data and each stress factor was highlighted independently. Above tabulation shows that same per sent age of employee were suffering from stress factor – Headaches and Backache i.e. 24% each. While out of 50 respondents; 13(26%) respondents were confident about mental and physical fitness during Covid 19 lockdown pandemic crises situation. But data also concludes that in totality; 74% industrial employees experienced Psychological symptoms of stress during Covid 19 lockdown crises situations; as below,12 (24%) respondents experienced stress(headache) during Covid 19 lockdown period. Some employees that is 6 (12%) said that they faced the problem of anxiety. While 2(4%) said that they felt chest pains. 5(10%) had to deal with indigestion 6 (12%) faced sleeplessness as a side effect of stress. Irritability and back ache were faced by 5 (10%) and 12(24%) respectively. Neck ache and Stomach disorder were faced by 7(14%) and 5(10%). Inability to concentrate was faced by 6(12%). 5(10%) employees were frequently checking their body for the symptoms of the virus. And 13 (26%) said that they were physically and mentally fit.

Graph no 5

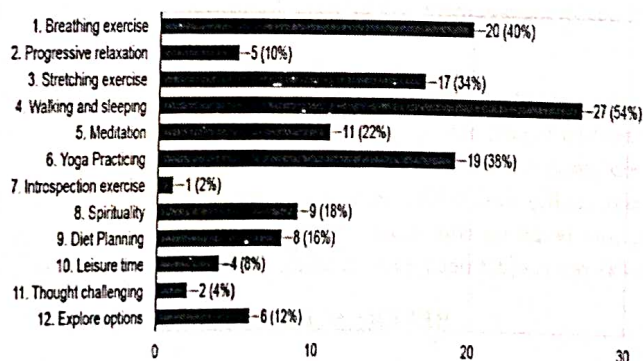


Above data shows that out of 50 Industrial employees; 8% employee respondents reported that they do not have any above-mentioned problem related to working from home. whereas 92% respondents were having at least one from above-mentioned work-related problem. Data indicates that majority i.e. about 50% respondents reported that their workload during lockdown period was very heavy and unfairly distributed.

Graph 6

Coping Strategies adopted for Heath management

50 responses



Out of 50 employees 20(40%) were doing breathing exercise. And only 5 (10%) were doing progressive relaxation whereas a good number of employees that is 17(34%) were doing stretching exercise. Majority of them 27(54%) opted



for walking and sleeping while 11(22%) were doing meditation. It was seen that 19(38%) adopted yoga practicing as a coping strategy. Only 1(2%) was doing introspection exercises. Spirituality was used as a coping strategy by 9(18%). Whereas diet planning was done by 8(16%).

To take care of your mental health leisure time is also important so 4 respondents that 8% spent time in leisure. 2(4%) spent time in thought challenging activities. And 6 (12%) spent time in exploring options.

SUGGESTIONS, CONCLUSIONS and FINDINGS

Suggestions for employee counselling for Personal Health Management and Stress Management: -

The most important details in this text are the suggestions from the employees regarding the need for employee counselling in the current pandemic. Some suggested work life balance, regular and daily exercises, diet management, and taking care of nature and society. Others suggested taking care of one's short-term and long-term goals, taking things positively, and understanding the importance of physical and mental health counselling. Counselling should be based on individual's problem, performance, and company environment.

Employees suggested taking rest, relaxing, spending time with family, and self-care to keep a positive environment in uncertain times. They also suggested joining employee counseling centers to support those with a phobia for the virus. This was useful to tackle the ongoing Covid 19 pandemic.

Summary of findings:

Out of 50 respondents, 70.00 percent were in the age group of 31-40 and 58.0% had a work experience of 11-20 years. 92.0 percent said they had a satisfactory work life balance, while 26.0 percent experienced physical and mental health problems. 20.0% were doing breathing exercise, 5-10% progressive relaxation, 17-34% stretching exercise, 27-54% walking and sleeping, 11-22% meditation, 19 (38%) adopted yoga practicing as a coping strategy, 1(2%) was doing introspection exercises, 9 (18%) was doing spirituality, 8 (16%) was doing diet planning, and 6 (12%) spent time exploring options.

CONCLUSIONS OF THE STUDY

Industrial employees have a satisfactory work life balance, with half of them being physically and mentally fit and the rest experiencing physical pains. They are taking care of their health during the Covid 19 lockdown period, and they consult HR, friends, colleagues and counsellors for personal and professional issues. They also agree that employee counselling is important and essential in the organization. Health awareness amongst industrial employees is satisfactory.

SUGGESTIONS

Following suggestions for personal health management will help the Industrial employee for coping with stress as well as balance the work life.

The Industrial employee should keep a positive attitude, avoid comparison with others, be assertive, learn relaxation techniques, exercise regularly, eat healthy meals, manage time effectively, set limits, make time for hobbies, interests and relaxation, get enough rest and sleep, don't rely on alcohol, drugs or compulsive behaviors, seek out social support, seek treatment with a psychologist, spend quality time with family, take small breaks to visit the places of interest, plan for picnic and travel, walk, read, talk, join laughing club, take active part in social responsibility and work as a volunteer, talk, guide and motivate youngsters as per subject need, prepare things to do the list and work on it by setting the priority.

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