CHAPTER III

OBJECTIVES AND METHODOLOGY

3.1 GENERAL OBJECTIVE:

To develop comprehensive guide lines for Industry towards a healthy workplace, with particular emphasis on Indian corporate sector.

3.2 SPECIFIC OBJECTIVES:

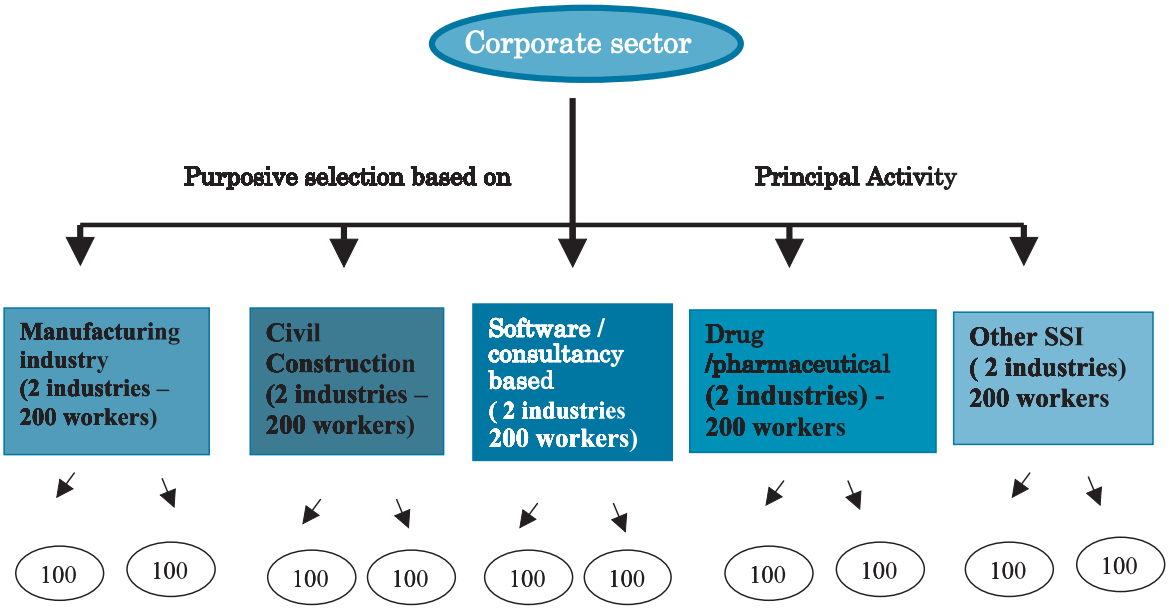
1. To assess the profile of the organization from work pattern to the health status and related activities at the workplace.
2. Strategic application of a framework based on healthy workplace practices as a way to achieve sustainable organizational performance i.e. long-term health of the organization.
3. How to facilitate and encourage industry to workplace wellness and employee well being that extends beyond the traditional approach to occupational health.
4. To study the applicability of good practices in Europe and Canada related to workplace health in relation to the Indian context.

3.3 METHODOLOGY

1. **Study Design**: Exploratory, Cross sectional.
2. **Study area**: Across the country.
3. **Sample design**: Probability sampling method was using multi stage random sampling was used for the selection of industries and the workers.

CII directly carried out the 'Operational Research' in 10 industries from different regions across the country. Looking at the variability in the nature of work undertaken by the industries and the existing literature on health and stress at workplace the study was designed so as to have representation of industries based on the principal activities such as Manufacturing, Construction, Software/consultancy based, Drugs/pharmaceuticals and others. Careful attention was taken that the study should include representatives from

3 strata of workers – a) the grade 1 employees (Officers and Managers), b) the grade 2 employees (employees of the grade of assistant managers and c) the grade 3 employees (of the cadre of draftsmen, technicians etc).



4. **Sample Size:** Among the five distributed types based on the principal activity the sample size of 200 from each sector was designed with 100 representatives of the 10 selected industries. The total sample size was therefore 1000 from 5 distinct sectors based on the principal activity - Manufacturing, Construction , Software/consultancy based, Drugs/pharmaceuticals and others.

5. **Variables:**

   a) **Education background** - The variables of this study include different grade of employees differentiated with their education background (Under matriculate, Matriculate, Graduate and Post graduate).

   b) **Status in the organization** – Lower cadre – Sweeper, helper, guard, Peon – Grade 4, electrician ,fitter, mechanic, painter, etc – Grade – 3, Supervisor, Operator, Junior engineer , Section officer, Executive – Grade 2, Officers – Managers etc – Grade - 1.

   c) **Gender** – Male and female.

   d) **Type of activity** – Sedentary, moderate, and heavy manual work.

   e) **Sociological variables** – marital status – married, unmarried.

6. **Tools and techniques:** For primary data collection, semi -structured interview schedules were used. The schedule was divided into two parts (see Annexure 1 and 2). The first

part of the schedule was to collect general socio- economic information such as work profile, information related to the services life style related information, disease suffering profile, facilities availing for health or other benefits. The second part of the questionnaire – (Separate sheet) as distributed chiefly to assess the participation level, benefit assessment, activity assessment in group activities to avail health and other benefit services and how the group gets active in mobilizing resources for self reliance and empowerment assessment.

For review of literature net search, review from journals, periodicals, books and magazines were used.

7. **Collection of data:**

Primary data was collected from the industries on current level of health care for the employees, health expenditure, nature of health problems, sickness absenteeism, health promoting facilities and selected occupational and environmental parameters. Structured questionnaires (annexure – 1 and 2) were used for personal in-depth interviews with the staff of the industries.

The WHO STEP wise surveillance instrument has been used for part of the ascertainment. Secondary data is from various Journals both national and international.

8. **Data Analysis:** Data was entered into SPSS package and frequency and percentage tables were made. Cross tables on different aspects relating to education/stress, age stress, type of activity/stress, habits/stress etc were derived. The following methods were used: For Quantitative data – percentages, tabular, graphical presentation; for qualitative data – situational affects on behavioral patterns - economical, social and psychological aspects and the perception of the management.