

## CHAPTER V

# RESULTS AND DISCUSSION

On analyzing the data, the following was found:

1. Habits play a major role in determining the health of an employee and have an impact on the health of the organisation in the long run. The study revealed that the 11.6% employees had habits (smoking, consuming alcohol and an addiction to other tobacco products) for more than 5 years.
2. Habits vs. Disease graph and table very clearly shows that 37% people indulging in all three addictions (Table-15) are proven diabetics, 66% had reported heart problems, 74% had HBP, 48% had COPD, 53% cancer and 47% had shown symptoms of gastroenteritis, insomnia and a range of other disease.
3. Even though companies have their own infrastructural arrangements for health care provision only 36% of the employees go on to utilize them. It certainly asks for more investment in health facilities for the employees.
4. The cross table between Stress Vs. Nature of job reveals that 62.96% of people at sedentary jobs are more stressed and the level of stress is apparently more for respondents working in the services sector (IT, BPO). This is certainly something to ponder with.
5. Stress has a significant relationship with Disease, adequately proved by statistical analysis (Table 13), which shows that 46% of the respondents in the service sector with stress had diabetics, 39% heart problems and 49% had a history of HBP (high blood pressure) and 31% showed symptoms of COPD.
6. Stress had significant relationship with education and grade of work. The higher the grade (Grade 1 and Grade 2) the more are the levels of stress. This is probably due to more responsibility, added workload, less security and meeting higher targets. It is significantly high for those working in Service sectors and manufacturing and Building and construction sectors.
7. Women (52.41%) have higher levels of stress than men (40.08%)
8. The participation of women and backward communities in forming of groups is less than that of men.

9. Participation in the community organisation and groups in the service sector is more and so is the level of contribution (99%) in cash and kind to sustain group activities. The Pharmaceutical sector and Building and construction sector show low levels of participation and contribution.
10. On the overall only 10.2% respondents believe that there is the participation of > 75% in formation of groups and for group activities. This is very low by any standards.
11. An assessment into the frequency of meetings in Office shows that on the overall 38% respondents have expressed that the meetings are organised at a fairly frequent interval and 32.6% expressed that though not too frequent but not very irregular as well. 23% were of the opinion that meetings are not very frequent and 5.2% said that the meetings are occasionally.
12. Only 36% of the respondents have an opinion that everyone feels free to express their views and play an active role in decision making in the meetings. This is certainly a cause of concern. 30.8% felt that only some people feel free while 28% felt that most people feel free to express their views.
13. Mobilisation of resources from within itself speaks volumes on the sustainability aspects of an organisation. The study shows that only 28.9% respondents felt that the company can always mobilize resources internally from savings, loans, sales or other means; 39.6% of the respondents have the opinion that the group can mobilize most of the resources it needs from its own source or from outside, whereas 25.7% felt that the company can mobilizes only some resources internally or externally.
14. Opinion sharing and sharing of experiences builds wisdom and the scope for growth and adds to the healthy environment of the organisation. This study reveals that on the overall 41.2% were of the opinion that most of the employees' share the knowledge and experience gained from trainings with other colleagues. 32.4% felt that they always share the knowledge gained from training's with other employees. There appears to be significant communication gaps and filling this is a potential challenge.
15. Periodic monitoring and evaluation and necessary feedback at regular intervals gears up the performance levels of the employees and further adds on to the health of the organisation. The study revealed that barring the Service sector the feed back mechanism is very poor particularly for the pharmaceutical sectors. On the overall 33.8% of the respondents feel that there are periodical monitoring and evaluation system for their performance and they do get feed back regularly. 31.2% feel that there are well established procedures for monitoring their performances, and 21% feel that there are occasional monitoring and evaluation procedures for the performance and only 12% felt that there are no mechanism for monitoring the performances of the employees. Thus it is imperative to have a periodical healthy feedback and monitoring and evaluation system.
16. Sustainability in the corporate sector depends much on participation the contribution the group can make in terms of cash and kind, the number of deliberations the employees can have among themselves and the consistency with which the agenda is taken forward. The employees have to believe in themselves and the organisation.