

## OCCUPATIONAL STRESS AMONG SANITARY WORKERS: A COMPARATIVE ANALYSIS

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### Abstract

This descriptive research attempts to examine the occupational stress of health workers. The study has analyzed the sources of stress, including motivational stress, work-related stress, organizational stress, and specific stressors of health workers. Personal life, especially at work, and health, family, and social life of health workers are the two areas where the effects of stress have been investigated. The study was conducted using a random sampling method among 215 health workers in the Thoothukudi district. Primary data has been collected through the interview schedule method. The percentage method has been used to describe the demographic variables of the respondents.

### Introduction

Global public health and societal well-being depend on sanitation personnel. However, little is known or known about the health risks and consequences that sanitation personnel face when exposed to occupational risk factors. To determine occupational risk factors for sanitation workers and evaluate the impact of occupational exposure to wastewater and human fecal sludge on specific health outcomes for these workers, we conducted a methodical investigation. Sanitation workers are individuals responsible for cleaning, maintaining, operating, or emptying a sanitation technology at any step of the sanitation chain (World Bank Group and World H, 2019). They are essential in maintaining safe sanitation services in homes, schools, hospitals, and other settings and protecting public health (WHO, 2020) but face many health risks in doing so,

including from exposure to a wide range of biological and chemical agents (Heldal et al., 2019; Tschopp et al., 2009).

### **Statement of Problems**

Stress at work has become a widespread problem across all occupational sectors. Rapid advances in technology, economic fluctuations, industrial competition, unemployment and educational expansion have led to stress in various professional groups. In all types of organizations, health workers are the unsung heroes. Unorganized work practices, heavy physical labor, unclear duties and responsibilities, lack of understanding of stress management techniques, low pay, overwork, ambiguous positions, lack of respect, lack of recognition and isolation from other work groups are some of the common causes of stress in health professionals. Since most cleaning workers work on a contract basis, they lack job security.

Sanitary workers in the research area have been inspired by several factors, including unfair pay, long hours, and heavy tasks with insufficient staff, inadequate social services, and hazardous HR practices. In addition to causing stress, these deficiency elements force the sanitary personnel to resign from their positions. Many sanitary workers have temporarily switched to other jobs like driving and government panchayat work, as well as women's self-help groups and the Prime Minister's 100-day employment program. Therefore, it is essential to provide information about these deficiency elements to educate sanitary personnel about the effects of occupational stress and stress management techniques. Thus, the current study is being conducted in the field of study.

### **Objective**

To find out the Reason for stress among sanitary workers in sanitation work in the Thoothukudi district.

## **Methodology of the study**

The methods and procedures adopted in conducting the research are presented under the following heads.

### **1. Sources of the study**

The data required for the study were collected from both the primary and secondary sources. The primary data has been collected directly from sanitation workers by using an interview schedule. The secondary data were collected from the published journals, books, magazines, and websites.

### **2. Sampling design**

This study is focused on the working quality of sanitary workers. The total number of samples was 215 from sanitation workers. The proportionate stratified sampling method is used to select samples.

### **3. Tools for analysis**

The various statistical methods to analyze the primary data, including percentage analysis, and factor analysis to interpret the data to arrive at findings from the study. For effective analysis and easy understanding, the data were tabulated.

## ANALYSIS AND DISCUSSION

## Profile of the Respondent

To understand and the demographic profile of the customers, percentage analysis was used to identify the personal information, like gender, age, marital status, monthly income, and year of experience. The table1.1 shows the demographic profile of the respondents.

Table1.1 Demographic profile of the Respondents

Demographic Profile	Options	Frequency	Percent
<b>Gender</b>	Male	124	57.7
	Female	91	42.3
	<b>Total</b>	<b>215</b>	<b>100.0</b>
<b>Age</b>	Up to 30	31	14.4
	31 – 35	39	18.1
	36 – 40	35	16.3
	Above 40	110	51.2
	<b>Total</b>	<b>215</b>	<b>100.0</b>
<b>Marital Status</b>	Married	190	88.4
	Unmarried	12	5.6
	Widow	13	6.0
	<b>Total</b>	<b>215</b>	<b>100.0</b>
<b>Monthly income</b>	Upto Rs12000	102	47.4
	12001 -15000	74	34.4
	Above 15000	39	18.1
	<b>Total</b>	<b>215</b>	<b>100.0</b>

<b>Years of experience</b>	Upto 3 years	79	36.7
	4-6 years	62	28.8
	7-9 years	16	7.4
	Above 9 years	58	27.0
	<b>Total</b>	<b>215</b>	<b>100.0</b>

*Source: Primary Data*

**Gender:** Among 215 respondents considered for the study, 124 respondents (57.7%) are male and 91 respondents (42.3%) are female. It is observed that majority of the male Sanitary workers

**Age:** Among 215 respondents considered for the study Above 40 years age group of 110 respondents (51.2%), 31 – 35 years group of 39 respondents (18.1%), Up to 30 years age group of 31 respondents (14.4%), 36 – 40 years age group of 35 respondents (16.3%). The Majority of the respondents (51.2%) are above 40 years.

**Marital Status:** Among 215 respondents considered for the study Married: 190 respondents (88.4%), Widow: 13 respondents (6.0%), Unmarried: 12 respondents (5.6%). Most of the respondents are married, which may indicate greater family responsibilities.

**Monthly Income:** Among 215 respondents reflected for the study, (47.4%) of respondents earn up to ₹12,000 per month, while 34.4% earn between ₹12,001 and ₹15,000, and only 18.1% earn above ₹15,000. The Majority of the respondents (47.4%) of respondents earn up to ₹12,000 per month.

**Years of Experience:** Most respondents (36.7%) have work experience of up to 3 years, followed by 28.8% who have 4-6 years of experience. Only 27% have above 9 years of experience. The Majority of the respondents (36.7%) of respondents have work experience of up to 3 years.

## Reason for Stress of Sanitary Workers

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.747
Bartlett's Test of Sphericity	Approx. Chi-Square	1284.510
	Df	136
	Sig.	.000

*Source: Primary Data*

The Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy yielded a value of 0.747, indicating that the sample size is adequate and the variables are sufficiently correlated for factor analysis. Additionally, Bartlett's Test of Sphericity was significant (Chi-Square = 1284.510, df = 136,  $p < 0.001$ ), confirming that the correlation matrix is not an identity matrix. Together, these results support the appropriateness of proceeding with exploratory factor analysis (EFA) on the given dataset.

## Rotated Factor Matrix for Factors influences to Reason for stress of sanitary workers

Variables	F1	F2	F3	F4	Comm.
Unfairly low-pay	<b>.888</b>	.109	-.126	.018	.825
Dealing with places for political events	<b>.853</b>	.036	-.027	-.049	.732
Insufficient staff	<b>.815</b>	.101	.119	-.082	.705
Unexpected and unplanned event everyday	<b>.695</b>	.313	-.137	.030	.615
Taking multiple work in a time	<b>.544</b>	-.021	-.232	-.029	.472
Experiencing physical harassment at work	.281	<b>.718</b>	-.264	.104	.681
Superior ill- treatment	-.232	<b>.662</b>	-.076	-.151	.527
Lack of people support	.380	<b>.653</b>	.276	.076	.662
Difficult in managing assigned work	.256	<b>.624</b>	-.043	.102	.470
Dealing with places for public events	-.101	-.246	<b>.741</b>	-.020	.620
Violence from members of the public	-.218	.445	<b>.634</b>	.065	.698
One-sided handling of employees	-.267	.010	-.373	-.195	.268
Conflicts with co-workers	-.065	.162	-.114	<b>.831</b>	.736

Close monitoring and too much control by the supervisors	-.017	-.081	.170	<b>.815</b>	.702
EV	2.959	1.768	0.951	1.355	7.033
PV	17.406	10.4	5.594	7.971	41.191
CA	.850	.668	.480	.597	2.595

E.V- Eigen Value    P.V- Percentage of Total Variance    C.A- Cronbach's Alpha

Comm- Communalities

Extraction Method : Principal Component Analysis Rotation

Method : Varimax with Kaiser Normalization

Source : Primary Data

The above table displays the rotated factor loadings for the seventeen statements (variables) that influence the reasons for stress among sanitary workers. The table shows that we have extracted all seventeen statements into four factors. To explore the underlying dimensions of occupational stress among sanitary workers, Principal Component Analysis with Varimax rotation was applied. The analysis extracted four factors based on eigenvalues of 7.033, explaining a percentage of total variance of 41.191.

### **F1- Workload and Task Pressure**

This factor explains 17.406 of the total variance and has high loadings on:

Unfairly low-pay (.888)

Dealing with places for political events (.853)

Insufficient staff (.815)

Unexpected and unplanned event everyday (.695)

Taking multiple work in a time (.544)

This factor explains 17.406% of the total variance and includes variables related to the unfairly low-pay, Dealing with places for political events, Insufficient staff, Unexpected and unplanned event every day, and Taking multiple work in a time faced by sanitary workers. The

high factor loadings indicate that these items are strongly correlated and represent a common underlying issue.

## **F2 Interpersonal Harassment & Support**

This factor explains 10.4 of the total variance and has high loadings on:

Experiencing physical harassment at work (.718)

Superior ill- treatment (.662)

Lack of people support (.653)

Difficult in managing assigned work (.624)

This factor explains 10.40% of the total variance and groups together variables that relate to negative interpersonal experiences and lack of workplace support faced by sanitary workers.

## **F3 Public Interaction and Exposure Risk**

This factor explains 5.594 of the total variance and has high loadings on:

Dealing with places for public events (.741)

Violence from members of the public (.634)

This factor explains 5.59% of the total variance and highlights the external challenges sanitary workers face while interacting with the public or working in public spaces.

## **F4 Control and Conflict at Workplace**

This factor explains 7.971 of the total variance and has high loadings on:

Conflicts with co-workers (.831)

Close monitoring and too much control by the supervisors (.815)

This factor explains 7.971% of the total variance and captures the internal organizational conflicts and micromanagement issues faced by sanitary workers.

## **Findings**

- It is found that among the 215 samples sanitary workers that the majority of the respondents are male 57.7 per cent.
- It is found that among the 215 samples sanitary workers that the majority 51.2 per cent of the respondents belong to the age group from above 40 years of age.
- It is found that among the 215 samples sanitary workers that the majority of the respondents are married 88.4 per cent.
- It is found that among the 215 samples sanitary workers that the majority 47.4 per cent of the respondents are having upto Rs12000.
- It is found that among the 215 samples sanitary workers that the majority 36.7 per cent of the respondents upto 3 years of working experience.

### **Suggestion**

- The government should issue an order to provide adequate income to sanitation workers.
- Since most sanitary work on a contract basis, their salaries are unfair pay.
- If there are not enough sanitation workers, they are workload, therefore, the government should workers enough sanitary workers.

### **Conclusion**

The purpose of the study is to determine the pressures and how they affect the sanitary workers' personal, familial, and social situations. Using random selection methods, a sample of 215 sanitary workers has been chosen to accomplish these goals. Using a rating of the respondents' responses to stress, the study evaluated the influence of stress on a sanitary worker's personal life, particularly concerning their job, physical wellness, family, and social life. According to the data analysis, sanitary workers are similarly affected by the vast majority of stressors across all aspects of the stress source and its effects on societal, familial, and personal

life. The suggestions given in the study by the researcher will be significantly helpful for sanitary workers to be aware of stress management techniques and manage stress at the workplace and individual, and family levels. The findings will also be helpful for hospital management to take suitable measures to control and prevent stress-producing factors and thereby control the turnover of sanitary workers.

## Reference

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