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Wellbeing Dimensions Of Women Working In It and Factors Affecting Their Health

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Abstract
Background:*In Indian society, women have always been discriminated against and excluded from political, economic, and family affairs. There are many severe health or wellness concerns among women in India, which leads to an imbalance in quality of life.*
Materials and Methods:*The study assessed the health wellness of working women in the IT sector post-covid. An exploratory cross-sectional study was conducted. The total response rate was 446 using random sampling. A conceptual framework was developed for the study. Data were collected on sociodemographic, physical, emotional, social, spiritual, intellectual, and environmental wellness.*
Results:*The present study revealed that the study respondents' age is less than 30 years, live in Bengaluru urban district, graduated, are married, have a permanent job in middle-level management, and earn Rs. 50000–74999, with less than 10 years of experience, all working remotely during the study period. There were positive and negative significant relationships between age, experience, income, and wellness. The strongest association was found with health problems.*
Conclusion: *The pandemic has been particularly difficult for women because the work-life imbalance has caused mental stress, social issues, financial problems, and physical ailments. In COVID-19, stress, anxiety, depression, and sleep disruption are common.*
Keywords: *Domains, Wellness, Post covid, IT, Working women, Management*

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I. Introduction

In Indian society, women have always been marginalized and excluded from political, economic, and family matters[1]despite the enormous amount of work they perform daily to support their families [2]. Indian women have distinguished themselves in different sectors of life due to their newly gained freedom [3] as legislators, orators, attorneys, doctors, administrators, and diplomats. Women are trusted with important responsibilities, and they perform their duties honestly and with sincerity. In terms of health or wellness status, women perceive their health less positively than men [4]. Health status can no longer be attributed solely to lifestyle choices. Health is now believed to be influenced by social, political, and economic factors. The IT industry is currently experiencing significant weaknesses due to the current economic downturn, as many companies are asking their employees to work from home. Coronavirus outbreaks affect everyone [5]. This has led to many women, particularly mothers, reducing their work hours or quitting their jobs altogether.

Women face many serious health concerns or issues [6] during the new normal. In order to focus on enhancing overall health and wellness in women in the Information technology sector, the researcher wanted to study wellness in different domains. Which is based on: respect, caring, compassion, and integrity, being non-competitive, non-hierarchical,collaborative, and evidence-based practices. Health is not just physical health, there are different dimensions that defined the wellness of health [7] Physical health, social health, occupational and financial health, environmental health, emotional health, intellectual health, and spiritual health [8] [9] are the different domains of wellnesses that are considered for the current study.

Women's overall well-being is highly influenced by eating well, exercising, and sleeping well, regardless of wealth. When women feel stressed and anxious about social support and health, they have poor physical health. Relationships with family, friends, and neighbors comprise social interaction. In today's complex economic climate, financial health is crucial to quality of life. Making sound financial decisions and understanding the economy is essential for a healthy life. Women's health depends on the climate in which they live. Inhaling air, drinking water, interacting with toxins, eating food, living in a house, and being surrounded by a physical environment all contribute to health. Taking part in intellectually challenging and innovative activities, like work, hobbies, training, or education, as well as participating in spiritual or cultural activities, can enrich an individual's sense of wellbeing. A woman's spirituality is important to her well-being. Having faith, prayer, meditation, nature, or whatever else gives individuals purpose or meaning in life, is spirituality.

Decisions, outcomes, and healing may be influenced by spirituality. The health of women is multifaceted. Women's health includes several other aspects, in addition to physical health, that play a crucial role in disease prevention. The different domains of wellness are shown in Figure 1.

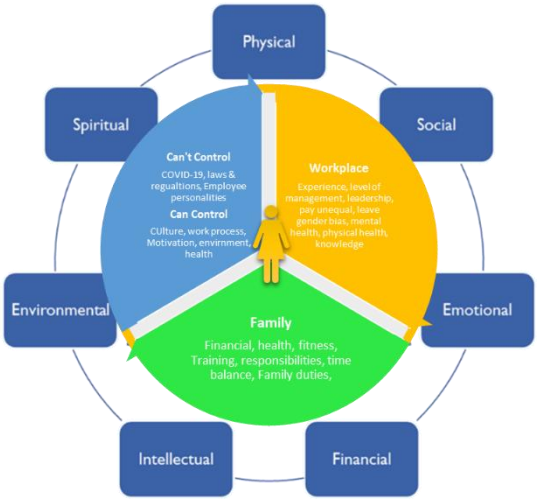

Fig 1: Showing domains of Health for overall wellbeing

II. Material And Methods

Based on the research study, and to fulfill the set objectives of the proposed study, The researcher plans to conduct a descriptive and cross-sectional research design. The sampling technique adopted for the research was simple random sampling. The quantitative data were analysed using STATA 12 version and data were coded, cleaned, and transformed using excel.

Figure 2a shows that the graphical representation of the survey and data collection mechanism for the current research was conducted in Bengaluru, and included women in the age group of 21 years & above, the study will cover working women from the IT sector, and those who give consent to participate and want to know their health status or wellness in different wellness domains will be considered for this assessment. Socio-demographic details, work-related, and different wellness of domains data were collected through interviews and analysed in the present study. A total of 446 participants provided their voluntary consent to complete the study survey.

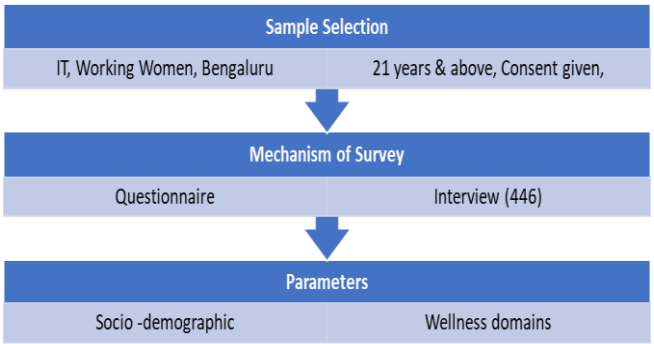

Figure 2a: Survey and data collection mechanism

Figure 2b shows that graphical representation of parameters choice and selection done for the study. sociodemographic profile for the respondents, work-related and wellness data was known. Workplace difficulties better understanding of experienced professional. The data collected from the working women in the IT sector, were physical wellness, social wellness, financial wellness, environmental wellness, emotional wellness, intellectual wellness, and spiritual wellness challenges and struggles documented in the studies. The pandemic has been particularly difficult on women resultant work-life imbalance led to mental stress, social problems, financial, physical and along with increased number these issues stress, anxiety, depression, and disrupted sleep are common mental or emotional health outcomes of COVID-19.

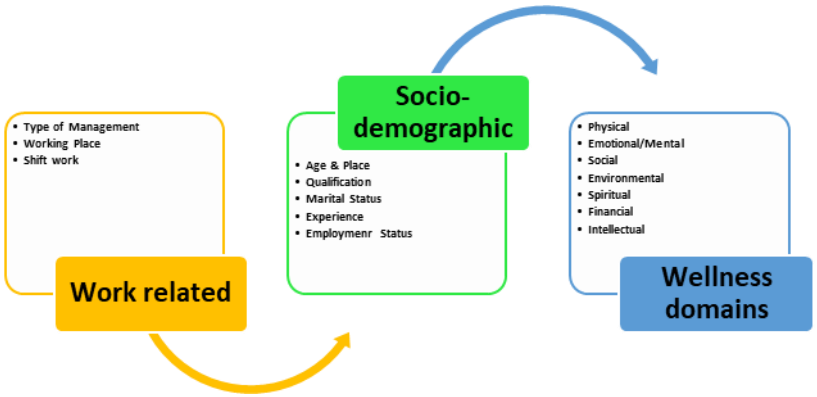

Figure 2b: Parameters choice and selection

III. Result

The table 1 indicates the sociodemographic and work-related factors of working women in the IT sector. The respondent's age is less than 30 years, lives in Bengaluru urban district, graduated, married, permanent in position, works in middle-level management, and has an income of Rs. 50000-74999, less than 10 years of work experience, and all are working remotely or working from home and the majority of them don't work in shifts during the study period.

Table 1: Socio-demographic and work-related variables of IT sector working women

Socio-demographic Variables	N=446	%
Age (In completed Years)		
Less Than 30 Years	230	51.57
31 – 40 Years	204	45.74
41- 50 Years	12	2.69
Place (Locale)		
Rural	14	3.14
Urban	432	96.86
Level of Education		
Diploma/Technical	9	2.02
Graduate	283	63.45
Post graduate,	152	34.08
Doctorate	2	0.45
Marital Status		
Married	276	61.88
Divorced/Separated/Widowed	2	0.45
Never Married	168	37.67
Employment Status		
Permanent	251	56.28
Contractual	152	34.08
Temporary/Parttime	3	0.67
Other	40	8.97
Level of Management		
Top Management	12	2.69
Middle Management	251	56.28
Lower Management	183	41.03
Income		
50000-74999	318	71.30
75000 & above	128	28.70
Do shift work		
Yes	5	1.12
No	441	98.88
Work from home		
Yes	446	100
Years of Experience		
Less than 10 years	381	85.43
10-20 years	63	14.13
Above 20 years	2	0.45

The distribution of overall domain wellness status among women in the IT sector after covid was analyzed. Results of the association between wellness and years of experience are presented in table 2.

Table 2: Percentage distribution of health/ wellness domains of working women of IT sector and association between wellness domains and years of work experience

Wellness Domains	Status	Work Experience: Less than 10 years n (381)	%(85)	10-20 years n (63)	%(14)	Above 20 Years n (2)	%(0.45)	Total 446 (100)	P-value
Emotional Wellness	Poor	313	70.2	38	8.52	1	0.22	352 (78.9)	0.000*
	Average	53	11.9	12	2.69	0	0	65 (14.6)	
	Good	15	3.36	13	2.91	1	0.22	29 (6.50)	
Environmental Wellness	Poor	84	18.83	16	3.59	2	0.45	100(22.4)	0.0848
	Average	25	5.61	3	0.67	0	0	28(6.28)	
	Good	272	60.99	44	9.87	0	0	318(71.3)	
Financial Wellness	Poor	119	26.7	26	5.83	0	0	145 (32.5)	0.000*
	Average	142	31.8	15	3.36	0	0	157 (35.2)	
	Good	120	26.9	22	4.93	2	0.45	144 (32.3)	
Financial Wellness	Poor	148	33.2	19	4.26	0	0	167 (37.4)	0.477
	Average	159	35.7	29	6.5	1	0.22	189 (42.4)	
	Good	74	16.5	15	3.36	1	0.22	90 (20.2)	
Spiritual Wellness	Poor	89	19.96	11	2.47	0	0	100 (22.4)	0.527
	Average	150	33.63	22	4.93	1	0.22	173 (38.8)	
	Good	142	31.84	30	6.73	1	0.22	173 (38.8)	
Intellectual Wellness	Poor	53	11.9	7	1.57	1	0.22	61 (13.68)	0.580
	Average	320	71.7	54	12.11	1	0.22	375 (84.1)	
	Good	8	1.79	2	0.45	0	0	10 (2.24)	
Physical Wellness	Poor	225	50.45	34	7.62	2	0.45	261 (58.5)	0.566
	Average	143	32.06	25	5.61	0	0	168 (37.7)	
	Good	13	2.91	4	7.62	0	0	17 (3.81)	

*Pearson's chi-square test was performed to assess the association

Table 3 depicts the Pearson's correlation coefficient and was calculated to evaluate the strength of the relationship among the study variables. Correlation significant at 0.05 level and 0.01 were retained in the table. A significant low, and moderate correlation found between the variables mentioned in the table.

Table 3: Correlation between Age, Work experience, Income and Wellness of domains

Variables	Age	Experience	Income	Physical	Spiritual	Social	Financial	Intellectual	Environmental	Emotional
Age	1									
Experience	**.455****	1								
Income	**.185****	**.319****	1							
Physical	-.048	**-.094***	**-.153****	1						
Spiritual	-.041	-.078	-.022	.043	1					
Social	.064	.086	.001	-.014	**-.592****	1				
Financial	-.037	-.018	-.067	.011	**-.412****	**.436****	1			
Intellectual	-.047	.006	-.043	-.041	.072	-.029	**-.149****	1		
Environmental	-.003	.017	.031	-.018	.086	**-.302****	**-.523****	**.129****	1	
Emotional	**-.115***	-.082	**-.190****	**.141****	**.094***	-.085	-.081	-.001	.086	1

*Correlation is significant at the 0.05 level, **Correlation is significant at the 0.01 level.

Table 4: Multivariate logistic regression analysis of factors associated with IT working women health who diagnosed during the post covid

Factors	Health Problems Yes 217(48.6)	No 229(51.3)	Total 446(100)	Odds Ratio [95% CI]	p-value
Emotional wellness					
Loss of Interest					
Several days	68(15.3)	82(18.4)	150(33.6)	0.45(0.22-0.90)	0.025
More than half the days	46(10.3)	30(6.73)	76(17.04)	0.30(0.11-0.78)	0.013
Nearly every day	24(5.38)	26(5.83)	50(11.21)	0.10(0.03-0.31)	<0.001
Trouble Sleeping					
More than half the days	69(15.5)	38(8.52)	107(24)	5.09(2.27-11.42)	<0.001
Self-blame					
Nearly every day	39(8.74)	26(5.83)	65(14.6)	3.24(1.19- 8.85)	0.022
Agitation/retardation					
More than half the days	123(27.6)	76(17.0)	199(44.6)	3.21(1.69-6.11)	<0.001
Not being able to stop or control worrying					
Several days	58(13)	86(19.3)	144(32.3)	0.45(0.23-0.88)	0.020
Nearly every day	26(5.83)	6(1.35)	32(7.17)	6.38(1.15-35.44)	0.034
Trouble relaxing					
Several days	78(17.5)	140(31.4)	218(48.9)	0.35(0.19-0.66)	0.001
More than half the days	37(8.30)	9(2.02)	46(10.31)	4.31(1.27-14.61)	0.019
Being easily annoyed or irritable					
Several days	77(17.3)	57(12.8)	134(30.0)	7.99(3.46-18.43)	<0.001
More than half the days	54(12.1)	36(8.07)	90(20.2)	5.46(2.18-13.66)	<0.001
Environmental Wellness					
Working smoke alarm in my home/Office					
Strongly Disagree	31(6.95)	22(4.93)	53(11.9)	0.18(0.06-0.56)	0.003
Financial Wellness					
I can easily locate the paperwork & doc for all of my insurance policies, investments & deeds for home, car etc					
Disagree	35(7.85)	30(6.73)	65(14.6)	0.23(0.08-0.67)	0.007
Strongly Disagree	44(9.87)	24(5.38)	68(15.3)	0.24(0.08-0.67)	0.007
I always have a target limit in mind of what I can afford to spend on a daily basis, (supermarket, mall, drugstore, go out for lunch, dinner)					
Agree	45(10.1)	50(11.2)	95(21.3)	0.17(0.06-0.50)	0.001
Neither agree nor disagree	48(10.8)	59(13.2)	107(24)	0.37(0.14-0.97)	0.042
I check my credit rating at least once every three years and before every major purchase					
Agree	45(10.1)	50(11.2)	95(21.3)	0.24(0.09-0.67)	0.006
Strongly Disagree	45(10.1)	32(7.17)	77(17.3)	0.36(0.13-0.99)	0.048
Social Wellness					
Hit, kicked, punched or hurt by someone within the past year					
No	162(36.3)	197(44.2)	359(80.5)	0.23(0.10-0.51)	<0.001
Someone to take you to the doctor if you needed it					
A little of the time	63(14.1)	53(11.9)	116(26.0)	2.48(1.06-5.80)	0.037
Most of the time	15(3.36)	21(4.71)	36(8.07)	7.26(1.75-30.23)	0.006
All of the time	15(3.36)	16(3.59)	31(6.95)	6.16(1.37-27.70)	0.018
Someone to prepare your meals if you were unable to do it yourself					
A little of the time	74(16.6)	59(13.2)	133(30)	4.47(1.95-10.28)	<0.001
Some of the time	68(15.3)	72(16.1)	140(31.4)	4.99(2.11-11.79)	<0.001
All of the time	12(2.69)	11(2.47)	23(5.16)	6.57(1.26-34.18)	0.025
Someone to help with daily chores if were sick					
A little of the time	70(15.7)	85(19.1)	155(34.8)	0.40(0.17-0.91)	0.030
Someone to love and make you feel wanted					
A little of the time	78(17.5)	62(14)	140(31.4)	2.30(1.07-4.94)	0.032
Someone to get together with for relaxation					
A little of the time	79(17.7)	59(13.2)	138(30.9)	2.78(1.26-6.09)	0.011
Most of the time	9(2.02)	25(5.61)	34(7.62)	0.16(0.04-0.65)	0.011
Some to do things with to help you get your mind off things					
Most of the time	7(1.57)	19(4.26)	26(5.83)	0.18(0.03-0.91)	0.038
All of the time	12(2.69)	22(4.93)	34(7.62)	0.16(0.04-0.68)	0.013
Spiritual Wellness					
Often stop to count my blessings					
Neither agree nor disagree	24(5.38)	16(3.59)	40(8.97)	5.47(1.62 -18.48)	0.006
Strongly agree	52(11.7)	79(17.7)	131(29.4)	7.45(1.94 -28.59)	0.003
I usually don't hold grudges I usually forgive those who have done wrong by me					
Neither agree nor disagree	17(3.81)	32(7.17)	49(11)	0.10(0.03-0.31)	<0.001
Agree	54(12.1)	63(14.1)	117(26.2)	0.32(0.10-0.96)	0.042
I feel connected to a power or purpose great than myself					
Disagree	59(13.2)	43(9.64)	102(22.9)	0.36(0.16-0.81)	0.014
Physical Wellness					
How many hours of sleep do you typically get per night					
4 to 5 hours	34(7.62)	36(8.07)	70(15.7)	0.28(0.09-0.87)	0.028
6 to 7 hours	88(19.7)	119(26.7)	207(46.4)	0.28(0.12-0.69)	0.006
8 to 9 hours	52(11.7)	46(10.3)	98(22)	0.31(0.12-0.83)	0.020
Do you do Physical activity?					
No	137(30.7)	162(36.3)	299(67.0)	0.36(0.18-0.71)	0.003
Wear helmet, seat belt?					
Very often and sometimes	56(12.6)	81(18.2)	137(30.7)	0.41(0.20-0.84)	0.015

Exposure variables that were significantly associated with health among IT working women at a 10% level ($p<.10$) in the univariate logistic regression analysis were considered for inclusion in the multivariate logistic regression analysis. The inclusion of each of these variables into the multivariate model was done using a forward stepping process. Those variables which altered the coefficient of at least one preceding variable by 10% when included in the multivariate model and significant at a 5% level ($p<.05$) were retained in the final model. The significance of the addition of each new variable into the model was compared with the previous model using the likelihood ratio test. The results are reported as an adjusted odds ratio (OR) with a 95% confidence interval (CI) and p-values for the multivariate regression analysis and the results are represented in the table 4.

IV. Discussion

Figure 3 shows the graphical representation of factors associated with health problems and the relationship between the variables and domains. During the post-covid period, IT workers faced many problems, thus causing the researcher to consider these as important risk factors, as well as the relationship between sociodemographic factors and wellness domains. Health problems are accompanied by emotional wellness factors such as loss of interest, trouble sleeping, self-blame, agitation, trouble relaxing, and irritability. Health problems are associated with safety, physical activity, and sleep. A health problem is related to social wellness factors like violence, someone to help, relaxation, feeling wanted, chores, preparing meals, and doctor visits. Checking credit ratings before every purchase is associated with financial wellness factors and health problems. The smoke alarm is an environmental wellness factor. Spiritual wellness factors include having a purpose in life, not holding grudges, and counting blessings.

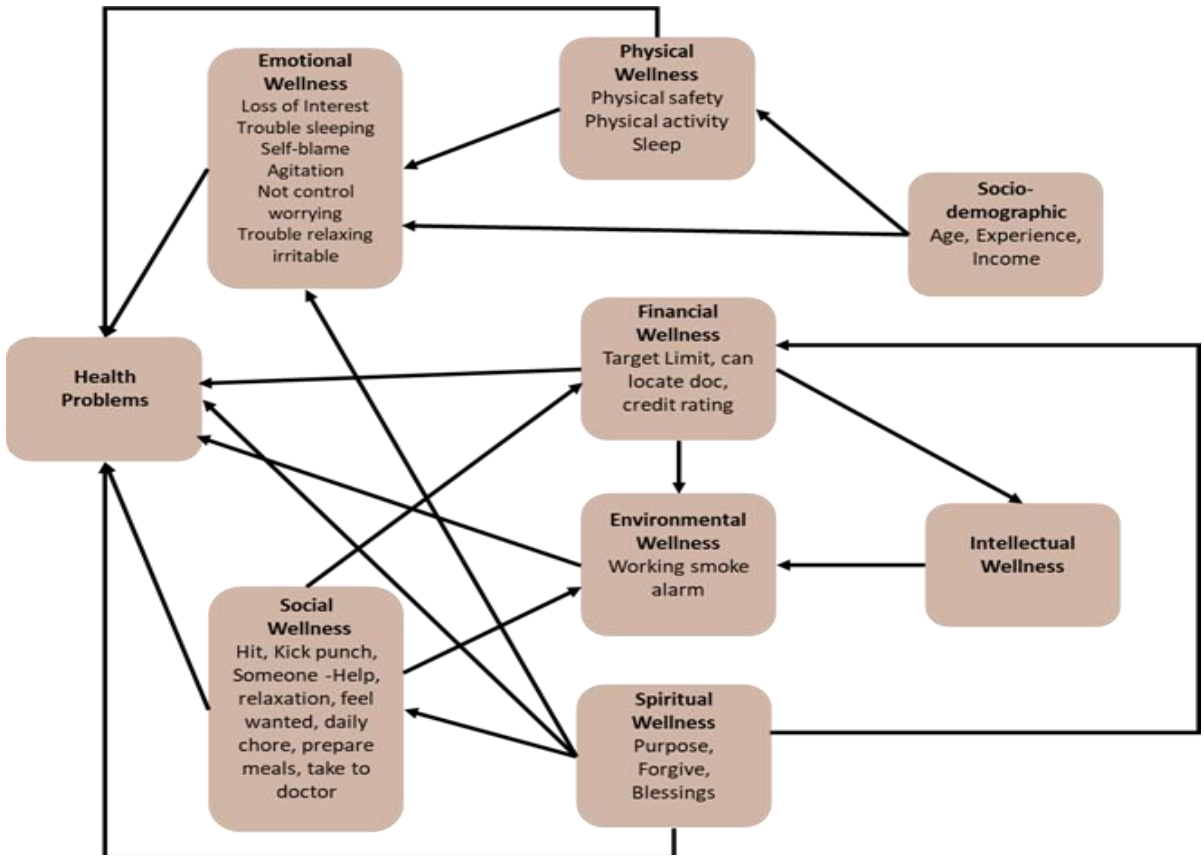

Figure 3: Factors associated with health problems and the relationship between the domains among IT working women

The majority of respondents (51.6%) were under 30 years old. The percentage of women professionals under 30 is higher than those over 30. More participants living in urban areas participated in the study than those in rural areas. A majority of respondents, 63.45%, were graduates. Results show that about 61.88% are married. The table shows that 56.28 percent of the study respondents worked in permanent positions. Approximately 56.28 percent of respondents were in middle management. The average monthly income of women employees is Rs. 5000-74999. In the study, 98.88% of respondents don't work shifts. Respondents who participated in the study worked from home. Results indicate that meaningful work experience for women employees was 5.42 years and SD was 3.77 years (5.42 ± 3.77). The standard deviation is small, so the result is close to the mean. As shown in table 1, 85.43 % of respondents had less than 10 years' experience.

It was found that 78.9% of IT working women had poor emotional health. 70% of IT women employees reported good or great environmental health, 35.2% reported average financial health, 42.4% reported average social health, 38.8% reported good spiritual health, 84.1% reported average intellectual health, and 58.5% reported poor physical health among IT women employees. As shown in table 2, there is a significant association between financial wellness, work experience, and emotional wellness ($p<0.001$). The correlation between the wellness domains and sociodemographic factors were presented in the table 3. Most of the sociodemographic variables significantly positively correlated with each other.

The study highlights wellness status among IT sector working women. A significant increase in health problems is associated with emotional wellness factors, including depression and anxiety [10], as well as self-blame nearly every day [11]. Having agitation/retardation [12] nearly every day has a three times higher risk of health problems. Sleep disturbances may lead to future depression. Having trouble relaxing over half the day six times increases health risk [13]. Being easily annoyed or irritable several days increases the risk seven times, being easily annoyed or irritable more than half the days five times among IT workers. Another study found that people experiencing anxiety-related issues nearly every day [13][14] and fear of not having money in the future or current money issues, or health problems. The current study revealed that working women in the IT sector faced the same challenges due to COVID's impact on their finances and jobs. Health problems among IT working women are associated with social wellness factors seven times more likely to occur to someone who visits the doctor the most [15] [16]. A little bit of help preparing meals for us if we cannot do it ourselves four times increased the risk, a little love and feeling wanted a little of the time had twice the risk, someone to spend time with for relaxation had twice the risk among IT working women [17]. Spiritual wellness factors do not agree or disagree that increasing the risk by five-times among working women [18] often stop to count my blessings [19] and strongly agree that increasing the risk by seven-times. [20].A study observed that anxiety, hypertension, diabetes mellitus, pain intensity, low family income, depression, and sexual dysfunction negatively impact quality of life. Women working in IT should work on wellness, diet, health check-ups, sleep, habits, and exercise. Overall, women were less likely to experience improved health outcomes when working at home [21].

As a result of the above discussion, it is evident that women working in the IT field who work from home face lots of issues. In other ways, they are also vulnerable. Even though they are equipped with certain amenities, they are insufficient. After the pandemic companies have initiated remote work due to government rules. Working women in the IT sector are not free from dual responsibilities which leads to more physical and psychological or emotional health problems. Emotional, financial, and physical health followed by social are the leading as expressed by the IT sector working women and thereby these problems are also causing health conditions of the working women this may lead to impact organization productivity but more affected individually.The study only focused on Working Women in the Information Technology sector from Bengaluru Karnataka.

V. Conclusion

Working women professionals in the IT industry in Bengaluru, Karnataka have been assessed for their post-covid wellness status. The pandemic adversely impacts the health and well-being of IT workers. Women faced challenges working from home, as it was hard to differentiate between their personal and professional lives. The pandemic has been particularly difficult for women due to work-life imbalance which leads to emotional, social, financial, physical and along with an increase in stress, anxiety, depression, disrupted sleep, no physical activity, and safety issues. A significant relationship was found between emotional wellness and years of work experience and financial wellness. Health check-ups aren't a regular habit for most women. Women with less than 10 years work experience were found to have significantly lower emotional wellness than women with more than 20 years work experience. On the other hand, the financial wellness of IT women differed significantly with less than 10 years, above 20 years and less than 10 years, 10-20 years of experience. It differs from the perception of years of work experience.

In the future, organizations can influence systems and structures to empower and enable women to create fulfillment and to improve their circumstances. A company's employees are a source of income and produce the best results. It is therefore the organization's responsibility to ensure employee welfare. Although they have a Code of Conduct and Act, they should follow it. Women's health is important for their families, communities, and societies.

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