

# HEALTH CHALLENGES FACED BY EMPLOYEES IN IT SECTOR

<sup>1</sup>Subha dharshini. P, <sup>2</sup>Dr. S. Maruthavijayan

<sup>1</sup>3rd year, B.B.A.,LLB, <sup>2</sup>Assistant professor

<sup>1</sup>school of excellence in law, The Tamilnadu Dr.ambedkar law university, Chennai – 600113.

<sup>1</sup>[subhadharshinisubha720@gmail.com](mailto:subhadharshinisubha720@gmail.com), <sup>2</sup>[marudhu.lawyer2@gmail.com](mailto:marudhu.lawyer2@gmail.com)

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**Abstract**—The Information Technology (IT) sector is one of the fastest-growing industries globally, but the nature of its work environment has created significant health challenges for employees. Prolonged screen exposure, sedentary work patterns, tight deadlines, and high performance expectations contribute to both physical and psychological health issues. Common physical problems include eye strain, musculoskeletal disorders (such as back, neck, and wrist pain), obesity, and sleep disturbances caused by irregular working hours and night shifts. Alongside these, mental health concerns such as stress, anxiety, burnout, depression, and work-life imbalance are increasingly reported among IT professionals. The culture of continuous connectivity and job insecurity further intensifies emotional strain. These health challenges not only affect individual well-being but also reduce productivity, job satisfaction, and organizational efficiency. Addressing these issues requires a combination of ergonomic workplace design, mental health support systems, regulated working hours, regular health check-ups, and the promotion of work-life balance. The study of health challenges in the IT sector is therefore essential for developing sustainable employment practices and ensuring long-term workforce well-being.

**Index Terms**—Information Technology employees, workplace stress, Ergonomics, sleep disorders, Job pressure, Employee well-being.

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## I. Introduction

The Information Technology (IT) sector plays a vital role in modern economic development and digital transformation. IT professionals are engaged in software development, data management, networking, cybersecurity, and various technology-based services that demand continuous concentration and long working hours. While this sector offers career growth, innovation, and global opportunities, it also exposes employees to unique occupational health risks. The nature of IT work is largely sedentary and screen-based, often involving tight deadlines, shift work, and high performance expectations. These working conditions can lead to a range of physical health problems such as eye strain, back pain, neck stiffness, and repetitive strain injuries. At the same time, the pressure to meet targets, maintain productivity, and adapt to rapidly changing technologies contributes to mental health concerns including stress, anxiety, burnout, and sleep disorders. The increasing dependence on digital work has blurred the boundaries between professional and personal life, further affecting overall well-being. Therefore, understanding the health challenges faced by employees in the IT sector is essential for promoting a healthy workforce, improving productivity, and ensuring sustainable organizational growth.

## II. Statement of the Problem

The rapid growth of the Information Technology (IT) sector has transformed the nature of work, making it more technology-driven and sedentary. IT employees are required to work for long hours in front of computers, often under high pressure to meet deadlines and performance targets. While this sector offers

numerous economic and professional opportunities, it has also led to a rise in various health-related issues among employees. In recent years, there has been a noticeable increase in physical health problems such as musculoskeletal disorders, eye strain, obesity, and lifestyle diseases among IT professionals. At the same time, mental health challenges including stress, anxiety, burnout, and sleep disorders have become more prevalent due to workload, job insecurity, and poor work-life balance.

Despite growing awareness, many IT organizations have not effectively addressed these health concerns. Employees often lack sufficient time, motivation, or organizational support to adopt healthy lifestyles. Moreover, existing studies tend to focus on specific health issues rather than providing a comprehensive understanding of the combined impact of physical, mental, and lifestyle factors. Therefore, the problem lies in the increasing health challenges faced by IT employees due to sedentary work patterns and stressful job conditions, and the lack of effective strategies to manage and prevent these issues. This study aims to examine the various health problems experienced by IT employees and to identify measures that can improve their overall well-being and productivity.

### **III. Review of literature**

#### **“Sedentary lifestyle in IT sector”**

Laloo et al. (2021) conducted a large-scale study using UK Biobank data and found that IT professionals experience significantly higher sedentary time compared to other occupations. The study emphasized that prolonged sitting is a major contributor to poor physical health, including obesity and cardiovascular risks.

#### **“Musculoskeletal Disorders among IT Employees”**

Parry & Straker (2013) highlighted that computer-based jobs have drastically reduced physical movement, leading to increased musculoskeletal disorders (MSDs) such as neck pain, back pain, and shoulder strain among IT employees.

Sharma & Khera (2019) conducted a study in India and found that over 60% of IT employees reported musculoskeletal pain, mainly due to poor ergonomics and long working hours. The study stressed the importance of workplace design and posture correction.

#### **“Workplace Stress and Mental Health Issues”**

Reddy & Babu (2018) examined mental health issues among IT professionals in Hyderabad and reported high levels of stress, anxiety, and burnout, mainly caused by workload pressure, tight deadlines, and job insecurity.

Ganster & Rosen (2013) studied workplace stress and found that high job demands combined with low control significantly increase the risk of psychological disorders, which is highly relevant in IT environments.

#### **“Sleep Disorders and Irregular Work Patterns”**

Kumar & Sundaram (2020) focused on sleep patterns among Indian IT employees and found that night shifts and extended screen time disrupt circadian rhythms, leading to insomnia, fatigue, and reduced productivity.

## “Digital Eye Strain and Vision Problems”

Gupta et al. (2022) identified that IT employees frequently suffer from digital eye strain, caused by prolonged screen exposure. Symptoms include dryness, blurred vision, and headaches, which negatively affect work efficiency.

### IV. Research gap and objectives of the Study

Most existing studies focus only on individual health issues such as stress or physical problems, rather than providing a comprehensive view of overall health challenges. Limited research is available on combined effects of physical, mental, and lifestyle factors among IT employees. There is a lack of India-specific studies, especially covering different regions and working conditions. Insufficient attention has been given to preventive measures and organizational strategies to improve employee health. Few studies analyze the long-term impact of IT work on employees' health and productivity.

The objectives of the Study:-

- To identify the major health challenges faced by employees in the IT sector.
- To examine the causes of physical and mental health problems among IT employees.
- To analyze the impact of these health issues on employee productivity and performance.
- To study the role of work environment and lifestyle factors in influencing employee health.
- To suggest measures and strategies to improve the health and well-being of IT employees.

### V. Researches methodology

This research is based on both doctrinal and non doctrinal research. The primary data collected in the form of questionnaires from respondents. The secondary data collected from various newspapers, magazines, books, reports, and e-sources. Sample size of The data collected from 111 respondents. In this research used stratified Random sampling. In this research the strategical tools are percentage Method and average method. The duration of the research is 3 months.

### VI. Significance of the Study

The study provides a comprehensive understanding of both physical and mental health challenges faced by IT employees. It highlights the impact of sedentary work, long working hours, and job stress on overall well-being. The findings help organizations design better workplace policies, ergonomic setups, and wellness programs. It creates awareness among employees about the importance of regular exercise, proper posture, and healthy lifestyle habits. The study contributes to improving work-life balance, which is essential for long-term health and job satisfaction. It helps in identifying the relationship between employee health and organizational productivity. The research is useful for HR managers and policymakers to implement preventive health measures in the workplace. It adds to the existing literature and serves as a reference for future academic research in occupational health. The study also emphasizes the need for mental health support systems in the IT sector. Overall, it aims to promote a healthier workforce, leading to better efficiency and reduced absenteeism.

## VII. Hypothesis of the study

1. Sedentary lifestyle is a major factor contributing to health problems among IT employees.
2. Work stress significantly affects the mental health and well-being of IT employees.

## VIII. Limitation of the Study

The study is based on a small sample size, which may not fully represent the entire IT population. It is limited to a specific geographical area (e.g., Chennai), so the findings cannot be generalized to other regions. The study relies on self-reported data, which may be affected by personal bias or inaccurate responses. Time constraints restricted the scope and depth of the research. The use of convenience sampling may reduce the accuracy and reliability of results. Only selected variables such as stress, sedentary lifestyle, and working hours are considered, while other factors (diet, personal habits, genetics) are not fully analyzed. The study does not include long-term analysis, so it cannot measure future health impacts. Limited access to respondents and data sources may affect the completeness of information. Rapid changes in the IT sector may make the findings less applicable over time. The study may not fully capture organizational differences such as company policies and work culture.

## IX. Result and discussion

### Part - 1

#### 1. Sedentary Work Pattern

The study clearly indicates that IT employees spend a major portion of their working hours in a sitting position, often exceeding 8–10 hours per day. This sedentary work pattern significantly reduces physical movement and contributes to a decline in overall physical health. Employees rarely engage in physical activities during work hours due to continuous tasks and tight schedules. This lack of movement increases the risk of obesity, poor posture, and long-term health complications. The findings suggest that sedentary behaviour has become a routine part of IT jobs and requires immediate attention through workplace interventions.

#### 2. Musculoskeletal Problems

The results show that musculoskeletal disorders are one of the most common health issues among IT employees. A majority of respondents reported frequent neck pain, lower back pain, shoulder stiffness, and wrist discomfort. These problems are mainly caused by prolonged sitting, repetitive movements, and improper workstation setup. Many employees do not maintain correct posture while working, and lack of ergonomic furniture further worsens the condition. Over time, these issues can lead to chronic pain and reduced work efficiency, highlighting the importance of ergonomic awareness and workplace modifications.

#### 3. Work Stress and Mental Health

The study reveals that work stress is a major factor affecting IT employees. High workload, strict deadlines, continuous performance evaluation, and job insecurity contribute to increased stress levels. Many employees reported experiencing anxiety, irritability, and emotional exhaustion. In severe cases, prolonged stress leads to burnout and depression. The findings indicate that mental health is often neglected in the IT sector, even though it plays a crucial role in employee performance and overall well-being. Proper stress management strategies are essential to address this issue.

#### **4. Sleep Disorders**

A considerable number of employees reported sleep-related problems such as insomnia, irregular sleep patterns, and insufficient sleep. These issues are more common among employees working in night shifts or handling international clients. Irregular work schedules disrupt the natural sleep cycle, leading to fatigue and reduced alertness. Lack of proper sleep not only affects physical health but also reduces concentration, decision-making ability, and productivity. The study highlights the need for maintaining proper work schedules and promoting healthy sleep habits.

#### **5. Eye Strain and Vision Issues**

The findings indicate that digital eye strain is a widespread problem among IT employees. Continuous exposure to computer screens for long hours causes symptoms such as dry eyes, irritation, blurred vision, and headaches. Many employees do not take regular breaks, which further increases eye discomfort. Poor lighting conditions and improper screen positioning also contribute to vision-related issues. This shows the importance of following preventive measures like the 20-20-20 rule and maintaining proper screen ergonomics.

#### **6. Work-Life Balance**

The study highlights that maintaining a healthy work-life balance is a significant challenge for IT employees. Long working hours, overtime, and work pressure often leave employees with limited time for family, social life, and personal care. This imbalance leads to stress, dissatisfaction, and reduced quality of life. Employees who fail to balance work and personal life are more likely to experience mental and physical health problems. The findings emphasize the importance of flexible work policies and time management.

#### **7. Lifestyle and Health Practices**

The results show that employees who adopt healthy lifestyle practices tend to have better overall health. Regular exercise, balanced diet, proper hydration, and taking short breaks during work help in reducing health risks. However, many employees reported lack of time and motivation to maintain such habits due to busy schedules. This indicates that both individual effort and organizational support are necessary to promote a healthy lifestyle among IT professionals.

#### **8. Organizational Support**

The study found that organizational support for employee health is limited in many cases. Few companies provide wellness programs, stress management sessions, or ergonomic training. Lack of such initiatives leads to increased health risks among employees. Organizations that offer supportive work environments, including flexible schedules and health programs, tend to have more satisfied and productive employees. The findings suggest that organizations must take active steps to improve employee well-being.

#### **9. Impact on Productivity**

The results clearly show that health problems have a direct impact on employee productivity. Physical discomfort, stress, lack of sleep, and eye strain reduce concentration, efficiency, and work output. Employees facing health issues are more likely to take sick leave and show decreased performance. This demonstrates that maintaining employee health is not only beneficial for individuals but also essential for organizational success.

### 10. Awareness of Health Issues

The study reveals that most employees are aware of the health risks associated with their work environment. However, awareness does not always lead to action. Many employees fail to adopt preventive measures due to workload, lack of time, or negligence. This gap between awareness and practice highlights the need for effective awareness programs and behavioral changes.

### 11. Need for Preventive Measures

The findings strongly emphasize the need for preventive measures to reduce health problems in the IT sector. Practices such as regular physical activity, ergonomic workplace design, stress management techniques, and proper work schedules can significantly improve employee health. Both employees and organizations must work together to implement these measures and create a healthier work environment.

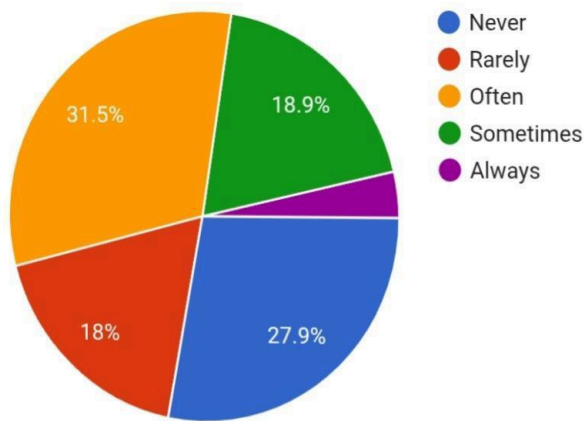
## Part -2

**Table :- 3 physical health challenges :-**

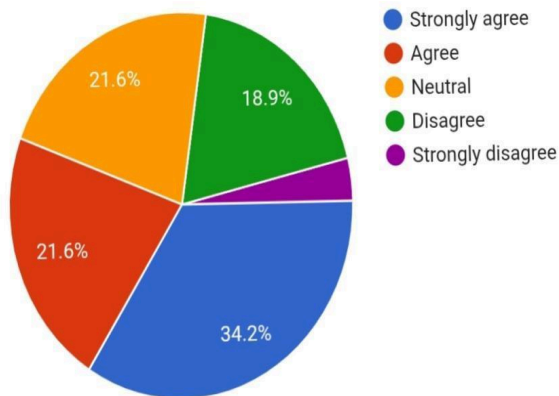
S. No.	Particulars	Options	No. Of Respondents
1.	Experience vision problems due to screen usage	Never	31 (27. 09)
		Rarely	20 (18. 00)
		Often	35 (31. 05)
		Sometimes	21 (18. 09)
		Always	04 (3. 06)
		Total	111 (100. 00)
2.	Feel physical fatigue even without heavy physical work	Strongly agree	38 (34. 02)
		Agree	24 (21. 06)
		Neutral	24 ( 21. 06)
		Disagree	21 (18. 09)
		Strongly disagree	04 (03. 06)
		Total	111 (100. 00)
3.	Health issue has increased after entering the IT field	Eye problem	39 (35. 01)
		Neck / pack pain	32 (28. 08)
		Weight gain	27 (30. 00)
		Frequently headache	10 (9. 00)
		Total	111 (100. 00)
4.	Experience headache linked to work pressure or screen exposure	Very often	43 (38. 07)
		Often	28 (25. 02)
		Rarely	16 (14. 04)
		Sometimes	21 (18. 09)
		Never	03 (2. 07)
		Total	111 (100. 00)

Sources :- Primary data

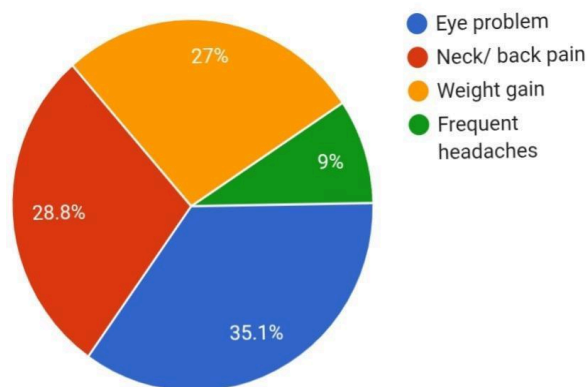
1. Experience vision problems due to screen usage :-



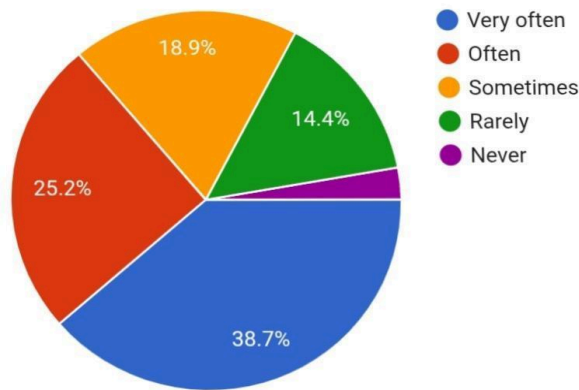
2. Feel physical fatigue even without heavy physical work :-



3. Health issue has increased after entering the IT field :-



4. Experience headache linked to work pressure or screen exposure :-

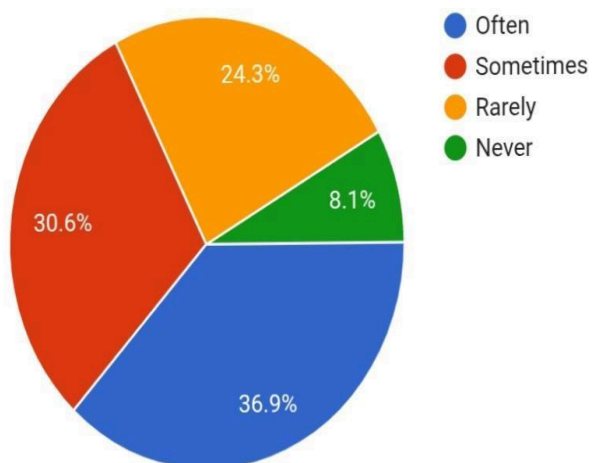


The results highlight that screen-related issues are common, with many respondents experiencing vision problems often 31.05 percentage or sometimes 18.09 percentage. Physical fatigue is also significant, as a majority either strongly agree 34.02 percentage or agree 21.06 percentage that they feel tired even without heavy physical work, showing the impact of sedentary jobs. Health issues such as eye problems 35.01 percentage, neck/back pain 28.08 percentage, and weight gain 30.00 percentage are widely reported after entering the IT field, indicating poor physical health outcomes. Additionally, headaches are frequent, with 38.07 percentage experiencing them very often, mainly due to work pressure and screen exposure.

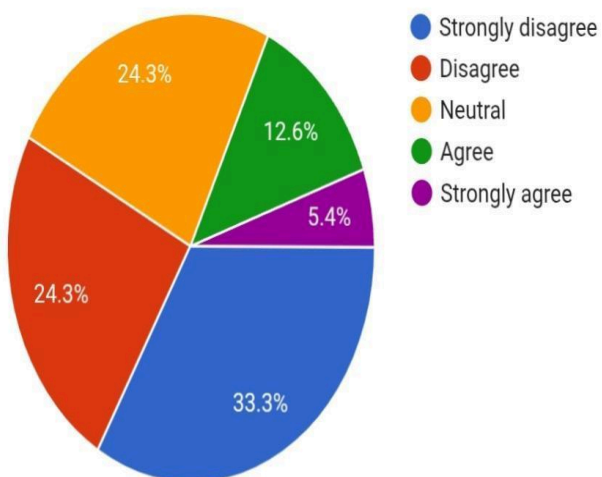
**Table :- 4 Mental health challenges :-**

S. No.	Particulars	Options	No. Of Respondents
1.	Feel emotionally detached or demotivated at work	Often	41 (36.09)
		Sometimes	34 (30.06)
		Rarely	27 (24.03)
		Never	09 (8.01)
		Total	111 (100.00)
2.	Performance targets cause anxiety or emotional pressure	Strongly disagree	37 (33.03)
		Disagree	27 (24.03)
		Neutral	27 (24.03)
		Agree	14 (12.06)
		Strongly agree	06 (5.04)
Total	111 (100.00)		
3.	Work stress affect your menstrual cycle	Strongly agree	35 (31.05)
		Agree	21 (18.09)
		Neutral	31 (27.09)
		Disagree	16 (14.04)
		Strongly disagree	08 (7.02)
Total	111 (100.00)		
4.	Personal stress pave the way for increased stress at workplace	Strongly agree	41 (36.09)
		Agree	22 (19.08)
		Neutral	24 (21.06)
		Disagree	12 (10.08)
		Strongly disagree	12 (10.08)
Total	111 (100.00)		

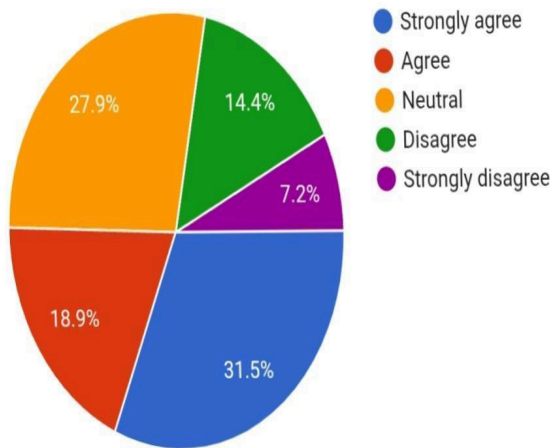
1. Feel emotionally detached or demotivated at work :-



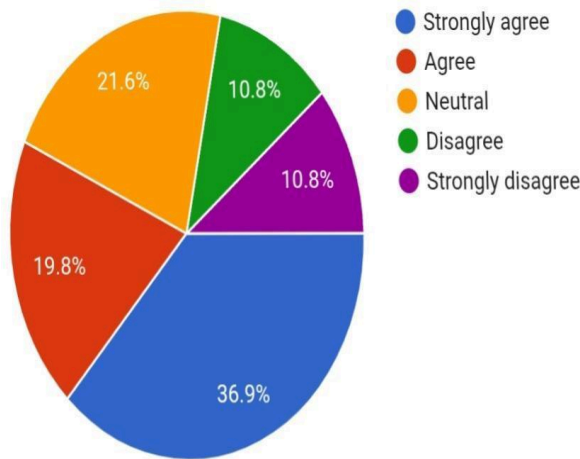
2. Performance targets cause anxiety or emotional pressure :-



3. Work stress affect your menstrual cycle :-



4. Personal stress pave the way for increased stress at workplace :-



The study reveals that emotional issues are prevalent among employees. A significant number feel emotionally detached or demotivated often 36.09 percentage or sometimes 30.06 percentage, indicating workplace stress. However, most respondents disagree 33.00 percentage or remain neutral 24.03 percentage about performance targets causing anxiety, suggesting mixed perceptions about work pressure. Work stress also impacts physiological aspects, as some respondents agree 18.09 percentage that it affects their menstrual cycle, though a larger proportion remains neutral 27.09 percentage. Furthermore, personal stress plays a major role in workplace stress, with 36.09 percentage strongly agreeing that it contributes significantly.

**Part – 3**

**Testing of hypothesis :-**

H1. Sedentary lifestyle is a major factor contributing to health problems among IT employees.

From the statistical data,

Table no. 3, shows that sedentary lifestyle is a major factor contributing to health problems among IT employees. The hypothesis is rejected. Therefore it is H1. Alternative hypothesis.

H2. Work stress significantly affects the mental health and well-being of IT employees.

From the statistical data,

Table no. 4, shows that work stress significantly affects the mental health and well-being of IT employees. The hypothesis is rejected. Therefore it is H1. Alternative hypothesis.

## **X. Conclusion**

The present study on health challenges faced by employees in the IT sector reveals that the nature of IT work has a significant impact on both physical and mental well-being. The findings show that a sedentary lifestyle, long working hours, and high levels of stress are the major factors contributing to health issues among IT employees. Common problems identified include musculoskeletal disorders, eye strain, sleep disturbances, and mental health issues such as anxiety and burnout.

The study also highlights that poor work-life balance and lack of physical activity further worsen the overall health condition of employees. Although many employees are aware of these issues, they often fail to take necessary preventive measures due to workload and time constraints. Additionally, limited organizational support in terms of wellness programs and health initiatives increases the severity of these problems.

Overall, the study concludes that employee health is closely linked to productivity and organizational performance. Therefore, it is essential for both employees and organizations to take proactive steps to address these challenges and create a healthier work environment.

## **XI. Suggestions / Recommendations**

1. IT employees should engage in regular physical exercise to reduce the effects of a sedentary lifestyle.
2. Employees should take frequent breaks during work to avoid strain and fatigue.
3. Organizations should provide ergonomic workstations to prevent musculoskeletal problems.
4. Companies must implement stress management programs such as counseling and relaxation techniques.
5. Flexible working hours should be introduced to improve work-life balance.
6. Employees should maintain a healthy diet and proper sleep routine.
7. Awareness programs should be conducted to educate employees about health risks and preventive measures.
8. Organizations should encourage wellness programs, including fitness activities and health check-ups.
9. Limiting continuous screen time and following practices like the 20-20-20 rule can reduce eye strain.
10. Management should create a supportive work environment that promotes employee well-being and productivity.

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