

Impact of Workplace Gymnasium & Regular Eating Habits of IT Sector Employees on Quality of Work Life (Male & Female)

Nairita Ghosh¹, Dr. Ishita Chatterjee²

¹(M.A Industrial & Organizational Psychology, University Of Calcutta; B.Ed, Baba Saheb Ambedkar Education University; Guest Lecturer, Department of Psychology, Asutosh College, Kolkata)

²(Asst. Professor, University of Calcutta, Department of Applied Psychology)

Abstract:

Background: In the present study, impact of workplace gymnasium and regular eating habits of IT sector employees on quality of work life was found out between male & female employees. Today's hectic lifestyle especially IT sector, where both male & female are working; health & food-habit are mostly ignored. Whether provision of workplace gymnasium and regular dietary habits will have any positive impact on their health were intended to stud.

Methods & Materials: For the present study, survey research design was followed and questionnaires were administered to collect data. For this survey purpose 100 samples were randomly chosen from IT population. Stratified random sampling method was used where, 25 male and 25 female were representing IT population without workplace gymnasium and on the other hand, 26 male and 24 female were representing IT population with workplace gymnasium. Total three questionnaires were administered, which are- JA exercise scale for gymnasium/exercise responses, Haw-Employee-Survey for eating habits and Quality of Work Life questionnaire to find out the status of their quality of life at work. Scoring of these questionnaires was based on percentage.

Results: From the survey it was found that, in both IT employees, without & with workplace gymnasium male were more likely to exercise or prefer gym whereas female were more likely to maintain healthy eating and dietary habits. In case of quality of work life, in both employees, without and with workplace gymnasium male employees reported of having a good quality of work life. On the other hand female employees without workplace gymnasium reported of having an average quality of life at work while female employees with workplace gymnasium reported of a good quality of life at work.

Conclusion: Some vivid differences in male and female from both groups (without and with workplace gymnasium) were visible in terms of exercising, dietary habits and quality of work life.

Keywords: Workplace Gymnasium, Regular Eating Habits, Quality of Work Life, IT Population, Survey Research, Stratified Random Sampling.

Date of Submission: 05-03-2023

Date of Acceptance: 18-03-2023

I. INTRODUCTION

With times and individual's needs, many system emerged, lots of facilities were introduced. Information Technology is one of the inventions which changed not only professional and business world but also common people's life. In 21st century world cannot think anything without IT. Due to increasing demands from IT and developing time, economy and lifestyle; responsibilities of IT sector employees took a rise as well. Both male and female employees, working for IT organizations started getting workloads to fulfill organizational goals to serve the business world. Among all these, the most important issues that triggered industrial practitioners and psychologists are physical and psychological wellbeing of the IT sector employees. As from numerous numbers of researches it is proven that psychological health is related to physiological health, it can be said that for an individual to use his/her full potentials to perform well, is related to how he/she perceives the environment of performing situation, place etc. Quality of Work life is that psychological aspect which is influenced by not only the workplace but also on the factors that encourages individual to be active, fully functional and healthy. According to The American Society of Training & Development- "Quality of Work Life is a process of work organization which enables it's members at all levels to actively participate in shaping the organization's environment, methods and outcomes. This value based process is aimed towards

meeting the twin goals of enhanced effectiveness of organization and improved quality of life at work for employees”.

To continue and maintain the process of enabling employees to actively participate in shaping a sound environment within organization, employees should be physically promising. This is related with employees’ physical fitness and activities as well as dietary habits. Referring IT, it can be seen that people have to sit in front of their computer screen for hours long which causing physical discomforts in many ways (e.g. fatigue, back pain, lack of physical activities etc.). However, many IT organization have created gym and/or exercise program for their employees. This initiative has brought a slight change in perception of work culture and organization among the employees. Along with exercise and gymnasium regular dietary habits, nature of food intake can affect one’s both personal and professional life. Individuals may have similar or different eating habits. In workplace, availability of good-healthy food, vast choices of food (junk & healthy), habit of frequent eating out, snacks, drinking (other than water & fruit juice) etc. affect employees’ physical functioning, activities at work, etc. In 2004, Karthryn Silliman et. al. from California State University, Chico published a survey of “dietary and exercise habits and perceived barriers to follow a healthy lifestyle” in a college population. The study was conducted on 471 college students to assess their diet and exercise habits and barriers to maintain a healthy lifestyle. 60% of them were female. From the study these were found that, 31% of them had BMI >25, 63% students have snack once or twice a day, most of them skipped their breakfast very often, 58% among them ate vegetables and the percentage of students who hardly ate whole/canned fruits in a day was 64%. Men were found to consume more meat, soda and alcohol and less fruits and vegetables than their female counterparts. However, in case of exercise, men were found to be more frequently exercising than women and were more confident about their body images. For both poor habit and lack of exercise, “lack of time” was the most reported barrier. This result of the study helps in planning further interventions for diet and physical exercise among college students. In the year 2012, Krysten Blackford.et.al conducted another study on “office based physical activity and nutrition intervention: barriers, enablers and preferred strategies for workplace obesity prevention”. The main objective of this Western Australia based study was to determine barriers and enablers of physical activity and nutrition at office and also find intervention strategies to promote health. It was an online survey which involved 111 employees from 55 different organizations. This survey investigated the following- demographic details, individual employee characteristics, workplace characteristics, barriers to physical activity and nutrition as well as enablers, preferred intervention schemes, physical activity and nutrition behaviour. Statistics used were- ANOVA, Mann-Whitney U test and further multiple regression analysis. Those methods were applied keeping in mind the differences between age and sex groups. From the survey, several factors were identified along with the most common barriers being “too tired” and “access to unhealthy foods”. The most common enablers were “enjoying physical activity” and “knowledge of nutrition”. For intervention strategies to be implemented, employee support was found to be preferred factor. The survey was useful to get insight into the intervention programs by involving them; however, environmental and policy influences must be kept in mind along with the individual employee.

The aim of the present study is to focus on the impact of workplace gymnasium and regular eating habits on Quality of Work Life of IT sector employees (male & female).

II. METHODOLOGY

Objective- The main objective of the study was to find out what effect, presence of workplace gymnasium can have on the quality of life at work of IT employees and how it varies between male & female employees. Along with that, how regular eating habits and pattern of consuming food (nutritional & junk as well) influence their quality of work life, was considered. Each and every IT employee has different food habits and different lifestyle which is related to their profession. To give one’s work his/her 100%, good physical and psychological health is important. For this, active health functioning and fitness are needed, which is badly affected among IT professionals as they have to sit on the chair in front of computer for long. By conducting this survey, it was tried to find out that, how those male and female using workplace gymnasium are different from male & female who are not availing this facility. In fact, impact of both, using gymnasium and food habit at work on quality of their work life had been tried to highlight. Not only that, how this is different among male & female was also on the focus of the study.

Hypotheses- Before conducting the survey few hypotheses were framed, depending on which the whole work proceeded. They are as follows---

- 1) H_A = There is a difference between male & female IT employees in using workplace gymnasium.
- 2) H_A = There is a difference between male & female IT employees regarding their regular eating habit
- 3) H_A = There is a difference in quality of work life between male & female IT employees.
- 4) H_A = There is a difference between IT employees with workplace gymnasium and without workplace gymnasium regarding regular eating habits.

- 5) H_A = There is a difference in quality of work life between IT employees with and without workplace gymnasium.
- 6) H_A = There is a difference between male & female IT employees without workplace gymnasium in regular eating habits.
- 7) H_A = There is a difference in quality of work life between male & female IT employees without workplace gymnasium.

Research Design: In conducting the present study, survey research design was used. Survey research is a technique for social science research. During the second half of nineteenth century a systematic literature became available by Booth, the father of scientific social survey. However, as a separate scientific research, survey technique aroused in twentieth century. It is defined as a technique in which, research studies the whole population with respect to certain specific variables. For this purpose random sampling is used, where some representatives of the whole universe are considered. In present case, a specific population was considered that is IT and randomly some representatives were chosen to refer the variables of the research. Questionnaire survey was done in present study to collect data.

Sampling- To conduct the survey research, 'stratified random sampling' was done. In stratified random sampling, the population is divided into two or more strata and then samples are randomly chosen. In the present survey, population was divided into 4 strata based upon male-female & without workplace gymnasium-with workplace gymnasium. Total size of the population was 100. In the strata without-workplace gymnasium 50 samples were involved among whom male & female strata had 25 samples each. In case of with workplace gymnasium strata remaining 50 samples were involved among whom 26 sample fell under male and 24 sample fell under female strata.

Inclusion Criteria:

- i) Population= IT sector employees
- ii) Sample= Male & Female
- iii) Age Group= 30 to 45 years
- iv) Ethnic Group= Indian

Exclusion Criteria:

- i) Population= Other than IT
- ii) Sample= Other than male & female (Transgender, Agender, Genderqueer etc.)
- iii) Age Group= Below 30 & above 45 years.
- iv) Ethnic Group= Other than Indian
- v) History of major Breakdown= Physical & Psychological.

Description of Tools- During this survey total three questionnaires were administered. They are described as following:

- i) JA Exercise Scale- this questionnaire was formed during 1995 at Southeastern Louisiana University by Avinash M. Waikar and Martha E. Bradshaw. The questionnaire was developed to determine a) whether business provide formal exercise programme for personnel to relieve musculoskeletal discomfort and stress, b) the willingness of personnel to participate in formal exercise programme and c) employees preferences regarding features of an exercise programme. The questionnaire is divided into 4 sections. At first, comes demographic section asking personal information like gender, age, job-title etc. Then in second section included general information like time spent at computer and workstation, experienced pain and discomforts, whether company provides formal exercise programme etc. Depending on the presence of exercise programme the further sections are divided. Third section for those participants who have formal exercise programme and fourth section for those who do not have this exercise programme. Scoring of this questionnaire is based on percentage.
- ii) Haw-Employee-Survey Questionnaire- this questionnaire was published by British Heart Foundation 2012. This is a template survey questionnaire. It also has several sections which are current health habits- physical activity and healthy eating; healthy habit interests- physical activity and healthy eating; mental wellbeing at work; health needs and the last section called personal profile. As this is a template questionnaire, only healthy eating sections of the questionnaire was used in the present study to determine IT employees' regular eating habits. Scoring of this questionnaire was based on average value. However, for the sake of present study, percentage scores were calculated to compare male & female.
- iii) Quality of Work Life- this questionnaire was constructed by the Department of Business Management, Osmania University in Hyderabad to determine quality of life at work for the employees of Electronic Corporation of India Limited (ECIL). The main objective of this study was to a) evaluate & analyze the quality of work life in ECIL; b) to study the factor/determinants of quality of work life; c) examine the

impact of welfare measures on quality of work life; d) evaluate the aspects of quality of work life and suggest measures in improving quality of work life. Again the scoring for this questionnaire is also based on percentage.

Procedure- all three questionnaires were administered sequentially and with the help of Google form these questionnaires was circulated among the IT employees only. GHQ 28 was given before the main questionnaire to select only individuals who were found to have no such psychological and physical health issue. This procedure helped in maintaining homogeneity of the present sample. After collection of complete data, they were analyzed and strata wise calculation and interpretation were done. Complete confidentiality of the data was taken care of throughout the research.

Statistical Treatment- All three questionnaires were mainly constructed on ordinal scale whose scoring was based on percentage. So, no inferential statistics were possible to apply. Data were interpreted on the basis of percentage score. In few cases average was calculated.

Study duration- January 2019 to June 2019

III. RESULT & DISCUSSION

Table 1

1) Types of pain indicated (without gym & with gym)

Pain (WOGM)	Back pain	Eye fatigue	Neck pain	Pain (WGM)	Back pain	Eye fatigue	Neck pain
Male	36%	48%	40%	Male	69%	50%	42%
female	60%	20%	50%	female	58%	8%	50%

Due to huge hours spent on computer and workstation employees suffered from some pain and discomforts. For male employees (both with & without workplace gymnasium) “eye fatigue” is frequently complained pain followed by back and neck pain. However, in case of female employees “back pain” is reported frequently followed by neck discomforts.

Table 2

2) Desirability for exercise

Desirability (WOGM)	Yes	No	Not sure	Desirability (WGM)	Yes	No	Not sure
Male	72%	0%	28%	Male	85%	4%	12%
Female	64%	0%	34%	Female	79%	0%	21%

Rate of desirability for exercise programme was higher among male IT employees than their female counterparts in case of both groups. Also, this desirability among female employees was higher in case of ITs having workplace gym than those who don't.

Table 3

3) Preference for exercise programme

Preference	Yes	No	Not sure
Male	76%	16%	8%
Female	80%	4%	16%

In the group of IT employees without workplace gym, personal preference for formal exercise programme was higher among female employees than male. Male employees were less likely to prefer exercise programme than female.

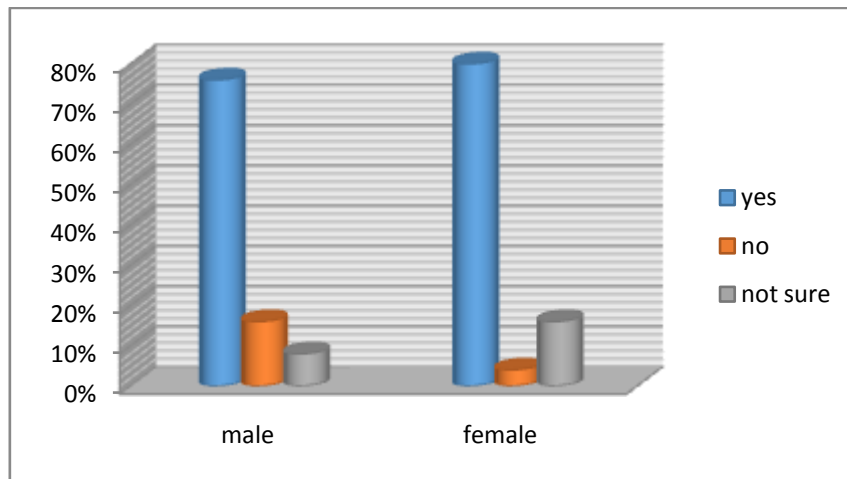


Table 4

4) Initiation of exercise

Initiation	Self-determined	Computer software prompt	Company scheduled time
Male	52%	4%	44%
Female	48%	0%	52%

While initiating for gym and exercise, difference in result was spotted. Male employees from the former group (without gym) reported of self-determination as preferred initiator for exercise while female employees reported of company scheduled time table for the same.

Table 5

5) Order of importance

Order	1	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8
Gender	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Initiation of exercise	20%	32%	16%	4%	8%	20%	28%	12%	16%	4%	4%	8%	8%	12%	0%	8%
Level of embarrassment	8%	8%	0%	0%	8%	16%	8%	16%	8%	4%	20%	8%	24%	16%	24%	32%
Types of exercise	24%	12%	12%	16%	8%	12%	12%	12%	4%	12%	12%	12%	8%	4%	20%	20%

When those IT employees from the group without workplace gym were asked to tell about order of importance for the factors of formal exercise programme, it was found that, for females initiation of exercise is the most important factor when, on the other hand, for males types of exercise comes first in that order of importance.

Table 6

1) Reason for exercise

Gender	Back pain	Eye fatigue	Relaxation
Male	15%	19%	69%
Female	2%	8%	67%

Among the employees with workplace gymnasium when were asked the reason behind doing exercise/gym, most of them (both male & female) showed relaxation as reason. Few males were found to report “eye fatigue” and “back pain” but “relaxation” is seen to be the main purpose.

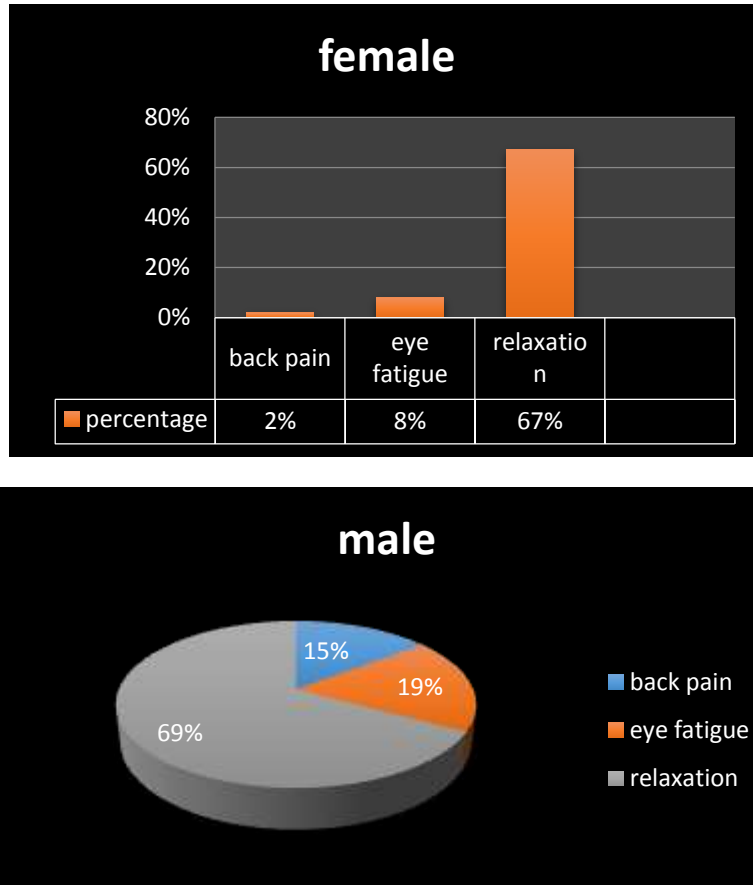


Table 7

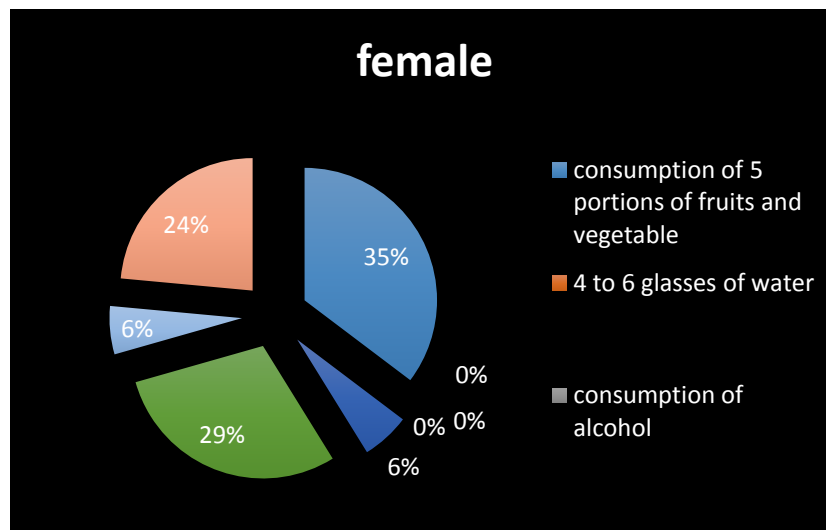
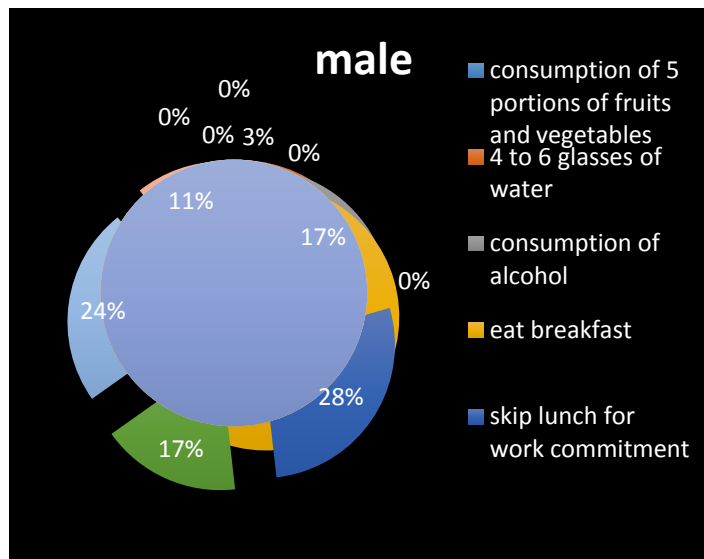
2) Employee receptivity

Gender	Yes	No
Male	85%	15%
Female	71%	29%

The nature of receptivity was found to differ among the male and female employees with workplace exercise facility. Male IT employees were more likely to receive the programme than female employees though majority of them were receptive towards the exercise programme.

Regular habits: Table 8a

Duration /week	0	0	1	1	2	2	3	3	4	4	5	5	6	6	7	7
Gender	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1.a) Consumption of 5 portions of fruits & vegetable.	0%	0%	8%	8%	24%	24%	20%	24%	12%	4%	24%	12%	8%	4%	4%	24%
c) 4 to 6 glasses of water.	0%	0%	0%	0%	4%	0%	12%	0%	12%	8%	16%	28%	12%	20%	44%	48%
d) Consumption of alcohol	48%	60%	36%	28%	8%	12%	4%	0%	4%	0%	0%	0%	0%	0%	0%	0%
2.a) eat breakfast	0%	0%	0%	0%	4%	0%	0%	0%	4%	4%	28%	8%	8%	8%	56%	80%
b) Skip lunch for work commitments.	76%	52%	8%	16%	8%	28%	4%	4%	4%	4%	0%	0%	0%	0%	0%	0%
d) Take part in team led eating.	20%	0%	40%	36%	28%	40%	12%	20%	0%	0%	0%	0%	0%	0%	0%	4%
f) Bring your own lunch.	48%	4%	0%	0%	0%	0%	24%	4%	16%	28%	12%	44%	0%	12%	0%	8%
i)Use employeereastaurant	24%	20%	4%	20%	20%	24%	16%	16%	12%	20%	20%	0%	4%	0%	0%	0%



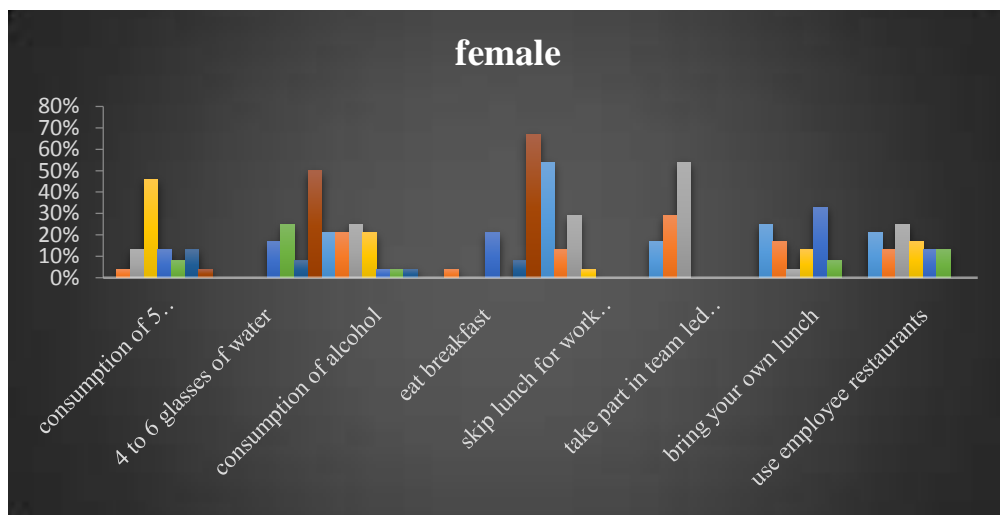
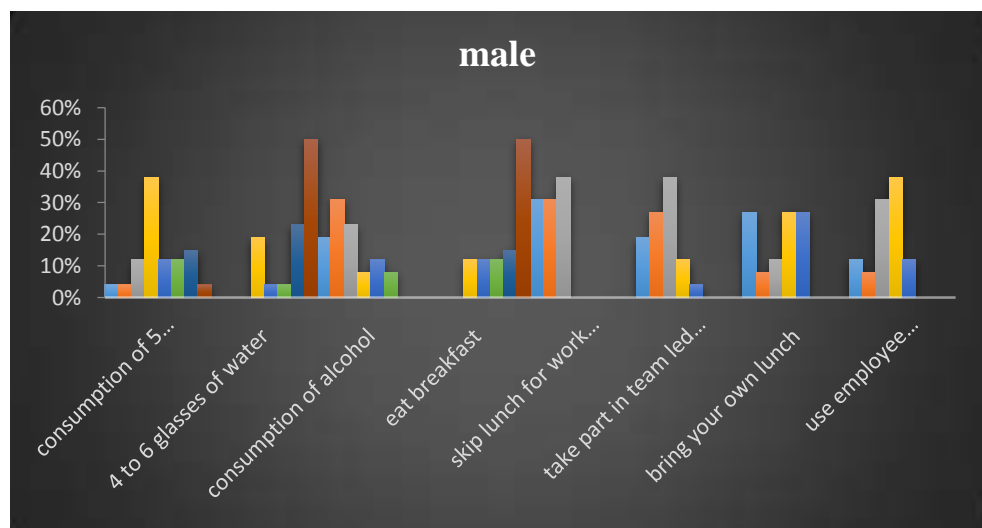
IT employees without workplace gym have reported of consuming 5 portions of fruits and vegetables more or less 2 to 3 days. Some of them were also found to consume 5 to 7 days. Both of them reported of drinking 4 to 6 glasses of water regularly, but female were slightly higher in this case. Consumption of alcohol at least once a week is more among male employees than female. From the table it was seen, male were more likely to skip breakfast but majority of female employees maintained the habit of having breakfast regularly. In case of skipping lunch, the scene is opposite. Females were found to skip lunch more due to work commitments than males. Again, tendency to take part in team led eating among females is higher than male counterparts at least twice a week. Male employees were not found to bring lunch frequently at work, tendency to use employee restaurant is higher. However, female employees also use restaurant.

Regular habits: Table 8b

Duration /week	0	0	1	1	2	2	3	3	4	4	5	5	6	6	7	7
Gender	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1.a) Consumption of 5 portions of fruits & vegetable.	4%	0%	4%	4%	12%	13%	38%	46%	12%	13%	12%	8%	15%	13%	4%	4%
c) 4 to 6 glasses of water.	0%	0%	0%	0%	0%	0%	19%	0%	4%	17%	4%	25%	23%	8%	50%	50%
d)	19	21	31	21	23	25	8%	21	12	4%	8%	4%	0%	4%	0%	0%

Impact of Workplace Gymnasium & Regular Eating Habits of IT Sector Employees on Quality ..

Consumption of alcohol	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
2.a) eat breakfast	0%	0%	0%	4%	0%	0%	12%	0%	12%	21%	12%	0%	15%	8%	50%	67%
b) Skip lunch for work commitments	31%	54%	31%	13%	38%	29%	0%	4%	0%	0%	0%	0%	0	0	0	0
d) Take part in team led eating.	19%	17%	27%	29%	38%	54%	12%	0%	4%	0%	0%	0%	0	0	0	0
f) Bring your own lunch.	27%	25%	8%	17%	12%	4%	27%	13%	27%	33%	0%	8%	0	0	0	0
i) Use employee restaurant	12%	21%	8%	13%	31%	25%	38%	17%	12%	13%	0%	13%	0	0	0	0



IT employees with workplace gym have reported of consuming 5 portions of fruits and vegetables 3 days a week and female counterparts are higher in number. Majority of them reported of drinking 4 to 6 glasses of water regularly. Rate of Consuming alcohol is more among female employees than male. From the table it was seen, male were more likely to skip breakfast but majority of female employees maintained the habit of having breakfast regularly. In case of skipping lunch, the scene is same. Males were found to skip lunch more due to work commitments than females. Again, tendency to take part in team led eating among females is higher than male counterparts at least twice a week. Male employees were not found to bring lunch frequently at work, thus tendency to use employee restaurant is higher. However, female employees also use restaurant.

Table 9

3. a) Prevention of healthy diet:

Preventives	Male		Female	
	WOGM	WOGM	WGM	WGM
Special dietary needs	8%	8%	0	4%
Dislike for healthy foods	4%	0%	23%	21%
Family dietary preference	12%	0%	8%	4%
Family commitments	4%	0%	8%	8%
Poor health	8%	0%	4%	8%
Cost of healthy food	20%	8%	8%	0%
Lack of cooking skill	8%	4%	12%	4%
Lack of nutritional knowledge	8%	0%	8%	4%
Work commitments	12%	20%	8%	13%
Distance to shop	0%	4%	0%	4%
Lack of storage & preparation at workplace	0%	16%	4%	8%
Lack of choices at workplace	8%	32%	19%	21%

In the group without workplace gym, female employees pointing towards “lack of choices at workplace” was frequently mentioned prevention in pursuing healthy diet followed by work commitment. Male employees mentioned “cost of healthy food” highly, followed by work commitment and family dietary preferences.

On the other hand, from the group with workplace gym, “dislike for healthy foods” is the highest mentioned prevention to healthy diet by both male and female employees followed by lack of choices at work place.

Table 10

3. b) Best description of yourself:

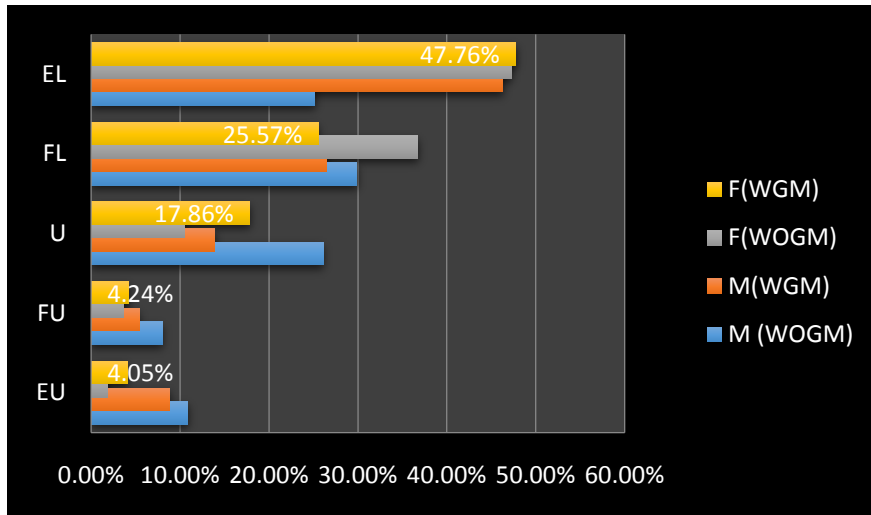
Description	Male		Female	
	WOGM	WOGM	WGM	WGM
Not interested in pursuing healthy lifestyle	12%	0%	12%	4%
Thinking about changing diet	32%	64%	42%	50%
Intending to change within next six months	16%	28%	15%	29%
Recently changed and following it	28%	8%	23%	13%
Following a diet for six months	8%	0%	4%	0%
Have special dietary needs	4%	0%	4%	4%

From the table it is seen that, male & female employees from both groups described themselves as “thinking about changing diet” mostly. However, few were found to describe themselves as “not interested in pursuing healthy lifestyle” & “intending to change within next six months”.

Table 11

4) Healthy eating habits:

Likely/unlikely	EU	EU	FU	FU	U	U	FL	FL	EL	EL
Gender	M	F	M	F	M	F	M	F	M	F
Average(WOGM)	10.86	1.90	8%	3.62	26.09	10.48	29.90	36.76	25.14	47.24
	%	%		%	%	%	%	%	%	%
Average (WGM)	8.86%	4.05	5.43	4.24	13.90	17.86	26.43	25.57	46.29	47.76
		%	%	%	%	%	%	%	%	%



From the report of employees' likeliness/unlikeliness for healthy eating habits, it was found that in both groups (with & without workplace gym) females are more likely to pursue and/or maintaining a healthy eating habit than their male counterparts. Among male employees it is seen that, employees with workplace gymnasium are more likely than employees without workplace gymnasium to form healthy eating habits. A study by Molly Bray from University of Texas was published on 30th January 2019 showed similar result where people who preferred fried foods, started opting healthy foods after starting to exercise. According to Molly Bray, "the process of becoming physically active can influence dietary behaviour".

Considering the gym/exercise availability, receptivity, participation and habits of healthy diet and intention of pursuing healthy eating habits as well as lifestyle it is seen that, male employees with & without workplace gymnasium are more likely to exercise or prefer exercising over maintaining healthy dietary habits. On the other hand, female employees are found to show likeliness for maintaining a healthy eating and dietary habit regularly. This result is much more similar to a survey during 2004 on "dietary and exercise habits and perceived barriers to follow a healthy lifestyle in a college population" by Kartham Silliman et.al.

Table 12

Item score	E	E	G	G	A	A	P	P
Gender	M	F	M	F	M	F	M	F
Average(WOGM)	18.4%	9%	37.2%	36.6%	30.4%	40.4%	14.2%	13.8%
Average (WGM)	23.2%	26.4%	36.9%	42.55%	25.15%	23.6%	14.6%	7.8%



Considering the results, a difference in quality of work life between male & female was visible along with the difference between the group without workplace gym and group with workplace gym. In the group without workplace gym, male employees reported of having good quality of life at work while females reported of having an average one. On the other hand, in the group with workplace gym, majority of male and female employees said to have a good quality of life at work, in fact, frequency of female employees were more in this case. Also, along with many factors related to work life quality, rate of “job-satisfaction” was higher among female in both groups.

IV. CONCLUSION

From the present survey it was found that the tendency of doing gym, aerobics or other physical activity is greater in male IT employees, whereas, tendency of maintaining healthy eating habit and follow nutritious diet is greater among female IT employees. In case of quality of life at work, it was found that in organizations without workplace gymnasium male were found to have a good quality of work life whereas, their female counterparts reported of having an average quality of work life. On the other hand, in the organizations with workplace gymnasium both male and female employees reported of having good quality of life at work and the percentage of female is greater than the male. So it can be concluded that, vivid differences in male and female from both groups (without and with workplace gymnasium) were visible in terms of exercising, dietary habits and quality of work life.

LIMITATION

- 1) Number of individuals working in IT organizations is uncountable throughout India. However, in the present study only 100 of them were possible to involve.
- 2) The questionnaires used in the present study were mainly based on an ordinal scale format and so, only percentage of people was found out to discuss upon the title.
- 3) Due to its percentage scores, no inferential statistics were possible to apply.
- 4) Personal lifestyle and family influences of IT professionals were not same for all and it was not able to be controlled.
- 5) Only a certain age group was involved in the present survey (30 to 45 years).
- 6) In IT organizations as well as IT industry, various employees do various assigned works. So nature of their job was not controlled.
- 7) Work culture and organizational structural differences were not considered. Same happened to IT organizations’ size.

APPLIEDVALUE

Information Technology has now occupied a huge portion of everyday life. With developing time and economy, responsibility of IT professionals and their contribution have changed rather increased. It is a very common picture in today’s world that, male and female are working for almost 12 hours and some of them are ready to work for 24 hours. Due to this enormous work schedules they are not able to maintain a healthy lifestyle, even their professional and personal/family life is colliding with each other. Further, in IT organizations employees spend majority of their working hours sitting on the chair constantly. This is causing lack of physical activity among them which in turn making them fat, unhealthy and prone to other physical discomforts (pain & musculoskeletal problem).

Regular eating habit of individuals influences their health and work capability. IT employees, for their hectic work schedules are seen to depend on outside foods, more specifically, fast & junk food. They’re not able to carry their own healthy food always, in fact some show less interest in pursuing healthy eating habit. The canteens at workplace do not cook healthy and nutritious foods, rather taste in given more importance over health. Options of nutritious eating choices are not available at workplace.

These are two factors that not only influence the lifestyles of IT employees but also their quality of life at work. Applied value of these surveys lies in the interrelation of those factors which encourages further research scope.

FURTHER SCOPE OF RESEARCH

Research can be initiated to find out, what positive effect gymnasium can have on the health of IT employees. More importantly, due to this hectic life of IT professionals when going to gym or doing exercise/yoga on their own is next to impossible for them, facility of gym at workplace whether bringing any ease or not for them, improving their health or not etc. might be studied.

Along with physical activity, eating habits and nutritional choices play crucial role. Consumption of junk food, craving for fast food and giving preference to taste over nutritional and health value are some of the further research area which can be eye-opener for IT employees about their health and food habits.

REFERENCE

- [1]. "Quality of Work life Of the Employees in Selected Information Technology Companies With Reference To Chennai". International Journal of Science & Engineering Research. Volume 5, Issue 4, 2014. Page No. 1680 to 1693.
- [2]. **Bray M (2019)**. "Want Healthier Eating Habits? Start With A Workout". International Journal of Obesity.
- [3]. **British Heart Foundation (2014-09-19)**. "Haw-Employee-Survey". Volume 2. Page No. 1 to 12.
- [4]. **Department of Business Management, Osmania University, Hyderabad**. "Quality of Work Life". Electronic Corporation of India Limited (ECIL). Scribd. Page No. 1 to 71.
- [5]. **M.Waikar A; & E. Bradshaw M (1995)**. "Exercise in the Workplace? Employee Preferences!" International Journal of Manpower, Volume16, No. 9. Page No. 16 to 30.
- [6]. **Silliman k, Rodas-Fortier K; Neyman M (2004)**. "A Survey of Dietary & Exercise Habits and Perceived Barriers to Following a Healthy Lifestyle in a College Population". Californian Journal of Health Promotion, Volume 2, Issue 2. Page No. 10 to 19.
- [7]. www.boundlesspsychology.com
- [8]. www.businessmanagementib.com
- [9]. www.easymnotes.in
- [10]. www.google.com
- [11]. www.ncbi.nlm.nih.gov
- [12]. www.study.com
- [13]. www.wikipedia.com
- [14]. **Singh A.K.** "Tests, Measurements and Research Methods in Behavioural Sciences". ISBN- 13:978-81-7709-743-6. Print 2015
- [15]. **Singh N.** "Industrial Psychology". ISBN- 13:978-0-07-106782-9; ISBN- 10:0-07-106782-5.

ACKNOWLEDGEMENT

I would like to express my deepest gratitude to all who provided me the possibility to complete this dissertation. I am grateful to those without whose contribution this survey would have been impossible to conduct. A special thanks to Prof. Dr Ishita Chatterjee, Department of Applied Psychology, University of Calcutta for guiding me through out to conduct and complete the dissertation. I am grateful that the knowledge I acquired by working in this field will solely help me in future in dealing with many other opportunities, similar works as well as ups and downs.

Thank you.

Nairita Ghosh, et. al. "Impact of Workplace Gymnasium & Regular Eating Habits of IT Sector Employees on Quality of Work Life (Male & Female)." *IOSR Journal of Humanities and Social Science (IOSR-JHSS)*, 28(3), 2023, pp. 27-38.