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Effect of Sleep Quality on the Mental Well-being of Employees Working in Private Sector

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ABSTRACT-

Sleep is of significant importance to organizations because it directly impacts employee performance, safety, health, and attitudes. This behaviour can be improved through individual and organizational changes. However, there needs to be more consensus on how sleep affects the mental well-being of employees. Therefore, this study assesses the sleep quality and mental well-being of employees in the Private sector. The sample consisted of 100 individuals employed in the private sector. Their age ranged between 21- 35 years. The study revealed that there is a significant difference in the mental well-being of employees with higher sleep-wake quality and those with severe sleep-wake quality. Thus, the study contributes to our understanding of the relationship between sleep quality and mental well-being, emphasizing the significant impact of poor sleep quality. It is imperative to address this issue as it can lead to substantial losses for individuals and organizations; therefore, it is necessary to implement comprehensive measures targeting poor sleep quality at individual, organizational, and societal levels.

KEYWORDS- Private Sector, Employees, Sleep quality, Mental Well-being, Organizations.

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1. INTRODUCTION

Sleep quality is crucial to determining one's health and well-being. It affects physical health and significantly impacts our mental and overall well-being. Private jobs are incredibly stressful, and the demands of these jobs may include long work hours, tight deadlines, and much stress, which can frequently impede both the quality and amount of sleep. Furthermore, in turn, this will affect an employee's mental well-being. Inadequate sleep can make it difficult for a person to deal with daily life stressors and causes various cognitive disruptions, such as the inability to think clearly. Poor sleep quality and sleep deprivation can trigger various mental health disorders and psychological problems. Although sleep is a crucial element for good health and efficient everyday functioning, it is frequently underestimated in many organizations. Sleep affects a variety of facets of an employee's effectiveness at work, including their capacity to adapt appropriately to rapidly changing work demands and stressful situations and interactions. It also affects numerous other longer-term aspects of organizational behaviour and individual health. It dramatically impacts individuals by hampering their self-control, decision-making¹, immunosuppression², and a range of performance measures³. Sleep quantity and quality are significant when evaluating how sleep affects daily functioning. These two factors vary depending on sleep patterns, the existence of medical conditions, or clinical sleep disorders in the individual.

According to a recent meta-analysis, emotions and employee perceptions such as workload, perceived control, and general strain were better correlated with quality sleep than quantity sleep⁴. Reduced sleep quality is linked to issues with social interactions at work, including feelings of exclusion⁵. Remember that insufficient and poor-quality sleep will make a person more drowsy throughout the workday and may harm their performance and well-being. Also, work schedules may disrupt the sleeping patterns of an individual, which frequently leads to the employee getting less sleep overall. In general, well-being refers to being healthy, happy, and content, both physically and mentally. It is a multidimensional concept encompassing various aspects of life, including physical health, emotional well-being, social relationships, and a sense of purpose and meaning. Mental well-being and psychological well-being are similar to each other. It is a complex concept; psychological well-being refers to the best possible psychological experience and functioning. Psychological well-being refers to good mental health and experiencing positive emotions, a sense of purpose and meaning, and a sense of personal growth and fulfilment. It encompasses various aspects of mental health, such as emotional regulation, resilience, self-esteem, and autonomy. Organizations that increase work demands put employees and their families

under additional stress, including sleep disruptions and other social and health issues, in addition to the job's demands. Also, many organizational requirements, like travelling and working shifts, interfere with our circadian rhythms and cause a persistent physiological need for sleep. According to some findings, work and life have a reciprocal relationship, and both impact each other. It is crucial for the individuals and the organization as well that its people thrive in all aspects of their lives.

2. Methodology

Sample- The study involved 100 individuals employed in the private sector. The age range of the participants fell between 21- 35 years. It is important to note that all participants in the study were working full-time in the private sector. Half of the participants were males (51%), and approximately half were females 49% out of 100 participants. The number of working hours was 8-11 hours. The number of sleeping hours varies for all the participants; around 20% of participants sleep five or less than 5 hours per night. Around 67% of the participants sleep for 6-7 hours and only 13% sleep for eight or more than 8 hours per night.

Measures-In this study, a comprehensive survey instrument was designed using a Google Form. The survey incorporated three main sections, each serving a specific purpose—the first section aimed to gather demographic information from the participants. The second section of the survey focused on assessing the participants' sleep quality, utilizing a validated tool called the Mini sleep questionnaire by⁶. This is a good tool for screening sleep disorders in the population. This brief scale contains only ten items and has good internal consistency (Cronbach's alpha value of 0.77). The response format is presented on a 7-point Likert scale. The third and final section of the survey was dedicated to measuring the mental well-being of participants by using the Short Warwick Edinburgh Mental Wellbeing scale. It is a shorter version of the Warwick–Edinburgh Mental Wellbeing Scale (WEMWBS), developed by⁷ for the mental well-being of the general population. The internal consistency reliability of the SWEMWBS was high, with a Cronbach's alpha coefficient of 0.89. In terms of its construct validity, the SWEMWBS demonstrated exemplary performance. It exhibited strong correlations with other scales that measure mental health and well-being, indicating its ability to capture mental well-being accurately. Overall, the SWEMWBS possesses good construct validity and high internal consistency reliability.

Procedure-The Google form was provided to the participants via WhatsApp, E-mail, LinkedIn, and Instagram with a clear explanation of the study. Each item was made mandatory to attend the following settings option, and 'required' was applied in the Google form. The items of both questionnaires were presented in a sequence without mentioning the respective questionnaire. The participants were informed about the total number of items.

Results- Results are obtained by doing the statistical analysis of responses given by the subjects. Based on the responses, all 100 subjects were categorized into four categories-

Table- 1 Sleep Quality Frequency & Percentage

Sleep Quality	Frequency	Percentage
Good sleep-wake quality	40	40%
Mild sleep-wake difficulties	14	14%
Moderate sleep-wake difficulties	12	12%
Severe sleep-wake difficulties	34	34%

The well-being scores of subjects with good-sleep wake quality and poor-sleep wake quality were analyzed in terms of Mean, SD, SED, and t-test. Subjects with average sleep-wake quality were excluded.

Obtained results are recorded in the following table-

Table 2- t-test for the difference between the Mental well-being of the employees with good sleep-wake quality and the Mental well-being of employees with severe sleep-wake quality (df =72)

Category	N	Mean	SD	SED	t-value	Significance level
Mental well-being of employees with good sleep-wake quality	40	26.2	4.32	.99452	3.76	Significant
Mental well-being of employees with Poor sleep-wake Difficulty	34	22.47				

From this table, we can infer that the Mean value of mental well-being of employees with good sleep-wake quality is 26.2, and that of those with severe sleep-wake quality is 22.47. The Standard deviation is 4.32, and the Standard error deviation is .99452. The t-value calculated is 3.76. The obtained t-value is higher than the t-ratio given at the .01 level, i.e. 2.374. Therefore, our hypothesis, “There will be a significant difference in the Mental well-being of the employees with good sleep-wake quality and severe sleep-wake quality,” is retained. Thus, we can conclude that employees with good sleep-wake quality experience higher mental well-being than those with poor sleep-wake quality.

3. INTERPRETATION / DISCUSSION

According to researchers, it is seen that India is the second most sleep-deprived country after Japan. It is essential to understand that sleep deprivation not just causes tiredness; it can hurt our health and physical and mental well-being. According to Dr. Harish Shetty, MD-Psychiatrist at Dr. L.H. Hiranandani Hospital, Mumbai, “Sleep plays an extremely crucial role in our day-to-day life. It is highly associated with our well-being, and inadequate sleep might affect the well-being of an individual. However, the primary purpose of this study was to see the relationship between sleep quality and the mental well-being of employees at their workplaces. The study was an ex-*post-facto* research in which a t-test was used to see the significant difference between the psychological well-being of people with high sleep-wake quality and people with poor sleep-wake quality.

The data from 100 participants were collected. There were a total of 17 items necessary for the participant to attend. From the results, we can infer that participants were divided into two groups. 40 participants were present in the group of people with good sleep-wake quality and 34 with severe sleep-wake difficulties. The mental well-being of these groups was then compared using a t-test. The Mean value of the mental well-being of employees with good sleep-wake quality was 26.2, and that of those with severe sleep-wake quality was 22.47. The Standard deviation of the two groups was 4.32, and the Standard error of deviation was .99452. The t-value calculated was 3.76. The t-value was found to be significant at 0.01 level. Therefore, this study concludes that there is a significant difference in the mental well-being of employees with higher sleep-wake quality and severe sleep-wake quality working in the private sector.

Similar findings were reported by Yuriko Doi, Masumi Minowa et al. (2003)⁸ conducted a study to identify correlated factors of poor sleep quality among Japanese white-collar employees. Results suggested that the impact of poor sleep quality is high; it can cause significant losses to individuals and

the organization as a whole. Another study conducted by O.Ogunsemi, O AfeTaiwo, et al. (2017)⁹ also supports our findings. They examined the quality of sleep and well-being of health workers in Najran City, Saudi Arabia, and results showed that the majority of the poor sleepers, compared to good sleepers, showed severe symptoms of stress in their professional life, which affects their overall well-being." Therefore, the results obtained in the study show that "A significant difference exists between the mental well-being of the employees with good sleep-wake quality as compared to employees with severe sleep-wake quality." Therefore, this supports the hypothesis. The significant limitations of the study are the sample size and selection. The sample size might have been small, limiting the generalize ability of the findings. Additionally, the selection process might not have entirely represented the target population, potentially introducing bias. Also, The research paper does not acknowledge that other factors might affect sleep quality and mental well-being. For instance, factors include the type of shift work, the organization's specific policies and practices, or individual sleeping habits. These factors could contribute to variations in sleep quality and mental well-being outcomes and their exclusion limits the extent of the findings. Moreover, after a deep review of the literature, it was found that much research is available on sleep quality or sleep deprivation and how it impacts workers' productivity or general health. However, no study has helped us understand the relationship between sleep quality and mental well-being, specifically among private sector employees in Indian work settings.

4. CONCLUSION

As private employees, general health and well-being depend on getting enough Sleep. Nevertheless, the demands of a private job, such as long hours, tight deadlines, and much stress, can frequently impede the quality and amount of Sleep. Although Sleep is crucial for good health and efficient everyday functioning, it is frequently underestimated in many organizations. Therefore, this study helps to conclude how sleep quality and mental well-being impact each other and reports the significant difference in the mental well-being of employees with excellent or poor sleep-wake quality. Moreover, according to researchers, it is seen that the impact of poor sleep quality is high. Moreover, it can cause significant losses to individuals and the organization. Furthermore, comprehensive countermeasures against poor sleep quality at both the individual, organizational and societal levels must be considered for employees and employers to ensure health, safety, and productivity at the workplace.

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