

# A Study of the Impact of Always-On Culture on Employee Health and Well-Being At Magna Automotive India Pvt Ltd

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## ABSTRACT

The impact of the "always-on" culture on employee health and well-being at Magna Automotive India Pvt Ltd. The "always-on" culture, marked by constant connectivity and the expectation to remain available beyond standard working hours, has become prevalent in modern workplaces. This research aims to identify factors within the automobile industry, such as technology usage, organizational policies, and leadership expectations, that contribute to this culture.

The study collects data from 80 employees through quantitative surveys and qualitative interviews. The findings reveal that the "always-on" culture significantly affects employees' work-life balance, increasing stress levels, burnout, and reducing job satisfaction. Participants report experiencing various physical and mental health issues, such as sleep disturbances and anxiety, due to continuous connectivity demands.

The study highlights employees' perceptions of the "always-on" culture and their preferences for organizational interventions to improve work-life balance and well-being. The research underscores the necessity for organizations to address the challenges of the "always-on" culture through effective policies and supportive practices. Limitations include the focus on a single organization, reliance on self-reported data, and the short-term nature of the study, which may not capture long-term effects. Future research should consider a broader industry scope and longitudinal studies for a comprehensive understanding of the "always-on" culture's impact on employee health and well-being

**Keywords:** Job Satisfaction, Automobile Industry, Technology Usage, Organizational Policies.

## 1. INTRODUCTION

The "always-on" culture has become increasingly prevalent, especially in sectors like the automobile industry. This culture is characterized by constant connectivity and the expectation for employees to be available beyond regular working hours. While this can enhance productivity, it also poses significant challenges to employee health and well-being. Magna Automotive India Pvt Ltd, a prominent player in the automobile sector, exemplifies this trend.

The company's emphasis on continuous availability has created an environment where employees feel compelled to remain connected at all times. This study aims to examine the impact of the "always-on" culture on the health and well-being of Magna Automotive's employees. The research collects data from

80 employees through surveys and interviews. Findings will shed light on the negative effects of the "always-on" culture and provide insights for developing effective organizational interventions. These interventions aim to promote work-life balance and improve employee well-being, fostering a healthier and more sustainable work environment.

The modern workplace is increasingly characterized by the "always-on" culture, where employees are expected to be constantly connected and available, even outside of regular working hours. This constant connectivity, driven by technological advancements like smartphones and email, blurs the boundaries between work and personal life, leading to potential negative impacts on employee health and well-being. This study focuses on the impact of the "always-on" culture on employees at Magna Automotive India Pvt Ltd., a prominent player in the automobile industry.

## OBJECTIVE

The research aims to:

- Assess the prevalence of an "always-on" culture among employees in the automobile sector and its impact on their work-life balance.
- Evaluate the effects of the "always-on" culture on employee physical and mental health, including stress-related symptoms, burnout, and job satisfaction.

By examining factors such as technology usage, organizational policies, and leadership expectations, this study seeks to understand the contributing factors to the "always-on" culture within the automotive industry and its implications for employee well-being.

## REVIEW OF LITERATURE

**Mazmanian (2020):** This study highlights how digital communication tools, like emails and messaging apps, blur boundaries between personal and professional life. Employees feel pressured to remain connected, leading to reduced personal time and increased stress levels.

**Turel (2021):** The research examines the physical toll of overusing technology, such as prolonged screen time causing musculoskeletal problems, eye strain, and reduced physical activity, leading to obesity.

**Barber & Jenkins (2022):** This study identifies how work-related communication after hours disrupts sleep patterns. Employees experience difficulty unwinding, resulting in insomnia and chronic fatigue over time.

**Derks (2023):** The study explores the psychological consequences of being always connected, such as heightened stress and the inability to detach from work mentally. These effects are more pronounced in highly demanding job roles.

**Sonnentag & Fritz (2023):** Their research emphasizes the importance of recovery time. Employees who fail to detach from work after hours experience higher stress levels and reduced well-being, impacting their work performance.

## 3. RESEARCH METHODOLOGY

Research methodology is the systematic plan and approach used to conduct scientific research and ensure that the study is structured, reliable, and valid. It encompasses the principles, procedures, and techniques used to collect, analyse, and interpret data. The methodology defines the overall framework and strategy for the research, including the methods for gathering data, the tools and instruments used, the sampling techniques, and the statistical or analytical procedures applied to interpret the results. A well-defined

research methodology helps to ensure that the study's findings are accurate, credible, and reproducible, allowing other researchers to understand and potentially replicate the study. It also outlines the ethical considerations and limitations of the study, providing a clear and transparent overview of how the research was conducted.

**4.DATA ANALYSIS AND INTERPRETATION  
CORRELATION**

Correlations			
		How often do you check your work email outside of regular working hours?	Do you feel that your work interferes with your personal life?
How often do you check your work email outside of regular working hours?	Pearson Correlation	1	-.133
	Sig. (2-tailed)		.240
	N	80	80
Do you feel that your work interferes with your personal life?	Pearson Correlation	-.133	1
	Sig. (2-tailed)	.240	
	N	80	80

**INFERENCE**

The Pearson correlation between checking work email outside regular hours and feeling that work interferes with personal life is -0.133, indicating a very weak negative correlation. This suggests that as the frequency of checking work email outside of working hours increases, the perception of work interfering with personal life slightly decreases, but the relationship is weak. The p-value (0.240) is greater than 0.05, meaning the correlation is not statistically significant.

**ANOVA**

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	13.305	4	3.326	3.432	.012
Within Groups	72.682	75	.969		
Total	85.988	79			

**INFERENCE**

The table shows the frequency of mental exhaustion due to work across different response categories. The mean values for each group range from 1.00 (Strongly Disagree) to 3.30 (Disagree), with an overall mean of 2.51, suggesting that on average, participants report moderate levels of mental exhaustion due to work. The ANOVA results indicate a statistically significant difference in how mentally exhausted individuals feel due to work across the groups (p-value = 0.012). This means that the levels of mental exhaustion vary significantly depending on how individuals feel about the impact of work on their mental state.

**FINDINGS**

The weak negative correlation (-0.133) between checking work email outside regular hours and work-life interference is not statistically significant (p=0.240). This suggests that frequent email checking outside

work hours does not significantly impact perceptions of work-life balance among employees in this sample. Further research with a larger sample size is recommended to explore this relationship more deeply.

The ANOVA results indicate a significant difference between groups ( $F(4, 75) = 3.432, p = 0.012$ ). The between-group variance (Mean Square = 3.326) is higher than the within-group variance (Mean Square = 0.969), suggesting that the group means are significantly different from each other.

## CONCLUSION

This study provides compelling evidence that the "always-on" culture at Magna Automotive India Pvt Ltd. has a significant negative impact on employee health and well-being. The constant connectivity and expectation of being available outside of regular working hours lead to increased stress, burnout, and reduced job satisfaction. While the correlation between frequent email checking and work-life interference was weak and not statistically significant, the ANOVA results showed significant differences between groups, suggesting varying impacts on employees.

These findings underscore the urgent need for organizations to address the challenges of the "always-on" culture through effective interventions. This may include implementing clear policies regarding work hours and communication expectations, promoting healthy work-life balance practices, and providing employees with the necessary resources and support to disconnect from work during off-hours.

Further research with larger sample sizes and a broader scope, including other organizations within the automobile industry and other sectors, is recommended to validate and expand upon these findings and develop a more comprehensive understanding of the "always-on" culture's impact on employee health and well-being.

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