EXCESSIVE WORKLOAD AND ITS IMPACT ON THE WORK
(A Study of Private Educational Institutions)

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Abstract - In the era of competition the job in private institution are becoming complex day by day. The organizations are demanding now and want to hire the multitasking people, so the work load is increasing now a days. Every human has some limited capacity to do the work. To get the positive result and the advancement in technology the organization is providing 24*7 days services to attract the customer. Extreme workload also affects the performance of the employees.

Keywords – Workload, Social issues, Organizational issues.

1. INTRODUCTION

In today scenario the organization is highly demanded and recruits the employee who possesses the multi talent. Only that workforce is retained by organization that can do many task in given period of time and this perception leads to stress to employees or to the point of safety of job personnel have to do the work. [1] Humans have limited capability to do the work, if the employee will do the work beyond their limit or capability leads to the stress. Extreme workload can result in human performance issues such as sluggish job performance and errors or defects in their result.

As we know that we must be attached with our job so that we can do it effectively and efficiently. Workload is related to competence as some area needs only the less processing and it can be done by the experienced person and some leads the working hours. Now days engineering colleges are emerging and the work load of professor working there is increasing day by day. So the quality of education is getting substandard due excessive workload.

Due to technological advancement the customer or product user needs the service of 24 hours and the result of it is excessive workload and it leads to reduce the productivity of the employee. Remuneration is also play the important part to have excessive workload. More over the person is socially disturbed.[2]

2. WHAT IS EXCESSIVE WORKLOAD ?

It is the combinations of two terms Excessive and Workload:

- **Excessive**: - Excess is the quantity of something that is more than the requirement
- **Workload**: - this is the quantity of task which is expected to be done by an employee.
- **Excessive workload**: - is the work which is given to the employees beyond to his capacity and it leads to tension for the work force.

3. WHAT ARE THE MAIN CAUSES OF EXCESSIVE WORKLOAD ?

(i) Now a day’s the size of Organization is growing up and its move to the decentralization.
(ii) In the era of competition the organizational size is increasing and cause to excessive work load.
(iii) No proper Human resources are recruited by the organization as their size is increasing and growing up.
(iv) Organization prefers to recruit the Multitalented Human Resource on the job.
(v) Job is need of every person that why personnel ready to work with excessive load.
(vi) Due to necessity of job the Human resource is available at cheap cost.
(vii) In this scenario of competition organization leads to cut the cost.
(viii) Jobs are available on contract base to move on the same job for future the workforce is ready to do excessive work load.[3]
(ix) There is more supply of workforce.
(x) Due to Poor Management of work workload is increasing.
(xi) The projects are based on time constraint and have dead line to complete the project that’s why workload is going to be high.
(xii) The trend of Layoff in the organization leads to excessive work load.
(xiii) In this Era there is supply of more work force but they not competent so due Shortage of competent person the current workforce have to do more work.
(xiv) As work is based on project Managements and its leads to length the work.
(xv) Some time there is some emergency in production and personnel have to do the work for long time.
(xvi) During the quality check of the product some error can be occurred and needs to reproduction due to quality problem.
(xvii) Low productivity of labor and they ate slow in their working[4].
(xviii) Over supervision by the supervisor and Manger leads to sluggishness in the work.
(xix) There is a lack of autonomy in the organization and no unity of command and because of this work load exceed.
(xx) Personnel get bore and fed up from the work and they become slow at the work station.

4. THE EFFECT OF EXCESSIVE WORKLOAD ON EMPLOYEE

Excessive workload affects the performance of the employee as well as the health issue to the employee.

4.1 Health issues
(i) leads to stress
(ii) Mental disturbance
(iii) High blood pressure
(iv) Heart problem
(v) Less of appetites
(vi) Less sleep
(vii) emotional imbalance

4.2 Family and Social issues
(i) No proper time to family and friends
(ii) Imbalance life
(iii) Leads to relationship breakdown
(iv) No proper participation in society program
(v) No work life balance

4.3 Personal issues
(i) Slow work
(ii) An increase in sick days or absenteeism
(iii) Aggression
(iv) Diminished creativity and initiative
(v) A drop in work performance
(vi) Problems with interpersonal relationships
(vii) Mood swings and irritability
(viii) Lower tolerance of frustration and impatience
(ix) Disinterest

4.4 Organizational issues
(i) less productivity
(ii) adverse organizational culture
(iii) Lack of communication.
(iv) boredom work
(v) lead to conflict at work
(vi) Role conflict
(vii) Less involvement in organizational issues.[4]

As per the concern matter a survey is done in private institutions near the Ambala through the questionnaire and collect the information from 100 respondents

5. RESULTS

- 63% employee said that they often have unrealistic time pressure of work, 18% have some time they unrealistic pressure, 15% said that they seldom have unrealistic pressure and 4% said that they almost never have any unrealistic time pressure (These 4% are on the Post Of HOD).
- 12% faculty is often consulted about the change of the course taught by them, 14% sometime consulted about it, 19% seldom cornered about it but 55% never concerned about it.
- 58% of faculties often have some say over the way of work they do, 17% sometimes have some say about the work, 12% seldom have some over the way they work, 13% have almost no say over the way of work they do.
- 75% are often clear about the duties and responsibilities, 12% sometime clear about the duties and responsibilities, 11% of them are seldom clear about it, 2% are never clear about their duties and responsibilities.
- 21% of respondents said that often they receive respect from their HOD’s, 7% said that some time, 6% seldom, 66% said they never get respect which they deserve from the HOD.
- 52% of respondents said the often faculty is deliberately exposed to do interpersonal conflict, 34% said some time, 12% said seldom, 2% said almost never faculty is deliberately exposed to do interpersonal conflict.
- 17% said that departmental Head often encourage them at work, 23% said that some time, 39% said that seldom, 21% said that HODs never encourage them at work.

6. CONCLUSION

At the conclusion stage we can say that most of the employees have unrealistic time pressure but those who are on the senior position have no pressure it depicts that the leader are more free in work arena. Due to high work pressure staff in not concerned about the change of the content of the course. People are often gaining the negative comments about the work that’s why work is burdensome to them. People are not motivated to do the work. Sometime the responsibility is not clear to them. The major reason for workload is that people at work place are never respected by the higher authority.

7. REFERENCES

[1] www.mu.ac.in/