

Psychosocial Aspects of Split Shift in Professionals

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Abstract. The present study emphasized the problems encountered by professional engineers who operate in split shifts. There is a significant gap in the psychosocial components which consists of mental, emotional, social and spiritual aspects of a person professionals' life functioning. Sleep deprivation affect professionals' capacity to work and can lead to burnout. It has been noticed how sleep deprivation might impair a person's life, particularly his ability to work. Most participants were afraid that their families were being ignored, and that despite all of their efforts on their behalf, they were emotionally and physically inaccessible to them. A phenomenological study design was used in this study. A sample of six people with at least two years of experience working in split shifts was taken in this study. The demographic information sheet included age, education, work experience, salary, marital status, financial status, family system, and birth order. The result showed that due to work in split shifts people face a lot of health problems as well as psychological issues such as anger and frustration. Major setback of working in shifts is the disturbance of sleep cycle as most of the participant stated that their routine of sleep cannot be set as some of them were working in shift schedule of three nights and three days. This study also highlighted about importance of family support as almost every participant said that they can only work in shifts because of support of family specially spouse. They are earning well but not satisfied with their jobs.

Key words: split shift, burnout, sleep deprivation, psychosocial aspects, work efficiency

1 Introduction

Split shift consists of working hours divided into two or more working periods at times (such as morning and evening) separated by more than normal periods of time off (as for lunch or rest) which has significantly grown in many countries over the past 50 years. Although it might be claimed that shift work, which was first implemented for social reasons, improves society's quality of life overall, it should be noted that shift work disrupts the lives of the individual workers (and their families) who supply the services. The requirements of society as a whole and those of the individual worker, in particular, must therefore be balanced. There is a significant gap in the psychosocial components which consists of mental, emotional, social and spiritual aspects of a person professionals' life functioning. Sleep deprivation impacts professionals' capacity to work and can lead to burnout. It has been noticed how sleep deprivation might impair a person's life, particularly his ability to work.

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Chronic burnout undermines the gain cycle of routine job sources or daily work engagement. High levels of burnout cause professionals to conclude that they require assistance in structurally altering their working environments and fitness. Given the nature of the service industry, cynicism was initially categorized as depersonalization; nevertheless, other characteristics such as irritation, lack of idealism, and retreat are also regarded as having negative or irrelevant attitudes towards clients. Initially referred to as a decline in personal performance, the inefficiency problem is now also known as a decline in productivity or efficiency, a decline in morale, and a lack of ability to address.

Sleep deprivation significantly impacts running men's ability to execute their occupations, and sleep-deprived individuals frequently perform badly in general. Such employees are also more inclined to behave inappropriately on the job. Sleep deprivation is common in modern life due to a variety of factors. Shift employment, particularly at night, commonly results in chronic partial sleep deprivation. Furthermore, certain parts of modern society, such as over-worked high school and college students, actively deprive themselves of sleep to meet their jobs there, school, and social obligations. Similarly, some parts of the population in vocations such as emergency services, hospital therapy, and the military face daily sleep deprivation of 24 hours or more.

Researchers and practitioners have paid close attention to job related happiness, particularly its relevance and influence on firms and their employees. Work satisfaction is related with both favorable relationships with job performance [Samad and Yusuf \(2012\)](#) and organizational commitment [Bytyqi et al. \(2010\)](#) and negative correlations with withdrawal behaviors [Locke and Latham \(2013\)](#) and health [Faragher et al., \(2005\)](#). Employees who are pleased with their work are more likely to succeed in their jobs. However, it is critical to understand what makes individuals happy at work and about the hazards associated with job happiness.

1.1 Psychosocial Aspects

Individuals' mental health and behavior are shaped by social characteristics, which are referred to as psychosocial qualities. A psychosocial method to human behavior must include the link between internal mental and external effects. The psychological growth of a person in linking to his or her community and cultural conditions is referred to as psychosocial aspects. "Psychosocial" points to "the influence of social components on an individual's thinking or behavior, as well as the interplay of behavioral and social variables". Psychosocial well-being is a condition of psychological, emotive, communal, and spiritual well-being in connection towards health and well-being. This explanation includes a person's background, present viewpoints, future goals, plus coping techniques for pressure and stress. Psychosocial health refers to an individual's mental and emotional well-being in terms of their identity and how others perceive them.

2 Literature Review

Research conducted by [Zohar et al. \(2014\)](#) and [Hamilton \(1995\)](#) indicates a connection between sleep and psychosocial working. Nonetheless, the mainstream of sleep research has concentrated on the relationship between sleep pathology (i.e., insomnia) and physical illness and/or psychopathology, most particularly depression and anxiety. In fact, sleep trouble is one of the most common symptoms of depression; for example, 60-90% of depressed individuals

report disturbed sleep ([Hamilton et al., 2015](#)). Moreover, some research suggest that sleep may be an early symptom or threat for the growth of depression. Many large-scale, prospective, longitudinal studies have found that sleep deprivation is linked to a 2-4 times greater chance of evolving serious depression ([Breslau et al., 2009](#)).

Sleep deprivation is growing issue in current culture. Many people in community are affected by the diseases that cause serious sleep deprivation. Many others, on the other hand, overlook the need for sleep to accommodate everyday activities. Sleep deficiency is becoming increasingly common as extended working hours and lengthier work shifts become accepted parts of a global society ([Chokroverty, 2010](#)).

Split shifts have been observed to enhance sentiments of being overwhelmed by duties and lacking sufficient time to finish them in Spain [González Chapela \(2015\)](#) where they are widespread in several job sectors. In Spain, working split shifts has been associated to lower hourly pay ([González Chapela, 2015](#)). Another Spanish research found that split-shift workers experience more physical and mental weariness, poorer moods, and worse job satisfaction than full-shift workers ([Rosa et al., 2020](#)).

[Wedderburn \(1996\)](#), on the other hand, discovered that shift workers between the ages of 31 and 40 were happier than those under the age of 21 and over 50. [Shields and Tajalli \(2006\)](#) discovered that younger employees were more likely to be dissatisfied with their occupations when she compared shift workers aged 25 to 39.

2.1 Objectives of the Study

1. To explore the psychosocial aspects of the split shift in professionals.
2. To understand the effect of psychosocial aspects of split shift on their lives.

2.2 Research Questions

Research questions include:

1. What are the psychosocial aspect of a split shift in professionals?
2. How these psychosocial aspects affect their lives?

3 Method

3.1 Research Design

A phenomenological study design was used in this study. Smith's Interpretative Phenomenological Analysis (IPA) approach was used to evaluate the transcripts (2008). According to Smith, the basic goal of IPA is to investigate how an individual makes meaning of their experiences in a methodical and detailed manner. The researcher's goal in IPA is to make meaning of the participant's experiences.

3.2 Sample and Sampling Technique

Purposive sampling strategy was used in this study. A sample of six people working as cyber security engineer with at least two years of experience working in split shifts was taken as sample.

3.3 Research Instruments

3.3.1 Demographic Information Sheet

The demographic information sheet included age, education, work experience, salary, marital status, financial status, family system, and birth order.

3.3.2 Semi-Structured Interview Protocol

For this study, a semi-structured interview technique comprised of several open-ended questions was devised based on previous literature such as how long they are working in shifts and what type of effects of shift working they are facing. The interview lasted at least forty minutes. Audio was recorded, transcribed, and then, analyzed using interpretative phenomenological analysis (IPA).

3.4 Procedure of Data Collection

Permission was received for data collection after getting an approval. Interviews were conducted with the individuals. Before the interviews, all participants provided written consent. They were briefed on the nature of the research. To acquire the data, detailed, one-on-one semi-structured interviews were conducted.

4 Results and Discussion

People who work in shifts experience more physical and psychological problems. This finding is supported by Spanish research [Rosa et al. \(2020\)](#), which concluded that split-shift workers experience more physical and mental weariness, poorer moods, and worse job satisfaction than full-shift workers ([Rosa et al., 2020](#)).

Married life gets so much disturb in split shift work. When employees are unable to give time to their family and kids, they become sad and frustrated which usually get out on wife which causes a lot of relationship problems. This finding is supported by the research, which has found that shift workers have a greater divorce rate and worse marital satisfaction ([Costa, 1996](#); [Presser, 2000](#)). This might be because couples spend less time together, especially if they have children, making it more likely that they will divorce ([Presser, 2000](#)). Couples without children may be able to endure the stress of shift work without jeopardizing their marriage stability.

Sleep deprivation significantly affect running men's ability to execute their occupations, and sleep-deprived persons frequently perform badly in general. Such employees are also more inclined to behave inappropriately on the job. Similarly, workplace variations have been revealed to operate as parameters in the link between sleep deprivation and activity overall performance. Sleep deprivation may cause you to feel exhausted and less creative, making it difficult to focus on crucial work. These findings are supported by the research which stated that consequences of less sleep on person physically are frequently misjudged in today's environment. A lack of sleep may have an important influence on an individual's health and physique. Sleep deprivation has been associated in studies to both mind and body issues. Sleep deprivation may have a detrimental effect on mood, performance, and general health ([Marzano et al., 2010](#)).

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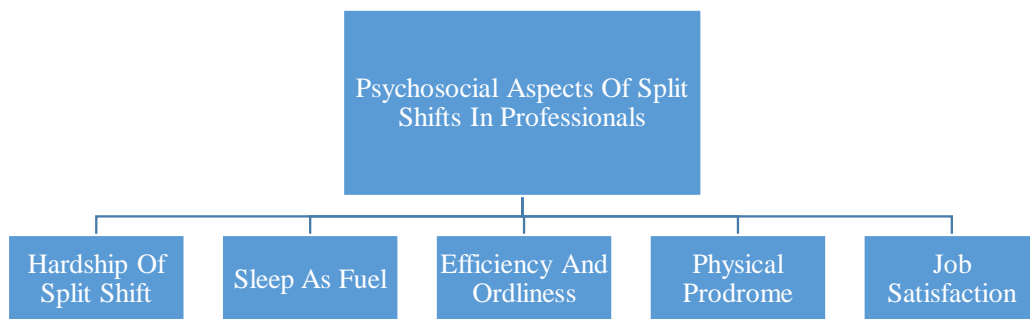


Figure 1: Research Model

individual makes meaning of their experiences in a methodical and detailed manner. The researcher's goal in IPA is to make meaning of the participant's experiences. For this study, a semi-structured interview technique comprised of several open-ended questions was devised based on existing work such as how long they are working in shifts and what type of effects of shift working they are facing. The interview lasted at least forty minutes. Audio recordings of interviews were made, transcribed, and analyzed using interpretative phenomenological analysis (IPA).

Participants who had greater experience of working in shifts tend to handle difficult situations more effectively than others who don't have any experience or with little experience. In a research conducted by [Shen and Dicker \(2008\)](#), it was suggested that that workers with more experience are more likely to understand how to deal with difficulties of shift work in a controlled environment. The employees departed the company after 3 to 5 years because of the lifestyle that comes with split shift.

They experience many health issues while working in shifts. split shift causing stress while managing both work and home and stress causing other stress related health issues which is very alarming situation for the split shift workers. This finding is supported by the research which stated that circadian rhythm disturbances are linked to some forms of stress problems. Fatigue, headaches and stomach problem due to travelling abroad or working in shift, such as persons who work night or in shifts, might produce such disturbances. Individuals suffering from such diseases are unable to dozing and wake at typical rhythm that conform to societal norms ([Hsieh et al., 2007](#)).

Job satisfaction was low among participants as most of them want to change the job but they don't have any options at the present time. A study by [Jamal and Baba \(1992\)](#) stated that when shift is moved to night, job satisfaction decreases.

5 Conclusion

Present study highlighted the issue faced by professional networking engineers who are working in split shifts. Working in split shift cause many problems in personal and professional life. Most of the participants were concerned about that their families, that they are getting neglected and all the work they are doing for the family, but they are emotionally and physically unavailable for them. Major setback of working in shifts is the disturbance of sleep cycle as most

of the participant stated that their routine of sleep cannot be set as some of them were working in shift schedule of three nights and three days. This study also highlighted about importance of family support as almost every participant said that they can only work in shifts because of support of family specially spouse. Split shifts can also give workers major health issues as participant stated that after working in shifts, they start developing headaches, stress, anxiety, anger issues and hypertension. Job satisfaction was low among all of them as all of them wanted to change the job but they didn't have any other option.

5.1 Implications

The current research will be beneficial for small office units such as software houses, IT experts and cyber networking workers that work in split shifts. Guards who work in split shifts can also get benefit from this research. Further, this study is also beneficial for Pharmacy and mall workers who work in split shifts.

5.2 Limitations

- Participants were only belong to cyber networking job.
- Only married participants were taken.

5.3 Ethical Considerations

- The study had ethical approval from the BASR and the university.
- Approval was taken from concerned authorities of cyber net company.
- Information about the researcher and her contact details were presented to the ethics committee that approved the study. Details like, what kind of participation was involved, how the recorded data was stored, assurances about the voluntary nature of participation, and details, of any identifiable information that may be reported in publications arising from the study.
- Participants were thanked for their time and participation.

Table 5.1: Demographic Information of Participants

Participants	Company/ Organization	Age in years	Gender	Marital status
1	Cyber net	47	Male	Married
2	Cyber net	40	Male	Married
3	Cyber net	27	Male	Married
4	Cyber net	26	Male	Married
5	Cyber net	33	Male	Married
6	Cyber net	35	Male	Married

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