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THE IMPACT OF ORGANIZATIONAL CONTEXTS ON TRANSPORT WORKERS' MENTAL HEALTH AND WORK-LIFE BALANCE.

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ABSTRACT:

BACKGROUND: Despite mounting evidence that shift work poses health concerns, it is necessary for our round-the-clock culture. Working hours are just as important as the psychosocial office environment. One of the main causes of employment impairment is mental health conditions. **OBJECTIVES:** To evaluate the socioeconomic standing of transportation personnel. to find out how common self-reported OSA and restless nights are among transportation professionals. to investigate mental health and sleep issues. investigating the effects of erratic work schedules on the mental health of transportation personnel. **METHODS AND MATERIALS:** Primary data was gathered using quantitative and descriptive methods from 139 transport workers in the Chengalpattu district through stratified sampling. Using structured questionnaires with eleven different designs, 50 items on a five-point Likert scale were used to gather demographic data from transport workers. Both factor and descriptive analysis were applied. **CONCLUSION:** Both work-related and general mental health were linked to working time differences. Work intensity was associated with burnout symptoms, suggesting that psychosocial recovery from work exposures is the mechanism. Depressed feelings were connected to schedule control and predictability, suggesting work-life imbalance and a lack of recovery.

KEYWORDS: Irregular Work Hours, Mental Health Safety, Transport Employees. Work Schedule Impact on Mental Health, Quality of Sleep and Rest.

1. INTRODUCTION:

Mental illness causes the most sick leave and long-term employment impairment in many developed nations. Long-haul truckers were protected by hours of service (HOS) guidelines from the now-defunct Interstate Commerce Commission (ICC) in 1937 (Min, Hokey. 2009). Mental health problems cause most sick leave and long-term job impairment in industrialized nations (Duijts et al., 2007; Harvey, 2009). The 2011-2013 National Health Interview Survey in the US found that depression, anxiety, and emotional issues are the second leading cause of job impairment in working-age people (Theis et al., 2018). Employees with poor mental health may experience sadness, anxiety, stress, burnout, or substance usage. Most of the mental health issues reported by workers are treatable and avoidable (Joyce et al., 2016; Wagner et al., 2016), and some believe the workplace is an important place to treat common mental illnesses. Because individual and occupational risk factors for diseases like poor mental health overlap, the US National Institute of Occupational Safety and Health's Total Worker Health® (TWH) approach recommends integrating health promotion and health protection (occupational safety and health programs) (Schulte et al., 2012). Job factors complicate the relationship between employment and mental health. Researchers have used various stress models to explain how job exposures affect mental health (Harvey et al., 2017). The job demands-control paradigm (Karasek Jr., 1979) states that high-demand jobs (e.g., growing workload) create more stress when people have less job control. Finally, occupational demands and control imbalances lower worker well-being (Karasek et al., 1998). Higher job demands and less job control are known to cause mental health concerns (Harvey et al., 2017). Mental health-related job features have been studied using the effort-reward imbalance paradigm (Siegrist, 1996), which states that stress is increased when perceived work effort is not matched with reward. Low reward and excessive effort are linked to stress and common mental health concerns (Nieuwenhuijsen et al., 2010; Harvey et al., 2017). Problems include conflict, bullying, organizational change, unfairness, job insecurity, and role stress can also cause mental health disorders (Harvey et al., 2017). Working time elements affect employee mental health as well as the psychosocial work environment. Worktime features are more specific definitions of shift work that can improve exposure categorization (Stevens et al., 2011; Härmä, 2015; Garde, 2019). Psychotropic medicines are rarely administered to male truck drivers, who struggle with depression and anxiety (Mona Shattell 2012). Driver tiredness is the top cause of significant truck accidents, thus the FMCSA wants to impose new hours-of-service (HOS) requirements to make

working situations safer (Min, Hokey. (2009)). Health should come first when considering long hours. There is limited data on whether working longer hours harms certain groups. Country-specific working hours systems also affect prolonged working hours (Liming Chu 2021). Theories of shift work fail to address crucial health-related processes related to nonstandard working hours. The role of rest and recovery in health concerns is not considered in shift work models (Suzanne L. Merkus 2015). Shift workers' personality, working and family relationships, housing arrangements, and maybe other factors affect their tolerance or intolerance to shift work (M. Vogel 2012). Truck drivers' frequent sleep problems, especially suspected OSA, and poor sleep quality may harm their mental health. Educational programs on sleep hygiene and behavior change are needed to improve public and individual health (Ottavia Guglielmi 2018).

2. REVIEW OF LITERATURE:

Penelope Allison (2022) states the National Institute for Occupational Safety and Health (NIOSH) defines the public safety sector as law enforcement officers (LEO), corrections officers (CO), firefighters, wildland firefighting (WFF), and emergency medical services (EMS). Shiftwork, long-duration shifts, and excessive overtime are prevalent in these jobs. We aimed to discover research gaps in working hours, sleep, and weariness among these professionals. More longitudinal and experimental research is needed to better understand the effects of excessive working hours, poor sleep, and exhaustion in the public safety sector. Few research has explored new methods for reducing tiredness in various public safety areas. Employers' ability to handle fatigue as a danger to worker health and safety is limited by a research deficit. **Diane B. Boivin (2021)** states Shift workers' non-standard schedules cause sudden changes in sleep and light-dark exposure patterns. These modifications disrupt the endogenous circadian rhythm, causing misalignment with the environment. Unlike circadian clock genes and rhythmic transcripts, metabolomics studies show that most metabolites move by several hours throughout the night, misaligning with the circadian system. Night-shift employment can cause significant circadian and sleep-wake abnormalities, increasing the risk of several medical diseases. This article reviews the current scientific evidence on the influence of unconventional work schedules on the circadian system, sleep, and alertness of shift workers. It also discusses the potential therapeutic implications. **Susan E. Peters (2021)** states Professional drivers' working conditions might negatively impact their health and well-being. Irregular shift schedules, high job expectations, prolonged sitting, vibration exposure, and restricted breaks can all lead to fatigue, stress, back discomfort, and poor eating. This

study used focus groups and key informant interviews to assess working conditions and health outcomes at a busing firm. The study found three main themes: a lack of trust between drivers and supervisors, scheduling issues with shifts and routes, and challenges in maintaining beneficial health behaviors. **Jennifer M. Cavallari (2021)** states Mental health problems are a prominent cause of work impairment, influenced by both the psychosocial workplace environment and working time features. They analyzed the relationship between working time features and mental health in a cohort of unionized full-time workers: correctional supervisors and transportation maintainers. In a cross-sectional study, we surveyed workers about their work time characteristics, including shift length, intensity, time of day, predictability, variability, control, and free time. The study evaluated burnout symptoms (Oldenburg Burnout Inventory) and depression (eight-item Centre's for Epidemiologic Studies Depression Scale), as well as the psychosocial work environment and health behavior. Schedule control and predictability were linked to depressed symptoms, indicating that work-life balance and lack of recovery may be factors. Implementing comprehensive preventative strategies that address work organization, psychosocial environment, and work-life balance can enhance workers' mental health. **Adekemi O. Suleiman (2021)** states Non-standard work schedules (NSWSs), which occur outside of usual daylight hours, can have a severe impact on both employee and family health. This qualitative study examined the health and well-being effects of NSWSs on full-time, transportation, correctional, and manufacturing workers. Eight focus groups included 49 workers. ATLAS. It was used to transcribe and analyze the data, identifying themes and sub-themes through ongoing comparison analysis. Workers said that extended work hours and irregular and unpredictable schedules were the most detrimental to their well-being. NSWSs were linked to behavioral issues (e.g., poor family and social relationships, poor eating, sleep, and exercise recovery), physical health issues (e.g., weariness, weight gain), and prolonged job exposures (e.g., higher stress and accidents). Effective workplace interventions are crucial for overcoming health obstacles and promoting healthy behaviors. **Liming Chu (2021)** states Health should be a top priority when considering lengthy work hours. It's unclear whether types of people are more likely to have negative health consequences from working longer hours. The notion of extended working hours differs based on country-specific working hours systems. This study examines the relationship between long working hours and self-rated health (SRH) levels, including gender and educational disparities. Female workers, however, did not show a strong link. This study evaluates the SRH of persons who work long hours in

China. Long working hours negatively harm the health of college-educated professionals. Possible explanations include lack of exercise, unhealthy eating habits, and prolonged exposure to computer radiation at work. Long working hours have four times the detrimental health impacts on men compared to women. This study offers useful insights on worker health, working hours, and overtime regulations. **Adam Hege (2019)** states Work-life balance and job stress are essential for health and well-being. Long-haul truck driving (LHTD) is one of the most dangerous and unhealthy jobs in the United States. There is a lack of published research on how job, stress, and sleep affect drivers' work-life balance. This study examined the relationship between work-life conflict and negative work organization, stress, and sleep health among LHTDs. A study of 260 LHTDs in the United States employed logistic regression to analyze the impact of work organization features, job stress, and sleep on subjective stress and work-life conflict measures. Perceived workplace stress was the only significant predictor of work-life balance. Perceived workplace stress was predicted by factors such as work tempo, sleep length, and quality. Stress, quick work speed, supervisor/coworker support, and inadequate sleep duration all have an impact on work-life balance indicators, according to SEM analysis. Improving working circumstances for people with LHTDs is crucial for their health, well-being, and work-life balance. This study suggests that improving scheduling methods and sleep outcomes can reduce workplace stress and promote work-life balance. Future research and initiatives should prioritize policy and system-level change. **Nanthini Visvalingam (2019)** states This study examines the incidence of poor sleep quality and short sleep in Singapore's working population, as well as related variables. This is a cross-sectional analysis. The study comprised 464 full-time employees (aged ~21 years). The Pittsburgh Sleep Quality Index (PSQI) was used to measure sleep quality as reported by individuals. Data was collected using self-administered questionnaires on sociodemographics, health behaviors, medical history, chorotype, psychosocial variables, HRQoL, and occupational factors. Clinical measurements were carried out utilizing conventional instruments and techniques. Short sleep was positively related to age, Malay and Indian ethnicities (vs. Chinese), longer dinner-to-bed time, eating before bedtime, and poorer mental health. Poor sleep quality and short sleep duration were frequent among Singapore's working population. Workplace policies should incorporate education and intervention activities to improve sleep hygiene. **Viviola Gómez-Ortiz (2018)** states This study aimed to evaluate the accident risk rates and mental health of bus rapid transit (BRT) drivers, taking into account psychosocial risk factors at work that might contribute to stress

and health issues. Working circumstances for BRT drivers in Bogota, including a lack of social support from supervisors and perceived danger, may contribute to their involvement in road accidents. Drivers with mental health issues reported more workplace pressure, less support from coworkers, fewer incentives, and increased signal conflict while driving. To reduce bus accidents, supervisory support may need to be strengthened. To avoid mental health issues, solutions may include decreasing demands, boosting work control, limiting incoming information, simplifying signals, minimizing contradictions, and adjusting rewards. **Ottavia Guglielm (2018)** states Sleep issues are quite common among truck drivers. This study aims to assess the prevalence of self-reported obstructive sleep apnea (OSA) and poor sleep quality among truck drivers, as well as the link between sleep difficulties and mental health. A total of 526 male truck drivers (mean age 45.9; DS 9.4) completed a questionnaire on risk factors for OSA (STOP-Bang), sleep quality perception (Pittsburg sleep questionnaire inventory, PSQI), excessive daytime sleepiness (Epworth sleepiness scale, ESS), and psychological disorders (general health questionnaire, GHQ-12). The vehicle drivers' high prevalence of sleep issues, including probable OSA and poor sleep quality, might negatively impact their overall well-being. To encourage healthy sleep patterns and enhance overall health, educational programs, and behavioral interventions are necessary. **Sergio Garbarino (2018)** states Professional truck drivers (TDs) have demanding working and living situations and are susceptible. They have higher rates of physical and mental health issues, as well as psychological discomfort, than the general population, which can negatively impact road safety. Improving TDs' health and reducing the likelihood of co-morbidity or dangerous driving are critical actions. Polypharmacy and dependency increase the likelihood of dangerous driving behaviors. The TDs have restricted access to healthcare services and involvement in industry-sponsored wellness programs. Primary prevention is essential for addressing sleep and mental health issues. Educational programs, online assistance, and telehealth assessment/monitoring can enhance the well-being, safety, and health of professional TDs, leading to increased road safety. **Irena Iskra-Golec (2017)** states Existing research has shown that the implications of shiftwork might vary depending on the shift system factors. Research indicates that fast rotating systems (1-3 shifts of the same kind in succession) and day work are less damaging to biology and society than slower rotating systems, afternoon and night employment. This study compared day and shift workers from different systems based on rotation speed, shifts worked, work-family and family-work positive and negative spillover, marital communication style, job satisfaction, and health.

Workers in a quicker rotating 3-shift system demonstrated greater work-family facilitation and constructive marital communication compared to those in a slower rotating 2-shift system (afternoon, night). Faster rotating shifts may be more beneficial for work, family, and relationships compared to slower rotating ones. **Stephen M. James (2017)** states Shift employment is prevalent in our culture, yet there is growing evidence of its deleterious impact on health due to sleep disruption. This research examines the short- and long-term health effects of shift employment, including sleep disruption and circadian misalignment. Focus on four major health domains: metabolic health, cancer risk, cardiovascular health, and mental health. Shift employment affects health and well-being through interactions between biological, behavioral, and sociocultural variables. Research is needed to better understand the underlying processes and create countermeasures. **Suzanne L. Merkus (2015)** states Theoretical models of shift work do not adequately address the health implications of nonstandard work hours. Shift work models fail to account for nonstandard schedules and the impact of rest and recovery on health concerns. This research aims to create a complete model for nonstandard work schedules to overcome these problems. The concept suggests that maintaining good health requires balancing work, non-work, and related physiological processes. The model provides researchers with an overview of health risks connected with nonstandard work schedules. **Matthias Voge (2012)** states Occupational involvement is necessary for consistent revenue prospects. Work-related issues have a significant impact on psychological and mental health in today's changing social situations. The public debates whether modern job expectations lead to an increase in psychological, psychosomatic, and cardiovascular diseases. The rising prevalence of mental and psychosomatic distress in the general population highlights the need for additional research into the underlying reasons. Medically, disrupting circadian rhythms can disrupt bio-psycho-social processes and functioning. This is especially relevant when considering clock genes and biological activities that follow a cyclical pattern. The authors examine how shift work affects the endocrine, physical, and mental systems by desynchronizing internal clocks. The article discusses the relevance of the findings and suggests future study paths. **Mona Shattell (2012)** states Over 3 million truck drivers work in the commercial transportation and material moving industry, which is one of the major occupational groupings in the US. Workers in this increasing occupational segment are vulnerable to occupational health-related diseases, including mental health and psychiatric illnesses, due to excessive stress, limited access to healthcare, and inadequate social support. This study used a cross-sectional and quantitative approach to

investigate the mental health risks and comorbidities among male truck drivers. The study's findings might inform interventions for improving the emotional and occupational health of truck drivers, a mostly underserved demographic. Prioritizing mental health promotion, evaluation, and treatment in the trucking business can enhance safety on US roadways and benefit drivers. **Russell G. Foster (2010)** states Many people in developed countries believe that they are unconstrained by biology and can do whatever they want at any time. However, our physiology and behavior are constrained by a 24-hour cycle rooted in our evolutionary history. Our circadian rhythms and sleep/wake cycle help us function well in a changing world by adapting to the day/night cycle. Shift employment and sleep deprivation have considerable negative consequences, even though certain health expenses can be decreased in the near term. Society must confront the issue of sleep interruption in the workplace and determine the appropriate sanctions. **Hokey Min (2009)** states The FMCSA aims to enhance safer driving conditions by implementing new hours-of-service (HOS) standards, as driver weariness is a leading cause of major truck collisions. The new HOS laws, starting in October 2005, may result in significant cost increases for the trucking sector, negatively impacting shippers and customers. To comply with new HOS laws, motor carriers may need to recruit more drivers. This study presents a comprehensive analysis of existing research on the impact of HOS rules on transportation productivity and safety in the US, assisting trucking businesses in dealing with these difficulties. It also addresses the managerial implications of the new HOS laws. **Pease and Kristin A. (2003)** state to shift work is defined as nonstandard schedules that require at least 50% of work to be completed outside of 8 a.m. to 4 p.m. In Western nations, around 25% of individuals work night shifts (Hossain & Shapiro, 1999). However, there is rising worry about the potential negative impacts on shift workers. The study aimed to investigate how shift work affects the physical and psychological well-being of police officers. Research suggests that police officers who work the third shift (11 p.m. to 7 a.m.) may have higher levels of depression, sleep deprivation, and health issues compared to those on the first shift (7 a.m. to 3 p.m.). The study included 33 male and female shift-working police officers from a Wisconsin police agency, with diverse backgrounds and ages. The Standard Shiftwork Index (SSI) assessed the impact of shift work on the physical and psychological well-being of workers. The study indicated that 2nd shift police officers underestimated their sleep requirements. Second-shift police officers were similarly shown to have lower levels of well-being than third-shift cops. **Anne Spurgeon (1997)** states The European Community Directive on Working Time, which was supposed to be implemented

in member states by November 1996, includes provisions for employees to refuse to work more than 48 hours a week. The UK government opposed the Directive, citing insufficient data to justify limiting working hours for health and safety reasons. Previous reviews have emphasized the challenges of shiftwork, which has been a major focus of study in this field. The Directive places a strong emphasis on work. This study examines existing data on the potential health and performance benefits of working longer hours. Several gaps in the literature have been identified. Current research focuses on mental health and cardiovascular problems. This includes employee attitudes and motivation, as well as job needs and other factors of the organizational and cultural context. Long working hours pose significant health and safety hazards, according to available information. However, further investigation is needed to determine the extent and nature of the dangers.

3, RESEARCH METHODOLOGY:

To identify the current status and social demography among the transport employees. To evaluate the prevalence of self-reported Obstructive Sleep Apnea (OSA) and poor sleep quality in transport employees. To analyze the relationship between sleep problems and mental health. To factors which affect the impact of irregular work hours on the mental health among transport employees. This study is considered as a Quantitative Research with Descriptive Research Designs. This sample of the study is Transports Employees from Chengalpattu District in Tamil Nadu. The sample size of the research is totally 139 data were collected from transport employees using the survey method with the help of a structural questionnaire framed by secondary data which collected sources and other information from online. The sampling technique is stratified sampling in the probability sample. The data consisted of two types which are called primary data and secondary data. The primary data is collected the data from Transports Employees from Chengalpattu District in Tamil Nadu using survey methods. Books, magazines, journals, newspapers, websites, and other sources of secondary data were used in the collection. Sources like these helped design scientific instruments (questionnaires) for primary data. The final survey consists of eleven sections. The demographic questions in the first portion cover regional marital status, age, educational background, income, and experience of working transport employees from Chengalpattu District in Tamil Nadu. The second segment includes advertising strategies as well as nine questions used to choose Transports Employees from Chengalpattu District in Tamil Nadu. The second portion includes a 5-point statement based on the attributes, ranging from

strongly agreeing (1 point) to strongly disagreeing (5 points). The tools of the study are Descriptive analysis and Factor analysis in IBM SPSS statistics version 25.

4. TOOLS USED FOR ANALYSIS:

4.1. DESCRIPTIVE STATISTICAL ANALYSIS:

Descriptive statistical analysis involves describing and characterizing the key elements of a dataset. It gives a succinct summary of the data, allowing researchers to comprehend its properties without making any assumptions about the underlying demographic. Descriptive statistical analysis is often the first phase in data analysis, offering an initial grasp of the dataset's features before moving on to more advanced studies. It enables researchers to discover outliers, comprehend data distribution, and make educated judgments regarding future studies or interpretations.

Table 1. Descriptive Analysis.

VARIABLES	FREQUENCY	PERCENTAGE
Age		
Below 25	34	24.5
(26-35)	39	28.1
(36-45).	42	30.2
Above 45	24	17.3
Marital Status		
Single	36	25.9
Married	103	74.1
Educational Qualification		
SSLC	25	13.5
HSLC	29	20.8
ITI	47	33.8
Diploma	17	28.1
UG	21	15.1
Experience		
Below 1yr	21	15.1
2-5yrs	54	38.8
5-10yrs	40	28.8
Above 10yrs	24	17.3
Income (Salary) / PM		
Bel 30k	34	24.5
31k-40k	51	36.7
41k-50k	35	25.2
Above 50k	19	13.7
No. of Shift		
8 hours	47	33.8
10 hours	64	46.0
12 hours	28	20.1

Table -1 shows the percentage value and frequency value for personal factors of transport employees. The highest value for ages 36-45 frequency value is 42 and the percentage is 30.2 % and the lowest value for ages above 45 frequency value is 24 and the percentage value is 17.3%. The highest value in marital status is Married with a frequency value are 103 and a percentage is 74.1 % the lowest value in marital status is unmarried with a frequency value is 36 and a percentage value is 25.9%. The highest value in educational qualification in ITI of frequency value is 47 and the percentage is 33.8 % and the lowest value in educational qualification in Diploma of frequency value is 17 and percentage value is 28.1%. The highest value in Experience from 2-5 years of frequency value is 54 and the percentage is 38.8 % and the lowest value in Experience from below 1 year of frequency value is 21 and the percentage value is 15.1%. The highest value in an income is 31k-40k with a frequency value is 51 and a percentage is 36.7 % the lowest value in an income is above 50k with a frequency value is 19 and a percentage value is 13.7%. The highest value in working hours is more than 10 hours with a frequency value are 64 and a percentage is 46 % the lowest value in working hours is 12 hours with a frequency value is 28 and a percentage value is 20.1%.

HYPOTHESIS

H1-Work Schedule Variability Directly with Positive Influences to Work-Life Balance.

H2-Work Schedule Variability Directly with Positive Influences to Mental Wellness and Comfort.

H3- Sleep Disruption Directly with Positive Influences to Work-Life Balance.

H4-Sleep Disruption Directly with Positive Influences to Mental Wellness and Comforts.

H5-Job Demands and Workload Directly with Positive Influences to Work-Life Balance.

H6-Job Demands and Workload Directly with Positive Influences to Mental Wellness and Comfort.

H7-Social and Family Life Disruptions Directly with Positive Influences to Work-Life Balance.

H8-Social and Family Life Disruptions Directly with Positive Influences to Mental Wellness and Comfort.

H9-Compensation and Benefits Directly with Positive Influences to Work-Life Balance.

H10-Compensation and Benefits Directly with Positive Influences to Mental Wellness and Comfort.

H11-Work-Life Balance Directly with Positive Influences to Mental Wellness and Comfort.

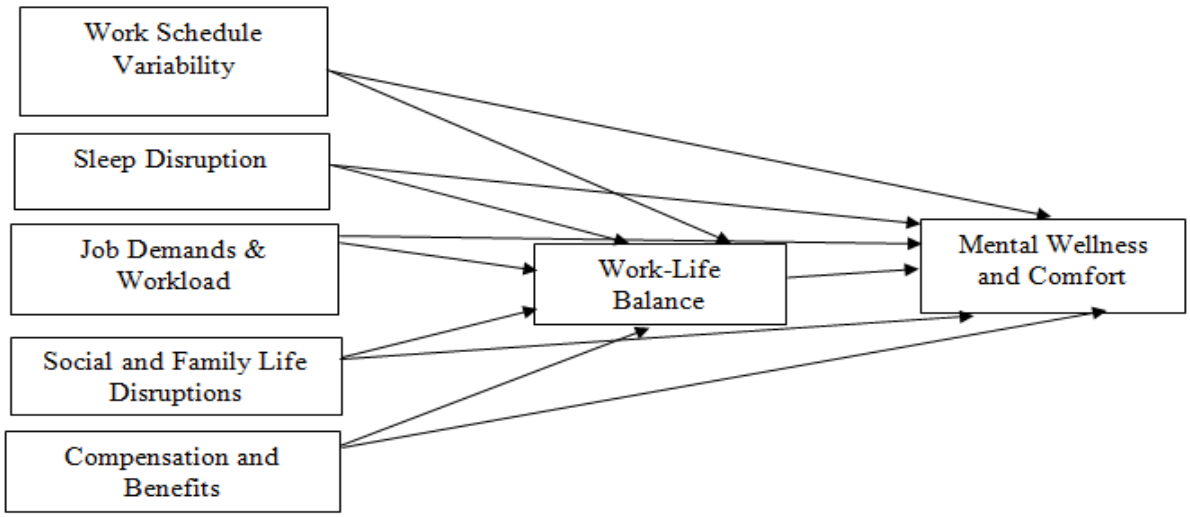

Figure 1: Model for Work-Life Balance and Mental Wellness in Organizational Contexts.

Table 2: Construct Reliability and Validity for Indirect Effects.

CONSTRUCTS	ABBREVIATIONS	CRONBACH'S ALPHA	COMPOSITE RELIABILITY.	COMPOSITE RELIABILITY	AVERAGE VARIANCE EXTRACTED
Work Schedule Variability	**WSV**	0.805	0.846	0.876	0.586
Sleep Disruption	**SD**	0.816	0.828	0.863	0.565
Job Demands & Workload	**JDW**	0.828	0.853	0.887	0.656
Social and Family Life Disruptions	**SFLD**	0.835	1.343	0.803	0.566
Compensation and Benefits	**CAB**	0.739	0.787	0.795	0.544
Work-Life Balance	**WLB**	0.779	0.776	0.872	0.693
Mental Wellness and Comfort	**MWC**	0.888	0.949	0.895	0.554

Table 2 shows Cronbach's Alpha, Composite Reliability, and Average Variance Extracted (AVE) scores show that the model's constructs are reliable and valid. Work Schedule Variability (WSV) has strong internal consistency and convergent validity with a Cronbach's Alpha of 0.805, Composite Reliability of 0.876, and AVE of 0.586. Sleep Disruption (SD) has a Cronbach's Alpha of 0.816, Composite Reliability of 0.863, and AVE of 0.565. JDW also has strong reliability (Cronbach's Alpha = 0.828) and validity (Composite Reliability = 0.887, AVE = 0.656). With Cronbach's Alpha ratings of 0.835 and 0.739, Social and Family

Life Disruptions (SFLD) and Compensation and Benefits (CAB) are also reliable and valid. Work-Life Balance (WLB) and Mental Wellness and Comfort (MWC) have good psychometric qualities, with WLB having a Cronbach's Alpha of 0.779, Composite Reliability of 0.872, and AVE of 0.693 and MWC having 0.888, 0.895, and 0.554. These findings indicate construct reliability and validity for future investigation.

Table 3: Discriminant Validity for Indirect Effect.

	WSV	SD	JDW	SFLD	CAB	WLB	MWC
WSV	0.769						
SD	0.804	0.754					
JDW	0.873	0.835	0.810				
SFLD	0.714	0.736	0.605	0.740			
CAB	0.711	0.869	0.716	0.786	0.744		
WLB	0.505	0.836	0.587	0.615	0.665	0.836	
MWC	0.585	0.527	0.456	0.696	0.766	0.294	0.745

Table 3 shows The correlation analysis shows strong construct linkages. WSV is favorably associated with other dimensions, showing its basic importance. Job Demands & Workload (JDW) and Social and Family Life Disruptions (SFLD) are highly linked to Sleep Disruption (SD). JDW is highly correlated with remuneration and Benefits (CAB), showing workload and remuneration are linked. SFLD and Work-Life Balance (WLB) are highly connected with CAB, highlighting the impact of social factors and benefits on work-life balance. WLB is strongly correlated with Mental Wellness and Comfort (MWC), highlighting its importance to mental health. These correlations show that work-life balance and mental wellness are affected by family disruptions, benefits, and work-related issues.

Table 4: Total Relationship.

Relationship	Beta Values	P values	Decision
WSV-> MWC	0.670	0.000	Accepted
WSV-> WLB	0.819	0.000	Accepted
WLB-> MWC	0.837	0.000	Accepted
SD-> MWC	-0.175	0.000	Accepted
SD-> WLB	-0.213	0.000	Accepted
JDW-> MWC	0.249	0.000	Accepted
JDW-> WLB	0.284	0.000	Accepted
SFLD-> MWC	0.112	0.000	Accepted
SFLD-> WLB	0.143	0.000	Accepted
CAB-> MWC	-0.073	0.015	Accepted
CAB-> WLB	-0.094	0.015	Accepted

Table 4 shows Relationship analysis shows powerful construct-to-construct links. Work Schedule Variability (WSV) improves Mental Wellness and Comfort (MWC) and Work-Life Balance (WLB), proving its importance in employee well-being. WLB positively impacts MWC, emphasizing its mental health benefits. Sleep disturbances (SD) harm MWC and WLB, demonstrating their deleterious effects. Job Demands & Workload (JDW) improve MWC and WLB, demonstrating that moderate workloads improve well-being and balance. Social and Family Life Disruptions (SFLD) improve MWC and WLB, demonstrating their role in work-life experiences. Compensation and Benefits (CAB) negatively impact MWC and WLB, suggesting benefit discontent or inadequacy. Overall, these correlations show how job, personal life, and well-being interact.

5. FINDINGS:

Surveys, interviews, and psychological evaluations can be used to collect information about their experiences and psychological well-being. Irregular work hours, such as rotating shifts or lengthy hours, can lead to stress, anxiety, depression, and other mental health disorders among transportation workers. The link between irregular work schedules and transportation safety consequences. This might include examining accident rates, near-misses, and other occurrences to see whether there is a link between factors such as exhaustion, sleep deprivation, or poor cognitive function as a result of irregular work hours. The physiological effects of irregular work hours for transportation workers include disrupted sleep patterns, an increased risk of chronic health issues (e.g., cardiovascular disease, obesity), and reduced immunological function. Longitudinal research or experiments may be required to determine the health concerns over time. The ways that transportation personnel deal with unpredictable work schedules and protect their mental health and safety. This might entail investigating both adaptive (e.g., mindfulness methods, social support) and maladaptive (e.g., drug abuse, unhealthy coping processes) coping strategies.

6. SUGGESTION:

Conduct longitudinal research to determine the long-term consequences of irregular work patterns on transportation workers' mental health and safety. This can assist detect trends, risk factors, and protective variables across time, hence informing treatments and policy. Implement and evaluate peer support programs within transportation organizations to create informal networks of assistance for employees experiencing difficulties due to irregular work hours. Peer support may provide practical counsel, emotional support, and a feeling of

community among coworkers. Create training programs to raise awareness among transportation personnel and management about the importance of mental health and workplace safety, as well as ways for dealing with the problems of irregular work schedules. This can assist to minimize stigma, increase communication, and foster a culture of wellness. Consider a worldwide perspective on the topic, taking into account cultural variations, legislative frameworks, and socioeconomic factors that may influence how irregular work hours affect mental health and safety in different locations. Comparative studies of different nations can provide significant insights and inform global policies.

CONCLUSION:

From the study Irregular Work Hours on the Mental Health and Safety of Transport Employees. Mental health disorders are a leadIng cause of work disability and while the psychosocial workplace environment plays a critical role, working time characteristics are also implicated. The current status and social demography among the transport employees. To evaluate the prevalence of self-reported Obstructive Sleep Apnea (OSA) and poor sleep quality in transport employees. The relationship between sleep problems and mental health. The factors that affect the impact of irregular work hours on the mental health among transport employees. This study is considered as a Quantitative Research with Descriptive Research Designs. This sample of study is Transports Employees from Chengalpattu District in Tamil Nadu. The sample size of the research is totally 139 data were collected from transport employees using the survey method with the help of a structural questionnaire framed by secondary data which collected sources and other information online. The sampling technique is stratified sampling in the probability sample. Irregular work hours, such as rotating shifts or lengthy hours, can lead to stress, anxiety, depression, and other mental health disorders among transportation workers. The link between irregular work schedules and transportation safety consequences. This might include examining accident rates, near-misses, and other occurrences to see whether there is a link between factors such as exhaustion, sleep deprivation, or poor cognitive function as a result of irregular work hours. This can assist detect trends, risk factors, and protective variables across time, hence informing treatments and policy. Implement and evaluate peer support programs within transportation organizations to create informal networks of assistance for employees experiencing difficulties due to irregular work hours. Peer support may provide practical counsel, emotional support, and a feeling of community among coworkers. Create training programs to raise awareness among transportation personnel and management about the

importance of mental health and workplace safety, as well as ways for dealing with the problems of irregular work schedules.

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