

Stress Management in the Field Workers of ZIN Field Baluchistan

by

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Abstract

This research is dedicated towards the right to introduce the awareness regarding the stresses encountered by the workers working in the remote locations of Oil and Gas fields. This research has been conducted within the most remote, dangerous and sometimes restive area within the province of Balochistan, Pakistan named as ZIN field. Dealing with the hard ships of exploration and drilling is one thing, climate effects lay another hardship but the most forgotten and important segment of understanding the workers lives is to compensate the stresses within them. This research evaluates the lives of ZIN field workers and brings out some genuine relation in between work efficiency and stress management.

Keywords: Baluchistan, Field Health Management, Oil and Gas, Stress

Introduction:

To fulfil the purpose of this research it was important to travel to this part of Pakistan which is quite restive. The field is located in heart of Dear Bugti area and only security forces are providing prior clearance, mine checking and then the travel to the designated area for the people living outside this area. As this area is quite cut off from the rest of the country hence to proper study the lives of people working in this region is the need of time. The activities to capture country resources sometimes include the factors of risk and here for the Oil and Gas exploration and development the national company is applying its resources. The research will pop up the fundamental issues facing the work force while working on the field of ZIN.

Literature Review, Methodology and Results:

The response of one's body and mind due to change in life is what stress is all about. That change in life cycle could be due to personal issues, health issues, environmental issues, work place issues etc. Stress is the most overlooked topic for the work force specifically in under developed or developing countries.

The primary reason to select the Oil and Gas field operations for field worker's hardship evaluation is due to the fact that in this sector the number of injuries sustained by workers is higher comparative to other sectors.

The survey conducted by Occupational Safety and Health Administration (OSHA) in USA within the industries having more than one hundred thousand workforce in between 1st Jan 2015 till 31st Oct 2016 clearly shows that the number of injuries sustained by workers of Oil and Gas field are far more comparative to other sectors like construction, power, freight etc. Table 1 in the Table and Chart section clearly shows the trend.

Hence starting the research having mixed methodologies this research choose the harshest working environment in the fields Pakistan and Dera Bugti region came among the top of list.

Initially, the age division of the workers working on ZIN field had been done. The Chart 1 clearly shows that the total numbers of field workers are 165 and among them the dominant category lies under the age group of 40 to 50 years old. As per gender, there was no female working on the field hence all fell under male category.

Among 165 field workers, below Chart 2 easily dictates that more than half of the workforce on field fell under the category of labors. It important to mention here that para security forces also fell under this category. It can also be observed that there is the hierarchy of responsibility where the intensity of hard workmanship which the operation requires and which has been executed by the chain of officers giving in the orders, assistants creating a liaison and Labors performing the physical tasks.

In order to understand the medical situation of field workers the clinical records had been observed and evaluated. Chart 3 shows that as you start descending in the designation, the more the chance you are suffering from the health issues. This is quite in contrast of the actual percentage of the work force working under the given designations. The total visits per month on the field site clinic are 78, out of which 63 visits are of Labor class.

The next step was to go through the categories of medical conditions and to evaluate where the work force suffered a lot. The elaborated picture present on Chart 4 gives light to the proper health analysis of the people working in ZIN field. From the chart, the research concluded with three important points which could be the base in managing strategical health importance for the workers working in remote conditions (All data accuracy is +/- 5%).

The points are as follows:

1. Our body is adaptive relative with the environment placing around it but that adaption is slow and should be in an incessant way. Due to field workers routine of working on rotation, their bodies tend to be confused in adapting their eating/drinking disorders. As the field workers come from different parts of country, it takes time to adapt to the food intake provided in specific region. It causes Gastric problems as well as body immune system need to work harder trying coping the climate of the specific region which in turn leads to more viral infections. These problems are recorded in all age groups irrespective of any designation. Clean drinking water, use of lesser cooking oil and viral disease's vaccination are some of the most effective techniques in compensating these causes.
2. Interestingly but not surprisingly stress within work force pops up in stunning second. Psychological stresses come with the back drop of the life spending in remote locations. The 20-30 years as well as 30-40 years age group mostly fell in this category. The main reason is the initiation of their careers on field, getting use to of socio active deprivation and imbalance in their on-field/off-field rotation. Organizations somethings forget that giving proper compensation is not the only

thing to keep their employees mentally balanced, but proper counselling and abide by the Labor law of proper and equal rotation is the basic right of employee. Psychological stresses are often underestimated but they could have long term effect in afflicting the damage in one's life.

3. From nowhere there is also one of the reason which the organizations gave little to no consideration, insomnia. That's the problem caused by the incompetence of managing the Shift management. The age group most effective by this is 40-50 years old, mostly from Labor workers group, as their body is in the process of transition towards old age with physical activity getting a burden and night shift typically frustrate their effectiveness.

Conclusion:

This study is very vital in order to study the impact of a problem which is common in our society but exaggerated within field workers, stress management. Travelling to one of the most harsh and restive area of Pakistan comes out to be more than worthy where the outcome is specifically dedicated to those field workers who are giving all their best in order to let the organization claim their profitability. The efficiency of the field workers directly got affected due to environment they are working in. Organizations need to give such causes specific consideration and proper stress management is the need of time. Proper stress management seminars, training and counselling are some of the ways to compensate optimistically the lives of field workers. Thereby organizations can be able to produce a higher turn which in directly proportional to the worker's efficiency.

Acknowledgement:

Through this research, I want to dedicate this effort to the people living, field personals and security forces working in the Balochistan province of Pakistan. Their efforts are bringing a long-term pending change to this part of country and could change the course of energy sector of Pakistan optimistically.

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Table and Charts/Figures:

Table 1 Severe injury rates for industries with more than 100,000 workers¹

Industry	Severe injuries	Average annual employment	Rate per 100,000 workers
Support activities for oil and gas operations	349	234,403	148.9
Industrial building construction	153	114,591	133.5
Poultry processing	180	139,848	128.7
All other plastics product manufacturing	164	136,387	120.2
Power and communication line and related structures construction	117	102,974	113.6
Commercial and institutional building construction	341	333,071	102.4
Oil and gas pipeline and related structures construction	95	100,181	94.8
Highway, street and bridge construction	267	292,619	91.2
Commercial and industrial machinery and equipment (except automotive and electronic) repair and maintenance	87	123,461	70.5
General freight trucking, local	86	138,932	61.9

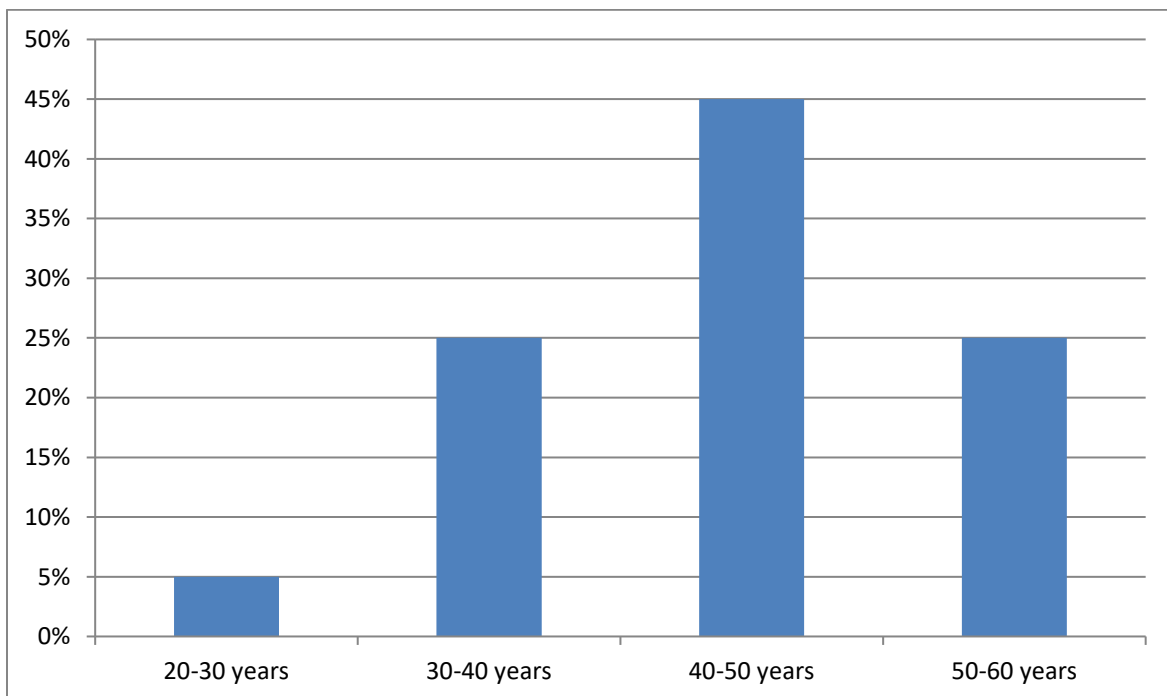


Fig 1 Age divisions of ZIN field workers

¹ (Courtesy OSHA, USA)

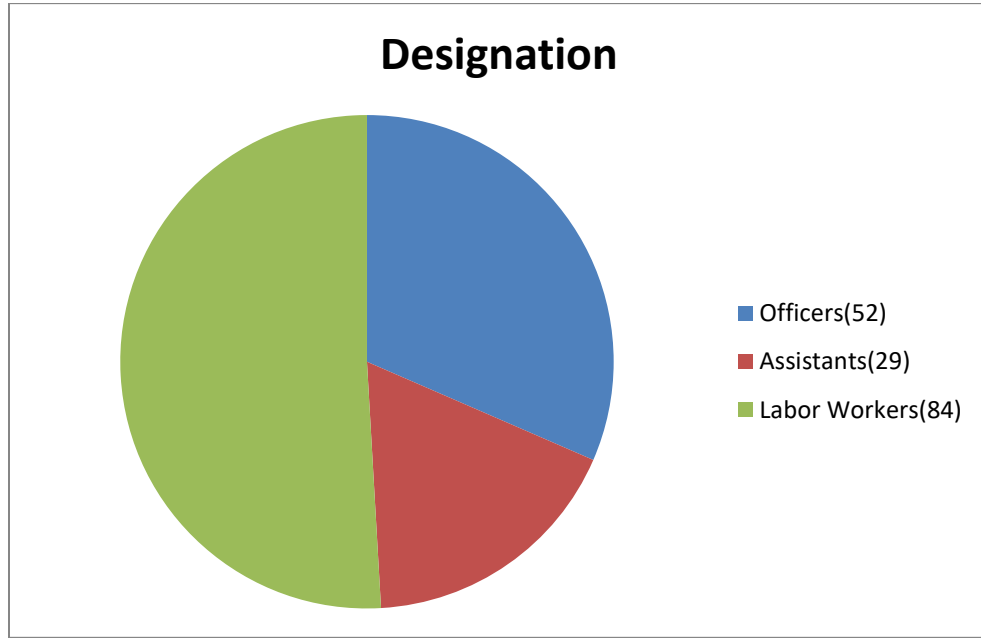


Fig 2: ZIN field workers official positions

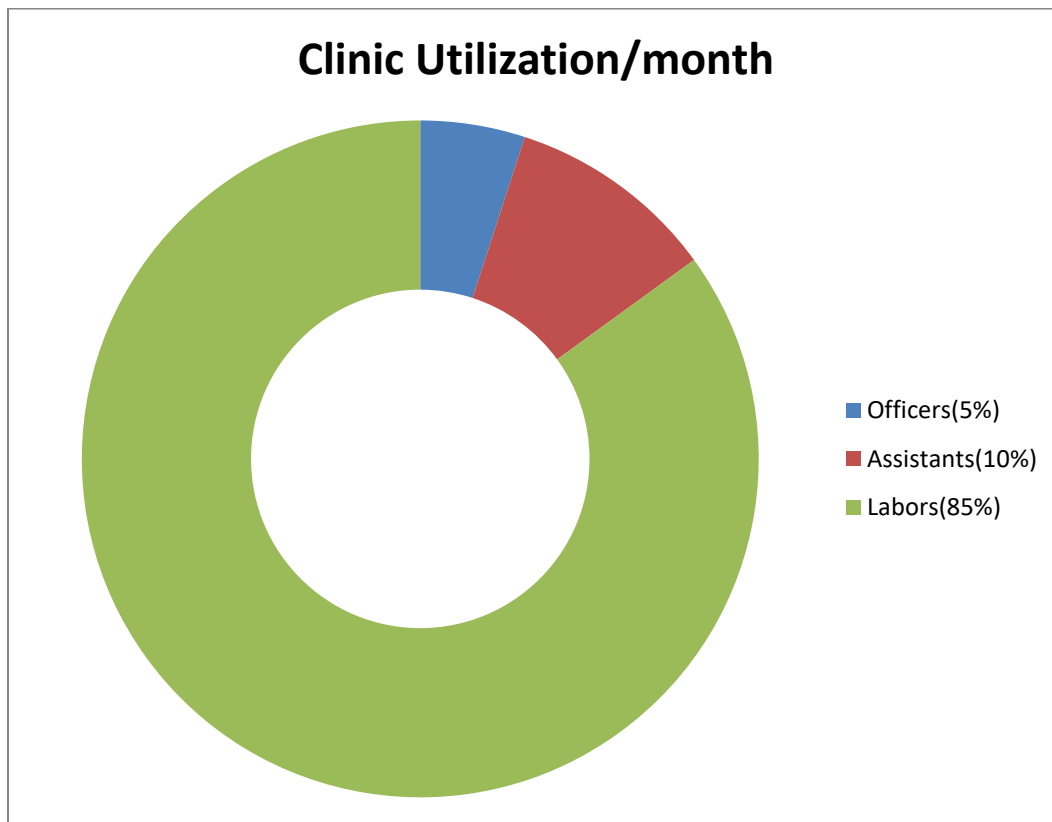


Fig 3 ZIN's categorical division of field workers going to clinic.

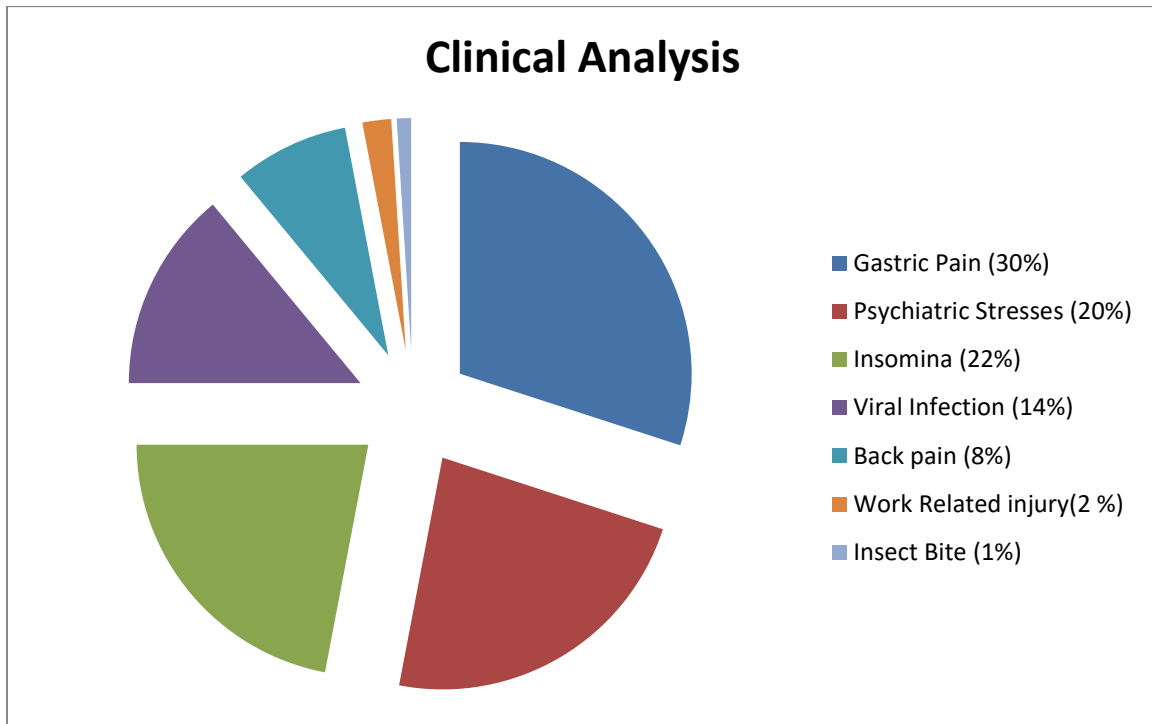


Fig 4 Clinical Analysis of ZIN's field workers