

A STUDY ON STRESS MANAGEMENT WORKING IN IT SECTOR

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ABSTRACT

Workers in the information technology (IT) sector frequently experience high levels of stress due to the industry's fast-paced and high standards. This can lead to burnout, low productivity, and high employee turnover rates. The major objectives of this study are to examine the primary sources of stress among IT workers and evaluate the effectiveness of various stress-reduction strategies. Workers in the information technology (IT) sector frequently experience high levels of stress due to the industry's fast-paced and high standards. This can lead to burnout, low productivity, and high employee turnover rates. The major objectives of this study are to examine the primary sources of stress among IT workers and evaluate the effectiveness of various stress-reduction strategies. The study examines the relationship between characteristics like workload, work-life balance, and job satisfaction using a mixed-methods approach that incorporates quantitative surveys and qualitative interviews. While effective communication, flexible working arrangements, and mental health support programs are critical in mitigating stress. The research suggests that organizations in the IT sector need to prioritize mental well-being through proactive stress management initiatives, which could lead to enhanced employee satisfaction, reduced turnover, and improved overall productivity. The study concludes by recommending specific strategies that companies can implement to create a more supportive work environment. The significant different satisfaction drivers are also found in the study between various industry types and demographic groupings. to investigate the impact of stress on workers' health; the connection between stress and output; and the exploration of various strategies for stress mitigation.

Keyword: high workload, poor work-life balance, stress reduce techniques, organizational support, workplace stress

INTRODUCTION

Employee stress levels might rise in the IT industry due to its fast-paced work environment, extended working hours, and ongoing deadline pressure. Maintaining one's own well-being as well as the productivity of an organization depends on comprehending and controlling this stress. Numerous physiological and psychological symptoms of stress are produced, and they differ depending on the specific circumstances. These can involve both despair and a decrease in physical health. Stress is a person's reaction to an upsetting element in their surroundings and the result of that relationship. There are two ways that stress can show up: positively and negatively. Positive stress occurs when there's a chance to benefit from the circumstances. When there's a chance to benefit anything from the circumstances. When stress is combined with health risk, drug or alcohol misuse, it is considered to have detrimental effects on skiving and organizational issues. Stress has a direct effect on a worker's performance, which in turn impacts how resilient a company is. Employees that are under a lot of stress find it difficult to focus on their work, which prevents them from giving the company their best output. Management bears the task of lowering workplace stress and determining the best course of action. An employee will experience stress when they are given impossible aims to work toward and are unable to effectively handle specific circumstances. Stress is a very common occurrence in the high- pressure, modern world we live in. It is a disorder known as mental illness that may interfere with a person's ability to maintain appropriate mental and physical health. The concepts of limitations prohibit us from doing what we have set out to achieve. Sing Shelley,(2001) stated that the human body makes an effort to self-regulate in response to changing external conditions or internal states, as appropriate. As a result of this process, the body is subjected to more labor, which ultimately leads to stress. The body's regular functions are disrupted when someone is under stress. There are times when stress is beneficial. it enables the individual to do their duties more effectively inside the company. Consequently, we can draw the conclusion that stress is simply the body's normal reaction to any demands made of it. Accidents and heart attacks are two possible effects of stress.

OBJECTIVES OF THE STUDY:

1. To research how employees' health is affected by stress
2. To investigate the connection between performance and stress
3. To identify different measures to reduce stress.

REVIEW OF LITERATURE

- 1. According to Kavitha** According to her research, women in the organization experience higher levels of stress than males. Married women experience higher levels of stress than single women do.
- 2. Amir Shani and Abraham Pizam (2009)** — A study on depression related to employment has been carried out by hotel employees in Central Florida. The strain brought on by analyzing the connection between work-related stress and work attributes.
- 3. Schmidt, Denise Rodriguez Costa**, The study conducted by Schmidt, Denise Rodriguez Costa, and colleagues examined the occupational stress experienced by nursing staff in surgical settings. The study aimed to evaluate the degree of occupational stress encountered by nurses employed in surgical settings and examine the connections between occupational stress and other job-related factors.
- 4. Li-fang Zhang (2009)** has conducted studies on the relationship between teaching tactics and occupational stress in Chinese academics. The researcher postulated that the positive conceptual changes in the teaching strategy and the participants' role insufficiency would suggest a negative mental shift in the teaching technique given control over the participants' capacities to rate themselves.
- 5. Dr.k.Chandrasekhar (2011)** discovered that favorable environmental conditions are conducive to productivity. He also discovered that control over the work environment, shift work, emotional elements, job assignment, overtime duty, and protracted work are factors that influence employees' attitudes toward their jobs.

RESEARCH METHODOLOGY The study depends on stress management of sectors the data was collected using primary and secondary sources and most sources for that annual report and other sources are through books, journals, research papers, websites. The required primary data has been collected from the respondents using Google forms. And the secondary data was helpful for making questionnaires. A sample size of 88 respondents is selected from all sectors. The sample method is a random collection of observations from a population.

Demographic Analysis**TABLE: 1**

VARIABLE	CATEGORY	TOTAL	PERCENTAGE
AGE(IN YEARS)	21-25	77	87
	26-30	7	8
	31-40	3	3
	ABOVE 40	1	1
GENDER	MALE	29	33
	FEMALE	59	67
MARITAL STATUS	MARRIED	73	83
	UNMARRIED	15	17
SALARY(IN RUPEES)	10,000-25,000	74	84
	25,000-30,000	13	14
	ABOVE 50,000	1	1
EDUCATIONAL QUALIFICATION	DIPLOMA	2	2
	UNDERGRADUATE	62	70
	POST GRADUATE	20	23
	OTHERS	4	4
WORKING SHIFT	DAY	67	76
	NIGHT	8	15
	BOTH DAY & NIGHT	13	10
WORKING HOURS	LESS THAN 5 hours	20	23
	5-8 hours	42	48
	8-12 hours	26	29
WORKING EXPERIENCE	FRESHER	62	70
	2-4 YEARS	19	21
	4-6 YEARS	2	2
	MORE THAN 6 YEARS	5	5
SECTORS	PRIVATE	75	85
	PUBLIC	8	10
	OTHERS	5	5

INTERPRETATION: In the above table, at the age (in years) variable the 20-25 years are more when compared to the other age groups with 87% and at the gender there are more females than the male with 67% and at the marital status there are more unmarried than the married respondents with 83% and at the salary (in rupees) there are more respondents who receive below 20,000 when compared to the other

category and at the educational qualification there are more respondents who are studied under graduate with the 62% when compared to the others. 76% are working in day shift when compared to others and 48% are working 5-8 hours when compared to others. 70% are fresher's when compared to others. 70% are fresher when compared to other working experience and 85% are in the private sector compared to others.

TABLE: 2
FACTORS OF STRESS MANAGEMENT

PARTICULARS	MEAN	SD	RANK
Feel supported by my manager /supervisor in managing stress.	3.57	3.20	7
Take regular intervals in work.	3.52	3.18	8
Think that job burnout workshops reduce stress	3.59	3.21	6
Financial motivation reduces stress	4.01	3.58	1
Improving working conditions reduces stress.	3.96	3.51	2
Organization is taking formal techniques to manage stress	3.69	3.30	4
Feeling secure with the job I perform.	3.85	3.43	3
Negative changes in my behavior patterns when i am under stress	3.67	3.27	5

INTERPRETATION: In the above it shows that the highest rank (1st rank) is for Financial motivation reduces stress and the last rank(8th rank) is for Taking regular intervals in work that the respondents are given.

CHI-SQUARE TEST:

H0(Null hypothesis): There is no relationship between age and working conditions reducing stress.

H1(Alternative hypothesis): There is relationship between age and working condition

THE THING THAT YOU ARE MISSING IN YOUR LIFE DUE TO WORK STRESS							
AGE	Socialization	Time of self	Time with family	Grand total	Chi square value	p-value	significance
20-25	12	20	45	77	7.614	0.268	0.05
26-30	0	1	6	7			
30-40	0	2	1	3			
ABOVE 40	0	1	0	1			
TOTAL	12	24	52	88			

DF : 6 chi-square value : 7.614

INTERPRETATION: The above table shows that there is no significant relationship between the age and things that you are missing in your life due to stress. This becomes the significance value 0.268 less than the p value level 0.05 So, Null hypothesis (HO) is accepted There is no associated relationship between the age and the thing that you are missing in your life due to stress.

H0(Null hypothesis): There is no relationship between age and the causes of job stress

H1(Alternative hypothesis): There is relationship between age and Causes of job stress

THE CAUSES OF JOB STRESS								
AGE	Target achievement	Night shift	management support	other	Grand total	chi-square value	p value	significance
20-25	42	10	22	3	77	54.35	0.01	0.05
26-30	3	0	4	0	7			
30-40	1	0	1	1	3			
ABOVE 40	0	1	0	0	1			
TOTAL	46	11	27	4	88			

DF : 9 chi-square value : 54.35

Interpretation: The above table shows that there is no significant relationship between the age and causes of job stress. This becomes the P value is 0.01 less than the significance level 0.05 So, Null hypothesis (HO) is rejected and Alternative hypothesis (H1) is accepted. There is an associated relationship between age and the causes of job stress.

Findings

1. . Most of the respondents were in 20-25 years are more when compared to the other age groups with 87% and at the gender there are more females than the male with 67% and at the marital status there are more unmarried than the married respondents with 83% and 48% are working 5-8 hours when compared to others.

2. At the inferential analysis the mean, median, standard deviation and the rank were calculated from the highest rank (1st rank) is for Financial motivation reduces stress and the last rank (8th rank) is for the Taking regular intervals in work that the respondents are given that it clearly shows that the stress management for it sector employees highest rank and the last rank for the opinion that the respondents given.
3. There is no associated relationship between the age and the thing that you are missing in
4. There is an associated relationship between age and the causes of job stress.

SUGGESTION

1. Regular yoga and meditation practice might help employees feel less stressed.
2. Workplaces should set up stress management programs.
3. Employees should adhere to appropriate health care recommendations, as this will lessen the health issues they encounter.
4. Time management training will lessen the stress of deadlines and time constraints in the workplace.

CONCLUSION

Employee stress levels are rising daily as a result of intensifying competition. An employee's health is negatively impacted by the stress they endure at work. This study aims to determine the factors that contributed to the hiring of private workers and investigate how stress affects their behavior and overall health. The study shows that stress is mostly caused by workload, which also has a detrimental effect on workers' health.

WEBSITES:

- 1) <https://www.stress.org.uk/>
- 2) <https://www.helpguide.org/articles/stress/quick-stress-relief.htm>
- 3) <https://www.helpguide.org/articles/stress/stress-management.htm>

REFERENCES:

- 1) Return to the Employee Motivation Skills.com homepage after reading Stress Management in the Workplace.
- 2) "Stress Management: What can you do?" Paul Susic, MA, Ph.D. candidate and licensed psychologist. Psychologists in St. Louis providing counseling information and referrals. taken from February 5, 2013.
- 3) J.A. Sedgeman (2005). Health Realization/Innate Health: Is it possible to achieve calm mental and good emotional states without the need of stress-reduction tactics throughout one's life? HY 47–52 in Med. Sci. Monitor 11(12).