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## A STUDY ON EMPLOYEE OCCUPATIONAL STRESS IN IT SECTOR

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### ABSTRACT

When a job is not recruited for, job refers to the physical, emotional, and mental pressure that the employee experiences. Job stress can often motivate employees to perform effectively and push themselves to reach their goals, which isn't necessarily a bad thing. Job stress is usually beneficial. The research makes an effort to examine the literature stressing the stress of the job in IT Industry in India. It is determined from the paper's secondary data and literature assessment that for some employees when they are not qualified for the position or the position is not capable of supporting them, the job is stressful to them. Similar to this, pushing themselves presents a challenge for some organization personnel.

**Key words:** Job stress, IT industry.

### INTRODUCTION OF INFORMATION TECHNOLOGY SECTOR

Information technology (IT) is the application of computers and telecommunications device for storing, retrieving, transmitting and manipulating data, often in the context of a business or other enterprise.

Information technology (IT) has enabled access to information at gigabit speeds. It has created a level playing field between nations and has a positive impact on the lives of millions of people.

India is one of the fastest growing IT services markets in the world. It is also the world's largest sourcing

destination, accounting for approximately 52 percent of the \$124-130 billion market. The country's cost competitiveness in providing IT services continues to be its USP in the global sourcing market.

India Accounting Software Market size was valued at US\$ 9.67 Bn. in 2020 and the total revenue is expected to grow at a CAGR of 8.5% through 2021 to 2027, reaching nearly US\$ 17.12 Bn.

### **MAJOR THREATS TO THE IT INDUSTRY: -**

1. High attrition rate.
2. Competition from other emerging countries.
3. There is a need to improve the urban infrastructure.
4. Lack of fluency in languages other than English.
5. Lack of product innovation.
6. Limited domestic market.

### **GROWTH OF IT SECTOR**

**IT industry:** on a steady growth track

The total revenue of the Indian IT industry has raised by 15.5% was estimated at US\$ 227 billion in 2021-22.

- Indian IT industry is growing at compound annual growth rate (CAGR) 27 percent over the past five years.
- The IT industry's contribution to India's gross domestic product (GDP) has increased 5.8 percent in 2008-09 to 8-9% in 2021-22.
- The sector has contributed 9% to the national GDP and accounted 51% of Service exports.
- Total export earnings were expected to reach USD 150 billion US\$ in 2021.
- IT exports drive 18.4% growth in India's services exports between April-December.

### **DEFINITION: -**

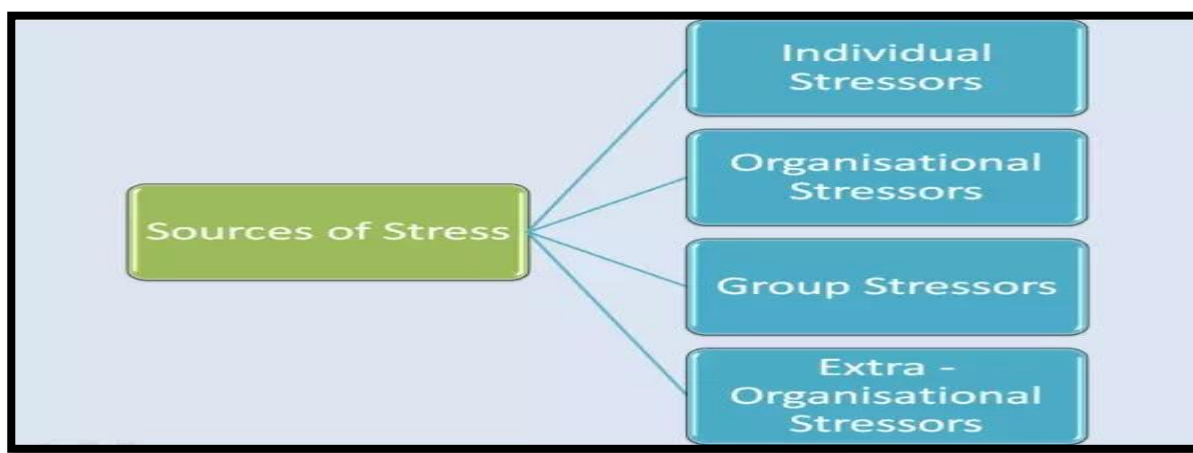
The word "stress" is defined by the Oxford Dictionary as "a condition involving demand physical or mental energy". A condition or circumstance (not always adverse) that can disrupt the normal physiological and psychological functioning of an individual.

## WHAT IS STRESS?

Stress is how your body reacts to any kind of demand. It can be caused by both good and bad experiences. When people feel stressed by something going on around them, their bodies respond by releasing chemicals into the blood. These chemicals give people more energy and strength, which can be good if their stress is caused by physical danger. But it can also be bad if their stress is a reaction to something emotional and there is no outlet for that extra energy and strength.

## STRESSORS: -

Almost any change in the environment—even a pleasant change, such as a vacation- demands some coping; and a little stress is useful in helping us adapt.



## SOURCES OF STRESS: -

Stress is inevitable and has become an integral part of human life. It arises as a resultant imbalance between the demands placed on the individual and his ability to meet those demands. For example, if the demands are far below his/her ability, the individual may feel bored and disinterested.

1. Internal stress
2. External stress

## CAUSES OF STRESS

Stress can be caused by many different things - from physical (such as fear of something dangerous) to an emotional one (such as worrying about family or work.) Identifying what may be causing you stress is often the first step in learning how to better manage stress. Some of the most Common sources of stress include:

### 1. Survival stress -

You may have heard the phrase "fight or flight" before. This is a normal response to danger in all humans and animals. When you fear that someone or something might physically harm you, your body naturally responds with a burst of energy so that you are better able to survive the dangerous situation (fight) or escape from it together (flight). That's survival stress.

## 2. Internal stress –

Have you ever found yourself worrying or worrying about things you can't do anything about? For no reason at all? This is internal stress, and it is one of the most important types of stress to understand and manage. Internal stress is when people stress themselves. This often happens when we worry about things we can't control or put ourselves in situations that we know will cause us stress. Some people become addicted to the kind of hectic, stressful lifestyle that results from stress. They even seek out stressful situations and feel stress from things that are not stressful.

## 3. Environmental stress -

It is a reaction to things around you that cause stress, such as noise, crowding and pressure from work or family. Identifying these environmental stressors and learning to avoid or deal with them will help you reduce your stress levels.

## FATIGUE AND OVERWORK–

This kind of stress builds up over a long period of time and can take a severe toll on our bodies. It can be caused by working too much or too hard at work, school or home. It can also be because you don't know how to manage your time well or how to make time for rest and relaxation. This can be one of the hardest types of stress to avoid because many people feel it is out of their control.

## TYPES OF STRESS: -

The types of stress that relate to personal and work stress are described below,

- 1) Personal stress
- 2) Family stress
- 3) Health related stress
- 4) Society related stress
- 5) Work related stress

## EFFECTS OF STRESS: -

The human body's response to stress is natural. It stems from the need to resist stress situation. For example, when a person is nervous, their heart rate increases. This is a fight or flight response. However, things can get out of hand if too much stress is present. A person may have a heart attack or a nervous breakdown. Too much

stress can affect a person's health. If neglected, it can lead to serious health disorders at a later stage. Stress has physical and psychological effects on a person.

### **1) Effects of stress on the individual:**

#### **1) Physical effects:**

- Increased heart rate and blood pressure
- Sudden weight gain or loss (change in appetite)
- Nervous weakness (biting nails, too much sweating)
- Sleeplessness

#### **2) Psychological Effects:**

- Difficulty in concentrating
- Unable to spend leisure time productively
- Always anxious
- Bad decision making
- Mood swings

#### **2) Effects on Environment:**

Stress affects not only the individual but also his/her environment. It has an effect on the individual's family, work, and society.

#### **3) Effect of stress on family:**

A stressed individual can play disaster with family life. He/she may spoil in self-destructive behavior, which will have an influence on family members. He/she may become absent- minded, neglect duties, and overlook health problems. Stress can thus affect the family if left unchecked.

#### **4) Effect of stress on work:**

Stress mainly affects an individual's work-life. Absenteeism could be a major problem due to stress. Employees under stress do not feel motivated to work, and so they absent themselves regularly.

#### **5) Impact on society:**

Stress also affects society. It makes people feel isolated, irritated and hostile. This affects a person's interpersonal relationships.

## LITERATURE REVIEW: -

1. **Weiss M. (1983).** -The Author investigated the sources of Job stress that is linked to Job dissatisfaction, Job related tension and anxiety and reduced productivity and effectiveness. He tried to reduce sources of stress so that he can prevent the deleterious health consequences. Through his study he determined the potential of social support that alleviate the deleterious consequences of stress.
2. **Singh A. P. & Singh S. (2009)** -His study emphasizes on the phenomenon of Job Satisfaction in the organizations. According to him, Job Satisfaction is directly related to Stress and Work culture that an organization provides. He identified three sectors in which stress originate and classified stress into two main types i.e., stress and Distress. Further, he pointed the importance of positive stress and positive events for better performance and satisfaction of employees.
3. **Gladies J. J. & Kennedy V. (2011)** -The author revealed a significant correlation between Organizational Climate and Job Stress among the women working in IT companies of India. According to him, learning how to manage stress is a very crucial issue that should be developed in IT companies so that they can reduce or eliminate the causes of stress and poor working environment.
4. **Charu M. (2013)** -He in his study stated that higher stress is directly proportional to quality of work life for IT professionals. He outlined few factors namely fair pay structure, steady role demands, supervisory support, congenial job environment, capability fit of the job, role autonomy and stress that directly affect the quality of work life. The main reason of stress amongst the associates of IT industry is the rapid change in technology.
5. **Khalid A. (2012)** -There is a direct relationship between stress and job performance in any organization. To improve the performance of an individual in an organization an employee should receive good support from their leaders. Hence, a supportive leader can improve the performance of an employee even at unfavorable situations.
6. **Kavitha (2012)** -The article focuses on the organizational role stress for the employees in the IT sector. It also highlights that women face more stress than men in the organization to be more specific married women faces more stress than the unmarried women.
7. **Richardson (2008)** -A classification of stress interventions has been done, those are primary, secondary and tertiary. He suggested all the employees to adopt relaxation training intervention for stress management which is the easiest and least expensive approach to implement.

8. **P.S. Swaminathan, & Rajkumar S. (2013)-** He conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employee is very individual in nature. His study indicates about an optimum level in which every individual can perform with his full capacity. He has identified three conditions responsible for work stress they are a) Role overload b) Role self-distance c) Role stagnation.
9. **Satija S. & Khan W. (2013)-** According to him Occupational Stress is as same as Job Stress that need to be controlled at the workplace otherwise it will affect negatively employee's work attitudes and behavior. He conducted a study to investigate the relationship between Emotional Intelligence and Occupational Stress. The findings of his study revealed that Emotional Intelligence as significant predictor of Occupational Stress.
10. **Sharma S., Sharma J. & Devi A. (2012) -**The level of stress within a role varies because of individual differences in mind-set, age, gender, and their performance in job. However, various factors that influence stress are age where the younger employees are more stressed as compared to other employees, level of qualification, pay, authorities of control, awards, and word of praise, improved designations and working couples. The study recommended a reinforcement approach that should be positive in nature so as to reduce the degree of stress at the workplace.

#### **OBJECTIVE OF THE STUDY: -**

- The main objective of our study was to understand the stress level of the employees in IT sector.
- To examine the relaxation techniques practiced in the organization.
- The best technique that the organization is using.
- To understand the proper reason of stress in the employees.

## **RESEARCH METHODOLOGY**

### **INTRODUCTION**

“Marketing research is the function that connects the consumer, the customer and the public to the marketer through information - information used to identify and define marketing opportunities and problems; create, refine and evaluate marketing campaigns; monitor marketing performance; and improve the understanding of the market as a process.”



## RESEARCH PROCESS

The marketing research process involves a number of interrelated and unrelated activities strictly follow a specific sequence. The following are the various steps of the research methodological procedure:

- [1] Formulation of the research problem.
- [2] Choice of research design.
- [3] Determination of data sources.
- [4] Designing data collection forms.
- [5] Design and sample size determination.
- [6] Organization and implementation of field research.
- [7] Processing and analysis of collected data.
- [8] Preparation of a research report.

### RESEARCH DESIGN: -

"Research design is the plan, structure, and strategy of an investigation designed obtain answers to research questions and control variance."

### TYPES OF RESEARCH DESIGN: -

Research design can be grouped into three board categories:

#### (A) Exploratory Research:

In the case of exploratory research, the focus is on the discovery of ideas. In business where sales have been declining for the past few months, management can conduct an exploratory survey to find the most likely cause. A survey study is generally based on secondary data which is easily available, as the aim of the research is to generate new ideas, the respondents should be given enough freedom to express themselves.

#### (B) Causal Patterns:

Causal design examines the cause-and-effect relationship between two or more Variables. The design of causal research is based on reasoning along well-tested lines. The method of agreement and the method of differences are used in causal research formulated by John Mill.

#### (C) Descriptive Studies:

Descriptive studies are factual and very simple. It is also well structured. Descriptive studies can be divided into two categories—cross sectional and longitudinal. Cross sectional study is concerned with a sample of elements i.e., field studies and surveys while longitudinal studies are based on panel data and panel methods which is a sample of respondents who are reinter viewed from time to time.



## DATA COLLECTION METHOD: -

Researcher instruments is the tool by which the researcher can do research on specific problems or objective. The most popular researcher instrument for collection data is "Questionnaire" for a particular investigation.

It is simple for a moiled set of questions presented to respondents for their answers. Due to this flexibility, it is most common instrument used to collect the primary data. During the pre-testing of questionnaire, I seen the reaction of respondents and suggestions required to make the changes in research instrument. The questionnaire contains three types of questions.

(A) Dichotomous question

(B) Multiple-choice question

### (A) Dichotomous questions:

It has only two answers in form 'yes' or 'no', 'true' or 'false', 'use' or 'do not use'. So the respondent is offered two or more choice.

### (B) Multiple-choice question:

In this, the respondent is offered two or more choice. Here we use Questionnaire. This is the most popular method for conducting the survey. It helped in collecting the information from the framed question, to get maximum necessary data for research.

## SAMPLING PLAN: -

- **Sample area:** IT companies (Infosys, Accenture, Cognizant, Wipro, Sapient, TCS)
- **Sample size:** 100
- **Sampling Method:** Random convenience sampling method.

## RESEARCH OBJECTIVES: -

- To study job stress among IT workers in India.
- Explore the relaxation techniques practiced in the organization.

## STUDY DIRECTION FOR THE FUTURE

It is useful for the reader or researcher who wants to study further on the same topic. From a company perspective:

- It should be useful to know what are the factors causing stress in employees.
- How stress can be avoided or reduced.
- How stressful situations can be solved in the organization.

**DATA SOURCE: -**

- (A) Primary Data
- (B) Secondary Data

**(A) Primary data:**

The data which is collected first hand is the primary data for primary data collection there are four methods i.e., observation method, laboratory experiment method, field experiment method and survey method. From this I choose the survey method. A questionnaire is necessary for the survey, which contains various questions related to the research. The questionnaire should be well designed to make the study easy. A questionnaire survey can be conducted in the form of a personal interview, a telephone interview and a postal questionnaire.

**(B) Secondary Data:**

Any data that has been collected earlier for some other purpose is secondary data in the hands of the data in the hands of the marketing researcher. Thus, primary data collected by one person can become secondary data for another.

The analysis of the obtained data will be shown in different graphs, they will be:

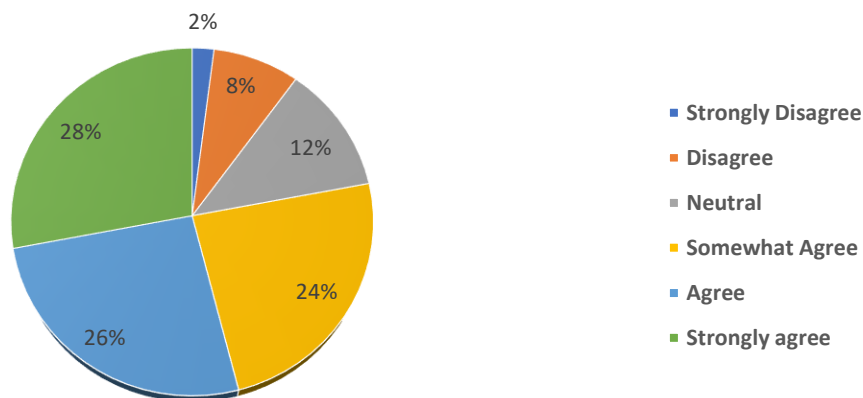
- Graphical tables
- Pie charts
- Table charts

**DATA ANALYSIS & INTERPRETATION: -**

**TABLE NO. – 1.1** I have unachievable deadlines.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1.	Strongly Disagree	4	2
2.	Disagree	16	8
3.	Neutral	24	12
4.	Somewhat Agree	48	24
5.	Agree	52	26
6.	Strongly agree	56	28
7.	Total	200	100

**CHART NO. – 1.1**  
**I have unachievable deadlines.**



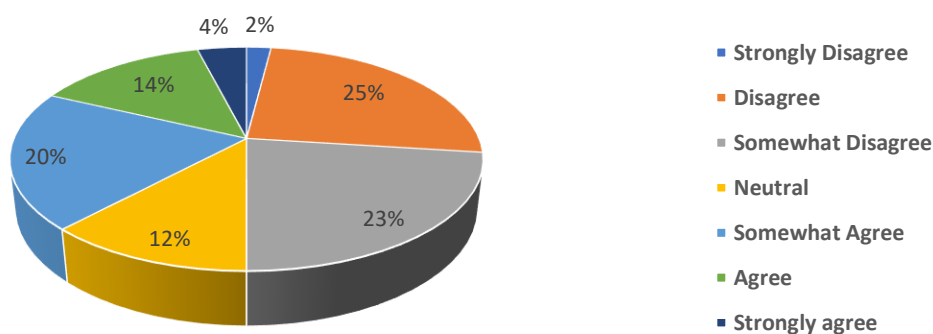
#### Interpretation:

As per Our survey above graph show that Maximum 28% of Employee strongly agree, 2% of Employee strongly disagree and 12% of Employee Neutral with an unachievable deadline.

**TABLE NO. – 1.2** I have to neglect some tasks because I have too much to do.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	4	2%
2	Disagree	50	25%
3	Somewhat Disagree	46	23%
4	Neutral	24	12%
5	Somewhat Agree	40	20%
6	Agree	28	14%
7	Strongly agree	8	4%
8	Total	200	100

**CHART NO. – 1.2**  
**I have to neglect some tasks because I have too much to do.**

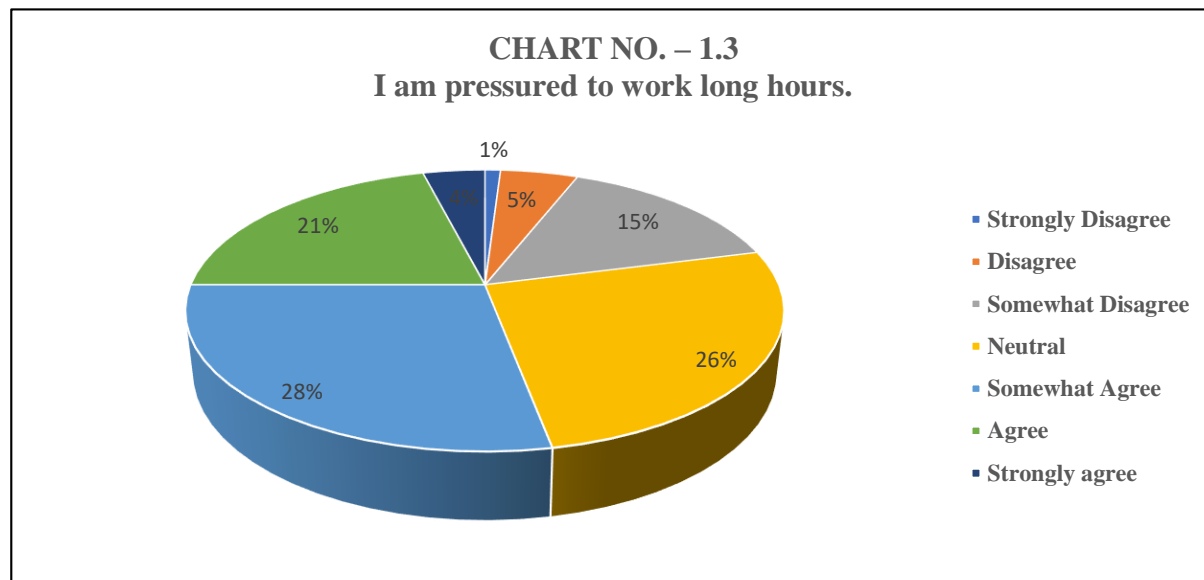


#### Interpretation:

As per Our survey above graph show that Maximum 25% Employee Disagree, 2% of Employee strongly

disagree and 12% of Employee Neutral to neglect some tasks because they have too much to do.

**TABLE NO. – 1.3** I am pressured to work long hours.



S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	2	1%
2	Disagree	10	5%
3	Somewhat Disagree	30	15%
4	Neutral	52	26%
5	Somewhat Agree	56	28%
6	Agree	42	21%
7	Strongly agree	8	4%
8	Total	200	100

#### Interpretation:

As per Our survey above graph show that Maximum 28 % of Employee somewhat Agree, 1% of Employee strongly disagree and 26% of Employee Neutral to they are pressured to work long hours.

**TABLE NO. – 1.4** I have unrealistic time pressures.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	8	4%
2	Disagree	14	7%
3	Somewhat Disagree	60	30%
4	Neutral	32	16%
5	Somewhat Agree	56	28%
6	Agree	28	14%
7	Strongly agree	2	1%
8	Total	200	100

**Interpretation:**

As per Our survey above graph show that Maximum 30 % of Employee somewhat Disagree, 1% of Employee strongly Agree and 16% of Employee Neutral to they have unrealistic time pressures.

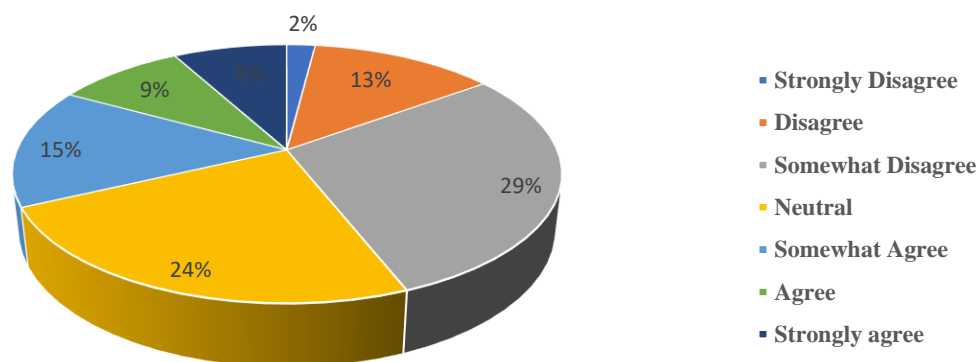
**TABLE NO. – 1.5** Different groups at work demand things from me that are hard to combine.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	4	2%
2	Disagree	26	13%
3	Somewhat Disagree	58	29%
4	Neutral	48	24%
5	Somewhat Agree	30	15%
6	Agree	18	9%
7	Strongly agree	16	8%
8	Total	200	100

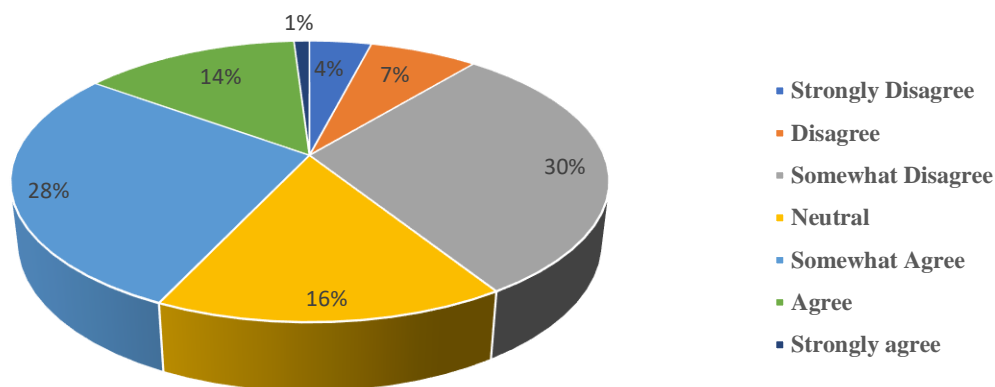
**Interpretation:**

As per Our survey above graph show that Maximum 29 % of Employee somewhat Disagree , 2% of Employee strongly Disagree and 24% of Employee Neutral to Different groups at work demand things from our that are hard to combine.

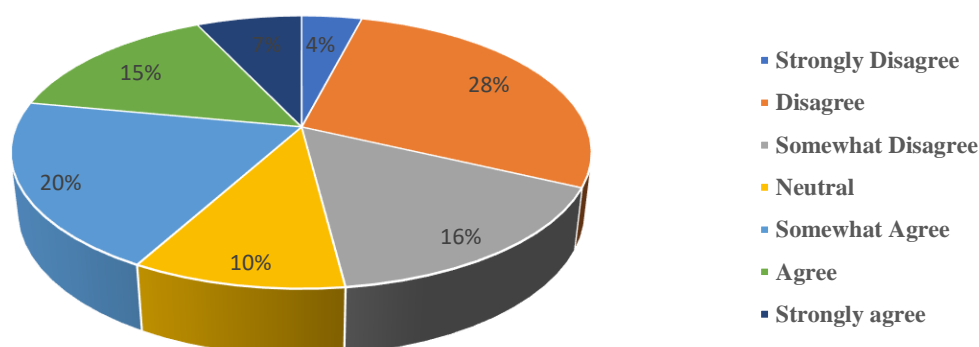
**CHART NO. – 1.5**  
Different groups at work demand things from me that are hard to combine.



**CHART NO. – 1.4**  
**I have unrealistic time pressures.**



**CHART NO. – 1.6**  
**I feel stress working with unfriendly co-mates**



**TABLE NO. – 1.6** I feel stress working with unfriendly co-mates.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	8	4%
2	Disagree	56	28%
3	Somewhat Disagree	32	16%
4	Neutral	20	10%
5	Somewhat Agree	40	20%
6	Agree	30	15%
7	Strongly agree	14	7%
8	Total	200	100

**Interpretation:**

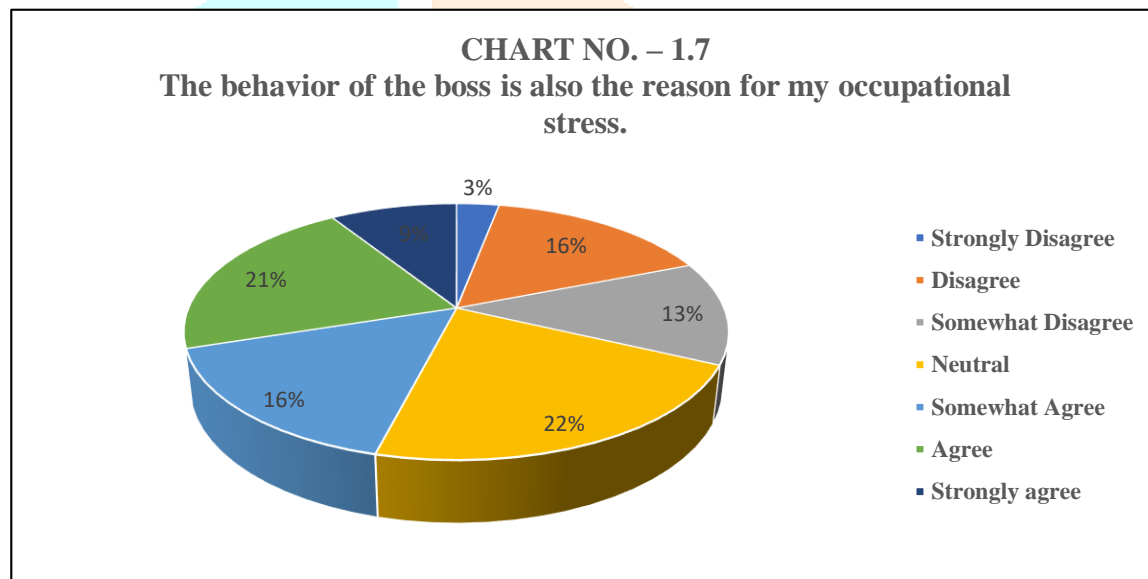
As per Our survey above graph show that Maximum 28 % of Employee Disagree, 2% of Employee strongly disagree and 10% of Employee Neutral to they feel stress working with unfriendly co-mates.

**TABLE NO. – 1.7** The behavior of the boss is also the reason for my occupational stress.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	6	3%
2	Disagree	32	16%
3	Somewhat Disagree	26	13%
4	Neutral	44	22%
5	Somewhat Agree	32	16%
6	Agree	42	21%
7	Strongly agree	18	9%
8	Total	200	100

**Interpretation:**

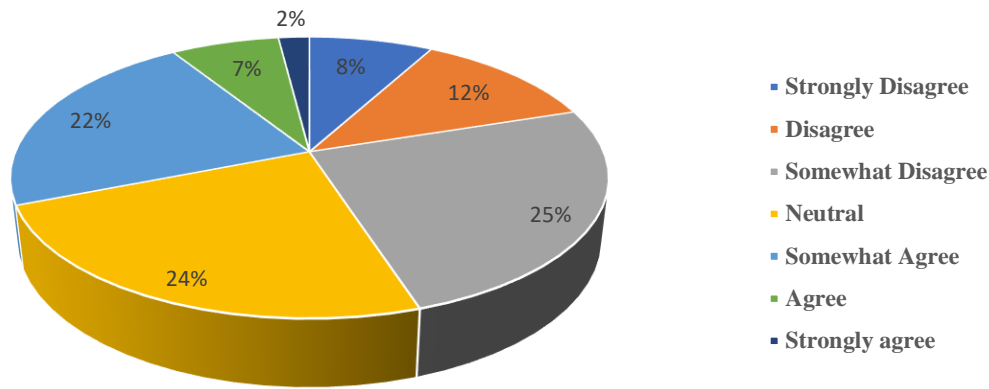
As per Our survey above graph show that Maximum 22 % of Employee Neutral, 3% of Employee strongly disagree and 9 % of Employee strongly Agree to the behavior of the boss is also the reason for they occupational stress.

**TABLE NO. – 1.8** I am unable to take sufficient breaks.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	16	8%
2	Disagree	24	12%
3	Somewhat Disagree	50	25%
4	Neutral	48	24%
5	Somewhat Agree	44	22%
6	Agree	14	7%
7	Strongly agree	4	2%
8	Total	200	100



**TABLE NO. – 1.8**  
**I am unable to take sufficient breaks.**



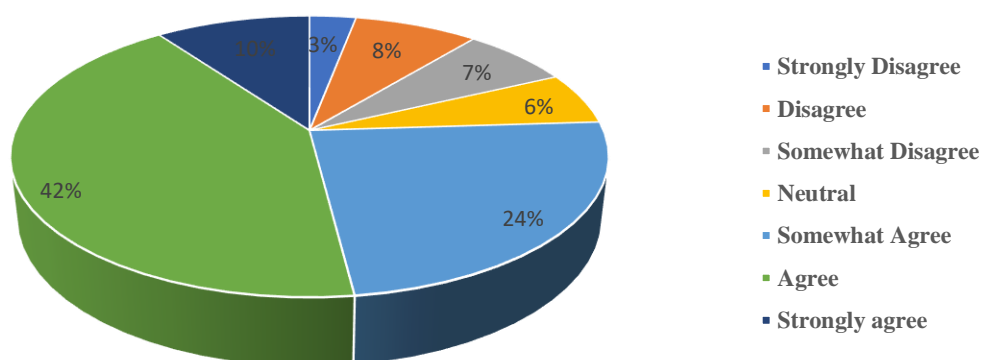
### Interpretation:

As per our survey above graph show that Maximum 25 % of Employee somewhat Disagree, 2% of Employee strongly Disagree and 24% of Employee Neutral to they are unable to take sufficient breaks.

**TABLE NO. – 1.9** The safety and health conditions where I work are good.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	6	3%
2	Disagree	16	8%
3	Somewhat Disagree	14	7%
4	Neutral	12	6%
5	Somewhat Agree	48	24%
6	Agree	84	42%
7	Strongly agree	20	10%
8	Total	200	100

**TABLE NO. – 1.9**  
**The safety and health conditions where I work are good.**

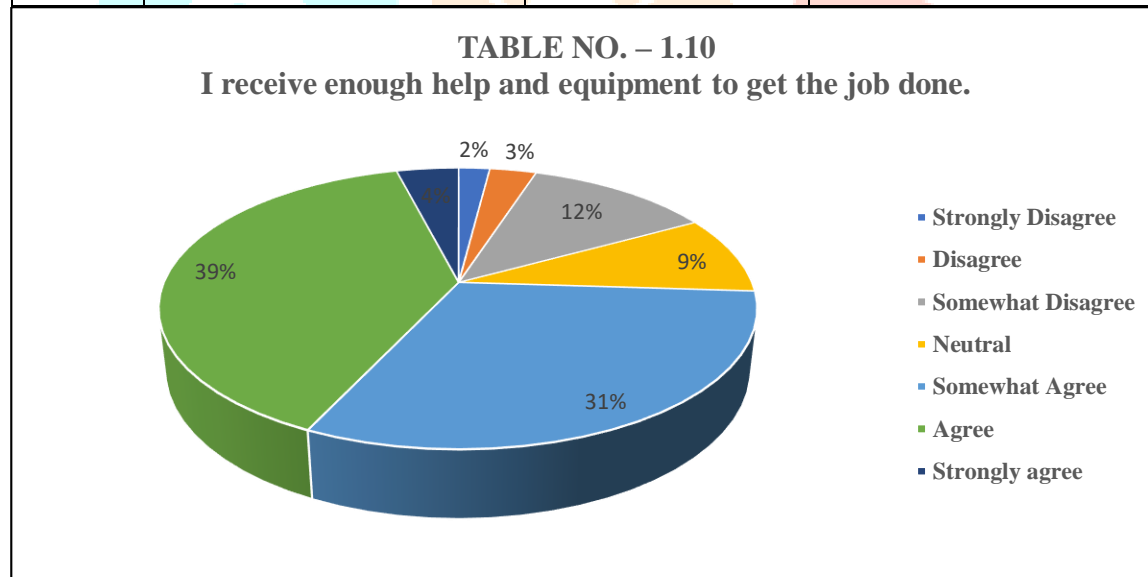


**Interpretation:**

As per Our survey above graph show that Maximum 24 % of Employee somewhat Disagree, 3% of Employee strongly Disagree and 6.00 % of Employee Neutral to the safety and health conditions where they work are good.

**TABLE NO. – 1.10** I receive enough help and equipment to get the job done.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	4	2%
2	Disagree	6	3%
3	Somewhat Disagree	24	12%
4	Neutral	18	9%
5	Somewhat Agree	62	31%
6	Agree	78	39%
7	Strongly agree	8	4%
8	Total	200	100

**Interpretation:**

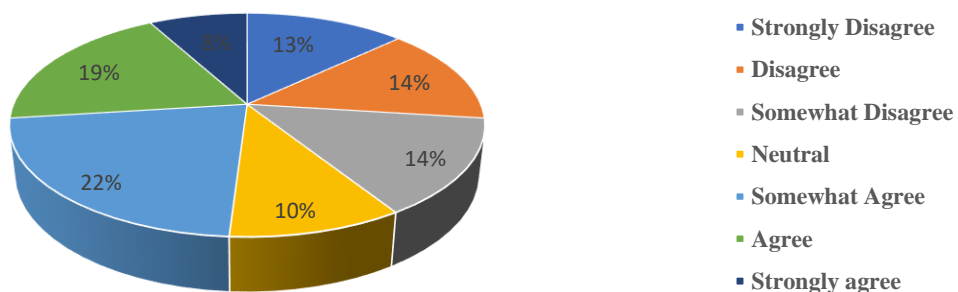
As per Our survey above graph show that Maximum 39 % of Employee agree, 2% of Employee strongly Disagree and 9.00 % of Employee Neutral to they receive enough help and equipment to get the job done.

**TABLE NO. – 1.11** You think physical environment problem in the work place cause Stress? (Temperature, lighting, gases, dust)

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	26	13%
2	Disagree	28	14%
3	Somewhat Disagree	28	14%
4	Neutral	20	10%
5	Somewhat Agree	44	22%
6	Agree	38	19%
7	Strongly agree	16	8%
8	Total	200	100

**CHART NO. – 1.11**

You think physical environment problem in the work place cause Stress?



**Interpretation:**

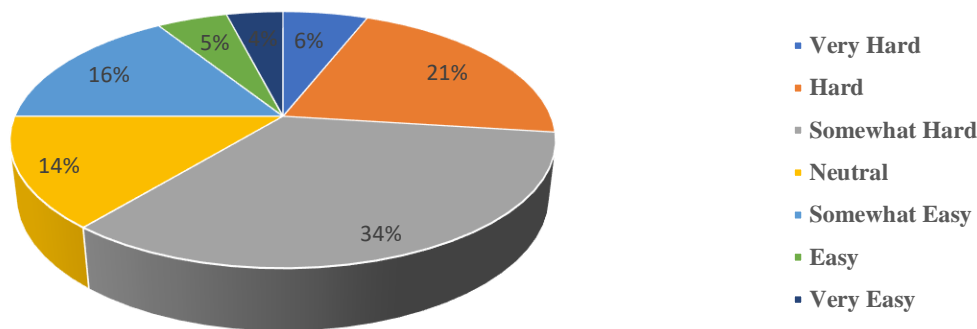
As per Our survey above graph show that Maximum 22 % of Employee somewhat agree, 8% of Employee strongly agree and 10 % of Employee Neutral to they think physical environment problem in the work place cause Stress? (Temperature, lighting, gases, dust)

**TABLE NO. – 1.12** How hard is it to take time off during your work to take care of personal or family matters.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Very Hard	12	6%
2	Hard	42	21%
3	Somewhat Hard	68	34%
4	Neutral	28	14%
5	Somewhat Easy	32	16%
6	Easy	10	5%
7	Very Easy	8	4%
8	Total	200	100

**CHART NO. – 1.12**

**How hard is it to take time off during your work to take care of personal or family matters.**



### Interpretation:

As per Our survey above graph show that Maximum 34% of Employee somewhat Hard, 4% of Employee very Easy and 14 % of Employee Neutral to How hard is it to take time off during they work to take care of personal or family matters.

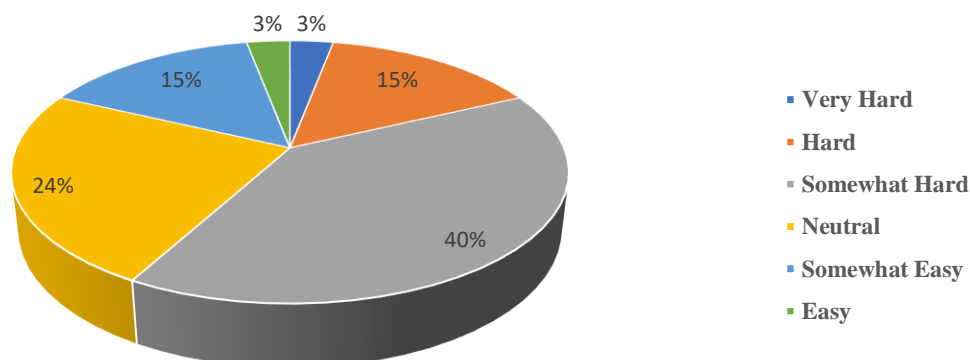
**TABLE NO. – 1.13** How often do the demands of your job interfere with your family life.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Very Hard	6	3%
2	Hard	30	15%
3	Somewhat Hard	80	40%
4	Neutral	48	24%
5	Somewhat Easy	30	15%
6	Easy	6	3%
8	Total	200	100

### Interpretation:

**TABLE NO. – 1.13**

**How often do the demands of your job interfere with your family life.**

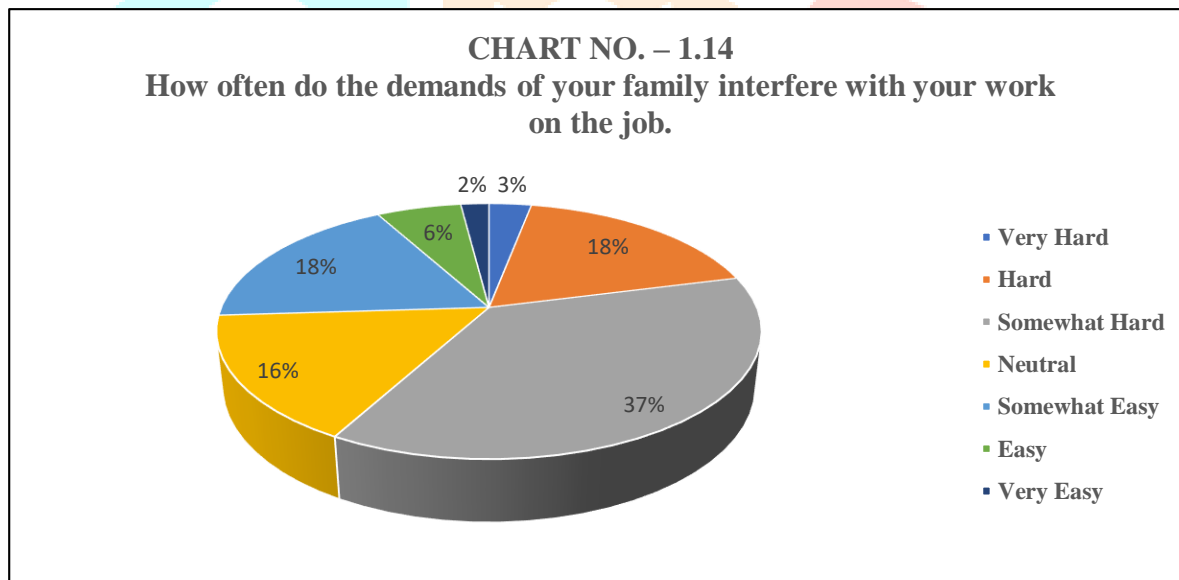


As per Our survey above graph show that Maximum 40% of Employee somewhat Hard, 3% of Employee both very Hard and Easy 24 % of Employee Neutral How often do the demands of the job interfere with your family life.

**TABLE NO. – 1.14** How often do the demands of your family interfere with your work on the job.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Very Hard	6	3%
2	Hard	36	18%
3	Somewhat Hard	74	37%
4	Neutral	32	16%
5	Somewhat Easy	36	18%
6	Easy	12	6%
7	Very Easy	4	2%
8	Total	200	100

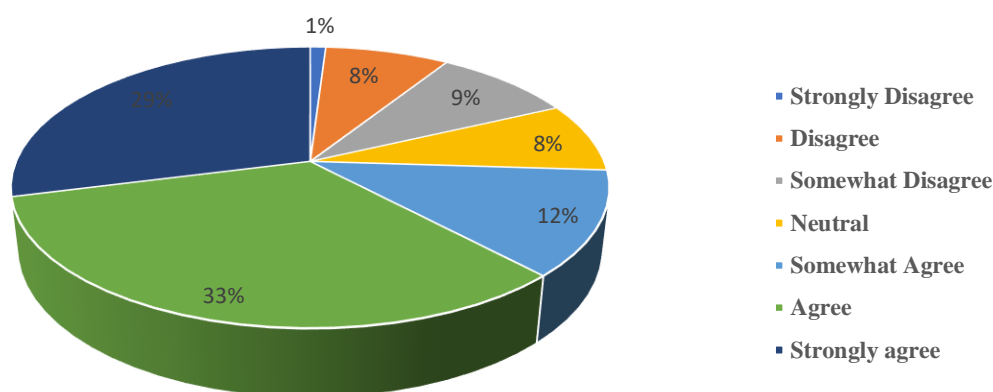
**Interpretation:**



As per Our survey above graph show that Maximum 37% of Employee somewhat Hard, 2% of Employee Very Easy and 16 % of Employee Neutral How often do the demands of the family interfere with them work on the job.

**TABLE NO. – 1.15** My job requires that I keep learning new things.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	2	1%
2	Disagree	16	8%
3	Somewhat Disagree	18	9%
4	Neutral	16	8%
5	Somewhat Agree	14	12%
6	Agree	66	33%
7	Strongly agree	58	29%
8	Total	200	100

**CHART NO. – 1.15**  
My job requires that I keep learning new things.**Interpretation:**

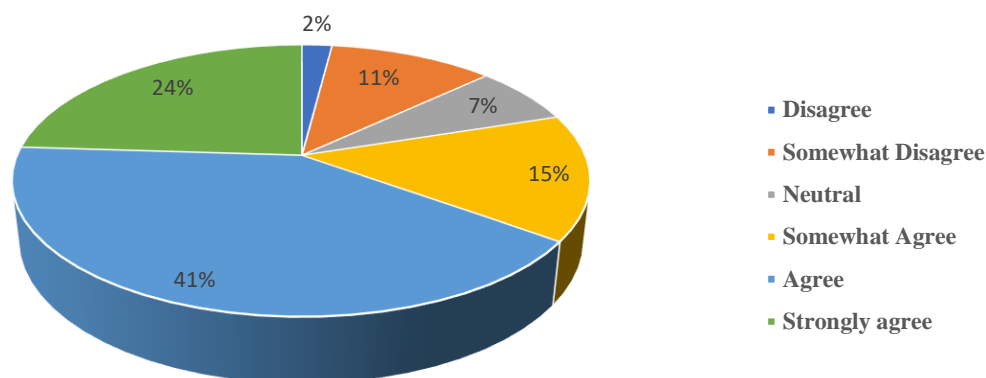
As per Our survey above graph show that Maximum 33% of Employee agree, 1% of Employee strongly Disagree and 8.00 % of Employee Neutral to the job requires that they keep learning new things.

**TABLE NO. – 1.16** My job lets me use my skills and abilities.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Disagree	4	2%
2	Somewhat Disagree	22	11%
3	Neutral	14	7%
4	Somewhat Agree	30	15%
5	Agree	82	41%
6	Strongly agree	48	24%
7	Total	200	100



**CHART NO. – 1.16**  
My job lets me use my skills and abilities.



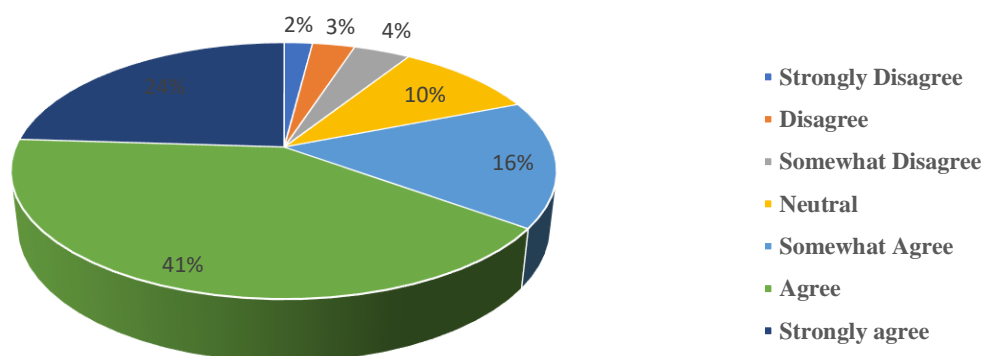
### Interpretation:

As per Our survey above graph show that Maximum 41 % of Employee agree, 2.00 % of Employee strongly Disagree and 7.00 % of Employee Neutral to the job lets them use they skills and abilities.

**TABLE NO. – 1.17** Conditions on my job allow me to be about as productive as I could be.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	4	2%
2	Disagree	6	3%
3	Somewhat Disagree	8	4%
4	Neutral	20	10%
5	Somewhat Agree	32	16%
6	Agree	82	41%
7	Strongly agree	48	24%
8	Total	200	100

**CHART NO. – 1.17**  
Conditions on my job allow me to be about as productive as I could be.

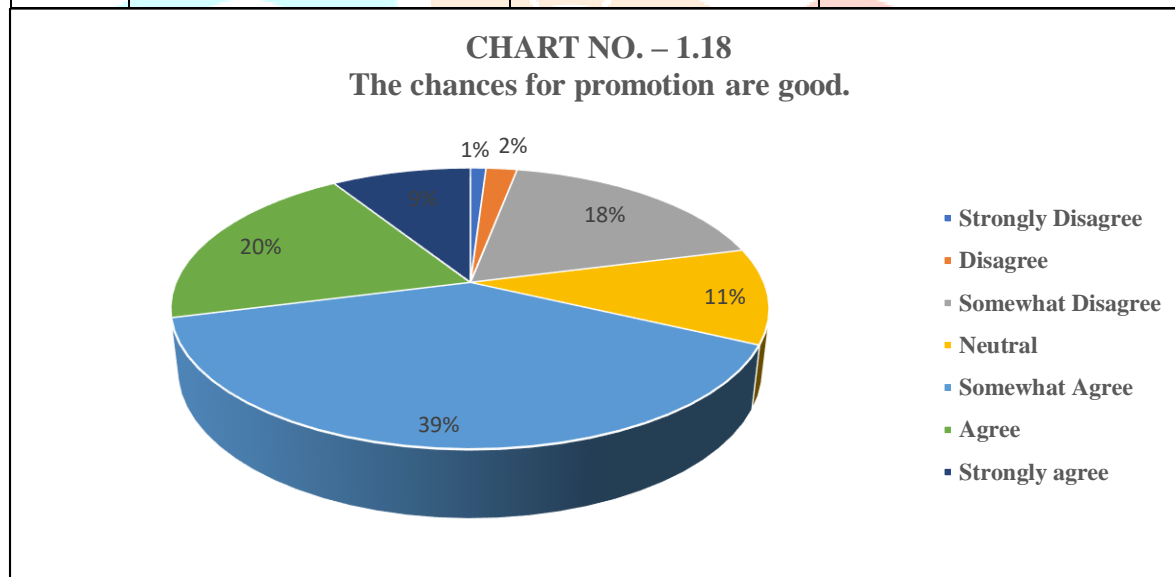


**Interpretation:**

As per Our survey above graph show that Maximum 41% of people agree, 2.00% of people strongly Disagree and 10 % of people Neutral to Conditions on the job allow them to be about as productive as they could be.

**TABLE NO. – 1.18** The chances for promotion are good.

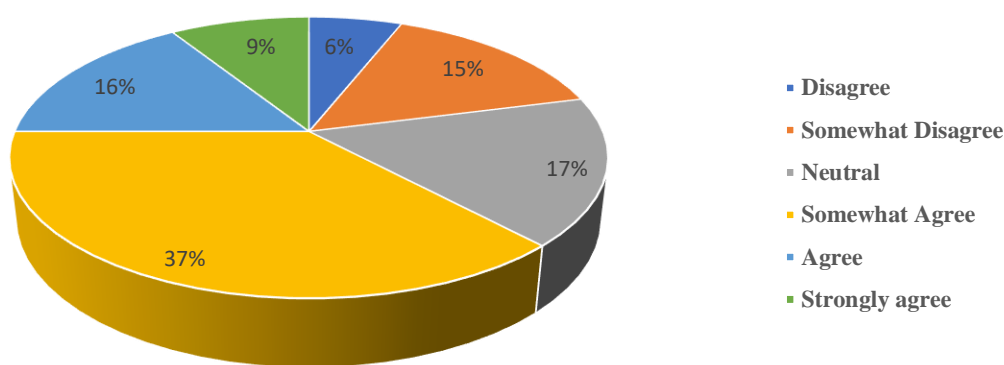
S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	2	1%
2	Disagree	4	2%
3	Somewhat Disagree	36	18%
4	Neutral	22	11%
5	Somewhat Agree	78	39%
6	Agree	40	20%
7	Strongly agree	18	9%
8	Total	200	100

**Interpretation:**

As per Our survey above graph show that Maximum 39% of Employee somewhat agree, 2.00% of Employee Disagree and 11 % of Employee Neutral to the chances for promotion are good.

**TABLE NO. – 1.19** My fringe benefits are good.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Disagree	12	6%
2	Somewhat Disagree	30	15%
3	Neutral	34	17%
4	Somewhat Agree	74	37%
5	Agree	32	16%
6	Strongly agree	18	9%
7	Total	200	100

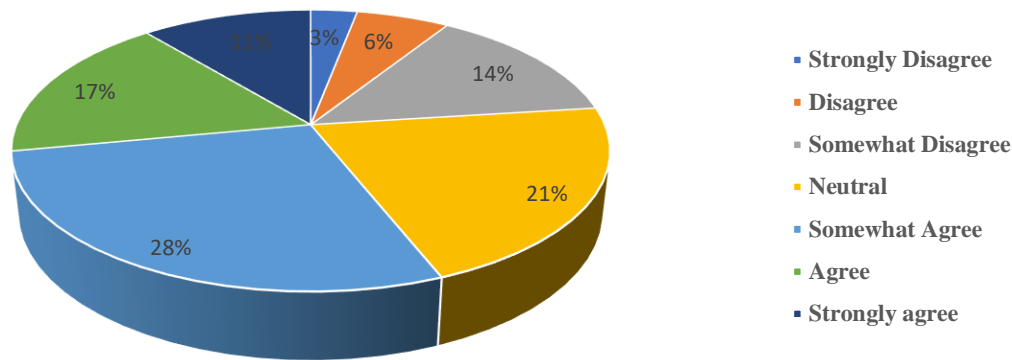
**CHART NO. – 1.19**  
My fringe benefits are good.**Interpretation:**

As per Our survey above graph show that Maximum 37% of Employee somewhat agree, 2.00% of Employee strongly Disagree and 10 % of Employee Neutral to the three fringes benefits are good.

**TABLE NO. – 1.20** Promotions are handled fairly.

S.NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly Disagree	6	3%
2	Disagree	12	6%
3	Somewhat Disagree	28	14%
4	Neutral	42	21%
5	Somewhat Agree	56	28%
6	Agree	34	17%
7	Strongly agree	22	11%
8	Total	200	100

**CHART NO. – 1.20**  
**Promotions are handled fairly.**



### Interpretation:

As per Our survey above graph show that Maximum 28% of Employee somewhat agree, 3.00% of Employee strongly Disagree and 21 % of Employee Neutral to Promotions are handled fairly. considered Ahmedabad region only because of limited time duration.

### Findings

- ☐ The findings of the study are solely based on the information provided by the respondents.
- ☐ Respond may be outcome of last few days/month environment in the company. But it may varies from behaviour of company environment since he/she joined.
- ☐ Respond of responded may influenced due to the name and market value of company and so he/ she may or may not be speaking fair and exact feel of company.
- ☐ Company are avoiding direct survey and personal interviews so we won't be able to get it. We have to go through the social media respond so, exact facial expressions, emotions and mind set could not be seen.

### CONCLUSION

In Conclusion we can found that In Major players of IT Industry are TCS 35%, Wipro 23%, Cognizant 22% and Infosys 20%. , 21 % of the Employee are Agree to the behavior of the boss is also the reason for they occupational stress. So, this is one of the strong points behind the occupational stress in IT sector. 42% of the Employee are Agree to the safety and health conditions where I work are good. Its help to reduce the occupational stress among the employee of IT sector.

Very rare of the employee are to be found who are not suffering from stress. It is proved from the survey that the employees 47% of the married employee feel occupation stress in IT sector and Unmarried 53% of the male and female employee feel occupation stress in IT sector. so the ratio of unmarried is higher than the married.

The 28 % of Employee that is 56 no of employee somewhat Agree to they are pressured to work long hours, so this are also the major reason for the occupational stress in it sector.so we say that reduce the working hours also reduce the stress.

The 16 % of Employee that is 32 no of employee somewhat Agree with that the behavior of the boss is also the reason for they occupational stress. Employee occupational stress not only reason behind it family interference but also the reason of behavior of the boss.

The above analysis is done by the data received from the questionnaire. So the accuracy of data depends upon the response of the employees.

