A STUDY ONSTRESS MANAGEMENT AMONG IT EMPLOYEES

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ABSTRACT

This study investigates stress management among IT professionals, analyzingdemographic data, stressors, coping mechanisms, and improvement suggestions. Results show a predominantly male workforce, aged 25-34, experiencing an average stress level of 7.5 out of 10. Key stressors include tight deadlines, resource shortages, and high workloads.By addressing these objectives, organizations aim to cultivate a resilient workforce capable of navigating the challenges of the IT industry while promoting a positive and sustainable work culture. Coping strategies involve regular breaks and seeking support from colleagues. Notably, 40% of respondents work remotely. Suggestions for improvement include better communication, increased management support, and flexible work hours. These findings provide insights for organizations to implement targeted interventions and enhance the overall well-being of IT employees.

Keywords: Stress, Stress Management, Industries, Workplace, Factors.

INTRODUCTION

This study delves into stress management among IT professionals, aiming to understand the demographic landscape, stress factors, coping mechanisms, and improvement recommendations within the IT work environment. With a focus on the unique challenges faced by IT employees, this research seeks to identify key areas for intervention and enhancement of stress management strategies, contributing to a healthier and more supportive workplace for IT professionals. if these side effects are most certainly not seen in the beginning, they can cause genuine well-being issues among employees, for example, sadness, heart issues, diabetes, and so forth. Health as well as individual life of employees is likewise being influenced on account of high occupation stress, most workers are incapable of investing energy at home or with

family.From identifying the specific stress triggers prevalent in the IT work environment to creating a supportive workplace culture and promoting a harmonious work-life balance, this exploration aims to provide insights into comprehensive stress management initiatives that can contribute to a healthier, more productive, and resilient IT workforce.

REVIEW OF LITERATURE

The existing body of literature on stress management among IT employees highlights the demanding nature of IT roles and the associated stressors. Previous studies underscore the prevalence of high-stress levels attributed to factors such as tight deadlines, resource constraints, and technical challenges. Coping mechanisms commonly explored include breaks, exercise, and seeking support from colleagues. The literature also emphasizes the need for tailored interventions, considering the unique stressors within the IT sector, to foster a conducive and supportive work environment. This study builds upon these insights to contribute to the ongoing discourse on effective stress management strategies for IT professionals.

OBJECTIVES

➢ To study the factor causing stress among the employees.
➢ To understand the impact of stress on employee performance.
➢ To find out the remedial measures to overcome from the stress.

RESEARCH METHADOLOGY

For this examination, a study methodology was employed. To observe how the latter affects the former, independent variables will be subjected to and exposed to manipulation throughout the study. Researchers may be able to credibly infer a relationship between independent and dependent variables by monitoring and examining how each variable changes over time. Data from the personnel in the Indian IT sector were gathered from primary sources using convenience sampling approaches through structured surveys and discussions. For a variety of reasons, secondary data were also collected in addition to primary data from websites,newspapers, trade publications, and papers from a review of the literature. Using SPSS, the survey's data were examined.Many studies have been conducted on stress and stress management in general by many researchers worldwide. However, an examination of published work has revealed that only a few studies have been conducted on stress management of I.T. professionals. As such a detailed study is needed to find the various factors leading to stress among I.T. professionals of Multinational Companies. The study should also focus on suggesting the most appropriate stress management methodologies for individual employees and for organizations to reduce employee stress. The study

suggests the most suitable stress management methods for individual professionals as well as I.T. companies.

DATA ANALYSIS

The responses were received from 109 participants working in IT companies in India and Ireland

Data analysis is divided into three parts:

Section A includes personal information like gender, education, experience, etc,

Section B comprises questions about the different stressors

Section C which contains two open-ended questions about Stress Management Techniques and Stress-related absence from work.

These were analyzed using Excel since the information obtained from them was qualitative.

Section A includes personal information like gender, education, experience etc,

1) Education

Education	frequency	percent	valid percent	cumulative percent
PhD	1	9	9	9
Masters	49	45	45	45.9
Undergrad	47	43.1	43.1	89
Other	12	11	11	100
Total	109	100	100	
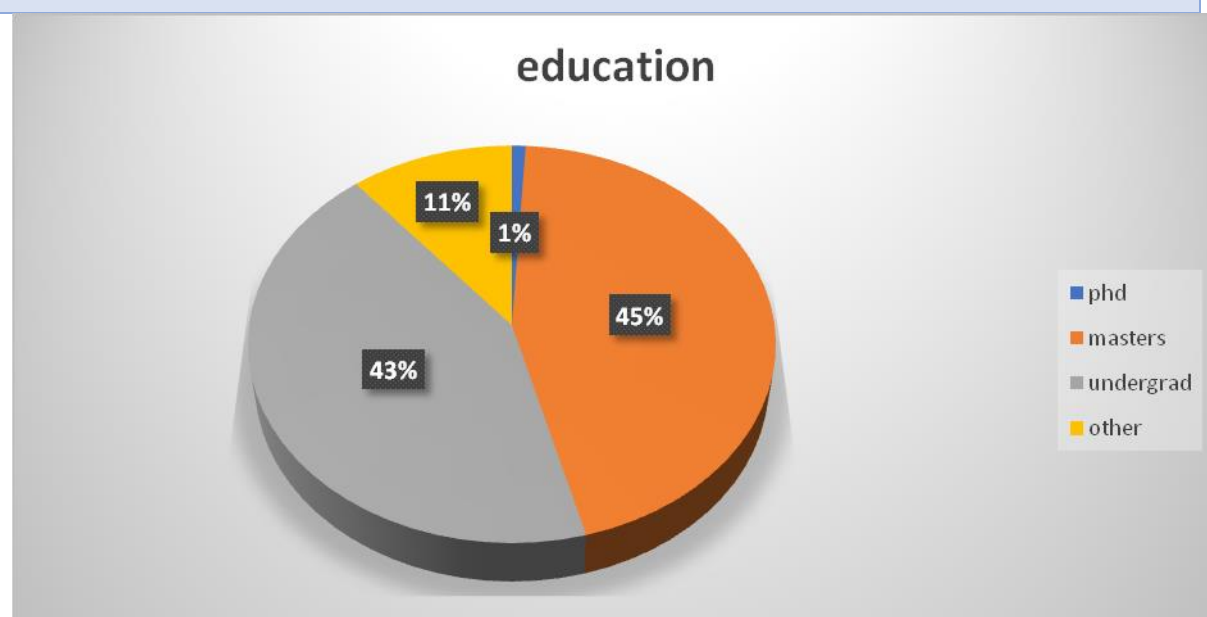
Section B which comprises questions about the different stressors

1)Unclear Roles

unclear roles	frequency	percent	valid percent	cumulative percent
no stress	29	26.6	26.6	226.6
Stress	63	57.8	57.8	84.4
a great deal of stress	17	15.6	15.6	100
Total	100	100	100	
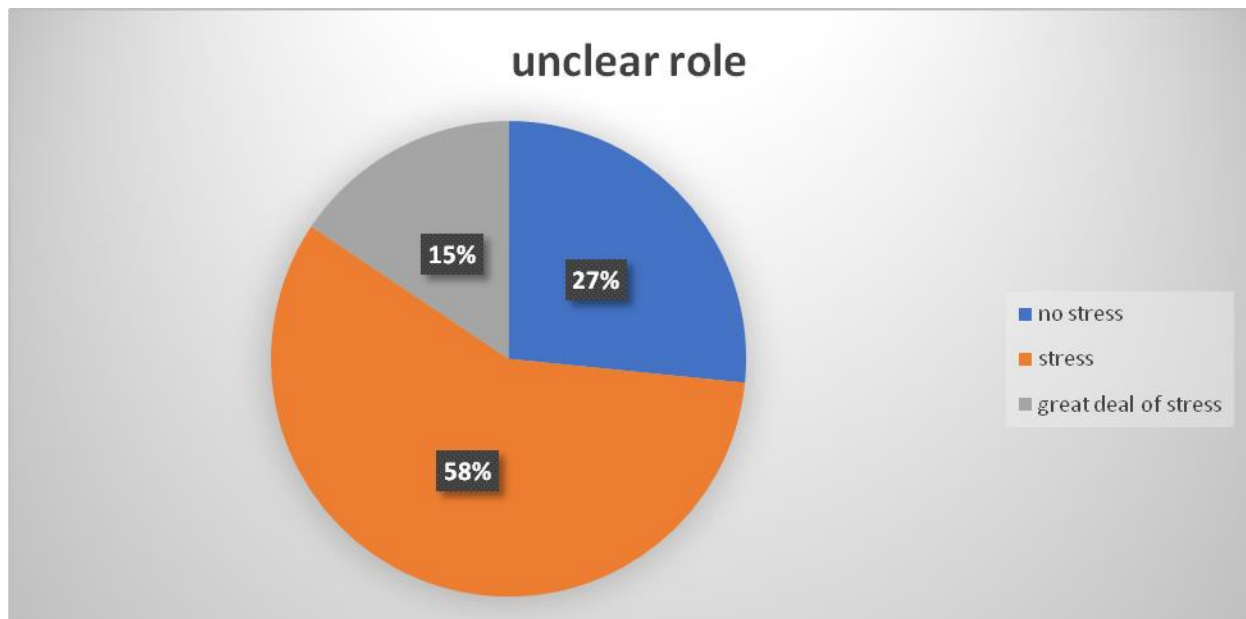
58 % of the participants felt that unclear roles or role ambiguity was a source of stress for them. 15% felt that was a source of a great deal of stress for them and 27% of the respondents felt it was not a source of stress for them.

2)Time pressure and deadlines

time pressure and deadlines	frequency	percent	valid percent	cumulative percent
no stress	26	23.9	23.9	23.9
Stress	59	54.1	54.1	78
great deal of stress	24	22	22	100
Total	109	100	100	
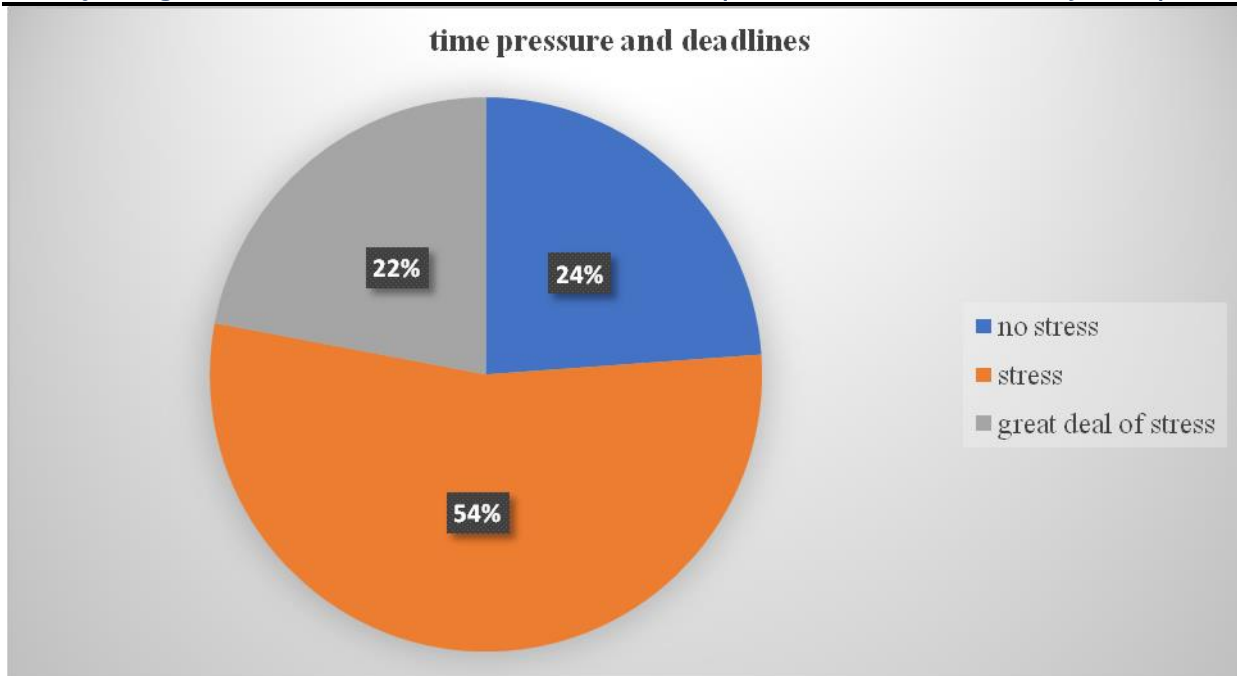
54% of the respondents reported Time Pressures and Deadlines as a source of stress. 22% of the respondents mentioned Time Pressure and deadlines as a great deal of stress and 23.9% of the participants reported not being under any form of stress as a result of time pressures and deadlines.

3)attending meeting

attending meeting	frequency	percent	valid percent	cummulative percent
no stress	69	63.3	63.3	63.3
stress	32	29.4	29.4	92.7
great deal of stress	8	7.3	7.3	100
total	109	100	100	
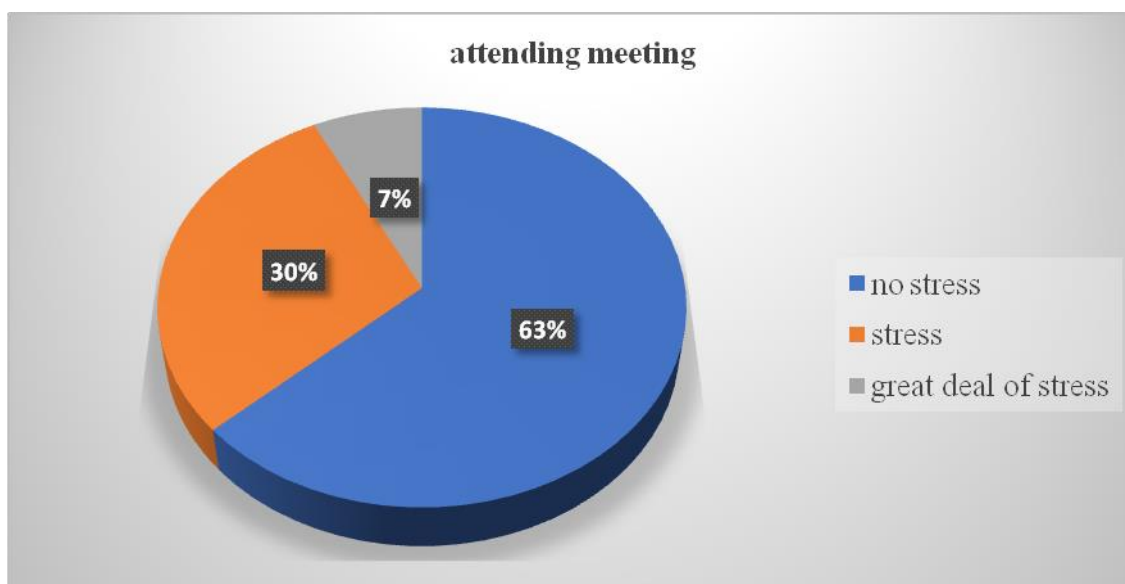
63.3% of the respondents felt that attending meetings at work not a source of stress for them, 29.4% felt that it was a source of stress for them and 7.3% of the participants identified it as a great source of stress.

4)Keeping up with new technologies

keeping up with new technologies	frequency	percent	valid percent	cumulative percent
no stress	71	65.1	65.1	65.1
stress	29	26.6	26.6	91.7
a great deal of stress	9	8.3	8.3	100
total	109	100	100	
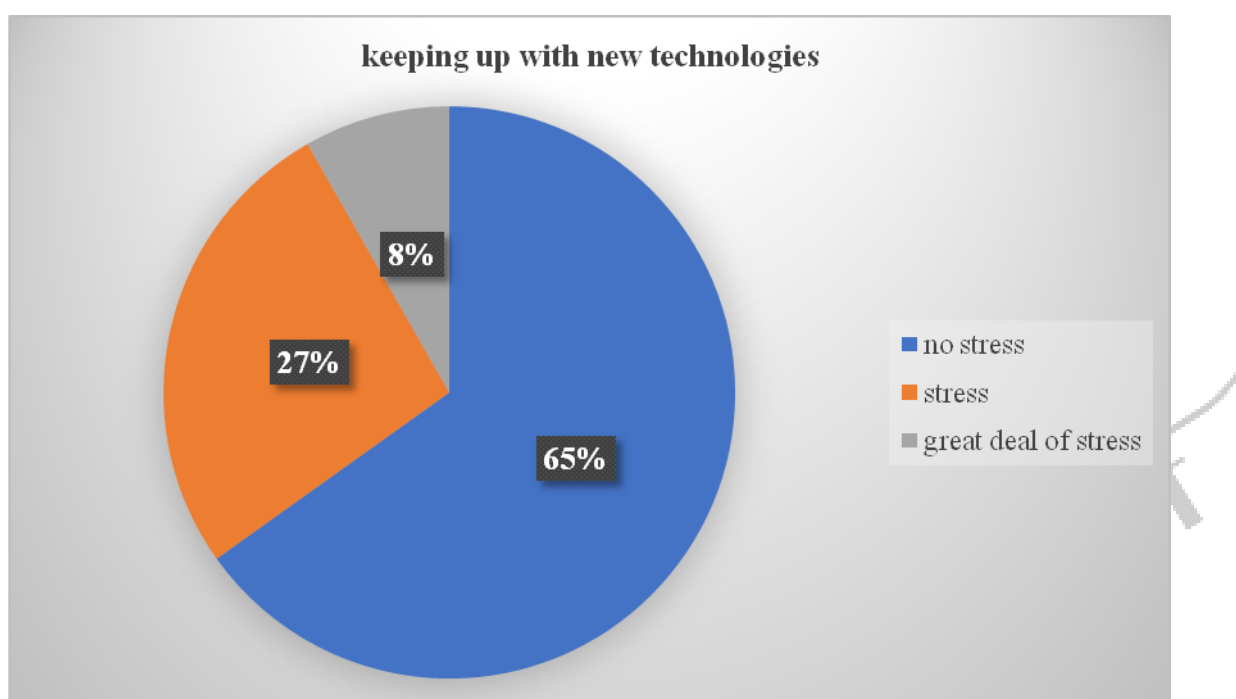
65.1% of the participants felt that keeping up with new technology in the work place was not a source of stress for them. 26.6% felt that it was a source of stress, and 8.3% felt that it was a source of great deal of stress.

5)Doing a job below the level of my competence

Doing a job below the level of my competence	frequency	percent	valid percent	cummulative percent
no stress	58	532	53.2	53.2
stress	40	36.7	36.7	89.9
great deal of stress	11	10.1	10.1	100
total	109	100	100	

**doing a job below the level of my competence**
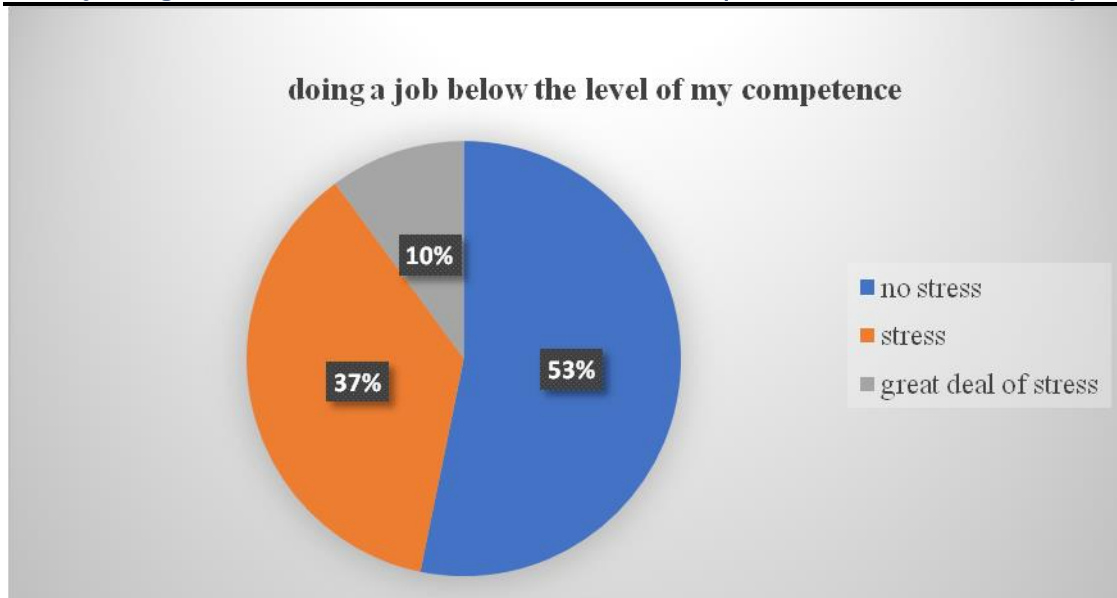
60.6% of the participants felt that doing a job beyond one's level of competence or ability was not a source of stress for them. 29.4% felt that it was a source of stress for them and 10.1% of the respondents felt that it was a source of a great deal of stress for them.

Section C which contains two open-ended questions about Stress Management Techniques and Stress-related absence from work.

This section contained 2 open-ended questions, one about Stress Management Techniques being adopted in IT companies in India and Ireland and the other about the number of times, the employee had taken leave because of a stress-related cause. Because of the nature of the responses, the data obtained from these questions were analysed using MS Excel.

1) Does your organization adopt any stress-management techniques? If yes, havethey been beneficial to you? Please answer in a sentence or two

Access to stress management techniques and interventions for IT employees in india and Ireland
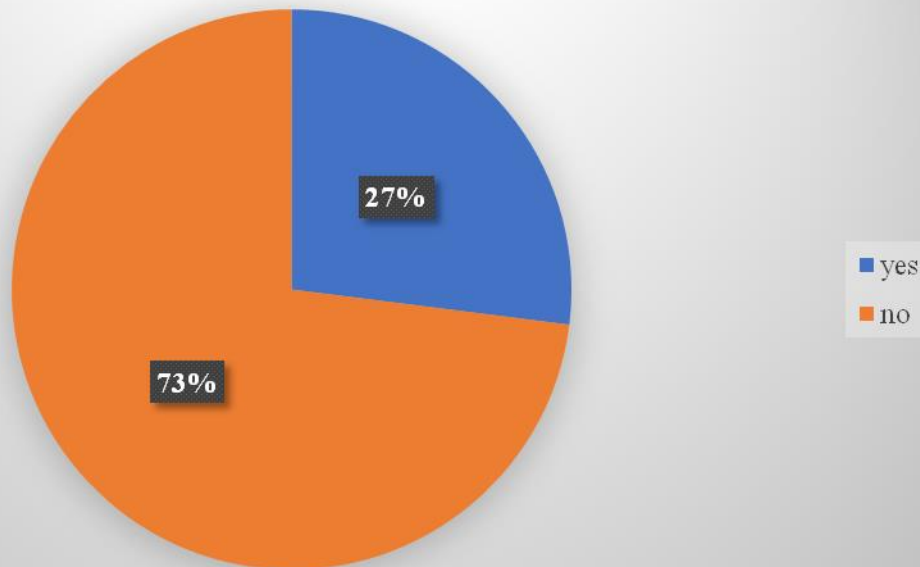
FINDINGS

The results obtained from the primary data which was collected from the survey, in the form of self-administered questionnaires.

1.The factor causing stress among employees, researchers conducted surveys and interviews to gather data on workload, interpersonal relationships, job satisfaction, and other related factors.

2.The impact of stress on employee performance, the researchers analyzed productivity metrics, absenteeism rates, and qualitative feedback form employee to assess how stress influencedtheir job performance and overall effectiveness.

3.The remedial measures t overcome strees, the researchers conducted a review of existing literature, consulted with experts in psychology and workplace wellness, and analyzed cause studies of successful stress management program in various organizations

4.stress levels of the employees are measured.

SUGGESTIONS

1.Incorparate relaxation techniques into your daily routine to help reduce stress levels

2.Deep breathing exercise progressive muscle relaxation, and mindfulness meditation can also be effective ways to calm your mind and body.

3.Eating balanced diet

4.Getting enough sleep

5.Don't be afraid to reach out for support from friends ,family, or mental health professional if you're struggling to cope with stress

CONCLUSION

Stress management is a shared responsibility44. Fostering a supportive work environment, promoting work-life balance, offering professional development, implementing stress-reduction initiatives, and empowering employees is crucial. These strategies benefit individuals and contribute to a more resilient IT workforce. Regular fun activities and frequent getaways can also help alleviate stress. Stress management is a shared responsibility between employers and employees in the IT sector. By fostering a supportive work environment, promoting work-life balance, offering professional development opportunities, implementing stress-reduction initiatives, and empowering employees to manage their workloads, organizations can create a culture that prioritizes employee well-being. In turn, IT professionals can adopt these strategies to navigate the challenges of their demanding profession while maintaining a healthy work-life equilibrium. Prioritizing stress management not only benefits individuals but also contributes to a more productive and resilient IT workforce. The entire management team can conduct various fun yet motivational organizational activities. Instead of going for an annual excursion, it could be shifted to quarterly getaways. More psychological games should be introduced to know the exact feelings of an employee so that necessary measures can be taken. Weekly meditation and yoga

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