

## WORK LIFE STRESS OF IT SECTOR EMPLOYEES



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### Abstract:

In recent years have experienced increased stress across all facets of life, in stress across all facets of life, but particularly at work. The high rate of stress in the IT sector has negative practical and financial effects. Studies have been conducted to examine the effects of various forms of occupational stress on worker performance, job satisfaction, and a variety of other aspects. The key stresses that IT workers experience were identified in this study, along with how they impact their personal well-being, financial condition, and efforts to find stress-reduction techniques. The collected information was analyzed using frequency tables, ANOVA, and chi-square. We learned through this research that the main causes of stress for employees are the amount of work, the nature of the job and its responsibilities, and the physical work environment. Stress-related to work-life balance is a major problem in the IT sector. Our survey revealed that work-life stress impacts everyone and is not only a concern for newly hired employees or the most experienced personnel. The best method of stress relief for workers is entertainment. Businesses should put more effort into handling employee grievances. the level of age-related work stress experienced by employees. One goal was to find the relationship between different aspects of job satisfaction and stress-related factors the relationship between different aspects of job satisfaction and stress-related factors was one of the goals. Investigating the relationship between various stress management strategies and job stress is the main objective of this study. In our study, we made an effort to connect the impacts of financial stress on employees with stress at work. This study is being conducted to help management identify the stressors that IT staff members experience at work and the effects that stress has on them. and create several techniques to lessen the stress of IT workers, increasing their productivity and effectiveness at work. The study used a quota selection of 100 employees from Chennai and the surrounding areas and used a cross-sectional survey approach. A questionnaire was used to collect the data for the investigation. Personal information is gathered through demographic questions, while information on job stress is gathered through a variety of independent and dependent factors. All of the closed-ended questions were intended to elicit answers.

**Keywords:** Work Life Balance, Information Technology, Job Stress

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## 1. INTRODUCTION

Pressure labor is a definition of stress. Stress might manifest as an unwillingness to report to work and a sense of constant pressure. Therefore, work stress is a physical and emotional reaction that occurs when there is a discrepancy between the demands of the job, one's talents, and one's resources. Performance from employees is crucial to the success of an association. High levels of stress experienced in the workplace might dramatically slow down employee performance. Every aspect of life, including business, has some level of stress. Employees who work for various organisations must manage stress. Due to significant stressors, IT workers in particular experience high levels of stress. The performance of dropped associations, dropped hands overall performance, high staff development, and absence due to health issues are all impacted by stress. Workload-related stress is characterised by resistance to going to work and a sense of ongoing pressure together with general physiological, mental, and behavioural stress symptoms. Therefore, stress is the potentially harmful physical and emotional reactions that occur when the working environment is not conducive to the employee's skills, resources, or needs.

The body's reaction to any change that necessitates an adaptation or response is stress. Physical, internal, and emotional reactions are produced by the body in response to these changes. It is an adaptive reaction to an action, circumstance, or event from the outside that creates an excessive strain on the body or mind. The stress of everyday living is common. Your environment, body, and studies may all cause stress. The human body is made to observe stress and respond to it. Stress can help us stay aware, motivated, and prepared to escape danger. When obstacles arrive in waves, stress turns negative.

### REVIEW WORK:

A person who works in banking experiences stress. Because bankers spend so much time at their individual institutions, the workplace might be a significant source of stress for them (Jamshed et al., 2011). Additionally, stress frequently lowers their performance. According to (Masterson 1980), there are a variety of factors that might lead to stress, including work load, staff reductions, workplace changes, long work hours, shift work, a lack of supervision, insufficient supervision, insufficient training, unsuitable working circumstances, excessive responsibility, and strained relationships with coworkers. According to Bowing Harvey (2001), stress is a result of a person's relationship with their environment. This emotional strain negatively impacts a person's physical and mental

**DESCRIPTIVE STATISTICS:**

health. Stress is brought on by stressors, which are situations that upset a person's homeostasis. According to (Ritchie and Martin 1999), stress was defined as the result of outside factors operating on a person, most frequently physical ones. Later, it was proposed that how a person perceives and reacts to stimuli or events is a crucial aspect in deciding how that person will likely behave and whether a situation will be seen as stressful.

The design of the Occupational Stress Indicator (OSI), according to Cooper, Sloan, and Williams (1988), demonstrates that stressful transactions are thought to be the outcome of two intervening systems: people both impact and are affected by their environments. To put it another way, a person's perception of a circumstance influences their stress reaction. When a person's ability to handle the stressor's magnitude is exceeded, stress results. work stress is described as an uncomfortable emotional scenario that an individual experiences when the demands of a work are not matched with his capacity to handle the circumstance (Malek, 2010; Medi bank Private Inc., 2008). According to (Sengupta 2007), stress can have an impact on one's physical, mental, or behavioral health: Humans' physiological hormone release sets off their fight-or-flight reaction. They may fight more effectively or run more quickly thanks to these hormones. They enhance perspiration, blood pressure, and heart rate. Heart disease and stress are related. Prolonged stress increases the tension on the arteries because it raises blood pressure and heart rate.

The previous researchers conducted studies on a variety of occupational stress-related characteristics, but during the pandemic and the recession, these studies were not available. Economic downtime has a significant impact on the lives of IT professionals and raises their stress levels. This is because to a number of factors, including work from home (WFH), longer work hours, etc.

Based on the assessment above, a study gap was identified to examine the occupational stress experienced by IT industry personnel during a downturn in the economy.

### OBJECTIVES OF THE STUDY:

- To explore the factors that influence IT professionals' levels of occupational stress.
- To investigate the stress levels of both male and female workers.
- Recognizing the signs of excessive stress among IT professionals
- Recognizing the mental and physical health issues that these professionals face.

### THEORY OF THE RESEARCH:

### ASSESSMENT OF THE DATA AND RESULTS:

The outcomes of data analysis are covered in this section. The respondents' profiles are briefly discussed in the opening section of this chapter. To evaluate the usefulness of the measures, descriptive analysis and later reliability analysis are performed.

Information	Categories	Frequency	Percentage
Age	Up to 25 years	98	34.6
	26 to 35 years	113	39.9
	36 to 45 years	49	17.3
	46 to 55 years	23	8.1
Gender	Male	125	44.2
	Female	158	55.8
Marital status	Married	125	44.2
	Unmarried	158	55.8
Designation	HR	87	30.7
	Team Leader	68	24.0
	Team member	45	15.9
	Software Developer	54	19.1
	Tester	29	10.2
Monthly Income	Less than Rs.20,000	50	17.7
	Rs.20,001 to 30,000	56	19.8
	Rs.30,001 to 40,000	64	22.6
	Rs.40,001 to 50,000	66	23.3
	Above 50,001	47	16.6
Educational Qualification	ITI	3	1.1
	Diploma	3	1.1
	Bachelor's degree	156	55.1
	Master's degree	121	42.8

Table 1 – Demographic Table

### THEORY OF THE RESEARCH:

**CHI SQUARE ANALYSIS:** Researchers use the chi-square test, a statistical technique, to look at variations between categorical variables within the same population.

Stress and age:

The Chi-square test was employed to determine how age affected how media influenced purchases.

H0: There is no connection between an employee's age and their level of stress.

H1: Employee stress and age have a very strong relationship.

AGE\* STRESS

**Chi-Square Tests**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	55.843 <sup>a</sup>	12	.000
Likelihood Ratio	59.659	12	.000
Linear-by-Linear Association	1.188	1	.276
N of Valid Cases	283		

10 cells (50.0%) have expected count less than 5. The minimum expected count is .49.

**INTERPRETATION:** The P value for the aforementioned observation output is less than 0.05 (0.000). The employee's age and stress are significantly correlated.

**ONE WAY ANOVA:** To examine and discover differences between two or more independent variables, one-way analysis of variance, also known as One Way ANOVA, was used to demonstrate the importance of the variables.

**ANOVA**

		Sum of Squares	df	Mean Square	F	Sig.
work_life_balance	Between Groups	8.389	3	2.796	3.508	.016
	Within Groups	222.410	279	.797		
	Total	230.799	282			
unhappy_appraisal	Between Groups	40.901	3	13.634	14.919	.000
	Within Groups	254.958	279	.914		
	Total	295.859	282			
stress level	Between Groups	9.762	3	3.254	4.640	.003
	Within Groups	195.658	279	.701		
	Total	205.420	282			

Hypothesis 1:

H0: There is no connection between an employee's age and how stressed out they are.

H1: There is a connection between an employee's age group and how much stress they experience.

**INTERPRETATION:**

The significance level of 0.003 is less than the acceptable value of 0.05, the significant result is accepted for the null hypothesis and the research hypothesis is rejected.

H0: There is no association between the age of an employee and a negative evaluation.

H2: There is a connection between an employee's age group and a negative evaluation.

**INTERPRETATION:**

The significant value, 0.004, is less than the standard value, 0.05, so the null hypothesis is rejected and the research hypothesis is accepted.

#### THE STUDY'S LIMITATIONS:

1. It was done in and around Chennai.
2. The sample methodologies serve as the foundation for the analysis and interpretation.
3. Due to their busy schedules, some employees forgot to turn in their fully completed surveys on time.
4. The respondents held back on providing their genuine answers and personal information out of concern for their own safety.
5. The study did not aim to determine participant bias.
6. This project is of a high calibre.

#### 2. CONCLUSION:

Every business wants to be successful. This accomplishment will be made possible by the employee's participation and effort. Instead of doing things differently, successful people act differently. This is evident in this business, whose success is primarily attributable to the conviction that its most precious resource is its workers, each of whom has a high level of dedication to and involvement in the business's growth. The growth of the company reflects the growth of the company, and vice versa. The data obtained as a result of those interactions, along with the profiles of respondents who have interacted with them, were used to perform this study by the researcher. We further infer that the levels of stress related to work are the same for married and unmarried employees. The majority of people in our country chose to complete their higher education before looking for employment because the bulk of employees are postgraduates. All of which suggest that companies pick workers with more education for their professions. As in our study, where we tried to include all professions and occupational workers, workplace stress is a serious problem in all kinds of employment and vocations. Our survey reveals that everyone is impacted by job stress; it is not simply a concern for freshly hired or seasoned personnel. Long hours, too much work, repetitive jobs, family demands, performance reviews, a supportive work environment, and employment instability are all causes of work-related stress. According to our research, job stress has an effect on employees' personal health. According to our research, employees' levels of stress vary based on their age, and stress also affects how effectively people manage their personal and professional life.

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