STRESS AMONG EMPLOYEES OF IT SECTOR IN TAMILNADU

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ABSTRACT

Workplace conditions that negatively impact both individual performance and organizational productivity are the main cause of job stress. In order to better understand the signs and causes of work-related stress among information technology Employees in Tamilnadu, a quantitative research approach was applied in this study. One-sample t-test was utilized for data analysis after 100 information technology professionals completed a multiple-choice questionnaire. Based on a series of interviews with academicians and software experts, managerial implications for reducing job stress were created. According to the study, time-related stressors are the main cause of work-related stress in information technology workers, who also exhibit moderate levels of stress symptoms like headaches, tension, and aggression.

Keywords: job stress, IT employees, information technology, work load, work life

Introduction

Stress has increased in this information technology (IT) era. become evident in all vocations and primarily having an impact on the ITPs because they are subjected to technological stress (extended strain in the IT. A career can cause burnout or other forms of pain at work, and it is highly harmful to one's health. A computerized clockwork gazette can induce several forms of physiological strain. Full-time ITPs are forced to work excessive hours due to business pressure from IT solution businesses. In order to meet the needs of their employers and clients, they also labor tirelessly. IT companies must therefore consider taking urgent steps to identify important factors that contribute to occupational stress and address them by implementing the required treatments to sustain a work life to their employees. Given the potential of Tamilnadu's IT industry, the current study aimed to uncover the human aspect of this developing field by examining the workplace stress factor of ITPs in order to guarantee a fruitful and healthy work-life balance for them.

Review of Literature

IT professionals' typically come across stresses caused by long working hours (Latha and Panchanatham, 2007). They suffer from different musculoskeletal problems for working incessantly before computers (Talwar et al., 2009) at a fast pace (Sethi et al., 2004; Major et al., 2002). Under extreme time pressure (Ranjna, 2015; Chaly et al., 2014; Gahln, 2014), they are sometimes bound to finish their assignments with an unachievable deadline (Prathyusha, 2019; Narayanan and Savarimuthu, 2015; Zhao and Rashid,2010). Most of them have reported that managing work and personal life is unmanageable due to rising work pressure (Robinson, 2016; Ranjna, 2015; Babu and Balakrishna, 2017).

Hypothesis framed

H₁: ITPs are encountering task-related stressors related to unclear objectives, role ambiguity, outcome, obsolescence, assignments, and work overload.

Methodology

The participant was given 100 questionnaires in all. A little number of surveys, meanwhile, were discarded because of confusing replies and missing responses. Ultimately, 93 answers were taken into account while analyzing the data. Twenty-five medium-sized to big software development enterprises in Tamilnadu were selected as samples.

A total of twenty-three variables pertaining to occupational stress in the IT business were examined in research articles, organizational annual reports, public and private policy documents, and newspapers.

We chose to keep all 23 items for the purpose of developing the questionnaire and gathering data after consulting with specialists. The demographic data of the respondents—name, title, experience level, and organization details—is presented in the first part. to evaluate the study's hypotheses. The respondents' opinions were gathered using a 6-point Likert rating scale, with 6 denoting "strongly agree" and 1 denoting "strongly disagree.".

Analysis and interpretations

H₁: Information Technology Professionals are encountering task-related stressors related to unclear objectives, role ambiguity, outcome, obsolescence, assignments, and work overload.

The participants were given 100 questionnaires in all. A small number of surveys, meanwhile, were rejected because of ambiguous replies (several checked boxes) and missing responses. 93 valid answers were ultimately taken into account for data analysis. Twenty-five medium-sized to large-scale Tamil Nadu software development organizations were used as sample sources. Given that we viewed the entire set of data which consisted of IT company professionals as a single sample, the one-sample t-test and its significance value were determined to be suitable for testing our hypotheses.

Stress Symptoms of IT Professionals (ITP)

Sl.No	Physical Stress	Frequency (%)	Mental Stress	Frequency (%)	Behavioural Stress	Frequency (%)
1	Headaches	30	Tension	27	Aggressive	30
2	Migraines	26	Anxiety	22	Social isolation	30
3	Sleep Disruption	5	Bad Temper	21	Addiction to drugs	10
4	Stomach disorders	1	Low self-esteem	5	Non-co-operative	5
5	Blood pressure	1	Forgetfulness	10	Negligence to responsibility	10
6	Back/Shoulder/ neck pain	20	Feeling powerless	2	Less sociable	8
7	Eye Strain	10	Depression	6	-	-

A descriptive statistical analysis was performed in order to determine which symptoms were most common. of stress at work. Based on the data, headaches and sleep disruption are the most common physical stress symptoms. Few people actually feel their blood pressure. The startling finding that 80% of respondents experience tension at work, or extreme mental stress, is concerning. Therefore, another detrimental behavioral stressor that 82% of the respondents claimed they saw in their conduct was aggression.

IT professionals are encountering with task-related stressors concerning the variables

Sl. No	Factor	Mean	Std. Deviation	T test	Significance	Accepted/Rejected
1	Objective	3.1020	.60300	138	.000	R
2	Role Ambiguity	4.7120	.70010	127.361	.000	R
3	Outcome	3.0158	.56227	4.318	.19	A
4	Obsolescence	4.5652	.68524	120.822	.000	A
5	Assignments	5.1020	.67353	4.407	09	A
6	Overload	4.5692	.6817	9.127	.13	R

According to the study's findings, the research hypotheses, or null hypotheses, were rejected with a sig. < 0.05 and a t-value of t > 1.63 at the two tail test, while the rest were accepted with a sig. >0.05. For the readers' convenience, the exact values of the statistical computation are displayed in the above table. The study's overall findings primarily attest to the ITPs' experience of occupational stress. Regarding hypothesis, three sub-null hypotheses were determined to be rejected and three to be accepted. These findings indicate that the stresses that ITPs are not facing include unclear objectives (sig. = 0.00 with t = 139.000), role ambiguity (sig. = 0.00 with t = 127.361), and obsolescence of IT skills (sig. = 0.00 with t = 120.822). It's a good sign for Tamil Nadu IT companies that its ITPs are free from identified stress.

Conclusion

The reality of job stress among Tamil Nadu ITPs in relation to work, time, and workplace-related stressors has been shown by this study. A variety of signs and symptoms of occupational stress are apparent among them, such as tension headaches and aggressive behavior. Nonetheless, in comparison to other nations, the overall situation of job stress among Tamil Nadu ITPs is still at a moderate level. Since hypotheses is found to be accepted, the study's results primarily focus our attention on the time-related stressor. To reduce the effects of stressors, managers of IT organizations should focus on excellent scheduling and time management. Issues related to work overload should be carefully managed by recruiting and educating sufficient human resources in this area.

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