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A Study On Occupational Stress And Job Satisfaction Of Computer Professionals In A Selected It Company Bangaluru, Karnataka

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Abstract: Background of the study: Occupational stress has become a common and costly problem. The aim of this study was to assess the level of occupational stress and job satisfaction of computer professionals in selected IT companies at Bangalore. Objectives: 1. To assess the level of occupational stress among computer professionals. 2. To assess the level of job satisfaction among computer professionals. 3. To find out the association of occupational stress, job satisfaction with socio demographic variables. Methodology: A Correlational descriptive research design and non experimental approach were carried on 100 Computer professionals working in Info bizz technologies by using convenience sampling technique. Demographic Performa, Likert 3- point rating scale to assess occupational stress and Likert 5 – point rating scale to assess job satisfaction were used to collect data. Descriptive and inferential statistics were used to analysis the data. Results: The findings revealed that majority of computer professionals 49 (49 %) were above 30 years old , 62 (62 %) were Male , majority 64 (64 %) has done post graduate, 75 (75 %) were had income between 20,001 – 50,000, majority 51 (51 %) were married , 63 (63 %) live in urban areas, majority 70 (70 %) belongs to nuclear family, 49 (49 %) are smoker, 72 (72 %) consume alcohol, 51 (51 %) have working experience between 1 – 5 years, 100 (100 %) works more than 8 hours per day. With regard to the stress assessment, majority of the computer professionals 50 % had moderate stress, 22 % had mild stress and 28 % had severe stress. In Job satisfaction, majority of the computer professionals 46 % had low job satisfaction, 22 % had moderate job satisfaction and 32 % had high satisfaction. The assessment of occupational stress and job satisfaction was done by associating them with the selected demographic variables. Significant association was found between the occupational stress and age, Gender, marital status, habit of smoking, duration of smoking, consumption of alcohol, frequency of consumption of alcohol, total years of experience, work shift and total no. of working hours. With job satisfaction significant association was found between the job satisfaction and age, Gender, educational qualification, income, total years of experience, and total no. of working hours. The χ^2 formula was used in order to identify the relationship between the demographic variables. Karl Pearson co – efficient of correlation analysis shows a significant relationship between occupational stress and job satisfaction among computer professionals. It is negatively correlated since the r value is -0.865, which reveals that when occupational stress increases the job satisfaction decrease. Conclusion: It seems that majority of the computer professionals had low job satisfaction.

Keywords: Assess, occupational stress, job satisfaction.

1. Introduction

Job stress is a common issue in today's computer era. But some people who are involved in computer for more duration leading to stress. An emerging group, which is fast becoming the focus of stress related problems, is the software professionals.[1] Occupational stress is a generic term that refers to any affect laden negative experience that is caused by an imbalance between job demand and the workers. Pestonjee has identified 3 important sectors of life in which stress originates. These are: jobs and the organization, the social sector and intrapsychic sector. This stress can lead to various health issues, including heart disease, diabetes, early retirement, mental strain, absenteeism, and burnout.[2] . It can also cause physical and psychological health issues, as well as adversely affect social functioning.[3] High work pressure, long hours in front of computer and a fast paced lifestyle, if these factors team up to weaken your physical health, here is one more strong reason why they are simply unhealthy. Mental health professionals are now convinced that an increasing number of persons working in IT and IT enabled service sector fall prey to depression because of high stress they undergo.[4] According to Smith, Job satisfaction is a person's emotional response to aspects of work such as pay, supervision and benefits; or the work itself. Job satisfaction is determined by various factors, e.g. how well our needs and wants are met through work, work conditions, sense of belonging to the company, self achievement, fulfilling personality traits, relationships with superiors, etc.[5]

2. Review of Literature

Occupational stress is a chronic disease caused by condition in the work place that negatively affect on individuals performance and/ or overall wellbeing of his body and mind. One or more of a host of physical and mental illness manifest occupational stress. In some cases job stress can be disabling. In chronic cases a psychiatric consultation is usually required to validate the reason and degree of work related stress. Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job and job experience.[6]

The review of literature has been arranged and presented in the following order:

I. Definition of occupational stress.
II. Causes of occupational stress
III. Problems related to occupational stress.
IV. Definition of job satisfaction.
V. Factor influencing and affecting job satisfaction.
VI. Studies related to occupational stress and job satisfaction.

I. Definition of occupational stress:

Occupational stress is the harmful physical and emotional responses that can happen when there is a conflict between job demands on the employee and the amount of control an employee has over meeting this demands. [7]

II. Causes of occupational stress:

III. Problems related to occupational stress:

Stress can have an impact on our overall health. Our bodies are designed pre-programmed with a set of automatic responses to deal with stress. This system in very effective for the short term" fight or flight" responses we need when faced with an immediate danger. The problem is that our bodies deal with all types of stress in the same way. Experiencing stress for along periods of time (such ass lower level but constant stressors at work) will activate this system, but it doesn't get the chance to "turn off". The bodies "pre- programmed" response to stress has been called the "Generalized stress Responses" and includes:

Categories of Job Stressors	Examples
1. Factors unique to job	• Workload (overload/under load) • Pace/variety/ meaningfulness of work. • Autonomy (e.g. the ability to make your own • decisions about our own job or about specific tasks) • Shift work/ hours of work. • Physical environment (noise, air quality etc). • Isolation at the work place (emotional or working • alone).
2.Role in the organization	• Role conflict (conflicting job demands, multiple • supervisors/ managers) • Role ambiguity (lack of clarity about responsibility, • expectations etc) • Level of responsibility.
3. Career development	• Under/ over promotion. • Job security (fear of redundancy either from • economy, or a lack of tasks or work to do). • Career development opportunities. • Overall job satisfaction.
4. Relationship at work (interpersonal)	• Supervisors • Co-workers • Subordinates • Threat of violence, harassment etc
5.Organizational structure/ climate	• Participation (or non participation) in decision making. • Management style. • Communication patterns

1. Work performance: declining/inconsistent performance, uncharacteristic errors, loss of control over work, loss of motivation/commitment, indecision, lapses in memory, increased time at work, lack of holiday planning/usage, lack of concentration.

2. Regression: crying, arguments, undue sensitivity, irritability/moodiness, over-reaction to problems, personality clashes, immature behaviour.

3. Withdrawal: arriving late to work, leaving early, extended lunches, absenteeism, resigned attitude, reduced social contact, elusions/evasiveness, depression, absenteeism.

4. Aggressive behavior: malicious gossip , criticism of others , shouting , bullying or harassment , poor employee relations , temper outbursts.

5. Other behaviors: out of character behaviour, difficulty in relaxing, increased consumption of alcohol , increased smoking , lack of interest in appearance/hygiene, accidents at home or work , reckless driving , unnecessary risk taking, family conflict

6. Physical signs: nervous stumbling speech , sweating , tiredness/lethargy , upset stomach/flatulence , tension headaches , hand tremor , rapid weight gain or loss, constantly feeling cold, Increased blood pressure, Increased metabolism (e.g. faster heart beat, faster respiration), Insomnia, backache, eye problem. [7]

IV. IV. Definition of Job Satisfaction:

Job satisfaction has been defined as a pleasurable emotional state resulting from the appraisal of one's job; an affective reaction to one's job; and an attitude towards one's job. [8]

V. Factors influencing and affecting job satisfaction:

There are many contributing factor which enhance the job satisfaction of computer professionals. It depends upon the various factors such as nature of job, working condition, timing, promotion, reward, and work load, intense pressure to perform at peak levels all the

time for the same pay, excessive travel and too much time away from family etc. [8]

VI. Studies related to occupational stress and job satisfaction:

A study was done on computer related health problem among IT professionals in Delhi. The study found that visual stress and musculoskeletal symptoms, initially being mild and temporary and later with increasing years assuming more intense and permanent nature. It also found that computer related morbidity had become an important occupational health problems and of great concern. It suggested on immediate need for concerned authorities to collaborate and enforce suitable preventive measures.[9]

A study was conducted on computer professionals and carpal Tunnel Syndrome (CTS) among 648 IT professionals from 21 companies. The prevalence of CTS was found to be 13.1percentages. Computer professionals with over 8 years of computer work, over 12 hours of work per day and system administrators were at higher risk for CTS. Flexed or extended hand position had higher risk for CTS. Higher risk for CTS was found with higher exposure to computer work. [10]

A study by the National Institute of Neuro sciences (NIMHANS), Bangalore conducted in collaboration with Bangalore city police and 12 major hospitals, identifies severe stress, competition at the work place and lack of economic security and job satisfaction as the major cause of suicide. Over 200 people including IT professional commit suicide every month in Bangalore city. A recent survey by a media house revealed that one among 20 information technology employees in Bangalore commit suicide and 36 percent of them need counseling. [11]

A study was conducted on computer related health problems among IT professionals in Delhi. Study included 200 IT professionals with varied job profiles via, software developers 82 percentages, call center 54 percentages and data entry processing 64 percentages as study population. The frequency of computer related problems in the studying group were; visual problems 76 percentages, musculo skeletal problem 77.5 percentages and stress in 35 percentages. Visual problems and stress were significant among subject working in software development while musculo skeletal problem was prevalent in data entry/ processing operators. [12]

It was cited in an article that more and more youngsters especially computer professionals are prone to disc prolapsed. Usually in Bangalore, youngsters are coming up with this complaint due to spine unfriendly habits, leading to disc prolapsed. Orthopedics in the city sees an alarming rise in such cases among youngsters. Most of them come with health problems such as severe back pain radiating to the legs, particularly during coughing and sneezing and experience an intense pain. Doctors point out that when a person constantly bend forward ion front of the computer the muscles are at stress. At a certain point of time over months or years, the muscles are in constant contraction and the pressure on the disc is very high which result in burst. Sitting for prolonged hours at the work place leaves one with more chances of disc prolapsed. [13]

Objectives of the study:

1. To assess the level of occupational stress among computer professionals
2. To assess the level of job satisfaction among computer professionals.
3. To find out the association of occupational stress, job satisfaction with socio demographic variables.
4. To correlate the relationship between occupational stress and job satisfaction

Hypothesis:

H 1 – there is a significant relationship between occupational stress and job satisfaction among computer professionals.

H 2 – there is a significant association of occupational stress and job satisfaction with the socio demographic variables of computer professionals.

3. Methodology

The objective of the study was to assess the level of occupational stress and job satisfaction among computer professionals. The research approach chosen for the study was Correlational descriptive research design. The study was conducted among computer professionals working in Info bizz technologies. Formal permission was obtained from each participant. Every participant was assured of her/his privacy and confidentiality.

Sample size: The sample size was 100 computer professionals working in Info bizz technologies.

Sampling technique: Non- probability convenience sampling technique.

Tool for data collection:

The tool used in the study were-

Section – A: Demographic variables.

The socio demographic data consisted of 11 items such as age, sex, educational qualification, income, marital status, domicile, type of family, habit of smoking, consumption of alcohol, total years of experience, and number of working hours.

Section – B: 3- point rating scale to assess occupational stress.

It was a 3 point rating scale with 35 items related to physical stress, emotional stress, behavioral stress and intellectual stress. The scale had responses as never, sometimes and always and score given was 1, 2 and 3 respectively. The total score of occupational stress scale was 105. The score was interpreted as follows

a) Mild stress : Score 35- 58
b) Moderate stress: Score 59 – 82
c) Severe stress: Score 83 – 105.

Section – C: 5- point rating scale to assess job satisfaction.

It was a 5 point rating scale with 29 items related to job satisfaction. The scale had responses as strongly disagree, somewhat disagree, undecided, somewhat agree and strongly agree and the score given was 1, 2, 3, 4 and 5. The maximum score for each item was 5 with a maximum total score of 145. Based on the obtained score, job satisfaction was classified into:

a) Mild job satisfaction: Score 29 – 67
b) Moderate job satisfaction: Score 68 – 106
c) High job satisfaction: Score 107 – 145

Procedure for data collection: The data collection was in one month from computer professionals who are working in Info bizz technologies. Before the data collection, the investigator obtained the formal permission from the Manager, Human Resource Department to conduct the study. The investigator approached each computer professional personally and explained about the purpose of the study and anonymity assured and administered the self report rating scale to assess occupational stress and job satisfaction. Before collection of data verbal consent were taken from the participants. The total sample had chosen was 100 for period of 30 days. The participants were instructed to respond to the tool and were asked to complete the tool. The completed tool was collected back. At the end of the data collection the investigator thanked the participants for their cooperation.

Date analysis: The data obtained was analyzed by using descriptive and inferential statistical methods. Frequency and percentage distribution methods were used for the analysis of demographic variables. Frequency, percentages, mean and standard deviation were used to assess the level of occupational stress and job satisfaction. Chi square was used to find out the association between occupational stress and job satisfaction. Karl Pearson correlation was used to find out the correlation between occupational stress and job satisfaction in this study.

4. Result

Section I. Demographic variables of respondents

Table 1: Frequency and percentage distribution of computer professionals according to Demographic variables n=100

Sl. No.	Variables	Category	Frequency	Percentages
1.	Age	20 – 25 yrs	18	18%
		26 – 30 yrs	33	33%
		Above 30	49	49%
2.	Gender	Male	62	62%
		Female	38	38%
3.	Educational qualification	Diploma	18	18%
		Graduate	8	8%
		Post graduate and above	64	64%
4.	Income (Rs. Per month)	Less than 30,000	3	3%
		30,001 – 60,000	75	75%
		More than 60,000	22	22%
5.	Marital status	Single	30	30%
		Married	51	51%
		Divorced	8	8%
		Separated	11	11%
		Widow/ Widower	0	0%
6.	Domicile	Rural	14	14%
		Semi Rural	23	23%
		Urban	63	63%
7.	Type of family	Nuclear family	70	70%
		Joint family	30	30%
8.	Habit of smoking	Smoker	49	49%
		Occasional smoker	31	31%
		Non - smoker	20	20%
8.1.	Duration of smoking	1 – 5 years	18	37%
		6 -10 years	31	63%
		Above 10 years	0	0%
8.2	No. of cigarette per day	1 – 5	13	27%
		6 – 10	36	73%
		Above 10	0	0%
9.	Consumption of alcohol	Yes	72	72%
		No	28	28%
9.1	Duration of consumption of alcohol	1 – 5 years	24	33%
		6 – 10 years	47	66%
		Above 10 years	1	1%
		Occasional	35	48%
9.2	Frequency of consumption of alcohol	Less than 3 peg/day	19	28%
		4 – 6 peg/day	14	19%
		More than 6 peg/day	4	5%
10.	Total working experience	1-5 years	51	51%
		6-10 years	39	39%
		Above 10 years	10	10%
11.	Working hours	Upto 6 hours	-	-
		6-8 hours	-	-
		More than 8 hours	100	100%

The data presented in table 1 reveals that the majority of computer professionals (49 %) were above 30 years old, Regarding gender (62 %) were Male. Regarding educational qualification majority (64 %) has done post graduate. Regarding income, (75 %) were had income between 30,001 – 60,000. With regard to marital status majority (51 %) were married. Regarding domicile, (63%) live in urban areas. Regarding types of family majority (70 %) belongs to nuclear family. With regard to habit of smoking majority (49 %) are smoker. With regard to duration of smoking majority(63 %) smoke for last 6 – 10 years. Regarding no. of cigarettes per day (73%) smoke between 6 – 10 cigarettes per day. Regarding consumption of alcohol, majority (72 %) consume alcohol. As per duration of consumption of alcohol, majority (66 %) are taking alcohol for last 6 -10 years. With regards to consumption of alcohol, (48 %) take alcohol occasionally. Regarding experience (51 %) has experience between 1 – 5 years. With regards to working hours all (100 %) works more than 8 hours per day.

Section II. Distribution of computer professionals according to the level of occupational stress

Table 2: Distribution of computer professionals according to the level of occupational stress n=100

Level of occupational stress	No.	Percentages
Mild stress	22	22%
Moderate stress	50	50%
Severe stress	28	28%

Table 2 shows that all respondents have stress. Majority of the computer professionals 50 % had moderate stress, 22% had mild stress and 28 % of computer professionals had severe stress. It seems that majority of the computer professionals had moderate stress.

Table3: Dimension wise analysis of computer professionals according to the level of occupational stress.

Occupational stress factors	Mild stress		Moderate stress		Sever stress	
	No.	Percentages	No.	percentages	No.	percentages
Physical stress	11	11%	53	53%	36	36%
Emotional stress	11	11%	50	50%	35	35%
Behavioural stress	33	33%	42	42%	25	25%
Intellectual stress	27	27%	58	58%	15	15%

Table 3 reveals that majority 53% of computer professionals has moderate stress related to physical stress. Majority 50 % of the computer professionals had moderate stress related to “Emotional stress”. In regards to behavioural stress 42 % of computer professionals have moderate stress and majority 58 % of the computer professionals had moderate stress related to “Intellectual factors”. It can be interpreted that majority of the computer professionals had moderate stress related to all factors.

Section III. Distribution of computer professionals according to the level of job satisfaction.

Table 4: Distribution of computer professionals according to the level of job satisfaction. n=100

Level of job satisfaction	No.	Percentages
Low Satisfaction	46	46%
Moderate satisfaction	22	22%
High satisfaction	32	32%

Table 4 reveals that majority of the computer professionals 46 % had low job satisfaction.

Section IV. Association of occupational stress and Job Satisfaction with socio demographic variables

Table 5: Association of occupational stress with socio demographic variables

Sl. No.	Variable	X^2 value	DF	P	Inference
1	Age	108.488	4	.010	S
2	Gender	23.210	2	.003	S
3	Educational Qualification	16.594	4	.210	NS
4	Income (Rs. Per month)	6.722	4	.151	NS
5	Marital status	45.959	6	.040	S
6	Domicile	9.395	4	.061	NS
7	Type of family	3.715	2	.072	NS
8	Habit of smoking	29.680	4	.021	S
8.1	Duration	21.291	1	.013	S
8.2	No. of cigarettes per day	.209	1	.648	NS
9	Consumption of alcohol	13.275	2	.001	S
9.1	Duration	7.697	4	.103	NS
9.2	Frequency	26.893	6	.035	S
10	Total years of experience	60.739	2	.029	S
11	No. of working hours	No statistics are computed because working hour is constant.			

The data in Table 5 shows that there is significant association between and age, Gender , marital status, habit of smoking, duration of smoking, consumption of alcohol, frequency of consumption of alcohol, total years of experience, and no. of working hours. Hence it can be interpreted that the difference with regard to occupational stress and age, Gender, marital status, habit of smoking, duration of smoking, consumption of alcohol, frequency of consumption of alcohol, total years of experience, and no. of hours of working are true difference.

Table 6: Association of job satisfaction with socio demographic variables

Sl. No.	Variable	X^2 value	DF	P	Inference
1.	Age	119.248	4	.004	S
2.	Gender	27.408	2	.031	S
3.	Educational Qualification	43.221	4	.024	S
4.	Income (Rs. Per month)	18.635	4	.041	S
5.	Marital status	9.669	6	.100	NS
6.	Domicile	14.752	4	.061	NS
7.	Type of family	11.492	2	.063	NS
8.	Habit of smoking	17.333	4	.072	NS
8.1.	Duration	1.064	2	.065	NS
8.2.	No. of cigarettes per day	1.809	2	.082	NS
9.	Consumption of alcohol	2.793	2	.202	NS
9.1	Duration	1.832	4	.119	NS

9.2	Frequency	12.612	6	.071	NS
10.	Total years of experience	59.632	2	.004	S
11.	No. of working hours	No statistics are computed because working hour is constant.			

Table 6 shows that significant association was found between the job satisfaction and age, Gender, educational qualification, income, total years of experience, work shift and no. of working hours. Hence it can be interpreted that the difference with regard to job satisfaction and age, Gender, educational qualification, income, total years of experience, and no. of hours of working are true difference.

Section V. Correlation between occupational stress and Job Satisfaction

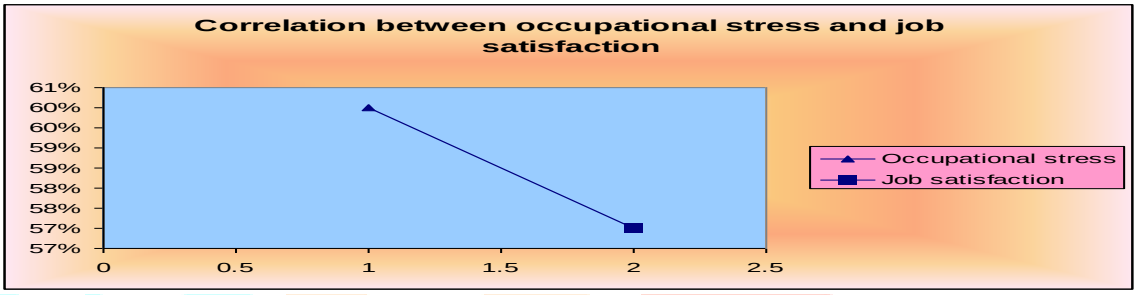

Figure1.Shows the correlation between occupational stress and job satisfaction.

The above Figure1 shows the correlation between occupational stress and job satisfaction is negatively correlated which was found to be significant.

5. Discussion

The title of the study was to assess the level of occupational stress and job satisfaction of computer professionals in selected IT Company at Bangaluru.

Major findings of the study:

Findings regarding demographic variables.

- According to age, majority of computer professionals 49 % were above 30 years old. Age groups above 30 years have more stress and less job satisfaction.
- According to sex majority of computer professionals 62 % were male. Males have more stress and less job satisfaction.
- Majority 64 % has done post graduate. Post graduate people have more stress and less job satisfaction than others.
- Majority 75 % were had income between 30,001 – 50,000. Computer professionals, who had income less than 30,000, have more stress and less job satisfaction.
- Majority 51 % were married. Married people have more stress and less job satisfaction.
- The proportion of the computer professionals on the basis of domicile found that majority 63 % live in urban areas. Urban people have more stress and less job satisfaction.
- Out of 100 computer professionals' majority, 70 % belongs to nuclear family. Nuclear families have more stress and less job satisfaction.
- On the basis of habit of smoking 49 % are smoker. Smokers have more stress and less job satisfaction.
- 49 computer professionals with the habit of smoking, majority 63 % smoke for last 6 – 10 years.
- The frequency of smoking cigarette per day, 73 % smoke between 6 – 10 cigarettes per day.
- On the basis of habit of consuming alcohol 72 % consume alcohol. People who consume

alcohol have more stress and less job satisfaction.

- Among the 72 computer professionals with the habit of consuming alcohol majority 66 % are taking alcohol for last 6 -10 years .On the basis of frequency of consumption of alcohol majority 48 % take alcohol occasionally.
- Out of 100 computer professionals, majority 51 % have experience between 1 – 5 years. Computer professionals who have experience between 6 – 10 years have more stress and less job satisfaction.
- All the respondent 100% works more than 8 hours per day. No one work less than 8 hours.

Discussion of the findings based on the objectives of research study:

The first objective was to assess the level of occupational stress among computer professionals.

Likert 3- point rating scale was used to assess the occupational stress among computer professionals. It was found that 50% have moderate stress, 28% have severe stress and 22% have mild stress. Factor wise analysis reveals that severe occupational stress 36% was highest for 'physical factor, moderate occupational stress was 60% for 'intellectual factors, and mild occupational stress 33% for 'behavioural factors'. Comparison of level of occupational stress with demographic variables reveals higher % of computer professionals had moderate stress

The findings are supported by an empirical study conducted by B.Prathyusha, Dr.Ch.S.Durga Prasad, Dr.M.Sudhir Redddy on occupational stress, health concerns and coping strategies of software professionals. The study was carried among 90 software professionals in Hydrabad city. The findings of the study shows that the software professionals are having health problems/ concerns like fatigue, high blood pressure, back pain, eye strain etc. Heavy workloads, tight deadlines, prolonged working hours and sitting are the major factors for causing health problems. [14]

The second objective was to assess the level of job satisfaction among computer professionals.

Likert 5- point rating scale was used to assess the job satisfaction among computer professionals. It was found that 46 % have low job satisfaction, 22 % have moderate job satisfaction and 32 % have high job satisfaction. Comparison of level of job satisfaction with demographic variables reveals higher percentage of computer professionals had low job satisfaction. The findings are supported by a descriptive study by Dutta M (2015) on stress at work and its impact on computer professionals in Indian scenario. Data was collected from 100 Bangaluru computer professionals. Computer experts working at IT organizations for more than a year were assessed for job satisfaction and stress using a modified structured questionnaire. It was found that Middle-level computer professionals had 60% more job stress and lower job satisfaction than higher and lower-level professionals. Due to lengthy work hours and hefty workloads, 70% of married couples have more occupational stress and poorer job satisfaction than singles. The work of 85% of computer professionals causes anxiety, despair, loneliness, feelings of inadequacy, low self-esteem, and discontent, which manifests in social, marital, and sexual health issues. Men had more job stress and worse job satisfaction. Job satisfaction is strongly linked to stress. Stress decreases with job satisfaction and vice versa. [15]

The third objective was to find out the association of occupational stress, job satisfaction with socio-demographic variables.

Occupational stress is divided into four factors physical stress, emotional stress, behavioural stress and intellectual stress. To find out these associations chi-square test was used. Findings reveals that with occupational stress age, sex, marital status, habit of smoking, duration of smoking, consumption of alcohol, frequency of consumption of alcohol, total years of experience and work shift are significant and others like educational qualification, income, domicile, type of family, present stay, dietary pattern, no. of cigarettes per day and duration of consumption of alcohol are not significant. With job satisfaction it was found that selected socio- demographic variables like age, sex, educational qualification, income, total years of experience, work shift are significant and others like dietary pattern, and marital status, domicile, type of family, present stay, habit of smoking, and consumption of alcohol are not significant. However it is supported by the findings of Mashtaq A. (2007) who concluded that computer workers working in different information enabled services (ITES) in night shift for more than two years, with long working hours of computer use in different operations they suffer from musculo skeletal disorders 56%, shoulder pain 20%, arm pain 5%,

finger pain 5%, wrist pain 6% and low back pain 18%. [16]

The fourth objective was to correlate between occupational stress and job satisfaction.

It was found that the level of occupational stress & job satisfaction are negatively correlated. The karl pearsons coefficient correlation formula was used & the r score is -0.865. Chan. Lai. Ko. Bacy (2000) states that Stress arising from work- family conflict, performance pressure and poor job prospects were associated with the level of work satisfaction. The researchers confirmed a negative correlation between increased stress or "burnout" and decreased job satisfaction. [17]

6. Nursing implication:

Based on the findings of the study the following implications are stated:

Nursing practice: According to this study the participant has the occupational stress in all areas. Occupational stress leads to many problems like cardiac arrest, high cholesterol, diabetes, etc and depression, hopelessness, no social interaction etc. so on the primary prevention point of view nurses can take a major role in assessing and organizing counseling programme and training programme of stress management technique for adjustment to the job.

Nursing Research: Now a day's stress is very common in working fields. So many problems are arising due to work place stress. So the nursing leaders can motivate nurses to do more research in this aspect.

Nursing Education: Nurse Educators can focus on the importance of teaching stress management techniques and how to help them to reduce stress and improve normal life.

Nursing Administration: Nurse Administrators can plan for in service education regarding stress management technique.

7. Recommendations for further study

On the basis of the findings of the study it is recommended that:

- Similar study can be undertaken with a large sample to generalize the findings.
- A similar study can be undertaken on working women by applying experimental design.
- A similar study can be done on other profession.
- A similar study can be done to compare the level of stress among private employees and government employees.

8. Conclusion:

From the findings of the present study it can be concluded that most of the computer professionals were in the age group of above 30 years, most of them are male, most of the computer professionals done their post graduation. Highest percentage of them were belonged to the income group of Rs 10,001-30,000 and are married. Maximum are from urban and nuclear family, majority of them stay with family and maximum are non vegetarian. Most of them are smoker and consume alcohol. Most of them have experience between 1 – 10 years. All respondent work more than 8 hours per day. Most of them had moderate occupational stress and low job satisfaction.

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