



# “A Study On Stress Management Among Employees In IT Sector In Telangana Region”

**Dr.B Nayeema, Associate professor, CMR institute of technology, Hyderabad, Telangana, India**

**Laxmi Prasanna, Student of MBA, CMR institute of technology, Hyderabad, Telangana, India.**

## ABSTRACT

Stress is a common factor in daily life. Sometimes it acts as positive and sometimes it acts as negative. Based on the situation, it acts accordingly. It can cause various health issues. According to the latest study, many IT employees face stress-related issues in their daily lives. This can be solved by various types of techniques like work-life balance, playing stress-relieving games for reducing stress, taking possible breaks between work, etc. These are some techniques to avoid stress. Stress can be positive; it helps to reach the goal in the allotted time. According to the latest study, 50% to 70% of IT employees are facing stress-related issues, which are leading to health issues.

Abstract: Stress, IT employees, Health issues, Work-life balance, Stress-relieving techniques, Stress-related issues, Positive stress, Daily life, Breaks during work Stress management

## 1.INTRODUCTION

Stress is a common workplace issue, especially in the IT sector, where employees often face anxiety, fatigue, and health problems due to heavy workloads and tight deadlines. Managing stress has become a major challenge for organizations. The rapid growth of the Indian IT industry has led to high employment and attractive salaries, but professionals face constant pressure, irregular schedules, and frequent technological changes, all of which contribute to increased stress and reduced well-being

## REVIEW OF LITERATURE

- Gayathri M and Dr. S. Loganatha Prasanna (2023) found that while some IT employees adapted to prolonged remote work, many continued to experience stress, prompting organizations to implement supportive measures.
- Dr. K. Gunaseelaprabhu and S. Jyachitra (2023) found that women employees in a manufacturing firm faced work-related stress, recommending supportive environments, clear communication, and training to manage stress effectively.
- Ozlem Koseoglu Ornek & Melek Nihal Esin (2020) found that the Work-ProMentH program effectively reduced job stress and improved coping among women workers, recommending its practical use in workplace mental health promotion.
- Bidhuti B. Pradhan (2020) emphasized that job stress varies by individual, becoming harmful when it affects employees' health and performance, prompting organizations to monitor stress-related impacts.
- Styavathi & Angayarkanni (2019) found a strong link between workplace wellness and job satisfaction in the IT sector, recommending wellness programs to boost both.
- Pradeep & Ramnatha (2019) developed a model showing that stress levels among IT employees are significantly influenced by workload and working hours.

## 2. RESEARCH METHODOLOGY

### RESEARCH GAP

The article refers to how the stress management strategies can be applied in the industries, specifically under deadlines and working in a team. This study states that personalized role-specific approaches manage stress in both single and team and additionally, the impact of remote and hybrid project settings on stress levels remains unexplored.

**NEED FOR THE STUDY:** The study intends to understand the amount of stress that they undergo in the IT sector based on the situations.

Research design:

TYPE OF STUDY: Descriptive

Data collection method:

Data was collected by using two methods, i.e., primary data and secondary data.

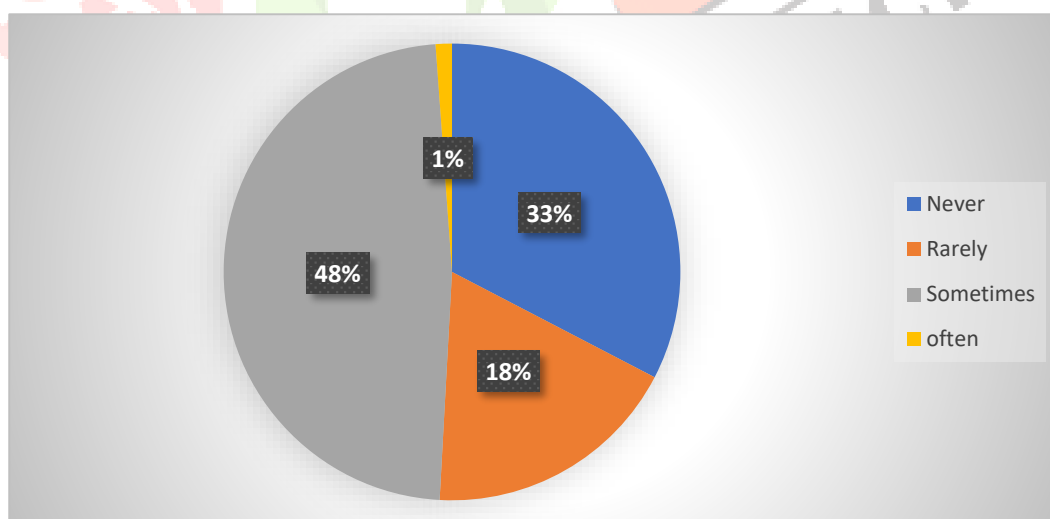
Primary data: This data was collected through a survey through a questionnaire

Secondary data: The data was collected from books, articles, and websites

Sample size: The sample size for the study questionnaire was 150 individuals, out of which 105 responded

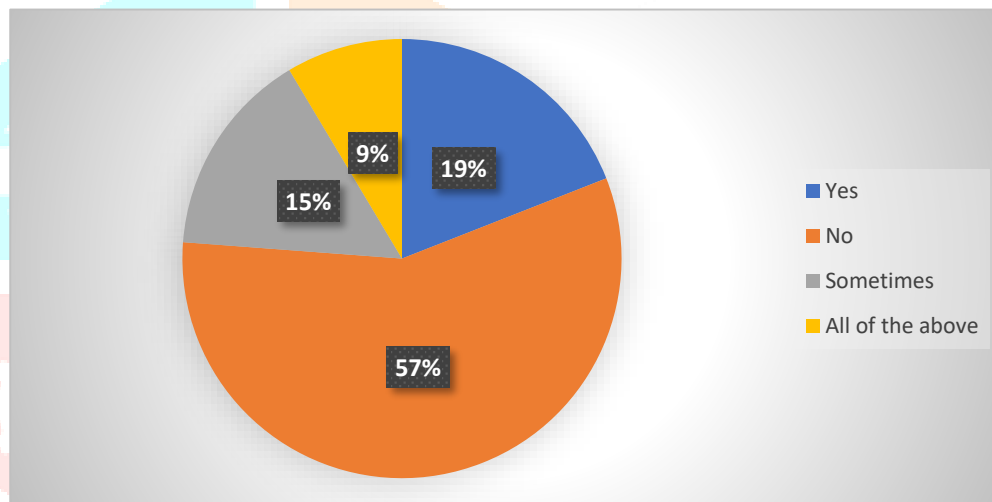
Questionnaire Design: The questionnaire consisted of closed-ended questions in the form of multiple-choice questions.

How often do you experience stress at your workplace?	No of Respondents	Percentage
Never	34	32%
Rarely	19	18%
Sometimes	50	48%
Often	2	2%
Total	105	100%



Interpretation : The pie chart shows that sales activity is most commonly performed sometimes (48%), while 33% never engage, 18% rarely do, and only 1% do so often, indicating infrequent, consistent engagement.

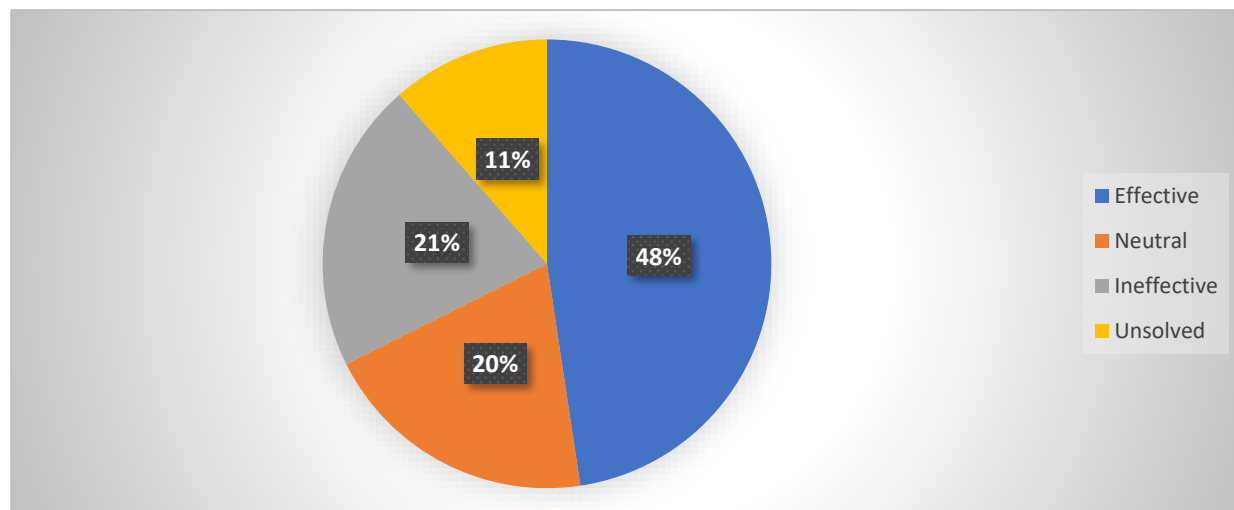
Does your immediate supervisor contribute to your stress levels?	No of Participates	Percentage
Yes	20	19%
No	60	57%
Sometimes	16	15%
All of the above	9	9%
Total	105	100%



Interpretation:

The pie chart shows that a majority of respondents (57%) answered "No", while smaller portions chose "Yes" (19%), "Sometimes" (15%), and "All of the above" (9%), indicating general disagreement or denial toward the question asked.

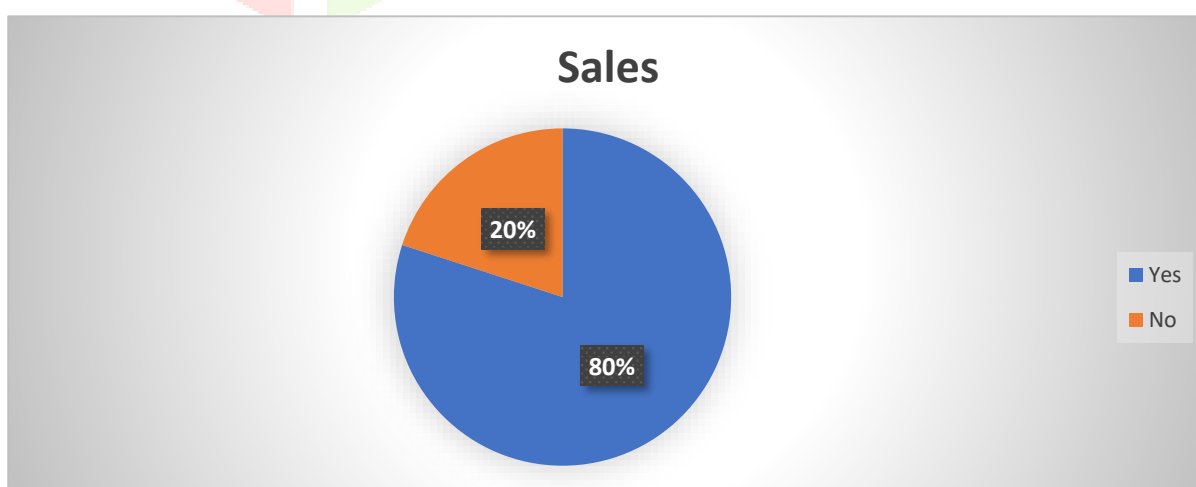
How effective is your manager in resolving work-related conflicts or concerns?	No of Respondents	Percentage
Effective	50	48%
Neutral	21	20%
Ineffective	22	21%
Unsolved	12	11%
Total	105	100%



Interpretation :

The pie chart shows that nearly half (48%) of the respondents found the approach effective, while 21% found it ineffective, 20% were neutral, and 11% reported their issues remained unsolved.

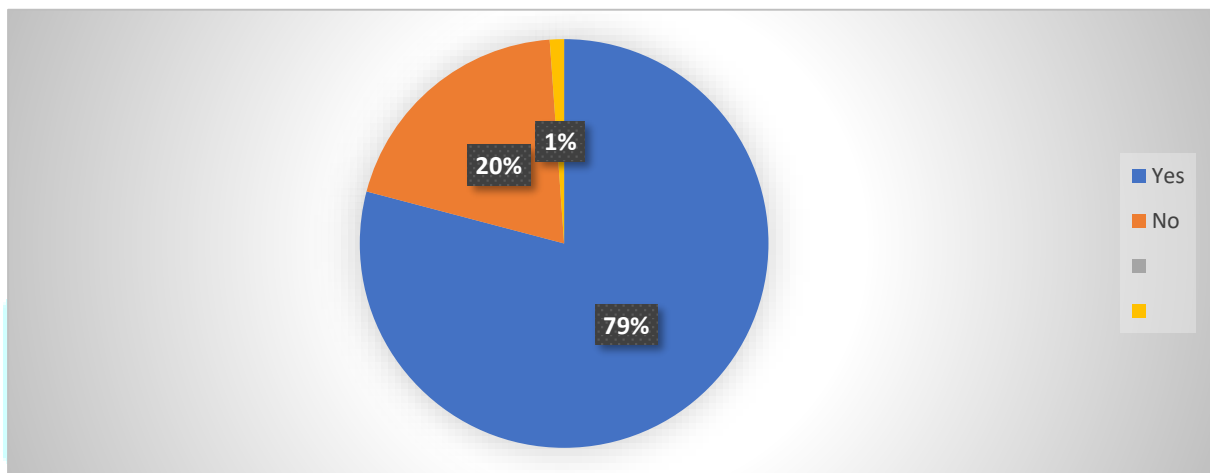
Do you feel comfortable approaching your manager about stressful situations?	No of Participants	Percentage
Yes	84	80%
No	21	20%
Total	105	100%



Interpretation :

The pie chart indicates that 80% of respondents reported sales success ("Yes"), while 20% did not experience sales success ("No").

Have you personally benefited from any stress reduction program at your workplace?	No of Participants	Percentage
Yes	84	80%
No	21	20%
Total	105	100%



#### Interpretation :

This pie chart illustrates that "Exercise" is the most popular activity at 48%, followed by "Talking to Someone" at 26%, "Meditation" at 25%, and "Other hobbies" as the least popular at 1%.

### 3.Findings

The study reveals that younger employees (ages 20–25), especially males from nuclear families with incomes below ₹15,000, experience higher stress levels. Emotional stress is most common, driven by tight deadlines, long hours, and lack of support, with 41% reporting burnout. While most employees feel supported by their managers and find HR approachable—especially regarding wellness programs—there is a call for HR to play a more active role. Stress management initiatives like remote work and wellness programs have proven helpful, with exercise and open communication being common personal coping strategies.

Hypothesis:

Objective: Study and analyse the Stress Management practices at work.

$H_0$ : Stress management practices implemented at the workplace have no significant impact on reducing employee stress.

$H_1$ : Stress management practices implemented at the workplace significantly reduce employee stress.

Have you personally benefited from any stress reduction program at your workplace?	No of Participants	Percentage
Yes	84	80%
No	21	20%
Total	105	100%

#### 4.Conclusion

The study reveals that stress is a significant issue in the IT sector, especially among younger and lower-income employees. Emotional stress, tight deadlines, and long working hours are primary triggers. While many employees find HR and management approachable, there is a need for more structured, proactive, and personalized interventions. The implementation of effective stress management programs, flexible work arrangements, and strong managerial support can significantly reduce stress levels and enhance employee well-being and productivity. The hypothesis that workplace stress management practices significantly reduce employee stress is supported by the data.

O	P	Q	R	S	T	U	V	W
Chi square calculation								
	O	E	x <sup>2</sup>					
yes	84	52.5	18.9					
no	21	52.5	18.9					
total	105	105	37.8					
x <sup>2</sup> table value	x <sup>2</sup> calculated value							
3.841	37.8							
H0 rejected	H1 accepted							
As table value is less than calculated value. We reject H0 (null) and accept H1 (alternative)								
Note:-								
x <sup>2</sup> = chi square								
O = Observed value								
E = Expected value								
Formula:- "=(O-E)*2/E "								
Degree of freedom :-1								
Significance :- 0.05								

- Websites :
  - <http://www.google.com>
  - <http://www.wikipedia.com>
  - <http://www.chatgpt.com>

