

A Study on Stress Management of IT Sector Employees

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ABSTRACT - Ferocious challenge in the IT sector turns into the new fragment where employee stress turns into a vital issue. The strain to perform at any expense regularly drives the employees out the company in the center which added as the expense to the organization. Each organization spends colossal measure of cash to prepare the workforce that may move toward becoming squandered because of unexpected takeoff of the people. Directly now of time there is no chance to get out to make the business calm. With expanding utilization of innovation and new age offices this sort of weight will undoubtedly increment. In this way, the study has chosen to confront the issue instead of keep away from it. Thus, the present study tried to highlight various measures to reduce stress of the employees, in order to increase the skill of the employees adopted by the IT companies to overcome this problem. Descriptive research design was utilized for the research. The samples in this study were IT professional working in IT companies in Coimbatore district. The study finds that there is no significant relationship between the Age and stress prevention method. The study suggested that heavy work overload and job instability are the main considerations that make stress. Thus organization must attempt to diminish the outstanding task at hand. Proper training should be provided for the employees to adapt up to the most recent updates in innovation and techniques received in the organization.

Keywords: *Stress Management, IT Sector, Employees*

I. INTRODUCTION

Because of globalization of Indian economy and empowering government strategies Information Technology (IT) industry in India has got an outstanding enhancement. In the IT business a constant weight can be seen among IT experts to give compelling administrations productively and must be cost effective.

IT experts are inclined to build up a ton of wellbeing related issues because of consistent physical and mental worry of their work. The basic medical issue because of stress are corrosive peptic illness, liquor abuse, asthma, diabetes, weariness, stress cerebral pain, hypertension, a sleeping disorder, peevish gut disorder, psychoneurosis, sexual brokenness and skin maladies, for example, psoriasis, lichen planus, urticaria, pruritus, neurodermatitis and so on.

Globalization and privatization assume an essential jobs, work weakness; frailty with respect to future working circumstance and quick out of date quality of aptitudes are causes of stress. IT industry has transform into one of the

quickest mounting businesses in India. Solid interest in the course of recent years has situated India among the quickest developing IT showcases in everywhere throughout the world. Any sort of an occupation has targets, and a employee ends up pushed when the individual in question is designated with unachievable targets and are unfit to deal with a given circumstance. In this manner, the primary point of this study is to bring to spotlight the dimension of stress with IT employees in Coimbatore.

In the present aggressive world stress is an exceptionally normal wonder. It is a state which the typical mental and physical wellbeing of a man can be troubled. Stress is associated with two components in particular imperatives and request. The imperatives keep us from doing what we want. While the interest alludes to the loss of something wanted. Human body endeavors to conform to various conditions or to the changing condition around him. In this procedure, the body puts additional work and which brings about causing stress. Stress bothers the typical working of the body. Stress isn't constantly unsafe. It causes the

individual to work legitimately in the firm Thus we can say that stress is basically the body's non-explicit response to any request made on it. Stress may cause heart assaults and mishaps. Interestingly, specific kind of stress is typical and fundamental. Indian IT part has seen a colossal development in post advancement time. The IT organizations to accomplish their objectives endeavor to use the labor at their most extreme. This causes mental issues because of wild stress. Over half of the IT proficient are confronting the issues identified with stress. The primary explanations behind the reason for worry in this part is the over outstanding burden and the over working time.

An expanding number of IT professionals have been thinking that its hard to deal with enthusiastic worry, as indicated by specialists. A word related danger, the stress identified with work should be tended to immediately, they stress. Ordinary word related issues, for example, wrist issues because of constant handling of the mouse, slip disc and sight problem are basic presently, however dealing with stress that emerges inferable from dread of losing employment or to adapt to the expanding rivalry, influences the employee's execution, in the long run negatively affecting his wellbeing, specialists clarify. Reflection, rest, work out, creating positive stress procedures.

1.1 OBJECTIVES OF THE STUDY

1. To study on level of stress among employees of IT sector with special reference to Coimbatore city.
2. To find the main factors that leads to stress among employees of IT industry.
3. To identify the measures adopted by the organization to cope up with the stress level among the respondents.
4. To identify the level of work load in the organization.
5. To measure the effectiveness of management in handling stress situation.
6. To know the surrounding and situation of the organization.
7. To give suggestions based on the findings analyzed.

1.2 NEED FOR THE STUDY

1. The need of the project is to understand the concept of job stress and its impact on employees.
2. To identify the factors influencing the job stress of employees in the working environment and correlation between stressors.
3. To identify measures to reduce stress, in order to increase the skills of the employees.

II. RESEARCH METHODOLOGY

The present research focused on the stress among IT employees with special reference to Coimbatore district . The reasoning that is utilized in this research is realism. The specialist gathers and investigations information utilizing

adequate learning to answer the examination question, so the exploration is more disposed towards realism.

2.1 RESEARCH DESIGN

The type of research chosen for the study is descriptive research. In descriptive research, various parameters will be chosen and analyze the variations between these parameters. This was done with an objective to find out the stress among IT employees.

2.2 DATA SOURCES

The data collected for the study is mainly through the distribution of a questionnaire; to be precise the data collected for the study was both primary and secondary sources.

2.3 PRIMARY DATA

Primary data is the information collected for the first time; there are several methods in which the data complies. In this project, it was obtained by questionnaires. The questionnaire was prepared and distributed to the employees. There were questions consisting of Demographic factor and perception towards stress level of the employees.

2.4 SECONDARY DATA

Secondary data needed for conducting research work were collected from company websites, library and search engines.

2.5 RESEARCH INSTRUMENT:

In this study, the primary data was collected by a survey technique. In this, we distributed the questionnaires to the respondents. The researcher structured the questionnaire in the form of:

1. Close-Ended Questions
2. Multiple Choice Questions

2.6 QUESTIONNAIRE:

A questionnaire is a sheet of paper containing questions relating to containing specific aspect, regarding which the researcher collects the data. Because of their flexibility, the questionnaire method is by far the most common instrument to collect primary data. The questionnaire is given to the respondent to be filled up.

2.7 SAMPLING DESIGN:

Sampling design is to clearly define set of objective, technically called the universe to be studied. Sampling technique used is Convenience Sampling Method.

2.8 SAMPLE SIZE:

This refers to the number of items to be selected from the universe to constitute a sample. The sample size for this study was taken as 100.

III. DATA ANALYSIS AND INTERPRETATION

I.SIMPLE PERCENTAGE ANALYSIS

Table 1: Distribution of Samples based on Variables

S.No.	Category	Subgroups	Number	%	Total
1.	Age	21-30 years	66	66 %	100
		31-40 years	19	19 %	
		Above 40 years	8	8 %	
		Below 20 years	7	7 %	
2.	Gender	Male	55	55 %	100
		Female	45	45 %	
3.	Educational Qualification	Graduate	47	47 %	100
		Post graduate	22	22 %	
		Professional	19	19 %	
		Any other Technical qualification	12	12 %	
4.	Marital Status	Unmarried	69	69 %	100
		Married	31	31 %	
5.	Designation	Project lead	39	39 %	100
		Senior Software Engineer	25	25 %	
		Project Manager	23	23 %	
		Technical specialist	13	13 %	
6.	Period of being in the present position	1-2years	48	48 %	100
		2-3years	24	24 %	
		1year	23	23 %	
		Above3years	5	5 %	
7.	Monthly Income	Rs.30000 to Rs.50000	40	40 %	100
		Below Rs.30000	33	33 %	
		Rs.50000 to Rs.70000	22	22 %	
		Above Rs.70000	5	5 %	

Table 2: ORGANIZATION SIZE

Organization size	No. of Respondents	Percent
1000 to 2000 members	45	45 %
Below 1000 members	30	30 %
2000 to 5000 members	22	22 %
Greater than 5000 members	3	3 %
Total	100	100 %

The above table represents that 45% of the respondents' organization size is between '1000 to 2000 members' whereas 30% of the respondents' organization size is 'Below 1000 members', 22% of the respondents' organization size is between '2000 to 5000 members' and the remaining 3% of the respondents' organization size is 'Greater than 5000 members'.

Table 3: SHIFT TIMINGS

SHIFT TIMINGS	No. of Respondents	Percent
Night shifts	33	33 %
Alternative	28	28 %
General shifts	27	27 %
Rotating	12	12 %
Total	100	100 %

INTERPRETATION:

The above table describes that 33% of the respondents' shift timings are 'Night Shifts' whereas 28% of the respondents' shift timings are 'Alternative', 27% of the respondents' shift timings are 'General Shifts' and the remaining 12% of the respondents' shift timings are 'Rotating'.

TABLE 4: NUMBER OF HOURS USED TO WORK IN A DAY

Number of hours used to work in a day	No. of Respondents	Percent
8-9hours	45	45 %
7-8hours	27	27 %
9-10hours	24	24 %
Above 11hours	4	4 %
Total	100	100 %

The above table personates that 45% of the respondents' used to work '8 to 9 hours' in a day whereas 27% of the respondents' used to work '7 to 8 hours' in a day, 24% of the respondents' used to work '9 to 10 hours' in a day and the remaining 4% of the respondents used to work 'Above 11 hours' in a day.

TABLE 5: OPINION TO SUGGEST FRIENDS OR OTHERS TO WORK IN IT FIELD

Opinion to suggest friends or others work in the IT field	No. of Respondents	Percent
Yes	57	57 %
No	43	43 %
Total	100	100 %

The above table instigates that 57% of the respondents suggest their friends or others work in the IT field whereas 43% of the respondents stated 'No'.

TABLE 6: TYPES OF LEADERSHIP EXISTS IN THE ORGANIZATION

Types of leadership exist in the organization	No. of Respondents	Percent
Supportive	43	43 %
Democratic	25	25 %
Autocratic	20	20 %
Participative	12	12 %
Total	100	100 %

The above table clears that 43% of the respondents denoted 'Supportive' whereas 25% of the respondents denoted 'Democratic', 20% of the respondents denoted 'Autocratic' leadership exists in the organization and the remaining 12% of the respondents denoted 'Participative'.

TABLE 7: TYPE OF COMMUNICATION STRATEGY PREVAILS IN THE ORGANIZATION

Type of communication strategy prevails in the organization	No. of Respondents	Percent
Upward communication	44	44 %
Horizontal communication	30	30 %
Downward communication	17	17 %
Diagonal communication	9	9 %
Total	100	100 %

The above table characterizes that 44% of the respondents' denoted 'Upward communication' is the type of communication strategy prevails in the organization whereas 30% of the respondents' denoted 'Horizontal Communication', 17% of the respondents' denoted 'Downward Communication' and the remaining 9% of the respondents' denoted 'Diagonal Communication'.

TABLE 8: PROBLEMS AFFECTED MORE

Problems Affected More	No. of Respondents	Percent
Lack of physical activities	35	35 %
Mental stress	32	32 %
Untimely food habits	24	24 %
Gaining weight	9	9 %
Total	100	100 %

The above table describes that 35% of the respondents affected with 'Lack of Physical activities' whereas 32% of

the respondents affected with 'Mental Stress', 24% of the respondents affected with 'Untimely Food habits' and the remaining 9% of the respondents affected with 'Gaining Weight'.

TABLE 9: FACTORS WHICH GIVES MORE MENTAL STRESS IN THE ORGANIZATION

Factors which gives more mental stress in the organization	No. of Respondents	Percent
Deadline	39	39 %
Work stress from higher authorities	32	32 %
Not getting appreciated	23	23 %
Safety issues	6	6 %
Total	100	100 %

The above table reveals that 39% of the respondents stated 'Deadline' is the factor which gives more mental stress in the organization whereas 32% of the respondents stated 'Work Stress from higher authorities', 23% of the respondents stated 'Not getting appreciated' and the remaining 6% of the respondents stated 'Safety issues'.

TABLE 10: MAJOR DRAWBACK OF WOMEN WORKING IN THE IT SECTOR

The major drawback of women working in the IT sector	No. of Respondents	Percent
Traveling late night	35	35 %
Time Schedule	33	33 %
Physical issues	21	21 %
Locating	11	11 %
Total	100	100 %

The above table explains that 35% of the respondents stated 'Traveling late night' is the major drawback of Women working in the IT sector whereas 33% of the respondents stated 'Time schedule', 21% of the respondents stated 'Physical issues' and the remaining 11% of the respondents stated 'Locating'.

TABLE 11: STRESS WHICH FACED IN THE ORGANIZATION

Stress which faced in the organization	No. of Respondents	Percent
Time stress	37	37 %
Situation stress	32	32 %
Anticipatory stress	20	20 %
Encounter stress	11	11 %
Total	100	100 %

The above table indicates that 37% of the respondents face 'Time Stress' in the organization whereas 32% of the respondents face 'Situation Stress' in the organization, 20% of the respondents face 'Anticipatory Stress' in the organization and the remaining 11% of the respondents stated 'Encounter stress' in the organization.

TABLE 12 : KIND OF PHYSICAL PROBLEMS FACED DUE TO STRESS

Kind of physical problems faced due to stress	No. of Respondents	Percent
Back pain	35	35 %
Severe head pain	33	33 %
Eye problems	23	23 %
Heart problems	9	9 %
Total	100	100 %

The above table depicts that 35% of the respondents having 'Back pain' due to stress whereas 33% of the respondents having 'Severe Head Pain', 23% of the respondents having 'Eye Problems' and the remaining 9% of the respondents having 'Heart Problems'.

TABLE 13 :STRESS POSITIVITY INFLUENCE THE JOB PERFORMANCE

Stress positivity influence job performance	No. of Respondents	Percent
Yes	52	52 %
No	48	48 %
Total	100	100 %

The above table shows that 52% of the respondents stated 'Yes' that the stress positively influences job performance whereas 48% of the respondents stated 'No'.

TABLE 14: STRESS ARE RELATED TO

Stress is related to	No. of Respondents	Percent
Work environment	33	33 %
Supervision	28	28 %
Workgroup	27	27 %
Social injustice	12	12 %
Total	100	100 %

The above table depicts that 33% of the respondents' stress is related to 'Work Environment' whereas 28% of the respondents' stress are related to 'Supervision', 27% of the respondents' stress is related to 'Work Group' and the remaining 12% of the respondents' stress are related to 'Social Injustice'.

TABLE 15 : NEED CHANGE OF TERMS AND CONDITIONS IN IT FIELD

Need a change of terms and conditions in the IT field	No. of Respondents	Percent
Timings	39	39 %
Limited leaves	28	28 %
Submitting projects on time	22	22 %
Weekly off	11	11 %

Need a change of terms and conditions in the IT field	No. of Respondents	Percent
Timings	39	39 %
Limited leaves	28	28 %
Submitting projects on time	22	22 %
Weekly off	11	11 %
Total	100	100 %

The above table induces that 39% of the respondents need to change the 'Timings' in IT Field whereas 28% of the respondents need to change the 'Limited Leaves', 22% of the respondents need to change 'Submitting Projects on time' and the remaining 11% of the respondents need to change 'Weekly off'.

TABLE 16 : ORGANISATION TAKE INITIATIVES TO MANAGE STRESS OF ITS EMPLOYEES

Organisation take initiatives to manage the stress of its employees	No. of Respondents	Percent
Yes	82	82 %
No	18	18 %
Total	100	100 %

The above table depicts that 82% of the respondents stated 'Yes' that the Organisation take initiatives to manage the stress of its employees whereas 18% of the respondents stated 'No'.

TABLE 17: MEASURES FOLLOWED TO REDUCE THE STRESS

Measures followed to reduce the stress	No. of Respondents	Percent
Meditation	30	30 %
Spent time with family	27	27 %
Traveling	22	22 %
Hanging out with friends	21	21 %
Total	100	100 %

The above table clears that 30% of the respondents followed 'Meditation' to reduce the stress whereas 27% of the respondents followed 'Spent time with family', 22% of the respondents followed 'Travelling' and the remaining 21% of the respondents' followed 'Hanging out with friends'.

TABLE 18: HANDLING THE STRESS SITUATION

Handling the stress situation	No. of Respondents	Percent
Optimistically	32	32 %
With the help of others	28	28 %
Depends upon level	26	26 %
Self motivation	14	14 %
Total	100	100 %

The above table explains that 32% of the respondents handling the stress situation ‘Optimistically’ whereas 28% of the respondents handling the stress situation ‘With help of others’, 26% of the respondents handling the stress situation ‘Depends upon level’ and 14% of the respondents handling the stress situation is ‘Self-Motivation’.

TABLE 19 : PERSON TO HELP STRESS OUT FROM JOB

Person to help stress out from job	No. of Respondents	Percent
Friends	53	53 %
Parents	24	24 %
Colleagues	13	13 %
Relatives	10	10 %
Total	100	100 %

The above table characterizes that 53% of the respondents stated ‘Friends’ are the person to help stress out from job whereas 24% of the respondents stated ‘Parents’, 13% of the person stated ‘Colleagues’ and the remaining 10% of the respondents stated ‘Relatives’.

TABLE 20 : BEST STRESS PREVENTIONS METHOD TO RECOMMEND

Best stress preventions method to recommend	No. of Respondents	Percent
Time management	29	29 %
Realistic goal setting	28	28 %
Physical fitness	26	26 %
Positive attitude	17	17 %
Total	100	100 %

The above table describes that 29% of the respondents stated ‘Time Management’ is the best preventions method to recommend whereas 28% of the respondents stated ‘Realistic Goal Setting’, 26% of the respondents stated ‘Physical Fitness’ and the remaining 17% of the respondents stated ‘Positive Attitude’.

TABLE 21: RANKING TOWARDS THE FACTORS TOWARDS THE EFFECTIVE MANAGEMENT IN HANDLING STRESS SITUATION

Factors	Mean Value	Rank
Providing Flexible work Timing	4.67	III
Providing leaves to manage work life	4.99	VI
Job share option	4.83	IV
Providing campus	4.26	I
Counseling	4.45	II
Organisation parties	4.85	V
Facilities open relationship between employee and manager	5.14	VII
Offering paid time off	5.53	IX

Provide benefits for mental and physical health	5.74	X
Bringing meditation classes	5.51	XIII

The ranking analysis towards the factors towards the effective management in handling stress situation shows that the ‘Providing campus’ has been ranked first with 4.26, ‘Counseling’ has been ranked second with 4.45, ‘Providing Flexible work Timing’ has been ranked third with 4.67, ‘Job share option’ has been ranked fourth with 4.83, ‘Organisation parties’ has been ranked fifth with 4.85, ‘Providing leaves to manage work life’ has been ranked sixth with 4.99, ‘Facilities open relationship between employee and manager’ has been ranked seventh with 5.14, ‘Bringing meditation classes’ has been ranked eighth with 5.51, ‘Offering paid time off’ has been ranked ninth 5.53 and ‘Provide benefits for mental and physical health’ has been ranked tenth with 5.74.

TABLE 22: WEIGHTED AVERAGE SCORE FOR THE LEVEL OF WORKLOAD IN THE ORGANIZATION

Factors	Mean Value	Rank
Given enough time to do what is expected of them on their job	2.46	V
Get upset thinking that they are not able to prosper	2.63	IV
Feel oftenly that they are being neglected when they are in the team	2.90	II
Did their work under considerable tension	2.88	III
Find difficult to concentrate on their work	2.95	I

The weighted average score for the level of workload in the organizations shows that the ‘Find difficult to concentrate on their work’ stood at first with the highest score 2.95, ‘Feel oftenly that they are being neglected when they are in the team’ stood at second with 2.90, ‘Did their work under considerable tension’ stood at third with 2.88, ‘Get upset thinking that they are not able to prosper’ stood at fourth with 2.63 and ‘Given enough time to do what is expected of them on their job’ stood at fifth with 2.46.

TABLE 23: WEIGHTED AVERAGE SCORE FOR THE SURROUNDING AND SITUATION OF THE ORGANISATION

Factors	Average Score	Rank
Salary	2.75	VI
Benefits	2.96	V
Frequently and amount bonuses	3.04	III
Connection between pay and performance	2.96	V
Securities and administration of the pension plans	3.24	I
Overall relation with the supervisor	3.19	II
Relation with the peers	2.99	IV
Overall satisfaction with the company	2.95	VI

The weighted average score for the surrounding and situation of the organizations shows that the ‘Securities and administration of the pension plans’ stood at first with the highest score 3.24, ‘Overall relation with the supervisor’ stood at second with 3.19, ‘Frequently and

amount bonuses’ stood at third with 3.04, ‘Relation with the peers’ stood at fourth with 2.99, ‘Benefits’ and ‘Connection between pay and performance’ stood at fifth with 2.96, ‘Overall satisfaction with the company’ stood at sixth with 2.95 and ‘Salary’ stood at seventh with 2.75.

AGE AND STRESS PREVENTION METHOD

Null Hypothesis (H₀): There is no significant relationship between the age and Stress Prevention Method

Alternative Hypothesis (H₁): There is a significant relationship between the age and Stress Prevention Method

TABLE 24 : AGE AND STRESS PREVENTION METHOD

STRESS PREVENTION METHOD					
AGE GROUP	Time management	Realistic goal setting	Physical fitness	Positive attitude	Total
Below 20 years	4	2	0	1	7
21-30 years	18	19	18	11	66
31-40 years	5	5	5	4	19
Above 40 years	2	2	3	1	8
Total	29	28	26	17	100

TABLE 25 : CHI-SQUARE TEST RESULT

Calculate Value	Table Value	Df	Level of Significant	Significant/ Not Significant	Null Hypothesis	Alternative Hypothesis
4.71	16.919	9	5%	Not Significant	Accepted	Rejected

From the above table, it is inferred that the calculated chi-square value 4.71 is less than the chi-square table value 16.919. Hence the null hypothesis is accepted. The result shows that there is no significant relationship between the Age and stress prevention method.

GENDER AND STRESS FACED IN THE ORGANIZATION

Null Hypothesis (H₀): There is no significant relationship between the Gender and Stress Faced in the Organization

Alternative Hypothesis (H₁): There is a significant relationship between the Gender and Stress Faced in the Organization

TABLE 26 : GENDER AND STRESS FACED IN THE ORGANIZATION

STRESS FACED IN THE ORGANIZATION					
GENDER	Time stress	Situation stress	Anticipatory stress	Encounter stress	Total
Male	19	18	12	6	55
Female	18	14	8	5	45
Total	37	32	20	11	100

TABLE 27 : CHI-SQUARE TEST RESULT

Calculate Value	Table Value	Df	Level of Significant	Significant/ Not Significant	Null Hypothesis	Alternative Hypothesis
0.42	7.815	3	5%	Not Significant	Accepted	Rejected

From the above table, it is inferred that the calculated chi-square value 0.42 is less than the chi-square table value 7.815. Hence the null hypothesis is accepted. The result shows that there is no significant relationship between the Gender and Stress Faced in the Organization.

DESIGNATION AND STRESS PROBLEMS AFFECTED

Null Hypothesis (H₀): There is no significant relationship between the Designation and Stress Problems Affected

Alternative Hypothesis (H₁): There is a significant relationship between the Designation and Stress Problems Affected

TABLE 28 : DESIGNATION AND STRESS PROBLEMS AFFECTED

STRESS PROBLEMS AFFECTED					
Designation	Mental stress	Lack of physical activities	Untimely food habits	Gaining weight	Total
Project lead	15	10	10	4	39
Project Manager	9	11	3	0	23
Senior software Engineer	6	9	8	2	25
Technical specialist	2	5	3	3	13
Total	32	35	24	9	100

TABLE 29 : CHI-SQUARE TEST NO

Calculate Value	Table Value	Df	Level of Significant	Significant/ Not Significant	Null Hypothesis	Alternative Hypothesis
11.50	16.919	9	5%	Not Significant	Accepted	Rejected

From the above table, it is inferred that the calculated chi-square value 11.50 is less than the chi-square table value 16.919. Hence the null hypothesis is accepted. The result shows that there is no significant relationship between the Designation and Stress Problems affected more.

IV. RESULTS AND DISCUSSIONS

4.1 FINDINGS

- Majority 33% of the respondents' shift timings are 'Night Shifts'.
- Majority 45% of the respondents used to work '8 to 9 hours' in a day.
- Majority 57% of the respondents are interested to suggest friends or others work in the IT field.
- Majority 43% of the respondents' denoted 'Supportive' leadership exists in the organization.
- Majority 44% of the respondents' denoted 'Upward Communication' is the type of communication strategy prevails in the organization.
- Majority 35% of the respondents affected with 'lack of Physical Activities'.
- Majority 39% of the respondents stated 'Deadline' is the factor which gives more mental stress in the organization.
- Majority 35% of the respondents stated 'Travelling Late Night' is the major drawback of Women working in IT sector.
- Majority 37% of the respondents face 'Time Stress' in the organization.
- Majority 35% of the respondents having 'Back Pain' is the major physical problem due to stress.
- Majority 52% of the respondents denoted that the stress positively influences the job performance.
- Majority 33% of the respondents' stress is related to 'Work Environment'.
- Majority 39% of the respondents need to change the 'Timings' in IT field.
- Majority 82% of the respondents stated that the Organisation take initiatives to manage the stress of its employees.
- Majority 30% of the respondents followed 'Meditation' to reduce the stress.
- Majority 32% of the respondents handling the stress situation is 'Optimistically'.
- Majority 53% of the respondents stated 'Friends' are the person to help stress out from the job.
- Majority 29% of the respondents stated 'Time Management' is the best preventions method to recommend.
- The ranking analysis towards the factors towards the effective management in handling stress situation shows that the 'Providing campus' has been ranked first with 4.26 and 'Provide benefits for mental and physical health' has been ranked tenth with 5.74.
- The weighted average score for the level of workload in the organizations shows that the 'I find difficult to concentrate on my work' stood at first with the highest score 2.95 and 'I am given enough time to do what is expected of me on my job' stood at fifth with 2.46.
- The weighted average score for the surrounding and situation of the organization shows that the 'Securities and administration of the pension plans' stood at first with the highest score 3.24 and 'Salary' stood at seventh with 2.75.
- There is no significant relationship between the Age and stress prevention method.
- There is no significant relationship between the Gender and Stress Faced in the Organization.
- There is no significant relationship between the Designation and Stress Problems affected more.

4.2 SUGGESTIONS

- The organization can go for some unwinding exercises or projects for employees so as to diminish the stress of the employees.
- The organization ought to initiate projects to expand the abilities of the employees.
- Organization should offer welfare programs.
- The organization can diminish the outstanding task at hand by give shifts.
- Company should prepare their employees in basic leadership in vital circumstances
- Heavy Work Overload and Job instability are the main considerations that make stress. Thus organization must attempt to diminish the outstanding task at hand.
- Proper training should be provided for the employees to adapt up to the most recent updates in innovation and techniques received in the organization.
- The organization must comprehend the issues of the employees, assuming any, and attempt to defeat them from those issues to deliver great outcomes.
- Every work of the employees must be perceived and remunerated as needs be, so it would urge the employees to work all the more adequately and effectively, which would naturally result in progress of crafted by employees and the Organization also.
- The organization should utilize some engaging movement for the employees so as to lessen the uneasiness and strain of the employees.
- The organization ought to likewise give preparing and advancement program to the employees that how to settle on choice in powerless circumstance.
- The organization should concentrate on direction and advising session for the employees demonstrating the side effect of stress.
- Organization should offer health program. Deep relaxation activity ought to be masterminded the employees for 15 to 20 minutes.
- Employees ought to be given some recreation time to get invigorated and feel loose at work spot. Organization can regularly run with the conceptualizing amusements that keep employee active participants in every single issue which help in increment in fixation.
- Organization can have an attention on giving yoga to the employees. Steady input ought to be given to the employees. Working area can be adaptable.

V. CONCLUSION

The study on stress in IT sector has uncovered that the respondents feel that they are happy with the earth where they are working and they are content with the successful cooperation among the employees. The employees are content with the working hours as they are managing the night move and morning shifts. The organization can

concentrate on some stress help programs so as to keep the employees progressively cheerful and energetic.

Stress has turned out to be normal among the working individuals in this time as a result of the aggressiveness, work unpredictability, trend setting innovations and different reasons. Individuals toward the start of their profession, who are attempting to set up themselves, regularly experience stress. Keeping up sound employees' relationship is an essential to higher efficiency and human fulfillment. Occupation stress, which if not oversaw viably prompts stressed relationship among employees. By following these recommendations, one might most likely get worry to work for them rather than against them. Organization must start to oversee individuals at work in an unexpected way, approaching them with deference and esteeming their commitment. Acknowledgment, investment and nonstop preparing of employees are required to hold the talented employees. It is the duty of the Organization to see that its employees experience stress unwinding practices to conquer stress which maintains the sound health of the employees. The future work of this study is vital in this manner to oversee stress adequately. So the useless impact on employees and their hierarchical execution can be limited and controlled which thusly.

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