



Stress management practices among the professionals in software companies in Chennai, Tamil Nadu

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Abstract

Stress has become common among the working people in this era because of the competitiveness, job complexity, advanced technologies and various other reasons. People at the beginning of their career, who are trying to establish themselves, often experience stress. Various factors relating to stress impact of stress in the family, work and individual, management of stress factors and organizational health factors. The aged employees are having more stress factors relating to stress factors organizational personal health and psychological. Female employees are highly affected the stress factors in their work, health and they are more emotional in nature. This article highlights work stress among the employees in information technology sectors in Chennai city.

Keywords: information technology (it) sectors, work stress, occupational stress, management of stress, psychological stress, emotional stress, personal stress

Introduction

Stress at work is a relatively new phenomenon of modern lifestyles. The nature of work has gone through drastic changes over the last century and it is still changing at whirlwind speed. They have touched almost all professions. Kids of kindergarten, boys of school, students of university and colleges, and everyone in the academic field experiences stress every day. All office goers experience stress of one or the other kind. Thus the reason for stress differs from person to person. But at the same everyone experiences stress. The stress people's experience should not be necessarily treated as harmful. An optimum amount of stress can always act as an energizer or motivator and propel people to apply the efforts and complete the work. But a high level of stress can be a serious threat to the personality traits of the individual and can cause physiological and social problems. From an individual's point of view, stress is human body's physical, mental and chemical reactions to circumstances that frighten, confuse, endanger or irritate us. If taken positively, stress is a friend that strengthens the individual for the next encounter, but if, taken negatively; it can have adverse effect on both physical and psychological factors. Stress affects not only the individual but also his/her environment.

Work Stress in Information Technology (IT) Sectors

The IT sector has revolutionized the Indian economy, creating considerable employment opportunities, generating wealth and significant foreign exchange, and driving massive social changes. Software-drive IT is today at the top of India's national agenda. It is an instrument and a model for the modernization of the Indian economy'. Among them, top five companies functioning in Chennai have been selected to analyze the work and occupational stress of IT sectors. The list of top five companies as reported by listed below.

HCL Technologies Limited

HCL Technologies Limited is a global IT services company headquartered in Noida India. It is primarily engaged in providing a range of outsourcing services, business process outsourcing and infrastructure services. 88 HCL Technologies is fourth largest IT Company in India and is ranked 48 in the global list of IT services providers. HCL Technologies is one of the two businesses - both of them separately listed in India-falling under the corporate umbrella of HCL Enterprise with combined annual 2011 revenues of US\$ 6 billion. HCL Enterprise was founded in 1976 and is one of India's original IT garage startups. HCL Technologies formed in 1991 when HCL's R&D business was spun off to focus on the growing IT services sector. They have decided to vast their features in Information Technology all over the world.

Cognizant Technology Solutions (CTS)

Cognizant Technology Solutions (CTS) India Private Limited offers software development, integration, and maintenance services for various companies. Cognizant Technology Solutions India Private Limited was formerly known as Dun & Bradstreet Satyam Software. The company was founded in 1994 and is based in Chennai, India. Cognizant Technology Solutions India Private Limited operates as a subsidiary of Cognizant Technology Solutions Corporation. Cognizant Technology Solutions India Private Limited has announced a joint development program with Microsoft Corporation (India) Pvt. Ltd. to deliver cloud enabled solutions to enterprise customers.

Wipro Technologies Limited

Wipro Limited (formerly Western India Products Limited (Amalner) is an Indian global IT services and consulting company headquartered in Bangalore, India. As of 2012,

Wipro is the second largest IT services company by turnover in India, employing about 120,000 people worldwide as of December 2011. It provides outsourced research and development, infrastructure outsourcing, business process outsourcing (BPO) and business consulting services. Infosys Limited

Infosys Limited formally Infosys Technologies is an Indian global technology services company headquartered in Bangalore, India. Infosys is ranked 27 in the list of top companies of India in Fortune India 500list in 2011. It has offices in 29 countries and development centers in India, US, China, Australia, UK, Canada, Japan and many other countries. Infosys had 1,45,088 employees of 85 nationalities as on December 31, 2011. Infosys provides business consulting, technology, engineering and outsourcing.

Tata Consultancy Services (TCS) Limited

Tata Consultancy Services Limited (TCS) is a global IT services, business solutions and outsourcing company headquartered in Mumbai, India and a subsidiary of the Tata Group conglomerate. It is the second largest India-based provider of business process outsourcing services. TCS has been ranked 20 in the list of top companies of India, by Fortune India 500 magazine.

Need for the Study

The stress induced due to roles performed by individuals as employees at work place, has been one of the most persuasive organizational stressors, the outcomes of which have been found to be costly to the organization. The IT sectors have also witnessed relatively lack of efforts to analyse the role stress phenomenon exhaustively. The stress induced by the role of performed by the front line employees of IT sectors is a matter of worth attention too, as it is emphasized that role stress occurs in employees jobs that involve direct interaction with customers and such employees are prone to relatively greater level of role stress.

Importance of the Study

This study is considered to be great importance because, Organizational role stress is supposed to operate in interaction with the general ill-being and well-being. As organizations become more complex, the potentiality for stress increases. The toll is found to be even greater in terms on stress among employees. Stress is a consequence of socio-economic complexity and to some extent is a stimulant as well. The influence of various organizational role stressors on employees, belonging to IT sectors in Chennai city draw special attention in this present study.

Review of Literature

The major cause of stress is the rapid change in technology. Hence, the potential source of stress, stress consequences and other concepts related to the study was reviewed.

Maria Melchion and Jenny (2009) ^[3] have given their views on "Sickness absence, from work predicts worker's risk of later depression". They comment on participants who were studied were executives from the natural gas and Electricity Company. Required data (sickness absence) was obtained and

assessed. The baseline for study on factors of age, gender, marital status, occupational grade, tobacco smoking, alcohol consumption, depressive symptoms and work stress were analyzed.

Amita Singh (2010) has expressed WLB on "The perception of work-life balance policies, among software professionals". He expressed that unbalanced work life relationship, can result in reduced health and low performance outcomes for individuals, families and organizations. A distorted life and work is prevalent among the software professionals. Therefore a study had been made to assess their policies importance, attitude etc.

Thirumaleswari, T (2013) ^[10] stated that "A Study on Job Stress among Employees of Software Industries in Chennai". In the present scenario software industry has become one of the fastest growing industries in India. The reason for choosing particularly software industry and employees is that the level of stress these employees face is comparatively higher than other employees.

Kedar Rayamajhi (2014) ^[2] made an attempt to study "Level of Stress among the Government Officers: Cases from the Nepal" Job stress can be defined as the inability to cope with the pressures in a job. The main objective of this study is to explore the level of stress among the government officers working in different offices of Nepal. Study was conducted among the 284 technical and non-technical government officers.

Scope of the Study

The study aims at analyzing work stress among the employees working in IT sectors in Chennai city. The scope of the study has been limited to certain IT sectors aspects of employees job stress namely the various stress factors chosen for the research are work factors, organization factors, personal factors, health factors, environment factors, psychological factors, emotional factors, impact factors and work stress among the employees working in IT sectors in Chennai city.

Statement of the Problem

In the present and post decades the IT sectors has been undergoing sea changes in terms of globalization efforts liberalization policies, downing and new technology and so on, that had created stressful atmosphere to the employees working in the sectors. This advent of technological resolution in all walks of life coupled with globalization, privatization policies has drastically changed conventional patterns in all sectors. The 1990 s saw radical policy changes with regarding to fiscal deficiency and structural changes in India. Globalization compelled the IT sector to reform and adjusts to have a competitive edge to cope with multinationals led environment. The advent of technological changes, especially extensive use of computers in the sector has changed the work patterns of the bank employees and has made it inevitable to down the work force in the sector. The implications of the above said Transformations have affected the social, economic, and psychological domains of the bank employees and their relations. All the factors discussed above are prospective attributes to cause occupational job stress and related disorders among the employees.

In this context a requirement to assess different types of stress, such as work stress factors, organizational stress factors, personal stress factors, health stress factors, environmental stress factors, psychological stress factors, sociological stress factors, emotional stress factors, cutter stress factors, and organizational (IT sector) health factors had been identified by the researcher. So this study focuses on identifying the various types of stress and also to find the factors influencing the ranging stress levels among the employees working in IT sectors in Chennai city. Thus the results of the study would aim at population of various segments of the IT sectors. It also includes the possible and suitable methods of combating stress among the employees. Therefore, the researcher attempts to the present study is to look into these aspects for the purpose of gathering more information for improving the work stress among the employees working in IT sectors in Chennai city.

Objectives of the Study

The following objectives are developed for a study about work stress among the employees working in IT sectors in Chennai city.

1. To identify the measures adopted by the organization to cope up with the stress level among the employees of IT sectors in Chennai city.
2. To analyse the factors influencing the work stress perceived by the employees working in IT sectors in Chennai city.
3. To identify the various factors relating to stress prevailing in different levels among employees working in IT sectors in Chennai city.
4. To impact of work stress and management of stress factors with organizational health factors towards employees working in IT sectors in Chennai city.
5. To examine the comparative study on employees work stress in information Technology sectors in Chennai city.

Testing of Hypotheses

The study is based on the following hypotheses framed and tested.

H₀₁: There is no significant difference between various stress factors and demographic profile of the employees in the IT sector in Chennai city.

H₀₂: There is no significant difference between the impact and management of stress factors with respect to demographic profile of the employees in the IT sector in Chennai city.

H₀₃: There is no significant difference between managing the stress and employees in the IT sectors.

H₀₄: There is no significant difference between comparative studies of the reasons for various stress factors and the selected IT sector employees.

H₀₅: There is no significant difference between comparative studies of the stress impact on individual and the selected IT sector company employees.

Research Methodology

Methodology

The study is both descriptive and analytical. It is descriptive in the sense that it gives a detailed description with regard to the Stress Management among employees in the Information Technology sectors. The study is based on both the primary

and secondary data. The primary data were collected from the I.T employees with the help of a structured questionnaire. The questionnaire was tested with 70 selected employees of I.T sector and utmost care was taken to avoid errors in data collection. The secondary data related to the working conditions of the Information technology sector were collected from books, journals, web portal, the well-equipped libraries at IIM Bangalore, the websites and from the employees working in I.T field at Chennai city.

Sampling Design

The Proportionate Stratified Sampling Method was used to select the respondents in IT sectors in Chennai city. This sampling involved in drawing sample from each stratum in proportion to the latter's share in the total employees. 1 per cent of each category of employees in IT sectors namely TCS, Infosys, Wipro, Cognizant Technology Solutions (CTS) and HCL employees were selected for the study. The sample size constituted 1 per cent of the universe i.e., 970 employees. The universe constituting 97000 employees were classified on the basis of their nature of employment.

Area of the Study

The location selected is at Chennai city (namely North Chennai, South Chennai, Central Chennai, Sri Perumputhur and Tiruvallur) in Tamil nadu. The study was conducted in Chennai, India. The information technology industries in Chennai have extended their business in all areas, namely, software testing, development, programming, import and export, and maintenance of projects. At present Chennai is the second largest exporter of IT and IT enabled Services in India next to the Silicon Valley. Chennai is the most suitable place to conduct this research in India. Chennai city has been selected for the study as it is one of the major cities having many IT companies and it is the second largest exporter of IT, ITES and BPO in India. For the study, Infosys, Wipro, Tata Consultancy Services (TCS), Cognizant and HCL Technologies was chosen, as they are the top five IT companies in Chennai city. Therefore, Chennai city is selected for the study.

Statistical Tools Used

The collected data have been consolidated, tabulated and analyzed by using relevant statistical tools like, mean, standard deviation, co-efficient variance, Reliability test (Cronbach's alpha analysis), T- test, one way ANOVA, and Regression Analysis and factor analysis. The SPSS 20.0 package was utilized for analyzing the data. The interpretation of the study is done by using tables to give meaningful results.

Pre Testing/Pilot Study

Before the field survey was conducted, the consistency of the information has become essential and a pilot survey was conducted for this purpose. In this study, widely used structured questionnaires were used. The researcher also has conducted a pilot study, for which the standardized questionnaires were supplied to 75 employees as respondents and this was tested for extracting the tentative results. The reliability of variables in each construct was confirmed through the pilot study. On the basis of the result of pilot

study, a certain modifications in the statements or variables were made. The final questionnaires were prepared for data collection. Accordingly, the questionnaires have been restructured and the final schedule was prepared.

Work Stress among the Employees in It Sectors-An Analysis

To test the significant difference between demographic profile of the employees and various stress factors like reasons for work stress, stress factors relating to work, organizational stress factors, personal stress factors, health stress, environmental stress, psychological stress, emotional stress, self-respect stress, impact of stress on individual, impact of stress on work impact of stress on family managing the stress

factors in the job, organisational changes needed to prevention of stress, important practices to reduce the stress and satisfaction level of the organizational health factors in the IT sector in Chennai city, independent samples t-test is applied for gender and marital status and one-way ANOVA is applied for age, educational qualification, designation, monthly income, family size, and experience of the respondents in Chennai city. The following null hypothesis has been formulated:

H₀₁: There is no significant difference between various stress factors and demographic profile of the employees in the IT sector in Chennai city.

Table 1: T test for various Stress Factors on the basis of Gender

Variables	Gender	N	Mean	SD	SE _M	t-value	Sig. (2-tailed)
Stress factors Reasons for work stress	Male	582	49.022	4.870	0.202	.627	.531
	Female	388	48.835	4.341	0.220		
	Total	970	48.947	4.664	0.150		
Stress factors relating to work	Male	582	58.607	5.066	0.210	2.721	.007*
	Female	388	59.585	5.749	0.292		
	Total	970	58.998	5.368	0.172		
Organizational stress factors	Male	582	61.737	6.321	0.262	.420	.675
	Female	388	61.567	6.092	0.309		
	Total	970	61.669	6.228	0.200		
Personal stress factors	Male	582	53.878	4.796	0.199	.465	.642
	Female	388	54.015	4.316	0.219		
	Total	970	53.933	4.608	0.148		
Stress factors relating to health	Male	582	27.024	4.867	0.202	3.805	.001*
	Female	388	28.240	4.880	0.248		
	Total	970	27.510	4.906	0.158		
Stress factors relating to environment	Male	582	23.708	3.146	0.130	3.237	.001*
	Female	388	23.005	3.418	0.174		
	Total	970	23.427	3.274	0.105		
Stress factors relating to psychological	Male	582	25.089	3.707	0.154	.547	.585
	Female	388	24.948	4.077	0.207		
	Total	970	25.033	3.858	0.124		
Stress factors relating to emotional	Male	582	24.909	5.429	0.225	2.554	.011*
	Female	388	25.781	5.057	0.257		
	Total	970	25.258	5.298	0.170		
Stress factors relating to self-respect	Male	582	35.120	4.995	0.207	1.533	.126
	Female	388	35.662	5.649	0.287		
	Total	970	35.337	5.270	0.169		

Source: Computed from Primary data * Significant at 5 per cent level
The calculated *t value* of 0.627, 0.420, 0.465, 0.547 1.533 and it is not significant at five per cent level.

The value indicates that there is no significant difference between the reason for stress factors, organizational stress factors, personal stress factors, psychological stress factors, stress factors relating to self-respect with respect to gender of the employees. Hence, the formulated hypothesis H₀₂ (a): “there is no significant difference employee is accepted. Between the various stress factors with respect to gender of the However, the calculated *t value* of 2.721, 3.805, 3.237, 2.544 and it is significant at five per cent level. The value indicates that there is a significant difference between the stress factors relating to work, health, environment, emotional with respect to gender of the employees. Hence, the formulated hypothesis H₀₂: (a) “there is no significant difference between the various stress factors with respect to

gender of the employees is rejected. Further, the mean value indicates that the female employees are highly affected due to stress factors relating to work, health and stress factors relating to emotional as compared to male employees. However, the environmental stress factors highly affected the male employees as compared to female employees.

Testing the significant difference between the impact and management of stress factors with respect gender of the employees in the IT sector

H₀₂: There is no significant difference between the impact and management of stress factors with respect to demographic profile of the employees in the IT sector in Chennai city.

Table 2: T test for Impact and Management of Stress Factors on the basis of Gender

Variables	Gender	N	Mean	SD	SE _M	t-value	Sig. (2-tailed)
Impact of Stress Consequences of stress factors on individuals	Male	47.290	582	7.148	0.296	0.203	0.839
	Female	47.374	388	5.590	0.284		
	Total	47.324	970	6.566	0.211		
Stress impact in the work	Male	32.031	582	5.509	0.228	2.308	0.021*
	Female	32.799	388	4.769	0.242		
	Total	32.338	970	5.237	0.168		
Stress impact on family	Male	35.096	582	5.782	0.240	3.011	0.003*
	Female	36.147	388	4.997	0.254		
	Total	35.516	970	5.503	0.177		
Management of Stress Factors How to manage the stress factors in your job	Male	52.703	582	6.007	0.249	3.696	0.001*
	Female	51.420	388	4.762	0.242		
	Total	52.190	970	5.575	0.179		
Organizational changes to needed manage/prevent the stress factors	Male	52.500	582	6.090	0.252	0.531	0.595
	Female	52.722	388	6.541	0.332		
	Total	52.589	970	6.272	0.201		
Other important measures/practices to reduce the stress factors	Male	42.256	582	5.165	0.214	0.554	0.580
	Female	42.430	388	4.544	0.231		
	Total	42.326	970	4.924	0.158		
Organizational Health Factors Indicate the satisfaction level of organizational (it sector) health factor	Male	46.242	582	6.242	0.259	1.226	0.220
	Female	45.799	388	4.973	0.252		
	Total	46.065	970	5.769	0.185		

Source: Computed from Primary data * Significant at 5 per cent level

The calculated *t value* of 0.203, 0.531, 0.580, 1.226 and it is not significant at five per cent level. The value indicates that there is no significant difference between the consequences of stress to the individual, organizational changes need to managing stress factors, important practices to reduce the stress factors, satisfaction level of the organizational health factors with respect to gender of the employees. Hence, the formulated hypothesis H₀₃ (a) “there is no significant difference between the impact and management of stress factors with respect to gender of the employees is accepted. However, the calculated *t value* of 2.308, 3.011, 3.696 and it is significant at five per cent level. The value indicates that there is no significant difference between the stress impact in the work, stress impact in the family, how to manage the stress factors with respect to gender of the employees. Hence, the

formulated hypothesis H₀₃ (a) “there is no significant difference between the impact and management of stress factors with respect to gender of the employees is rejected. Further, the mean value indicates that the male employees are having more stress impact in the family and they know how to manage the stress factors as compared to female employees. However, the female employees are having more stress impact in the work as compared to male employees.

Testing the significant difference between the various stress factors and gender of the employees in the IT sector
H₀ 2 (a): There is no significant difference between the various stress factors and age of the employees in the IT sector in Chennai city.

Table 3: One way ANOVA for Various Stress Factors on the basis of Age

Variables	Age	N	Mean	SD	SE _M	F-value	P Value
Stress factors Reasons for work stress	20 to 30 years	46.484	223	4.871	0.326	47.984	.001*
	31 to 40 years	48.866	396	4.407	0.221		
	41-50 years	51.324	244	4.620	0.296		
	Above 50 years	48.963	107	1.434	0.139		
	Total	48.947	970	4.664	0.150		
Stress factors relating to work	20 to 30 years	56.507	223	5.311	0.356	22.983	.001*
	31 to 40 years	59.967	396	5.791	0.291		
	41-50 years	59.328	244	4.594	0.294		
	Above 50 years	59.850	107	3.667	0.355		
	Total	58.998	970	5.368	0.172		
Organizational stress factors	20 to 30 years	60.363	223	8.089	0.542	17.800	.001*
	31 to 40 years	60.803	396	4.921	0.247		
	41-50 years	63.049	244	5.770	0.369		
	Above 50 years	64.449	107	5.692	0.550		
	Total	61.669	970	6.228	0.200		

Personal stress factors	20 to 30 years	50.130	223	3.891	0.261	119.714	.001*
	31 to 40 years	54.184	396	3.817	0.192		
	41-50 years	55.111	244	3.826	0.245		
	Above 50 years	58.243	107	4.682	0.453		
	Total	53.933	970	4.608	0.148		
Stress factors relating to health	20 to 30 years	26.570	223	5.518	0.370	11.768	.001*
	31 to 40 years	27.859	396	4.859	0.244		
	41-50 years	26.877	244	4.043	0.259		
	Above 50 years	29.626	107	4.801	0.464		
	Total	27.510	970	4.906	0.158		
Stress factors relating to environment	20 to 30 years	20.915	223	1.961	0.131	139.331	.001*
	31 to 40 years	22.939	396	3.384	0.170		
	41-50 years	25.730	244	2.357	0.151		
	Above 50 years	25.215	107	2.223	0.215		
	Total	23.427	970	3.274	0.105		
Stress factors relating to psychological	20 to 30 years	22.955	223	4.293	0.287	43.368	.001*
	31 to 40 years	25.023	396	3.643	0.183		
	41-50 years	25.967	244	3.312	0.212		
	Above 50 years	27.271	107	2.587	0.250		
	Total	25.033	970	3.858	0.124		
Stress factors relating to Self-respect	20 to 30 years	32.466	223	4.500	0.301	36.457	.001*
	31 to 40 years	35.611	396	6.049	0.304		
	41-50 years	37.135	244	3.442	0.220		
	Above 50 years	36.206	107	4.708	0.455		
	Total	35.337	970	5.270	0.169		

Source: computed from primary data

* Significant at 5 per cent level

Organization, personal, health, environment, emotional, and self-respect) are significant at five per cent level. The value indicates that there is a significant difference between the various stress factors with respect to marital status of the employees. Hence, the formulated hypothesis H₀₂: (c) “there is no significant difference between the various stress factors with respect to marital status of the employees is rejected. However, the calculated *t value* of 1.352 stress factors relating to psychological and 1.082 stress factors relating to emotional is not significant at five per cent level. Hence, the formulated hypothesis H₀₂: (c) “there is no significant difference between the various stress factors (psychological and emotional) with respect to marital status of the employees is accepted. Further,

the mean value indicates that the married employees are having high level Stress factors relating to work, personal stress factors, stress factors relating to environment and stress factors relating to self-respect as compared to unmarried employees. However, the unmarried employees are having more reasons for work stress, organizational stress factors, and health stress factors as compared to married employees.

Reason for Stress-(Comparative Studies of the Reasons for Various Stress Factors)

The reason for work stress among the employees of the selected IT sector company of TCS, Infosys, Wipro, CTS and HCL has been presented in Table 5 (a).

Table 5: (a) Reason for Stress

Name of the Company	No. of Respondents	Mean	Standard	Coefficient of
		Score	Deviation	Variation
TCS	270	48.83	4.57	20.93
Infosys	200	47.67	7.30	53.24
Wipro	250	49.14	4.57	20.88
CTS	160	48.80	4.85	23.51
HCL	90	48.96	4.63	21.44
Total	970	48.68	5.31	28.22

Source: Computed from Primary Data

Table 5(a) depicts the highest average acceptance score of 49.14 in the Wipro company, followed by HCL with average acceptance score of 48.96, TCS with average acceptance score of 48.83, CTS with average acceptance score of 48.80 and lowest average acceptance score 47.67 in the Infosys towards the employees reason for stress in the IT sector companies in

the Chennai city. Testing the significant difference between the various stress factors and the selected IT sector company employees. One way ANOVA was applied to ascertain if there were any significant difference between various stress factors and the IT sector companies in the Chennai city. The following

hypothesis has been formulated to test the significant difference between various stress factors like reason for stress, work related stress, organizational stress, personal stress, health stress, environmental stress, psychological stress, emotional stress, stress factors relating to self-respect and the selected IT sector companies employees.

Testing the significant difference between reasons for stress and selected IT sector employees.

H₀₃: There is no significant difference between comparative studies of the reasons for various stress factors and the selected IT sector employees.

Table 5: (b) One way ANOVA for Reason for Stress

	Sum of Squares	DF	Mean Square	F	Sig.
Between Groups	274.114	4	68.529	2.443	.045
Within Groups	27070.240	965	28.052		
Total	27344.355	969			

Source: Computed from Primary Data

It is observed from the Table 5(b) shows that the calculated F value of 2.443 is significant. The value indicates that there is a significant difference in the reason for stress in the selected IT sector company employees. Therefore, the formulated hypothesis of there is no significant difference between reasons for stress and the selected IT sector company employees is rejected.

Implication and Recommendations

Some valuable suggestions that the organization may consider are:

- The study has revealed a significant difference between the demographic characteristics of the employee and the different components of employment organization sources of stressors. Therefore, it is prime perspective to resolve the employees stress by discussing the stressors which are responsible for creating stress.
- Staff shortage and work over time is significant cause of stress among employees in IT sectors. By way of new recruits, considering the present workload is the need of the hour to reduce the job stress of the existing staff. The inadequate training and developments are also pertinent cause of stress among employees in the IT sector.
- The present study is useful to the employees in the IT sector to achieve their goals to satisfy their career by creating awareness about the stressors and managing the strategies for minimization of stress in their life.
- Heavy Work Overload and Job insecurity are the major factors that create stress. Hence organization must try to reduce the workload.
- Proper training should be provided for the employees to cope up with the latest updates in technology and methods adopted in the organization.
- The organization must understand the problems of the employees, if any, and try to overcome them from those problems to produce good results.

Conclusion

The present study concludes that, in the age of highly dynamic and competitive world, man is exposed to all kinds of stresses that can affect him in all realms of life. This research was intended to study the work stress among the employees working in IT sectors in employees in the Chennai city. Results of the study does not tend towards one direction, meaning that for some variables among employees in the

company are more affected whereas for other variables is more affected employees in the other company, but overall IT sector is found to be more stressful. From this research following variables were identified: Various factors relating to stress impact of stress in the family, work and individual, management of stress factors and organizational health factors. The aged employees are having more stress factors relating to stress factors organizational personal health and psychological.

Female employees are highly affected the stress factors in their work, health and they are more emotional in nature. The married employees are having high level stress in the work and they are expects in self-respect among the employees. Work environment issue has same effect for the IT sectors i.e. there is negligible difference in the means of selected IT companies. The male employees and the employee in the large family size are having more stress impact in the family. The environment and organizational factor are less significant among the employee stress in the IT sector.

The employees stress factors relating to work in the HCL is more whereas it is very less in the Infosys. The employees stress factors relating to personal in the CTS is more whereas it is very less in the HCL. Environmental and self-respect stress issue has same effect for the all the IT companies i.e. there is negligible difference in the means of all the selected IT sector companies. Overall, it is concluded from the study that the stress level is same for all the IT companies but only one or two factor can cause difference in result.

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