A Study On Stress Management Strategies Factors Among Employees In It Sector Using Data Mining

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ABSTRACT:

Stress is generally indicated as a difference from normal functioning of our body and mind. Stress can approach in an organization many reasons, workload, vulnerability, time pressure, deadlines and organization structure. Stress in limited status can be a beneficiary to an organization and an employee. It leads to achieve personal and organization goals. If stress is in excess status can cause harmful effects on body, mind and emotional state of an employees. This study analysis the main factors that leads to stress among IT sector employees in Chennai, India. And also this study analysis stress reduction techniques being used in IT industry.

Keywords:

Stress, IT Sector, Time Pressure, Causes of stress, Behavioral changes, Coping techniques, Employee stress, workplace.

I. INTRODUCTION

In our everyday lives we get to hear the word 'stress' from our peers, colleges, teachers, students and doctors. Even the word 'stress' can be heard now a day in the news, in magazines and on other social media too. Stress refers to the strain from the conflict between our external environment and us, leading to emotional and physical pressure. In our fast paced world, it is impossible to live without stress, whether a student or a working adult. Modern day stresses can take the form of monetary needs, or emotional frictions. Work stress occurs in all sectors, especially in IT as it is competitive highly target driven and result oriented so IT employees are highly pressurized at work. In IT industry stress refers to the strain from the conflict between organization environment and us, this leads to emotional and physical pressure. Competition at work and an increased workload can also cause greater level of stress. The main factors contributing which are each time the employee can either learn about the new updates or feel like they are falling behind, workload, low physical condition, long working hours and organizational structure.

LITERATURE REVIEW

A. A STUDY ON STRESS MANAGEMENT IN IT INDUSTRY

A study on stress management in IT industry. He has conducted a study that focused on how long term stress are affecting the individuals and the different ways to identify the stress. His study also focused on the major factors influencing the job stress of employee in the working environment and identified the measures to reduce stress which can increase the skill of the employees.This study concludes the top three factors contributing to stress which are,

1. Workload
2. Vulnerability
3. Low physical condition

The organization can conduct stress relief program which helps employees to reduce stress.

B. A STUDY ON STRESS MANAGEMENT IN IT INDUSTRY

Based on this study from Ashok Panigrahi Managing stress at workplace, Stress in considered as illness of the century. His study mainly focuses on the major causes of the stress at workplace and how stress in measured. It also explains the effects of stress and how to manage it to improve individual mental and physical health and also organization growth, for example more sleep, physical activities and arts, talking to closed once, facing the cause. And it also gave example for organization measures to cope up stress reducing long working hours, teaching employees to do work life balance, yoga and reward.

C. A STUDY ON STRESS MANAGEMENT AMONG EMPLOYEES IN INFORMATION TECHNOLOGY SECTOR AT CHENNAI CITY

The main aim focus on this paper is to conduct a survey among the employee working in IT sector to identify the stress levels and the main factors causing the stress among them. Also the author focused on the different methodology adopted by the organization. The study conclude, heavy work load and job insecurity are the

major factors to create the stress. It gives the most contributing factors of stress and suggest how organization can help / manage the stress among the employee.

D. ANALYSIS OF STRESS AND STRESS MANAGEMENT AMONG EMPLOYEES IN THE IT SECTOR IN INDIA AND IRELAND

Based on this paper the three major factors contributing stress are

1. Time pressures and deadline
2. Organizational structure (attitude of boss / management)
3. Unclear roles of the employees

The author also states that the majority of the employees says there was no stress management techniques adopted by the organization. Hence it was inconclusive to find the effect, a stress management have an employee stress in work place. This study concludes that stress needs to be addressed by both the IT organizations and the individuals to create and maintain a healthier, productive staff and working environment.

III. OBJECTIVES

This study was designed to analysis the various factors influencing stress in job, imperfect effects on job performance and practicing coping strategies of individuals to reduce stress.To examine what causes employees to get stress in their job and whether organization is forced to do work overtime.To measure how stress shows its impact on employee's health (mentally and physically)?To suggest suitable measure for reducing workplace stress free to the IT companies.

IV. RESEARCH METHODOLOGY

The study considered IT employees in Chennai. A convenience sample of 116 IT professionals are used in the present study, a total of 116 questionnaires (1 questionnaire to each employee) were distributed physically, through web link and emailed to professional employed working in IT companies in Chennai. The samples were drawn from both men and women IT professionals holding positions range from Trainee to Managers in both development and testing fields. The sample size taken may be inadequate to throw accurate figure on stress level, factors and its impact on employee's health.

V. DATA ANALYSIS

Data was collected by survey using self-administered online questionnaires which was sent out to IT employees in Chennai, India. Quantitative and Qualitative data have been used for this study, since the questionnaire contains both open-ended and close-

ended questions, based on the nature of the research question.

A. STRESS ANALYSIS:

The final sample was composed of 64% of male employees and 36% of female employees. From the sample survey, 76.7% of the employees are reported that they have stress at the workplace. Whereas 23.3% of the employees are reported that they don't feel stress in IT industry.Employees at age group of 25 to 29 have high stress than other age groups.
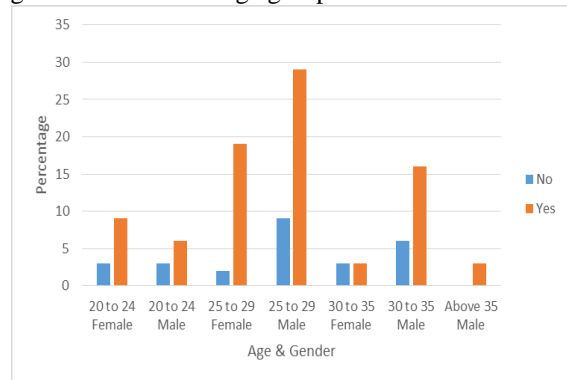

Figure 1 Stress analysis based on age and gender

a). SYMPTOMS OF STRESS

The most common stress symptoms among the IT employees who face stress at workplace are Short-temper, Irritability at work and Gaining or losing weight. More than 50% of the employees are suffering with these symptoms. Above 30% of the people also started to feel negative about everything in work and also in personal life. This may affect their personal as well as professional space.
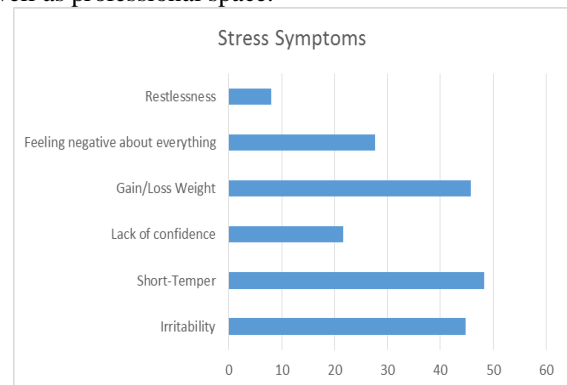

Figure 1.1 Symptoms of stress

b). CAUSES OF STRESS

There are many external causes within organization which affect an individual performance. Time pressure & Deadlines cause major stress among the employees. Lack of recognition is also the major cause; people are depressing that they are not recognized for their hard work. Internal conflicts and Team behavior are

interlinked and these cause stress. When an employees work in an organization, fear of losing his/her job leads to chronic stress which causes reduced work quality.
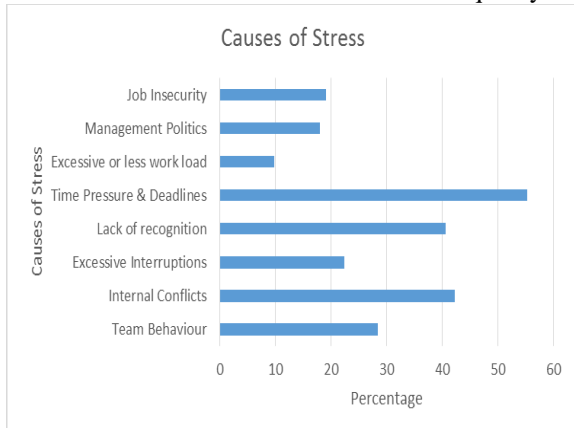

Figure 1.2 Causes of stress in IT industry

B. IMPACT ON HEALTH
a). PHYSICAL & MENTAL PROBLEM

Stress can manifest itself into various physical observations in the form of altered functioning of system. People who are suffering with stress have one or more physical or mental issues. Around 70% of the employees face sleep disturbances in their life due to stress. Along with this many are suffering with Headaches. Due to which people are not able to concentrate on their work which again create a stress. Due to depression, people do not feel interesting in their life.
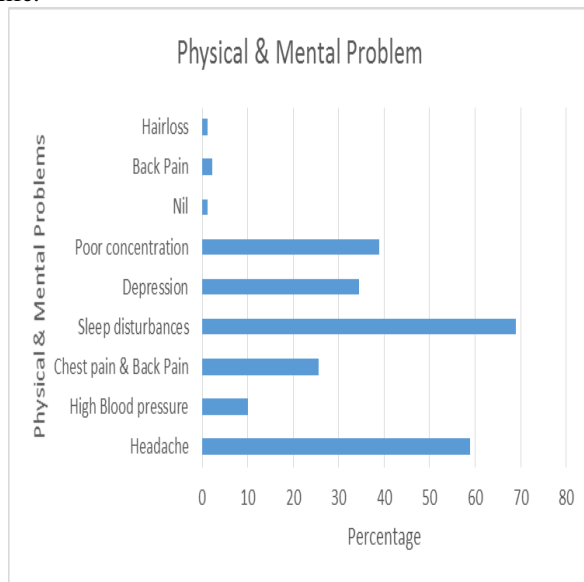

Figure 2 Physical and Mental Problems due to Stress

b). BEHAVIORAL CHANGES

The outcome of stress may affect their behavior at both workplace and personal life. Most of the employees express their stress with their family members.

Shouting at family members without any major reason are most common behavior among all. Frequent crying and frequent hospitalization are the next major changes in their behavior. Seeking others help always from the colleagues are the changes come out of job insecurity stress. The detailed changes are given in the below chart.
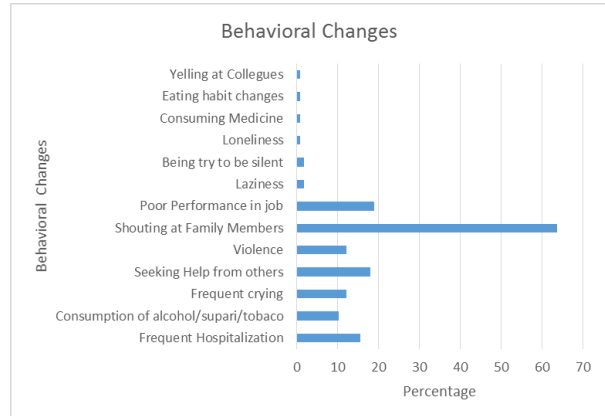

Figure 2.2 Behavioral changes in personal life

C. STRESS MANAGEMENT TECHNIQUES ADOPTED IN ORGANIZATION

66% of employees says either they do not have any Stress management techniques in their organization or they have not adopted any from their organization.

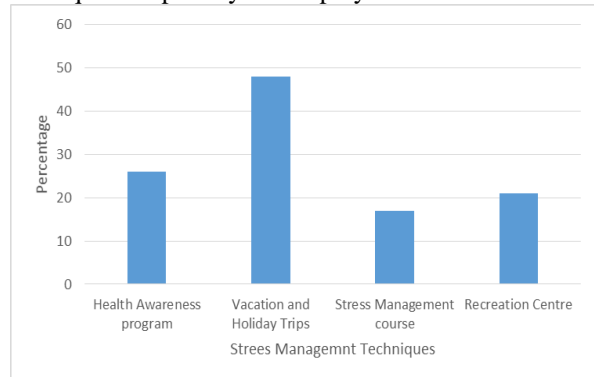Below is the statistics of the stress management techniques adopted by the employees if available.

Figure 3 stress management techniques

D. COPING STRATEGIES

Since many of the employees feel that their organization do not avail any stress management techniques or if available, not used by the employees try to cope up with the stress by themselves with multiple techniques.

Most of them use sleeping is the best technique to cope up with the stress. They believe that stress is reduced after the good sleep. Few are follow Yoga meditation and Prayer help them to cope up. Movies and family/friends also help them to overcome stress.
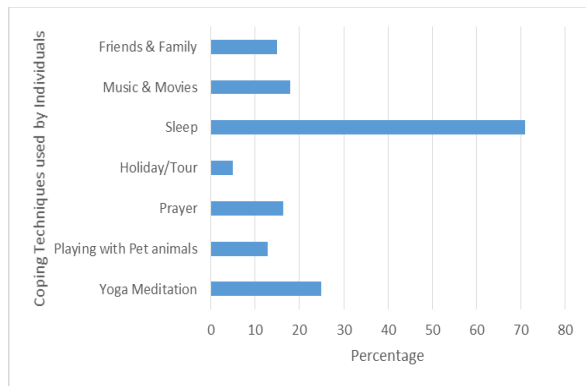
Figure 4 Coping strategies used by individuals

VI. SUGGESTIONS

Based on the major findings of this study, the employees have made several recommendations for implementing effective stress management strategies in the IT Industry to make the IT employees work in stress-free environment and to achieve work life balance.Proper recognition to be given to employees based on their hard work. Stress management programs should be developed in organizations to explain the employees with various techniques such as meditation, yoga, relaxation training and managing of lifestyle.The weekly schedule and the work load have to be equally distributed on all days of the week. The organization should offer flexible work options to its employees enabling them to work for a fixed number of hours, spread as per their convenience.

Social support is an important way to cope with stress that everyone can practice by maintaining friendship. Therefore, the IT industry should facilitate social support by providing opportunities for social interaction among employees as well as their families.

VII. CONCLUSION

Now we can conclude that stress is an important factor for the employees in any IT organizations. If stress exceeds any particular limit then it shows its harmful effects on body, mind and behavior. The major causes of the stress are identified as Deadlines & Time pressure, Lack of recognition and internal conflicts. Now the ways to cope with the stress include adequate sleep, Yoga/ Mediation, listening to music and talking to family and friends. These all must be used to get relief from stress. Workplace stress plays a significant role in physical and psychological wellbeing of employees. The various result of workplace stress like physical problems, mental disturbances, emotional imbalance, life style disturbances and behavioral problems lead to disturb the organization productivity, low organization commitment, increased absenteeism. Stress can cause further problems in the IT sector in if not monitored continuously and stress levels can

increase if it is not addressed. By facilitating the employees with effective training, the management can provide them with platform to solve their stress related problems. Even time management skills help to manage stress in an effective manner. By recognizing their work, the employees feel motivated to work without stress.

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