Stress Faced by Employees in Information Technology Sector in India

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Abstract

The employees of Information Technology (IT) generally faces stress at workplace and prone to health problems due to work stress. The IT industry are the one which involves heavy workloads and faces a lot of hurdles regarding role recognition gender discrimination and also lack of proper incentives. There is lot of stress involved in the information technology which leads to less productivity and lack of job satisfaction which results in less output. The study reveals that one third of IT professionals work more than the specified hours each week. Technical companies are notorious and being fast paced work spaces that provided stress oriented works because generally organization uses the best optimization of available Human resources. Hence the employees work for their best to improve their standard of living and reputation so that their work become permanent. In spite of the fact that there isn’t persuading proof that activity stressors cause well-being impacts, the circuitous confirmation is unequivocally suggestive of the work pressure impact. The researchers said that the work stress does not widely affects the personal health but reflects in the work of the individual which leads to lack of job satisfaction and misunderstandings with the colleagues. In this context, this papers aims to analyze the stress faced by employees in IT sector in India.

KeyWords: Workload, recognition, incentives, productivity, satisfaction.
1. Introduction

Stress is one of the common prevailing factor faced by every individual. Stress which has become an serious health problems in twentieth century (Abingd, 1999). Stress not only affect the individuals but also affects their work, family and harms mental and physical health. Stress which can be positive and negative when it is positive it creates confidence and power to achieve something when there is an negative stress it creates depression. Work stress it is involved in all fields but when compared to the employees of other fields the stress faced by IT professionals are comparatively large. The IT sector is the fast developing sector among all field in the country(Andrew etal., 2008). The contribution of IT sector to the GDP is nearly 7.7% proves that IT sector plays an important role in the Indian economy (Mariana Simoes, 2013). It is necessary to closely analyse the stress faced by employees is comparatively large than any other employees is comparatively large than the other employees who are employees in various sectors(Ahmed and Ahmed, 1992).

When the job is incomplete and job cannot be completed within the stipulated time stress arises this is one form of stress(Caplan and Jones,1975). Occupations can request a great deal and particular due dates of when things should be finished. A few employments expect the people to have something other than duty. Client meeting due dates and being mindful of different errands can be a bit worrying on occasion. Usually the stress arises in software companies because of employees nature of work night shifts, achievements, targets and work overload (BusharaBano and Rajiv Kumar Jha, 2012). Stress in the organization originates the demand for the organization that are experienced by every people in the industry which focusing on the stress of women faced by employees(Mohsin Aziz, 2004). The people who are employed in IT sector faces a lot of health problems due to work overload as a result they face a lot of physical and mental stress(Ivanveich et al., (1982).

Kivimaki (2014) have explained the association between Organizational downsizing and subsequent musculoskeletal problems in employees and associate with changes in psychosocial and behavioural risk factors accused due to stress and due to overwork.

Lack of health security in the employees have been analysed by Held (2004) and the implementation of evidences on work employees and safety measures(Sabir and Helge, 2003). The stress also caused when there is lack of proper supervision which is explored by Nieuwenhujisen (2007). They explored that there is supervisory behaviour as a predictive factor which is return the mental health of employees is affected (Vansell et al., 1981). In this context, this papers aims to analyze the stress faced by employees in IT sector in India.
2. Materials and Methods

A detailed survey questionnaire was used to collect primary information from the sample respondents with a sample size of 150 randomly among IT professionals at various positions. Questions regarding the nature of the work, employment status, job satisfaction, stress causing factors in an organization, working hours, work environment. The collected information was analyzed and the results were presented in the proceeding section of the paper.

3. Results

According to the questionnaire conducted by the IT Professionals who answered where the question raised to them 68% of them are undergraduates and 22% of them are post graduates and 10% of them are diploma. Majority (44%) of IT professionals are entry level professionals; followed by 38% of middle level professionals and 18% of them are senior level professionals. For 50% of the respondents whose nature of job is temporary and 40% of them are in permanent jobs and small groups of people are unaware of the nature of the job and some of them are having part-time job. The study revealed that 36% of the respondents were satisfied with their present job and remaining 40% of them have voted for a neutral statement and 24% of the respondents are not satisfied with the current job. Sixty six per cent of the respondents revealed that physical environment is the reason for stress due to increase in workload and improper recognition and biased treatment of superiors. Forty per cent of them have frequent arguments with superiors; 24% them never entered into an argument with their superiors and 36% of them rarely disagree with the opinion of the superiors. Majority (52%) of the IT Professionals expressed that the work stress affects the mental health; 18% expressed that stress of work affects the quality time; 18% expressed that the stress affects time spent with family members and 12% revealed that it affects the physical health. Among the respondents 46% said that they have neutral idea about the superior delegation of authority; 28% of them said that authority does not delegate responsibility properly and 26% of them said that they properly delegate the authority.

Thirty four per cent of the respondents revealed that they are working for 8 hours per day; 26% expressed that they are working more than 8 hours in a day; 22% of them working for 7 hours per day and 18% for 6 hours. The nature of the organization is questioned and 56% opined that their organization is departmental organization and remaining 44% of them are working in centralized organization. The majority of the organizations promote stress relief activities (53%) and remaining 47% of the organizations never worried about the stress faced by employees.
4. Discussion

Generally, the employees of IT industry are facing lot of stress involved the minds of every individual differs as each one has different mentality but there common factor experienced by every individual in the field of IT is work stress. The study confirmed that 60% of IT professionals were facing stress due to workload and poor organisational climate is the main cause of stress. 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 we identified various factors relating to stress, impact of stress in the family, work and individual, management of stress factors and organizational health factors. The senior employees and women employees are highly affected due to stress in their work. It also affect their health and emotional balance. The environment and organizational factor are also significant among the employee stress in the IT sector.

5. Conclusion

Numerous employees encounter themselves under an heavy pressure of work and don’t get help to adapt to it. Those employees with large amounts of pressure ought to get assistance they should have the capacity to adapt to the pressure they are looking in their everyday working environment and have the capacity to work to their maximum capacity. In the light of the results and discussion part of the study we conclude that the stress faced due to lack of proper physical condition, over time of work and lack of proper delegation of authority by the superiors.

References


