



RESEARCH ARTICLE

A STUDY TO ASSESS THE LEVEL OF STRESS AMONG THE EMPLOYEES WORKING  
AT SELECTED INFORMATION TECHNOLOGY CENTERS

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ABSTRACT

Stress is not always negative. It may also bring out the best in individuals at times. It may induce an individual to discover innovative and smarter way of doing things. This positive dimension of stress is called as eustress. But usually, the term stress has a negative implication and this negative aspect of stress is termed as distress. For instance - When a subordinate is harassed or warned by his superior, unhappiness of unsuitable job, etc. We can say that "Stress causes some people to break, and other to break records." The Quantitative Research approach was used in this study. Descriptive research design was selected for this study. The study population consists of all the employees working in Information Technology Centers. Among the IT employees 137(27.4%) were affected with severe stress and 363 (72.4%) were affected with very severe stress. The overall mean value is 4.05 in the test as per the factor wise analysis. There was a significant association found between the level of stress and the selected demographic variable such as "education", "shift hours" and "working shift".

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INTRODUCTION

Stress is a major public health problem in India. It affects large numbers of adolescents, middle aged groups and the elderly both men and women residing in urban, rural areas and slums. At the individual and family level, stress leads to poor quality of life, causing huge social and economic impact. Employees in IT, work for long hours and often overloaded with work and may feel that they are undervalued by the organization in which they work. Most of the employees were experienced poor health, work overload, lack of clear instruction, unrealistic deadlines, lack of decision making, job insecurity, isolated working conditions and inadequate child care arrangements, sexual harassment and discrimination in their working places. These are the main important factors in which the employees are affected with work place stress

NEED FOR THE STUDY

As per NIOSH (National Institute of Occupational Safety and Health), USA highlighted statistics from their report (2013):

- 40% of workers reported their job was very (or) extremely stressful.
- 25% view their jobs as number one stressor in their lives.
- ¾ th of employees believe that workers have more on the job stress than a generation ago.
- 26% of workers said that they were very often burned out or stressed by their work.

The employees working in IT centers were to be expected to give more productivity and also achieve their target. If they achieve their target in a given time period they will be nominated for the awards and incentives by the superiors. So the employees need stress free working environment and personal life for their goal achievement. The people working in the all the sectors have experienced stress, but the researcher concentrated on IT employees.

The researcher personally feels that the employees working in IT sectors have more qualification than their work and also they work for low salaries. They are pushed by the superiors for task completion. But the employees weren't recognized by the employer. So the financial crisis, work overload, task completion in time, shift work, over time work, physical

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ailments, and also the family burden were pushed the employees for the very critical situation. So automatically the employees go for the diversional activity like involving in some anti-social activities like alcohol consumption, drugs abuses and also to the extent of suicide.

**STATEMENT OF THE PROBLEM**

A Study to Assess the level of Stress among the Employees Working at Selected Information Technology Centers

**OBJECTIVES**

To assess the level of stress among the IT employees.  
To associate the level of stress among IT employees with their selected demographic variables.

**HYPOTHESIS**

**H1:** There will be a significant difference in level of stress among IT employees

**H2:** There will be a significant association between the level of stress among IT employees and their selected demographic variables.

**RESEARCH APPROACH**

Quantitative Research approach

**RESEARCH DESIGN**

Descriptive research design was selected for this study

**POPULATION**

The study population consists of all the employees working in Information Technology Centers.

**SAMPLE**

The employees working in IT sectors affected with professional stress.

**SAMPLE SIZE**

500 working IT employees

**SAMPLING TECHNIQUE**

Simple random sampling technique was used for this study

**INCLUSION CRITERIA**

- Both Male and Female employees working in IT sectors.
- The sample who are available at the time of data collection
- The sample who are willing to participate in study

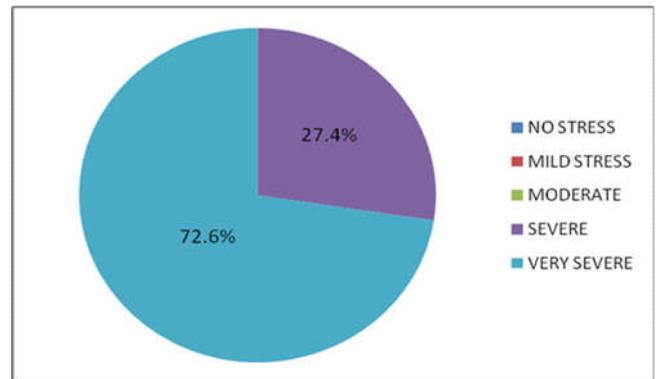
**EXCLUSION CRITERIA**

- The employees already practice in Yoga or Meditation.
- The Female employees who are in pregnant.

**Frequency and percentage distribution of level of stress among the employees working in information technology center**

N=500			
S. No.	Level of stress	Frequency Pretest	Percentage
1.	No stress	0	0
2.	Mild stress	0	0
3.	Moderate	0	0
4.	Severe	137	27.4%
5.	Very severe	363	72.6%

Among the IT employees 137(27.4%) were affected with severe stress and 363 (72.4%) were affected with very severe stress.



Pie diagram showing the level of stress among the IT employees

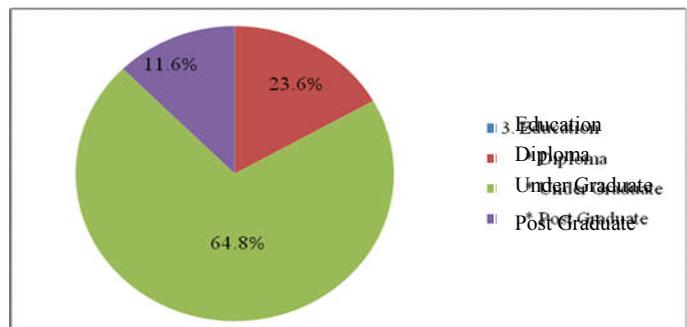
**Factor wise analysis of level of stress among IT Employees**

Item Wise Analysis	Mean	N	Std. Deviation	Std. Error Mean
Pair 1	4.27	500	.641	.029
Pair 2	4.23	500	.594	.027
Pair 3	4.20	500	.687	.031
Pair 4	4.27	500	.709	.032
Pair 5	4.22	500	.671	.030
Pair 6	3.97	500	.754	.034
Pair 7	3.65	500	.643	.029
Pair 8	3.57	500	.656	.029

The overall mean value is 4.05 in the test as per the factor wise analysis.

**Association of level of stress among IT employees with their selected demographic variables**

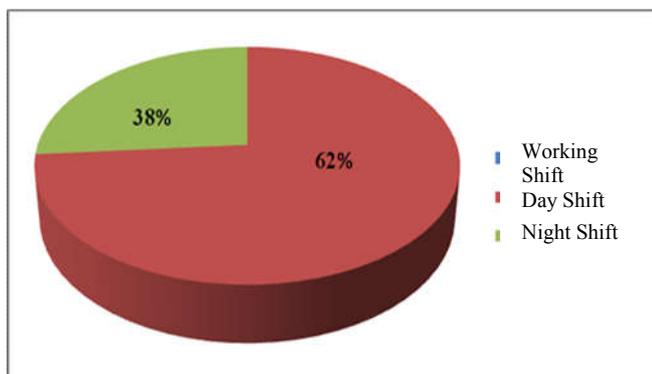
There was a significant association found between the level of stress and the selected demographic variable such as “education”, “shift hours” and “working shift”.



Pie diagram showing the level of stress among the IT employees with the selected demographic variable (Education)

### Association of Level of Stress among IT Employees with their Selected Demographic Variables

Demographic Variables	Level of stress		Chi-Square	't'
	Severe Stress	Very Severe Stress		
1. Age in Years				
* Below 25 Years	51	121	0.92	0.81
* 26 – 30 Years	46	125		
* 31 – 35 Years	21	66		
* Above 40 Years	19	51		
2. Sex				
* Male	79	194	0.71	0.39
* Female	58	169		
3. Education				
* Diploma	23	95	4.86	0.08
* Under Graduate	97	227		
* Post Graduate	17	41		
4. Marital Status				
* Married	56	170	1.42	0.23
* Unmarried	81	193		
5. Type of Family				
* Nuclear	69	186	0.30	0.86
* Joint	68	177		
6. Income				
* Below 10,000	27	50	4.98	0.17
* 10,001 –20,000	23	88		
* 20,001 30,000	53	143		
* Above 30,001	34	82		
7. No. of Children				
* 1	27	92	2.03	0.36
* 2	24	66		
* Nil	86	205		
8. Years of Experience				
* Below 2 Years	53	162	4.16	0.24
* 2 – 5 Years	46	102		
* 5 – 8 Years	20	66		
* Above 8 Years	18	33		
9. Area of Residence				
* Urban	94	260	0.43	0.50
* Rural	43	103		
10. Use of Relaxation				
* Yes	28	63	0.63	0.42
* No	109	300		
11. Working Shift				
* Day Shift	101	209	11.00	0.001
* Night Shift	36	154		
12. Shift Hours				
* Yes	137	363	0.00	0.00
* No	0	0		
13. Delay in Promotion				
* Yes	96	258	0.04	0.82
* No	41	105		
14. Personal Habits				
* Smoking	12	31	2.71	0.43
* Alcoholism	46	99		
* Use of Drugs	16	58		
* Nil	63	175		



Pie diagram showing the level of stress among the IT employees with the selected demographic variable (Working Shift)

### Summary

Normally the IT employees don't have the time to take care of themselves, their family and relatives. IT employees are backbone for our country to improve the economical status for our country. So it's the responsibility to every one to help them for leading the stress free life. Because now a days each and every family should have at least one of them in IT field. Workplace plays a critical role in physical, mental, social and economic well being of the employees. This study helps to employers to create and maintain the healthy working environment and also improved the employees ability to cope with stress response.

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