

# Stress and its Management Among Employees in Information Technology Industry

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**Abstract:** Stress has become an inevitable part of human life in recent period and it makes life more challenges and innovative. Stress is a state of mental or emotional strain or tension resulting from adverse circumstances. The employees are working in different organizations have to deal with the stress. IT employees are under a great deal of stress due to many reasons. The stress contributes to decreased organizational performance, decreased employee overall performance, decreased quality of work, high attrition rate and absenteeism due to health problems such as anxiety, depression, headache and backache. Today in business turmoil & in uncertainty, the organizations are finding it difficult to manage the stress of its human resources. Stress is the “wear and tear” of our bodies experience as we adjust to our continually changing environment.

**Keywords:** Stress, Stress Management Techniques, IT industry, Coping Strategies.

## Introduction

Stress at the workplace has advance effects on employees and they experience anxiety, fatigue, depression, tension, headache and stomach disorder, loss of sleep or cardiovascular disease. This causes absenteeism, reduced productivity and poor performance. Thus, job stress among employees has been a matter of attention and great worry to organizations as well as individuals. In today’s fast-moving society, dealing with employee stress and adopting the most suitable stress management approach is very challenging for any organization. An individual encounters stress whenever he faces an occasion for circumstances which is beyond his capability to cope. Stress disorganizes an individual’s capabilities to control social, psychological and biological variables, thus influencing his normal working. Generally, high demands with a little power of control

at workplace cause job stress. Growing job stress is a significant problem faced by all professions. Information Technology sector has made a tremendous contribution in accelerating India's economy. It has placed country's name among top in the planet's IT business. Our country is a hub of abundant of cost-effective products for their clients. As such, it is possible for them to place their products as well as services in the world market at competitive rates. Because of this reason, India has become a preferred place of outsourcing for IT multinational companies. The biggest advantage that IT industry provides is the huge employment it generates for the youth. The future continues to appear bright. This industry expected to create about five lakh jobs during 2019. While one can celebrate and feel proud of the huge success of IT industry, one cannot forget its all-around effect on work lives of professionals of IT industry. Information Technology jobs widely differ from traditional jobs. They are mostly contractual with no job security. However, they offer high pay and a glamorous lifestyle. These professionals are always under constant pressure to deliver target oriented and cost-effective services. They need to align to the time zones of their customers, which greatly alter their sleep schedules. Events like mergers, downsizing, short-time duration of projects and rapid changes in new technologies create job insecurity and anxiety.

### **Problem Statement**

The world has led the corporate world to face new challenges and made them come up with their own employees a sustainable competitive advantage. This has come up with an improved attention on management of human resources, which is considered as the driving force behind the survival and success of any organization. The workplace stress in becoming a critical problem for employees, employers and the society at large. More employees are experience stress at work. The idea of a job for life has been replaced by an emphasis on performance. The stress induced due to Job performed by employees at workplace has been a critical organizational stressor. The outcomes have costly to the organization. Workplace stress and Job stress is a psychological, behavioural, construct that people may experience every day. It is a concept which is hard to avoid. The term stress has evolved over time and has long been recognized as an inevitable aspect of life. Hence, this study has made an attempt to exhaustively analyse the Stress and its Management among Employees in Information Technology Industry.

### **Literature Review**

**Anantharaman et al. (2018)** investigated occupational stress along with demographic characteristics of employees working in IT companies of Chennai and Bangalore. It was observed that employees aged more than 30 years experienced higher stress owing to work-family interface. Employees normally working lesser than ten hours per day,

were more stressed owing to the fear of obsolescence, work culture, individual team interaction, technical risk propensity and lack of proper family support. Gender wise, women and men professionals did not differ much in occupational stress. Software development professionals experienced more stress due to the fear of obsolescence. Suitable coping methods have been discussed and recommended for these employees.

**Bhargava & Trivedi (2018)** examined the stressors causing stress among youth. The study noticed that most of youth were highly stressed. The identified symptoms were being eating, headaches and depression. Besides others, main causes observed were relationship stress, psychological and financial stress. In the present competitive environment youth faces career related stress due to fear of scares job opportunities. Stress management strategies used by youth are sound sleep, meditation, practicing yoga, seeking counselling and going out in company of friends. It was also observed that excess involvement with social media has made young generation more self-centered and they now connect mostly through technology. This has reduced physical movement of body and spending time with relatives and friends. All these things have increased the cases of depression and suicide. The study suggested that young people should plan their objectives systematically, uses technology within limit and should share their emotions with loved ones.

**George & Jayamohan (2018)** examined the factors influencing stress among IT professionals. The study identified five major factors influencing stress as Self-role distance, Inter-role distance, Personal Inadequacy, role boundedness and Environment. Environmental factors have the greater influence, whereas role boundedness has only little effect towards stress. It was observed that stress resulted in burnout, depression and anxiety.

**Govindaraju (2018)** studied the influence of commuting stress on employee turnover problem in IT companies of Chennai. The study noticed that in order to handle the problem of employee turnover, it is essential to eliminate their commuting stress. The study suggested that a lengthy commute can be avoided by changing residence or workplace. 'Work from home' plan can also solve this problem.

**Krithika & Rajam (2018)** reviewed 47 research papers on occupational stress of women employees. The reviewer noticed that most of the research investigations were conducted on women working in BPOs, IT companies, school level teaching and home. A very few research investigations were conducted on collegiate women teachers. As such, the researcher made an attempt to investigate this field to know about the stressors along with coping strategies used.

**Kumar & Purushothama (2018)** reviewed thirty articles which were related to management of stress among working women teachers. The study found that 72% of the respondents were suffering from moderate to high stress. The study noticed that

extra workload for non-productive activities; unhealthy work environment and family related problems were the main causes of stress. The investigation suggested that the management should provide conducive and healthy work environment and should reduce allotment of non-productive work to teachers.

**Narendra et al. (2018)** examined work-life balance of IT professionals in view of corporate and private interests. The study discussed various problems as well as their possible remedies related to work-life balance for different age groups of men and women. The study inferred that the accessibility of work-life policies to all employees is essential in organization to retain brilliant and talented employees.

**Pal et al. (2018)** examined work related stress & professional adjustments among medical professionals. The study noted that senior doctors experience higher stress due to several responsibilities on their shoulders whereas junior doctors do not face such problems. The study suggested that if settled guidelines are made available to doctors, they would be able to better handle their stress. In this way their life may become meaningful and they would be able to perform their duties with better efficiency.

**Paul & Krishnan (2018)** submitted a working paper on career progression of women in Indian IT sector. Findings reveal that social, biological and family support, are the major factors that influence the women managers' participation and career progression in IT companies. The study observed that although work policies of IT companies are gender neutral, yet the way they are implemented especially in appraisal process, are constraints in promoting women managers. The study suggested that IT companies need to address the complex and cultural issues limiting the advancement of women so that they can secure better growth and better participation in leadership teams.

**Premkumar et al. (2018)** explored the stress level among employees in companies located in and around Tamil Nadu State. The study observed that stress can make person constructive and productive if it is timely identified and managed properly. The study advises stressed employee to keep himself busy and harness his anger & energy for some positive achievement. Some of the suitable coping strategies suggested include stress management programs, life style modifications. Planned physical activities in job design, identifying triggers and stressors, spiritual programs, supportive organization culture, and stress counselling programs.

**Rawal & Mhatre (2018)** conducted a research study to examine the stressors, their effects and practiced coping methods by teachers at self-financing schools. The study noted that major cause of stress among these employees is overloaded work. Many times, they had to sacrifice their domestic functions in order to complete work assigned at school. It was observed that in spite of huge stress they somehow manage to balance their social life.

**Shalini & Brindha (2018)** explored the job stress among women employees in IT companies of Coimbatore City. The study indicated that majority of these employees are experiencing high stress which causes back pain and other health related problems. The study emphasized the necessity of proper stress management programs for them. It was also suggested that excellent work done by women IT employees should be acknowledge by suitable rewards and awards. This will make IT industry an attractive and preferred career destination for women employees.

**Subikshaa & Jasmin (2018)** analyzed the stress faced by employees in IT sector of India. The study observed that work stress is the most common factor in IT professionals. The study inferred that the stress is experienced owing to lack of suitable physical environment, long working hours and absence of delegation of authority by seniors.

**Sudarshini et al. (2018)** explored the health-related problems in computer professionals due to exposure of computer work. The study found that more than three-fourth of such employees suffered from one or more health related problems. The study suggested that an appropriate ergonomic should be applied to enhance the quality of work and reduce their health-related problems.

**Bandla (2019)** submitted a comprehensive review of literature on occupational stress among IT professionals in India. The analysis revealed that IT professionals are characterized by long working hours, tight schedules, high competition and continuous viewing of Visual Display Units that increase occupational stress and put their health in danger. The review informs about the factors causing stressful situations at work place. It highlights the health related problems along with coping strategies followed by IT professionals.

**Amith et al. (2019)** conducted a research study on work-life balance of women teachers. The study noticed that multirole of working women is a major source of work stress. A working woman has to balance among personal health, family health, child care, elder care, economic issues and support to spouse. As such a working woman is highly stressed. The study suggested that management should conduct suitable training programs on stress management for reducing their work stress so that they can lead stress-free happy life.

**Arasu et al. (2019)** conducted an investigation to assess the prevailing stress levels of employees working in software companies in urban Coimbatore, Tamil Nadu. The study inferred that India being a leading sector in IT, its development is largely dependent on its employees' physical and mental health. Occupation stress (Work stress/Job stress) should be harnessed and should be reduced to minimum in order to provide conducive working environment within the organization.

**Bajpai & Srivastava (2019)** have investigated the stress management techniques used by various business organizations to empower employees with better management.

They have also suggested action plans for employers as well as employees to manage workplace stress and thus achieve business symbiosis.

**Edward (2019)** has outlined the features to improve the employee morale towards their employment in IT sector companies. He has also given certain useful suggestions to the IT companies to lessen employee turnover.

**Ehsan & Ali (2019)** investigated the influence of work stress over employee productivity in banking staff at Faisalabad, Pakistan. The stress causing variables identified by the study were workload, role ambiguity as well as role conflict. It was observed that stress related factors had negative effects on job environment and decreased employee performance. The investigation suggested that employee stress can be reduced by redesigning of jobs to lower workload, cutting back role conflict & role ambiguity. Moreover the organization can provide counselling and arrange stress management training programs for the benefit of their employees.

**Pradeep & Ramnatha (2019)** have developed a conceptual model to reveal the relationship among factors influencing the stress level among IT employees. They concluded that there exists a significant association between stress level with working load and working hours across variables.

**Satyavathi & Angayarkanni (2019)** have observed in their investigation that workplace wellness and job satisfaction of IT sector workers are closely job satisfaction. They have suggested wellness program as a measure to enhance the job satisfaction and corporate wellness.

**Bibhuti B Pradhan (2020)** analysed that for some employees the job is stressful when they are not competent for the job or either the job is not competent for them. Similarly, for some employees in the organization it is a challenge when they push themselves to new heights of their career but for other employees it becomes stressful. So, the stress is healthy until it does not affect the health and mental conditions of the employee. When the organization analyses that employee's turnover, condition and output is not growing it must track whether they aren't being stressful.

**Ozlem Koseoglu Ornek & Melek Nihal Esin (2020)** examined the effects of the work-related stress model-based Workplace Mental Health Promotion Programme on the job stress, social support, reactions, salivary immunoglobulin A and Cortisol levels, work absenteeism, job performance and coping profiles of women workers. Work-ProMentH was found to be effective and useful in job stress management and promotion of effective coping profiles. It enables its users to holistically assess worker stress and to plan and examine intervention programmes via a systematic approach. There is a need for more empirical studies that may support the data of the present study, but it is thought that the intervention can be maintained for the long-term. We recommend that occupational health professionals at workplaces should consider using

this model-based cost-effective intervention, which seems easy and practical to apply in real-life situations.

**Dr. K. Gunaseelaprabhu and S Jayachitra (2023)** investigated the level of acceptance towards work-related factors, withdrawal-related factors, aggressive behavior-related factors, and psychological symptoms of women employees in a manufacturing company in India. The study used a quantitative research design, and a total of 200 women employees were recruited as participants using a convenient sampling technique. The data were collected using a structured questionnaire that consisted of five-point Likert scales. The results revealed that the majority of the respondents were aged between 18-25 and were equally distributed among male and female respondents. The company can empower staff to control their own workload and consider whether it is appropriate to provide additional support for staff during periods of change and uncertainty. The study also recommends that the company should create a supportive work environment, establish clear communication channels, and provide training and development programs to enhance the skills of women employees. Overall, the study provides useful insights for companies to create a conducive work environment that promotes the well-being of women employees, thereby enhancing their productivity and job satisfaction.

**Dr. M. Ravichandran and Umayal KM (2023)** investigated stress management among women employees in the information technology (IT) industry, a sector known for its high-pressure work environment and long working hours. The primary objective of this research is to identify the sources of stress and explore effective stress management strategies that can be adopted by women employees in the IT industry. A mixed-method research design was employed to collect and analyse data from 120 women employees working in the IT industry. Quantitative survey was conducted to identify the most effective stress management strategies. The survey results indicated that regular exercise, mindfulness practices, social support, and time management were effective strategies to manage stress. The study's findings provide valuable insights into the sources of stress experienced by women employees in the IT industry and effective stress management strategies. The study recommends that IT companies should adopt policies and practices that support work-life balance, provide access to stress management resources, and encourage employees to prioritize self-care activities. Moreover, the study suggests that women employees in the IT industry should prioritize their well-being and practice self-care activities to manage stress levels. In conclusion, this study highlights the importance of addressing stress management in the IT industry, particularly among women employees. The study provides recommendations for IT companies to create supportive work environments and promote self-care practices among their employees. The study's findings can be used to develop effective stress

management programs tailored to the specific needs of women employees in the IT industry.

**Gayathri M and Dr. S. Loganatha Prasanna (2023)** conducted a study to identify the sources and consequences of stress faced by employees who have work- from-home responsibilities. It also helps to study the organizational approach toward the stress faced by employees. A Descriptive research methodology was adopted in this study. Responses were collected using convenient sampling from 155 IT employees and analyzed using SPSS. The findings of the study reflect that although some of the employees have adjusted to prolonged work-from-home responsibilities but still many employees indeed faced the stress from remote work. As a result of the COVID-19 outbreak, our work has been significantly impacted. Businesses and organizations have had to adjust their operations to allow for remote working as people are encouraged to practice social distancing and self-quarantine and organizations have to come up with something that could help the personnel.

### **Objectives of the Study**

1. To study the various factors responsible for different types of Stressors among Information Technology Industry Employees
2. To investigate the relationship among various dimensions of stressors.
3. To study the impact of various dimensions of Stressors on Effects of Stress on Employees.

### **Research Methodology**

The study is basically an empirical one based on data gathered from the employees in information technology industry have been chosen for the study. A sample of 537 respondents has been chosen for the purpose of the study. For this study, the researcher used a well-structured questionnaire to collect the data from the respondents. The questionnaire related to various dimensions of Stressors and Effects of Stress on Employees. The researcher used Correlation analysis to identify the relationship among various dimensions of Stressors. The Multiple Regression analysis used to study the impact of various dimensions of Stressors on Effects of Stress on Employees. IBM SPSS 21 version was used for statistical purpose.

### **Results and Discussions Relationship among dimensions of Stressors**

In this study, Stressors consists of ten that measure Individual Stressors, Environmental (Working Conditions) Stressors, IT Specific Stressors, Stressors related to Organizational Climate, Stressors related to Nature of Job, Stressors related to Role in the Organization,



Group Stressors, Extra Organizational Stressors, Stressors related to Relationship within Organization and Stressors related to Career Design. Ho: There is no relationship among various dimensions of Stressors.

**Table 1: Relationship among dimensions of Stressors**

Stressors	Individual Stressors	Environmental (Working Conditions) Stressors	IT Specific Stressors	Stressors related to Organizational Climate	Stressors related to Nature of Job	Stressors related to Role in the Organization	Group Stressors	Extra Organizational Stressors	Stressors related to Relationship within Organization	Professional Distress
Individual Stressors	1.000	0.115**	0.229**	0.036	0.217**	0.028**	0.348	0.426**	0.021**	-0.029
Environmental (Working Conditions) Stressors		<b>1.000</b>	<b>0.232**</b>	<b>0.147**</b>	<b>0.091</b>	<b>0.005**</b>	<b>0.049**</b>	<b>0.015</b>	<b>0.065**</b>	<b>0.284**</b>
IT Specific Stressors			1.000	0.167**	0.194**	0.012	0.033**	<b>0.124**</b>	<b>0.172</b>	<b>0.156**</b>
Stressors related to Organizational Climate				<b>1.000</b>	<b>0.101**</b>	<b>0.136**</b>	<b>0.089</b>	<b>0.120**</b>	<b>0.083**</b>	<b>0.155</b>
Stressors related to Nature of Job					<b>1.000*</b>	<b>0.110**</b>	<b>0.055**</b>	<b>0.378*</b>	<b>0.075**</b>	<b>0.039**</b>
Stressors related to Role in the Organization						<b>1.000</b>	<b>0.112</b>	<b>0.077</b>	<b>-0.096</b>	<b>0.207</b>
Group Stressors							1.000**	0.625	0.323	0.106**
Extra Organizational Stressors								<b>1.000</b>	<b>0.241**</b>	<b>0.096**</b>
Stressors related to Relationship within Organization									<b>1.00**</b>	<b>0.307</b>
Professional Distress										1

\*\* Correlation is significant at the 0.01 level (2 -tailed).

From the above table it can infer that the correlation coefficient for Stressors is strong and positive. It can be concluded that Individual Stressors has positive and

strong relation with Environmental (Working Conditions) Stressors (11.5%), IT Specific Stressors (22.9%), Stressors related to Organizational Climate (3.6%), Stressors related to Nature of Job (21.7%), Stressors related to Role in the Organization (2.8%), Group Stressors (34.8%), Extra Organizational Stressors (42.6%), Stressors related to Relationship within Organization (2.1%) and Stressors related to Career Design (2.9%). Environmental (Working Conditions) Stressors has positive and strong relation with IT Specific Stressors (23.2%), Stressors related to Organizational Climate (14.7%), Stressors related to Nature of Job (9.1%), Stressors related to Role in the Organization (0.5%), Group Stressors (4.9%), Extra Organizational Stressors (1.5%), Stressors related to Relationship within Organization (6.5%) and Stressors related to Career Design (28.4%).

IT Specific Stressors has positive and strong relation with Stressors related to Organizational Climate (16.7%), Stressors related to Nature of Job (19.4%), Stressors related to Role in the Organization (1.2%), Group Stressors (3.3%), Extra Organizational Stressors (12.4%), Stressors related to Relationship within Organization (17.2%) and Stressors related to Career Design (15.6%). Stressors related to Organizational Climate has positive and strong relation with Stressors related to Nature of Job (10.1%), Stressors related to Role in the Organization (13.6%), Group Stressors (8.9%), Extra Organizational Stressors (12%), Stressors related to Relationship within Organization (8.3%) and Stressors related to Career Design (15.5%). Stressors related to Nature of Job has positive and strong relation with Stressors related to Role in the Organization (11%), Group Stressors (5.5%), Extra Organizational Stressors (37.8%), Stressors related to Relationship within Organization (7.5%) and Stressors related to Career Design (3.9%).

Stressors related to Role in the Organization has positive and strong relation with Group Stressors (11.2%), Extra Organizational Stressors (7.7%), Stressors related to Relationship within Organization (9.6%) and Stressors related to Career Design (20.7%). Group Stressors has positive and strong relation with Extra Organizational Stressors (62.5%), Stressors related to Relationship within Organization (32.3%) and Stressors related to Career Design (10.6%). Extra Organizational Stressors has positive and strong relation with Stressors related to Relationship within Organization (24.1%) and Stressors related to Career Design (9.6%). Stressors related to Relationship within Organization has positive and strong relation with Stressors related to Career Design (30.7%).

### **Impact of Dimensions of Stressors on Effects of Stress on Employees**

In this study, the dependent variable is Effects of Stress on Employees; Independent variables are Stressors they are Individual Stressors, Environmental (Working Conditions) Stressors, IT Specific Stressors, dicipline and motivation, Stressors related

to Nature of Job, Stressors related to Role in the Organization, Group Stressors, Extra Organizational Stressors, fatigue manifestation and Stressors related to Career Design are discussed as follows:

- Dependent Variable – Effects of Stress on Employees (y)
  - Independent Variable
- i) Individual Stressors (X1)
  - ii) Environmental (Working Conditions) Stressors (X2)
  - iii) IT Specific Stressors (X3)
  - iv) Stressors related to Organizational Climate (X4)
  - v) Stressors related to Nature of Job (X5)
  - vi) Stressors related to Role in the Organization (X6)
  - vii) Group Stressors (X7)
  - viii) Extra Organizational Stressors (X8)
  - ix) Stressors related to Relationship within Organization (X9)
  - x) Stressors related to Career Design (X10)
    - Multiple R value: 0.839
    - R Square value: 0.704
    - Adjusted R square value: 0.698
    - F value: 124.091
    - P value: 0.000

**Table 2: Variables in Multiple Regression Analysis**

<i>Variables</i>	<i>Unstandardized Coefficients(B)</i>	<i>S.E error of B</i>	<i>Standardized Coefficients Beta</i>	<i>t-value</i>	<i>p-value</i>
Constant	0.064	0.183	-----	0.349	0.727
Individual Stressors	0.112	0.025	0.133	4.573	0.000**
Environmental (Working Conditions) Stressors	0.276	0.027	0.309	10.112	0.000**
IT Specific Stressors	0.412	0.020	0.538	20.180	0.000**
Stressors related to Organizational Climate	0.177	0.020	0.239	8.967	0.000**

Variables	Unstandardized Coefficients(B)	S.E error of B	Standardized Coefficients Beta	t-value	p-value
Stressors related to Nature of Job	0.268	0.026	0.257	10.224	0.000**
Stressors related to Role in the Organization	0.016	0.018	0.022	0.873	0.383
Group Stressors	0.016	0.018	0.028	0.888	0.375
Extra Organizational Stressors	0.023	0.021	0.035	1.125	0.261
Stressors related to Relationship within Organization	0.022	0.017	0.034	1.267	0.206
Stressors related to Career Design	0.011	0.018	0.015	0.584	0.559

\*\* Denotes significant at 1% level

**The multiple correlation coefficient** is 0.839 measures the degree of relationship between the actual values and the predicted values of the Effects of Stress on Employees. Because the predicted values are obtained as a linear combination of Individual Stressors (X1), Environmental (Working Conditions) Stressors (X2), IT Specific Stressors (X3), Stressors related to Organizational Climate (X4), Stressors related to Nature of Job (X5), Stressors related to Role in the Organization (X6), Group Stressors (X7), Extra Organizational Stressors (X8), Stressors related to Relationship within Organization (X9) and Stressors related to Career Design (X10) the coefficient value of 0.839 indicates that the relationship between Effects of Stress on Employees and the ten independent variables is quite strong and positive.

**The Coefficient of Determination R-square** measures the goodness-of-fit of the estimated Sample Regression Plane (SRP) in terms of the proportion of the variation in the dependent variables explained by the fitted sample regression equation. Thus, the value of **R square** is 0.704 simply means that about 70.4% of the variation in Effects of Stress on Employees is explained and R square value is significant at 1 % level.

The multiple regression equation is

$$Y = 0.064 + 0.112 X_1 + 0.276 X_2 + 0.412 X_3 + 0.177 X_4 + 0.268 X_5 + 0.016 X_6 + 0.016 X_7 + 0.023 X_8 + 0.022 X_9 + 0.011 X_{10}$$

Here the coefficient of X1 is 0.112 represents the partial effect of Individual Stressors on Effects of Stress on Employees, holding the other variables as constant. The estimated positive sign implies that such effect is positive that Effects of Stress on

Employees would increase by 0.112 for every unit increase in Individual Stressors and this coefficient value is significant at 1 % level. The coefficient of **X2** is 0.276 represents the partial effect of Environmental (Working Conditions) Stressors on Effects of Stress on Employees, holding the other variables as constant. The estimated positive sign implies that such effect is positive that Effects of Stress on Employees would increase by 0.276 for every unit increase in Environmental (Working Conditions) Stressors and this coefficient value is significant at 1 % level. The coefficient of **X3** is 0.412 represents the partial effect of IT Specific Stressors on Effects of Stress on Employees, holding the other variables as constant. The estimated positive sign implies that such effect is positive that Effects of Stress on Employees would increase by 0.412 for every unit increase in IT Specific Stressors and this coefficient value is significant at 1 % level. The coefficient of **X4** is 0.177 represents the partial effect of Stressors related to Organizational Climate on Effects of Stress on Employees, holding the other variables as constant. The estimated positive sign implies that such effect is positive that Effects of Stress on Employees would increase by 0.177 for every unit increase in Stressors related to Organizational Climate and this coefficient value is significant at 1% level. The coefficient of **X5** is 0.268 represents the partial effect of Stressors related to Nature of Job on Effects of Stress on Employees, holding the other variables as constant. The estimated positive sign implies that such effect is positive that Effects of Stress on Employees would increase by 0.268 for every unit increase in Stressors related to Nature of Job and this coefficient value is significant at 1% level. The coefficient of **X6** is 0.016 represents the partial effect of Stressors related to Role in the Organization on Effects of Stress on Employees, holding the other variables as constant. The estimated positive sign implies that such effect is positive that Effects of Stress on Employees would increase by 0.016 for every unit increase in Stressors related to Role in the Organization and this coefficient value is not significant at 1% level. The coefficient of **X7** is 0.016 represents the partial effect of Group Stressors on Effects of Stress on Employees, holding the other variables as constant. The estimated positive sign implies that such effect is positive that Effects of Stress on Employees would increase by 0.016 for every unit increase in Group Stressors and this coefficient value is not significant at 1% level. The coefficient of **X8** is 0.023 represents the partial effect of Extra Organizational Stressors on Effects of Stress on Employees, holding the other variables as constant. The estimated positive sign implies that such effect is positive that Effects of Stress on Employees would increase by 0.023 for every unit increase in Extra Organizational Stressors and this coefficient value is not significant at 1% level. The coefficient of **X9** is 0.022 represents the partial effect of Stressors related to Relationship within Organization on Effects of Stress on Employees, holding the other variables as constant. The estimated positive sign implies that such effect is positive that Effects of Stress on Employees would increase by 0.022 for every

unit increase in Stressors related to Relationship within Organization and this coefficient value is not significant at 1% level. The coefficient of  $X_{10}$  is 0.011 represents the partial effect of Stressors related to Career Design on Effects of Stress on Employees, holding the other variables as constant. The estimated positive sign implies that such effect is positive that Effects of Stress on Employees would increase by 0.011 for every unit increase in Stressors related to Career Design and this coefficient value is not significant at 1% level.

Based on standardized coefficient, IT Specific Stressors (0.538), Environmental (Working Conditions) Stressors (0.309), Stressors related to Organizational Climate (0.239), Stressors related to Nature of Job (0.257), Individual Stressors (133) is the most important factors to extract Effects of Stress on Employees, followed by Stressors related to Role in the Organization (0.022), Group Stressors (0.028), Extra Organizational Stressors (0.035), Stressors related to Relationship within Organization (0.034) and Stressors related to Career Design (0.015).

## Conclusion

Effective stress management is a crucial component of maintaining the well-being of female professionals in the IT sector. These pressures can have adverse effects on employee well-being, job contentment, and efficiency. Nevertheless, employing efficient coping mechanisms such as efficient allocation of time, relaxation methodologies, seeking assistance from social networks, and receiving support from the organisation through flexible work schedules and career advancement initiatives can assist employees in effectively handling stress and enhancing their overall well-being. Organisations must provide tools and help to properly handle stress. Furthermore, the management of stress is not solely the responsibility of individuals, but also falls under the purview of organisations. Organisations ought to adopt policies and initiatives that tackle stress and foster well-being in the workplace. These programmes ought to be developed with the purpose of detecting stress-inducing factors and offering employees the assistance and tools necessary to proficiently handle stress. By placing workplace stress management as a top priority, firms can establish a healthier and more efficient work environment that yields advantages for both individuals and the company. In the IT business, stress management is of utmost importance, and organisations should adopt a proactive stance in dealing with stress factors and encouraging the well-being of their employees.

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