

A Study on the Occupational Stress of IT Employees of Coimbatore District Working from Home

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ABSTRACT

Background & Objectives: Occupational stress is commonly defined as the harmful physical and emotional responses that occur when the demands of the job exceed the capabilities, needs or resources of the worker. The main aim of the study was to find out the occupational stress of IT employees who are working from home. **Research Design & Samples:** The research design adopted by the researcher is descriptive in nature. Snow ball Sampling method was adopted and the sample size was 60 consisting of both male & female belonging to Coimbatore district. **Tools of data collection:** Self-structured Interview Schedule was used by the researcher to obtain Socio-demographic data. Occupational stress index (OSI) developed by A.K. Srivastava and A.P. Singh was used to find out the occupational stress level of IT employees. This study conclude that (16.7%) of the respondents are moderate level of occupational stress, (70.0%) of the respondents are good level of occupational stress and (13.3%) of the respondents are poor level of occupational stress.

KEYWORDS: Occupational stress, IT Employees

INTRODUCTION

The National Institute for Occupational Safety and Health (NIOSH) expresses that job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the workers. Job stress can lead to poor health and even injury. Job stress results when the requirements of the job do not match the capabilities, resources, or needs of the workers. Workplace stress is the due to the interaction between a person and their work environment. Matters outside the workplace, such as, family problems, a second job, or poor mental or physical health, can cause stress. The Researcher was interested in assessing the occupational stress level of IT employees working from home.

NEED & SCOPE OF THE STUDY

On the background of global economic recession occupational stress has much relevance. Job redundancy, job failures, dropouts are very common

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terms in Indian IT industry today. Night shifts, 24/7 work timings, work pressure etc made the IT field more complex. This kind of pressure is there for both men and women but still it is true that women find it difficult to cope with practical problems of balancing work at home and office in our social and family set-up. A study shows that high salaries and social status associated with the IT sector has attracted many to take up these jobs, but suffer on account of various factors like late working hours. The scope of this research was to identify the stress of employees at different levels faced in the organization and how mentally they are fit to face the stress. Also to learn the ways the organization deals to handle the kind of stress the employees face. Here the researcher tried to throw light on the dimensions of stress, the nature and extent of stress and suggested measures for overcoming occupational stress.

DEFINITION

Occupational stress refers to a chronic condition. Occupational stress can be managed by understanding what the stressful conditions at work are and taking steps to remediate those conditions.

REVIEW OF LITERATURE

M. V. Paithankar et al., (2012) study focused on how working hours are related to health issues/problems and how breaks given at regular working hours can reduce the health problems among IT professionals in Nagpur and Bengaluru. The results showed that there is a significant relationship between number of working hours and health problems like eye strain, back pain and neck pain. It was also found that problems like neck and finger pain has no relation to number of working hours and headache, back pain and shoulder pain reduced when professionals got more breaks.

Kohinoor Akhtar (2013) study divulges that occupational stress has an impact on mental fitness and leads to lower employee and organisational productivity. The findings about the relationship between stress and fitness were mere perceptions of the employees of IT in Mumbai as no statistical techniques were used to analyse the data.

Rajib Lochan Dhar and Manju Bhagat (2008) studied the causes of occupational stress, strategies followed to manage the stress and intention to leave the organisation. They found out that software professionals in Delhi were highly stressed out due to the factors like role ambiguity, time pressure, lack of communication and role conflict. To overcome the stress the professionals were using strategies like

smoking, drinking, dancing, going for movies and gym. Some of them had the intentions to leave the current job and move to another one.

Dr. Archana Ugale and Dr. Arjun P. Ghatule (2011) found that both IT professionals and IT teachers experienced stress. IT professionals experienced stress due to factors like tight deadlines, obsolescence of skills, long working hours and IT Teachers experienced stress due to various factors like low salaries, job security and non-availability of required resources.

RESEARCH METHODOLOGY**Objectives of the study**

- To find out personal profile of the respondents.
- To assess level of occupational stress of IT employees.
- To examine association between the personal profile and occupational stress of IT employees.
- To analyze the difference and relationship between the occupational stress of IT employees.

The research design adopted by the researcher is descriptive in nature. From non-probability sampling, Snow ball Sampling method was used and the sample size was 60 consisting of both male & female belonging to Coimbatore district. Self-structured Interview Schedule was used by the researcher to obtain Socio-demographic data from the respondents. Occupational stress index (OSI) developed by A.K. Srivastava and A.P. Singh was used to find out the occupational stress level of IT employees. The statistical tools applied by the researcher Percentage Analysis, Chi-square, T-test, ANOVA and Correlation.

Finds of the study

S:NO	FACTORS	MEDIUM	FREQUENCY	PERCENTAGE (%)
1	Age	20-25 years	54	75
2	Educational qualification	Undergraduates	44	73.3
3	Marital status	Unmarried	56	95
4	Type of family	Nuclear family	42	71.7
5	Residential background	Semi urban	15	38.3
6	No of years in IT sector	0-1 years	41	58.3
7	No of years of work from home	0-1 years	43	78.3

FINDINGS

- Majority (75%) of the respondents were below 25 years of age.
- Majority (73.3%) of the respondents were Undergraduates.
- (95.0%) of the respondents are Unmarried.
- Majority (71.7%) of the respondents were from Nuclear Family.
- Less than half (38.3%) of the respondents are from Semi-Urban.
- More than half of (58.3%) of the respondents have 0 – 1 years of experience in IT sector.
- Majority (78.3%) of the respondents are 0 – 1 year, have experience in work from home.

DISTRIBUTION OF THE RESPONDENTS BY LEVELS OF OCCUPATIONAL STRESS

S. No	Occupational Stress	No. of Respondents	Percentage (%)
1	Good	10	16.7
2	Moderate	42	70.0
3	Poor	8	13.3
TOTAL		60	100

INTERPRETATION

The above table depicts that (16.7%) of the respondents are moderate level of occupational stress, (70.0%) of the respondents are good level of occupational stress and (13.3%) of the respondents are poor level of occupational stress.

Influence of Socio Economic Factors and occupational stress of the respondents

VARIABLES	STATISTICAL TOOL	VALUE	RESULT
Age & Occupational stress of the respondents	ANOVA	P = .006 < 0.05	Significant
Educational qualification & Occupational stress of the respondents	t-test	P = .031 < 0.05	Significant
Marital status & Occupational stress of the respondents	t-test	P = .614 > 0.05	Not Significant
Type of family & Occupational stress of the respondents	t-test	P = .008 < 0.05	Significant
Residential background & Occupational stress of the respondents	ANOVA	P = .537 > 0.05	Not Significant
No of years in IT sector & Occupational stress of the respondents	ANOVA	P = .000 < 0.05	Significant
No of years of work from home & Occupational stress of the respondents	t-test	P = .566 > 0.05	Not Significant

- There is significant difference in the age and occupational stress of the respondents.
- There is significant difference in the educational qualification and occupational stress of the respondents.
- There is no significant difference in the marital status and occupational stress of the respondents.
- There is significant difference in the type of family and occupational stress of the respondents.
- There is no significant difference in the residential background & occupational stress of the respondents.
- There is significant difference in the No of years in IT sector & occupational stress of the respondents.
- There is no significant difference in the No of years of work from home & occupational stress of the respondents.

Recommendation

- The lopsidedness between life at work spot and life at house drives the workforces to face stress related issues. Henceforth, it is recommended that the organizations may compose parties, picnics, smaller than expected visits and so forth, for the workers and their relatives.
- The sample units focus just on their development through health care services. They rarely care for the physical and mental strains of their employees.
- It is felt that there is no warm connection between the management and the personnel.
- The employees are under misguided that utilizing opiate medications and stogies will lessen the level of the pressure.
- It has been experimentally demonstrated that yoga, meditation and physical exercise will discharge pressure.

- In finalizing compensation to their employees, the private hospitals were incognizant of educational qualifications and experiences.
- The different welfare facilities accessible to the personnel of the private hospitals are done and of Tamil Nadu specifically might be comprehensively named statutory welfare measures and non-statutory welfare measures.

CONCLUSION

Numerous employees come across themselves under a heavy strain of work and don't get help to adapt to it. Those employees with large amounts of pressure ought to get assist. They should have the capability to adapt to the pressure they are facing in their everyday working environment. In the light of the results of the study it is concluded that the stress faced due to over time of work and lack of good allocation of authority by the superiors, the daily impact on IT employees continues unabated. As innovations and computer

capacities increase this influence will continue to grow in the coming years at an increasing rate. As technology advances, there is also increased stress that is associated with it called as “technology stress.” This brings extra pressure on people to adapt to new advancements and update their knowledge in their field. Based on the findings, the researcher recommends to IT employees to track the stressors, keep a journal for a week or two to identify which situations create the most stress and how to respond to them. Also Encourage employees to exercise daily, take time for friends or a significant other after work, pursue hobbies, listen to music and take time off and consider flexible working schedules.

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