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

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ABSTRACT

Background and Purpose: The harmful physical and emotional reactions that occur when job demands exceed a worker's talents, needs, and resources are commonly referred to as occupational stress. The main purpose of this study was to determine the level of occupational stress faced by IT workers working from home. **Research Design and Sample:** The research design selected by the researcher is descriptive in nature. The snowball sampling method was used and the sample size was 60 of her men and women from Coimbatore district. **Data Collection Instrument:** The researcher obtained socio-demographic data using a self-structured interview schedule. The Occupational Stress Index (OSI), developed by A.K. With the help of Srivastava and his A.P., Mr. Singh, occupational stress levels of IT employees were identified. In this study, (16.7%) of the respondents felt a moderate level of job stress, (70.0%) of the respondents felt a good level of job stress, and (13.3% of the respondents) felt a good level of job stress. %) concluded that they felt low levels of job stress.

KEYWORDS: Occupational stress, IT Employees

INTRODUCTION

According to the National Institute for Occupational Safety and Health (NIOSH), job stress is the harmful physical and emotional response that occurs when job demands do not match an employee's skills, resources, and needs. Workplace stress can harm your health and lead to injuries. Workplace stress occurs when workplace demands conflict with workers' skills, resources, and needs. Workplace stress arises from the interaction between people and the workplace. Stress can be caused by things unrelated to work, such as family problems, a side job, or poor mental or physical health. Researchers were interested in assessing the level of occupational stress experienced by IT employees working from home.

RESEARCH NEED AND SCOPE

The global economic downturn is having a significant impact on occupational stress. The terms 'layoff', 'unemployment' and 'dropout' are commonly used in the Indian IT sector these days. The IT industry is becoming increasingly demanding with night shifts, 24-hour working hours, work pressure, etc. Both men and women face these pressures, but social and family structures often make it difficult for women to deal with the practical issues associated with balancing home and office work. That remains true. The type of stress experienced, its severity and possible solutions. Research shows that while many people are attracted to the high pay and social status of IT businesses, they struggle with various variables such as long working hours. The purpose of this study was to identify the types of stress experienced by employees at different organizational levels and their mental readiness to cope with this stress. To understand how the company deals with the different types of stress faced by its employees. Here researchers have tried to clarify the different types of stress, their nature and extent, and provide some solutions to deal with 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. ArchanaUgale 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, obsolesce 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

➢ When life at work and life at home become one-sided, employees face stress-related problems.
➢ In the future, organizations are encouraged to organize parties, picnics and smaller-than-expected visits for workers and their relatives.
➢ The sample unit focuses solely on development through health services. They care little about the physical and mental stress of their employees.
➢ I get the impression that there is no friendly relationship between management and staff. Staffs incorrectly assume that taking opiates or stories will lower blood pressure.
➢ Yoga, meditation, and exercise have been experimentally proven to reduce pressure. Private hospitals did not consider educational background and experience while determining employee remuneration.
➢ The various welfare facilities available to the employees of private hospitals, especially in the state of Tamil Nadu, can be broadly termed as statutory welfare measures and non-statutory welfare measures.

Conclusion

Many employees are exposed to heavy workloads and are not supported to adapt. 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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