



ANALYSING THE LEVEL OF STRESS AMONG THE EMPLOYEES WITH REFERENCE TO IT COMPANIES – CHENNAI

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ABSTRACT

Stress is the feeling of tension in the body or emotions. Any circumstance or idea that gets you agitated, agitated, or anxious can set it off. Stress is one of the key elements that affects job satisfaction. The degree of stress and job satisfaction affects employment stability. Because of how much more stressed they are than other employees, IT professionals are a target for discrimination. Life would be impossible without a job. If one is not happy at work, one's quality of life is artificial. Stress at work may affect a person's effectiveness and efficiency. When it comes to job satisfaction, one of the most important factors is stress. Stress and job satisfaction have an impact on job pledges. There are a number of factors influence an employee's stress at work. As a result, the researcher has attempted to determine the sources and consequences of stress among employees in the Chennai district's IT enterprises. The researchers used google forms to obtain primary data from 100 individuals from IT organizations in Chennai. Stress management programmes, physical activities meant in job design, lifestyle adaption programmes, detecting triggers and stressors, sympathetic organisation culture, stress treatment programmes, and holiness programmes are among the stress coping measures identified by this study. Role load, Role shortage, Role

haziness, Role frontier, dependability, and physical environment are the job-related role stresses investigated. To find out and determine the stress level and its impact among the employees of IT companies in Chennai City, the researcher looked at a variety of independent factors such as time pressure, deadlines, coworkers, jobs, poor salary, superior, company, and opportunities, as well as demographic factors. A few outcome factors were also investigated and linked with stress in this study. The results of this study show that there is a strong link between livelihood role pressures and occupational stress among IT employees. The researcher discovered that among IT company personnel, experience and rank have a significant relationship with stress.

I INTRODUCTION

Stress has gotten worse because of powerful social factors and the different needs of different types of lives. To put it another way, stress is the way people react to a situation that isn't very bad. It causes changes in their physical, mental, and behavioural health. In the last few years, stress has become a big issue because it can hurt people's health and performance. Changes: These changes have had an effect on how businesses work and how they are run. As global competitiveness has become more complicated, it has put a lot of strain on workers, which has put them under a lot of stress. In a big way, the success of the IT industry was due to the people who worked there. As a result of globalization and the rise of information technology, this industry has changed a lot.

II STUDY VARIABLES

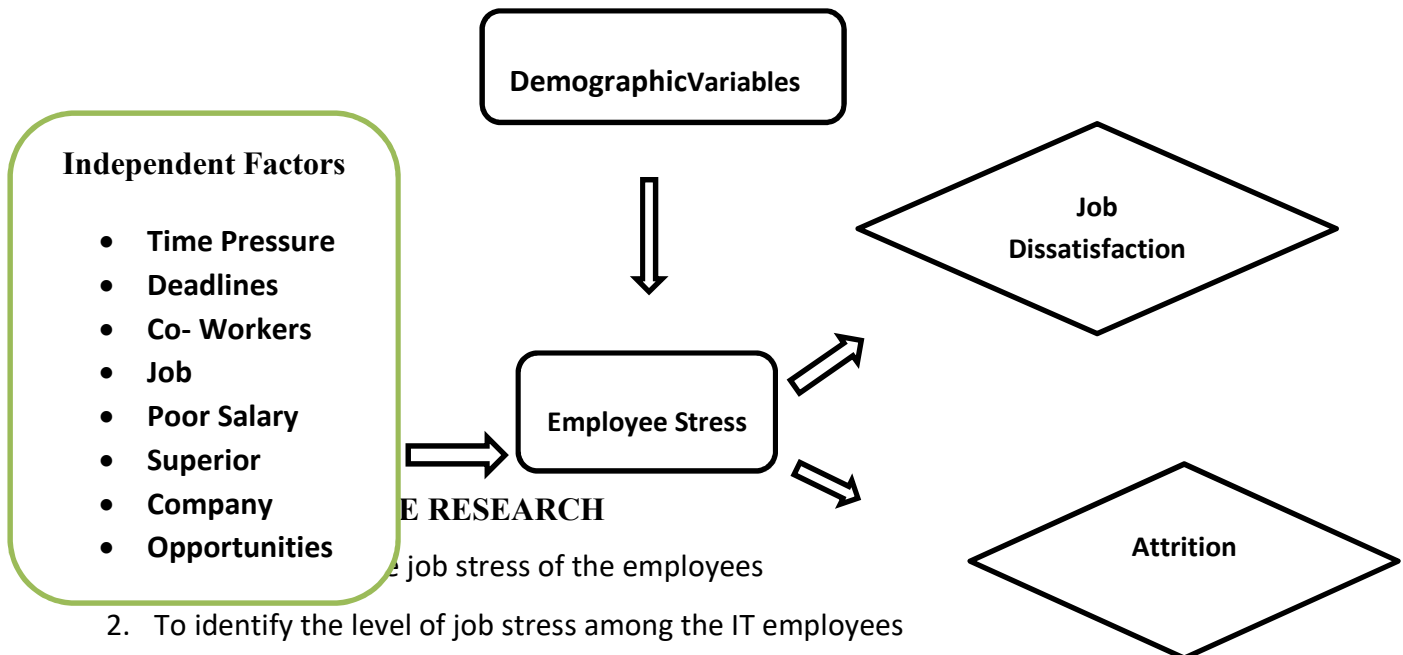
The demographics of the people who took part in the study, like their age, gender, and income, as well as independent factors like Time Pressure, Deadlines, Coworkers, Job, Poor Salary, Superior, Company, and Opportunities.

III STATEMENT OF THE PROBLEM

The number of IT workers in the city of Chennai has gone up each year. In the IT industry, there are many different jobs that IT workers have to do, and this can make them more stressed than workers in other industries. Stress is a mental strain caused by an internal or external stimulus that makes it hard for a person to react normally to what is going on around them. People in today's world are under a lot of stress all the time. Everyone who has worked has had to deal with stress at some point in their lives. In the IT industry and many other businesses, there is a lot of stress at work. There is a direct link

between employee problems and how well a company does. People in the IT field are shown in this study how stressful their jobs can be. The main goal of this study is to find out what causes stress and how it affects IT workers. The current study tries to figure out how much stress people are under by looking at their demographics, independent variables, and outcome variables.

IV CONCEPTUAL FRAMEWORK – PROPOSED MODEL



2. To identify the level of job stress among the IT employees
3. To analysing the reasons for job stress among the employees
4. To give the suitable suggestion to reduce the level of job stress.

VI RESEARCH METHODOLOGY

The research method used in this study is descriptive. The study is based on the data that was collected through structured questionnaires that were sent to people. Primary data were gathered from 100 people who work for IT companies in Chennai by filling out a well-designed questionnaire. How well the questionnaire is at telling the truth is 0.817 (81.7%), which is very good when you use Cronbach's Alpha Test. In order to get information about the pandemic, the researchers have used google forms to get the information Respondents were only chosen from middle-level employees of IT companies who were chosen by a random method.

VII SCOPE AND LIMITATIONS OF THE RESEARCH

People who work for IT companies in Chennai are only going to be looked at in this study. To do this study, the researcher has chosen middle-level people. In the study, there were a lot of different factors that were both independent and had an effect on how stressed the people were. An IT company in Chennai was chosen to provide the primary data for this study. This means that the results can't be generalised because only a few companies were chosen. The study is mostly based on middle-level IT employees. To make things even more complicated, it's hard to figure out how important or stressful stress is for people in other jobs. The results of the study may also be different because the opinions and perceptions of employees can change, which could change the results.

VIII HYPOTHESIS STATEMENTS

Ho1: There is no significant association between demographic variables and employees' stress

Ho2: There is no significant association between independent factors and employees' stress

Ho3: There is no significant effect of independent factors on employees' stress

Ho4 There is no significant association between employees' stress and outcome factors.

IX LITERATURE REVIEW

Abbas and Raja, (2015) found that people who have more commitment and responsibilities or jobs get more stressed. They found that there is a link between where you are and how stressed you are. **Krisada** There are two people in this storey: **Chienwattanasook**, **Kittisak** and **Jermstittiparser** are two people in this storey (2019) Stress at work is an important part of any discussion about how well employees work for a company. The job for some companies can be very long and stressful. There can be fierce rivalry, ethical issues, monitoring bottlenecks, and demanding clients, to name a few things.

Muthu Velayutham and Chandru, (2012) found six things that make private hospital employees in South India stressed. Relationship with management, work load, homework interface, role ambiguity, and pressure on performance are some of the factors. **Ahmed et. al.** (2013) found that Management graduate students in Pakistan were stressed out by things like bad grades, unfair friend treatment, a lot of work, and a lot of competition.

Abdul Latif Salleh, Raida Abu Bakar, and Wong Kok Keong (2008) found that unrealistic goals, time pressure, the issue of an incompetent boss, and deadlines are the main causes of stress in the furniture industry. They also found five major predictors of stressors in the furniture industry: support, adaptability, job security, conflict, and integrity.

Donald F.Parker and Thomas, (1983) found that job stress is perceived in two ways. Organization and job are the first two things that affect what happens. The second thing that affects what

happens is how satisfied you are with your job, how committed you are to your job, and how well you do.

In 1990, **Shoukry D.Saleh, K.Desai**, and others had 249 engineers from different companies. Tests were done to see how each of the three variables of internal control, Type-A behaviour, and job involvement, as well as stress and job satisfaction, were linked to each other. Five main things that make people stressed are their self-role distance, inter-role distance, role boundedness, personal inadequacy, and environment, according to Linto M George and Jayamohan M.S. (2018). These things are: Also, they said that stress is caused by things outside of the person's control, but the role boundness doesn't have a big impact.

IT professionals who are under a lot of stress have a bad work-life, says Charu M. (2013). A fair pay structure, consistent role demands, supervisory support, a good work environment, a friendly work environment, and stress are all factors that directly affect the quality of work-life, according to the researchers. They found that the main source of stress for IT employees is rapid technological change. Sinha V. and Subramanian K.S. are two people who work for the government (2012). People who are stressed are affected by a lot of things, like a lack of resources, inadequacy inside a person, too much work, too little work, and too much work, the author says.

According to **Subha and Shakil** (2009), employees are more stressed when managers don't care about finding a solution. This results in less effective work. They need to be addressed right away by the people in charge of the organisation. Effective stress management practises must be put in place to improve employee satisfaction and overall employee performance.

People who work for an IT company were stressed out because of two main things: organisational factors and personal factors, says Kavita Chordiya (2015). Some examples are discrimination in pay, harsh rules and regulations, peer pressure, goal conflicts/goals ambiguity, inefficient communication, and other organisational factors. People have different expectations for their relationships with family members, peers, superiors, subordinates, and ways they don't understand these expectations, role conflict, and other things.

X DATA ANALYSIS AND DISCUSSION

Table No:1 Demographic profile of the respondents

S. No	Demographic Factors					
	Age (Yrs)	20-25	26-30	31-35	36-40	Above 41
1.		31	36	11	14	8

	%	31	36	11	14	8		
2.	Gender	Male		Female				
		47		53				
	%	47	53					
3.	Monthly Income (Rs.)	Below 30000	30001-50000	50001-70000	70001-100000	100000 & above		
		31	36	11	14	8		
	%	31	36	11	14	8		
4.	Years of Experience	0-5	6-10	11-15	16-20	20 & Above		
		31	36	11	14	8		
	%	31	36	11	14	8		
5.	Position	System Er Trainee	System Er.	Team Lead	IT Analyst	Project Manager	Delivery Manager	HR Manager
		9	22	18	18	14	14	5
	%	9	22	18	18	14	14	5
6.	Qualification	Diploma			UG		PG	
		0			55		45	
	%	0			55		45	

Source: Primary Data

According to the data above, 31% of the respondents were between the ages of 20 and 25. Female respondents made up 53% of the total, while male respondents made up the remaining 43%. 67% of the respondents were drawing a monthly income of less than 50,000. The table also depicts that 55% of the respondents were qualified with a UG Degree. 36% of the respondents were having 6-10 years of experience.

Table No:2Chi-Square Test between Demographic factors and Employee Stress

S.No	Demographic Factors	(Sig.)	Result
1	Age	0.032	Rejected
2	Gender	0.008	Rejected
3	Income	0.043	Rejected
4	Experience	0.683*	Accepted
5	Position	0.732*	Accepted

6	Qualification	0.032	Rejected
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(Source: Primary data)

(*= H_0 Accepted at 5% significance level)

Hypothesis (H_0): There is no association between demographic factors of respondents and Employee Stress.

It is found from the table above that the null hypothesis is accepted ($p > 0.05$) and it is concluded that there is no significant association between the demographic factors viz., position, and experience of the respondents with the Employee Stress. The researchers have also decided that there is a significant association between age, gender, qualification, the income of the respondents with the Employee stress since the null hypothesis is rejected ($p < 0.05$).

Table No:3 Inter-Correlation between Independent factors and Employee Stress (ES and Poor Salary)

S.No	Factors	Pearson Correlation	N	Result
1	Time pressures	0.698	100	Positive Correlation
2	Deadlines	0.762	100	Strong Positive Correlation
3	Co-Workers	0.506	100	Positive Correlation
4	Job	0.986	100	Strong Positive Correlation
5	Superior	0.726	100	Strong Positive Correlation
6	Company	0.785	100	Strong Positive Correlation
7	Opportunities	0.813	100	Strong Positive Correlation

(Source: Primary Data)

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

It is clear from the above that there is a positive and strong positive correlation among the independent variables of employee stress in poor salary has no significance ($p < 0.05$) over all other independent variables.

Table No:4 Inter-Correlation between Independent factors and Employee Stress (ES and Time Pressure)

S.No	Factors	Pearson Correlation	N	Result
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1	Poor salary	0.613	100	Positive Correlation
2	Deadlines	0.792	100	Strong Positive Correlation
3	Co-Workers	0.626	100	Positive Correlation
4	Job	0.986	100	Strong Positive Correlation
5	Superior	0.726	100	Strong Positive Correlation
6	Company	0.785	100	Strong Positive Correlation
7	Opportunities	0.813	100	Strong Positive Correlation

(Source: Primary Data)

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

It is known to decide clearly that there is a positive and strong positive correlation among the independent variables of employee stress in Time Pressures has no significance ($p < 0.05$) over all other independent variables.

Table No:5 Inter-Correlation between Independent factors and Employee Stress (ES and Job)

S.No	Factors	Pearson Correlation	N	Result
1	Poor salary	0.813	100	Strong Positive Correlation
2	Time pressures	0.682	100	Positive Correlation
3	Deadlines	0.916	100	Strong Positive Correlation
4	Co-Workers	0.713	100	Strong Positive Correlation
5	Superior	0.792	100	Strong Positive Correlation
6	Company	0.726	100	Strong Positive Correlation
7	Opportunities	0.856	100	Strong Positive Correlation

(Source: Primary Data)

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

It is to understand clearly that there is a positive and strong positive correlation among the independent variables of employee stress in Job has no significance ($p < 0.05$) over all other independent variables.

Table No:6 Inter-Correlation between Independent factors and Employee Stress (ES and Superior)

S.No	Factors	Pearson Correlation	N	Result
1	Poor salary	0.835	100	Strong Positive Correlation
2	Time pressures	0.698	100	Positive Correlation
3	Deadlines	0.762	100	Strong Positive Correlation
4	Co-Workers	0.506	100	Positive Correlation
5	Job	0.986	100	Strong Positive Correlation
6	Company	0.785	100	Strong Positive Correlation
7	Opportunities	0.813	100	Strong Positive Correlation

(Source: Primary Data)

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

From the above analysis it is determined that there is a positive and strong positive correlation among the independent variables of employee stress in Superior has no significance ($p < 0.05$) over all other independent variables.

Table No:7 Inter-Correlation between Independent factors and Employee Stress

(ES and Company)

S.No	Factors	Pearson Correlation	N	Result
1	Poor salary	0.613	100	Positive Correlation
2	Time pressures	0.856	100	Strong Positive Correlation
3	Deadlines	0.792	100	Strong Positive Correlation
4	Co-Workers	0.626	100	Positive Correlation
5	Job	0.986	100	Strong Positive Correlation
6	Superior	0.726	100	Strong Positive Correlation
7	Opportunities	0.813	100	Strong Positive Correlation

(Source: Primary Data)

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

From the analysis shown above, it is mentioned clearly that there is a positive and strong positive correlation among the independent variables of employee stress in the Company has no significance ($p < 0.05$) over all other independent variables.

Table No:8 Multiple Regression for independent factors Unstandardized coefficients of regression model –Independent factors on Employee Stress

Model	Unstandardized Coefficients		Sig.
	B	Std. Error	
(Constant)	0.034	0.185	0.856
Poor salary	0.156	0.091	0.105
Time pressures	0.028	0.034	0.264
Deadlines	0.159	0.091	0.766
Co-Workers	0.034	0.079	0.041*
Job	0.041	0.030	0.345
Superior	0.037	0.037	0.029*
Company	0.094	0.073	0.784
Opportunities	0.146	0.024	0.263
R = 0.782 R Square = 68.1%			

(Source: Primary Data)

(*= Significant at 5% level)

Hypothesis (H0): There is no significant effect of independent factors on Employee Stress.

The independent factors, coworkers and superiors, are statistically significant ($p < 0.05$) in relation to Employee Stress, as seen in the above regression result. Poor salary, time demands, deadlines, job, company, and opportunities are not statistically significant ($p > 0.05$), according to the model results. The value of R shows the simple correlation and is 0.782, suggesting a high degree of correlation. R Square indicated that the independent factors explain 68.1 percent of the variation in the dependent variable "Employee Stress."

Regression Model: $Y = a + b_1 + b_2 + b_3 \dots + b_{12}$

Employee Stress = 0.034 + 0.156 (Poor salary) + 0.028 (Time pressures) + 0.159 (Deadlines) + **0.034 (Co worker)** + 0.041 (Job) + **0.037 (Superior)** + 0.094 (Company) + 0.146 (Opportunities)



Regression Model –Independent Factors and Employee Stress

Table No:9 Chi-square analysis for outcome factors Chi-square test between Employee Stress and Output variables

Sl. No.	OutcomeVariables	SignificanceValue	Decision
1.	Job Dissatisfaction	0.000*	Reject
2.	Attrition	0.000*	Reject

(Source: Primary data)

(*=H0 rejected at 5% significance level)

Hypothesis (H0): There is no association between Employee Stress and output variables

From the above table it is found that the null hypothesis is rejected ($p < 0.05$) and it is concluded that there is a significant association between the output variables viz., Job Dissatisfaction and Attrition with the Employee Stress. The Job Dissatisfaction and Attrition of the employees play a significant role in employee stress.

Table No:10 Multiple Regression for outcome factors Unstandardized coefficients of regression model – Effect of Employee Stress on Job Dissatisfaction

Predictors	UnstandardizedCoefficients		Sig.
	B	Std. Error	
(Constant)	0.285	0.189	0.134*
Job Dissatisfaction	0.356	0.091	0.000*
R = 0.782 R Square = 0.684			

(Source: Primary Data)

(*= Significant at 5% level)

Hypothesis (H0): There is no significant effect of Employee Stress on Job Dissatisfaction.

The null hypothesis is $P < 0.05$ in the preceding table, indicating that employee stress has a significant impact on the respondent's job dissatisfaction. The simple correlation value is 0.782, indicating a moderate positive degree of correlation between Employee Stress and Job Dissatisfaction of the respondent, and R square indicates that Employee Stress explains 68.4 percent of the variation in Job Dissatisfaction of the respondent.

Regression Model: $Y = a + b1$

Employee Stress = $0.285 + 0.356$ (Job Dissatisfaction)

Table No:11 Multiple Regression for outcome factors Unstandardized coefficients of regression model – Effect of Employee Stress on Attrition

Predictors	Unstandardized Coefficients		Sig.
	B	Std. Error	
(Constant)	0.285	0.189	0.134*
Job Dissatisfaction	0.346	0.0473	0.000*
R = 0.823 R Square = 0.724			

(Source: Primary Data)

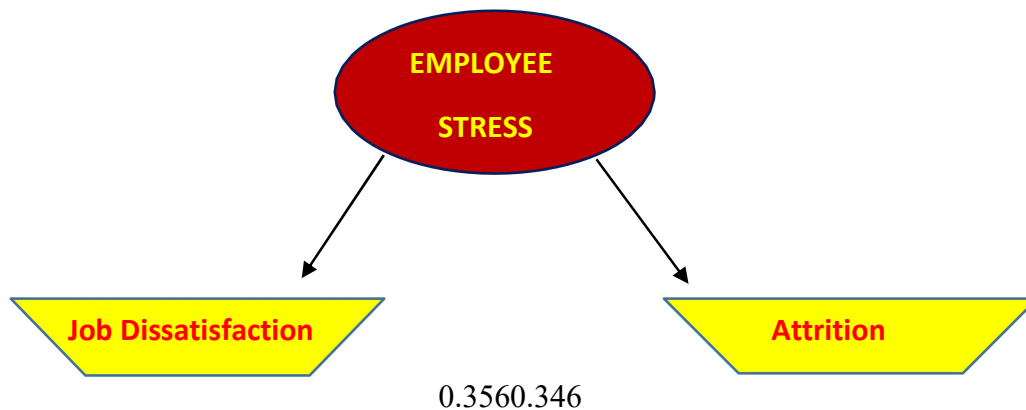
(* = Significant at 5% level)

Hypothesis (H0): There is no significant effect of Employee Stress on Attrition.

The null hypothesis is $P < 0.05$ in the preceding table, indicating that there is a substantial effect of employee stress on responder attrition. The value of R represents the simple correlation and is 0.823, indicating a moderate positive degree of correlation between the respondent's Employee Stress and Productivity, and R square indicated that Employee Stress explains 72.4 percent of the variation in the respondent's Attrition. Regression Model: $Y = a + b1$

Employee Stress = $0.285 + 0.346$ (Attrition)

The noteworthy Result factors with predictors' values towards Employee Stress are exposed below.



Regression Model –Outcome Factors and Employee Stress

XI MAJOR FINDINGS

With 36.0 percent of the people who answered, they were in the right place. They were in the age group of 26 to 30 years of age. It is thought that most of the respondents are male, with 53.0 percent of them being male. 36.0 percent of the salary of the person who answered the question is between 30001 and 50000. A lot of people have 6 to 10 years of experience, which makes up 36.0 percent of the total. It is thought that 55% of the people who answered the question have a UG degree. The maximum deadline for respondents is 4.10, and the lowest is for coworkers who work for the same company. The Chi-Square results show that independent factors and employee stress have a strong connection. Because the null hypothesis isn't true (p 0.05). A p-value of (p0.05) shows that there is a strong relationship between independent variables like poor pay, time pressures and deadlines and other things like coworkers and jobs, as well as the job, superior, company, and opportunities that people have.

People who aren't satisfied with their jobs are more likely to leave their jobs than people who are happy with their jobs (p 0.05). The R-value is the simple correlation, and it is 0.823. This means that there is a strong connection between the outcome factors and employee stress. It said that 72.4 percent (0.724) of the variance came from the R2 value. The results of regression show that the independent factors, such as coworkers and superiors (p 0.05), have an effect on employee stress. It also shows that the variables like low pay, time pressures, tight deadlines, the job, company, and opportunities (p>0.05), since the p-value is greater than 0.05, aren't that important to look at. There was a lot of correlation between the independent factors and time pressure and deadlines. The R-value is the simple correlation and it is 0.926. 66 percent (0.663) of the variance was shown by the R2 value.

XII RECOMMENDATIONS

The results of the study have revealed that independent factors, i.e., poor salary, time pressures, deadlines, co-workers, job, superior, company, and opportunities have a great influence on employee stress. In order to overcome stress among employees in the organization, managers need to look at the following factors such as Reduce employee stress through Health awareness programs, Give Vacation and holiday trips, Job redesign, Frequently conducting Stress management courses, Regeneration center, Societal support system at the Work Place and Stress managing workshops.

XIII CONCLUSION

Stress has a big impact on how employees act. Stress can make people depressed and have other health problems. Stress-relieving interventions for employees need to be a lot of work for managers to make sure that they help their employees. God tells us how to help each other when things are too hard for one person to deal with on their own. People who work have to deal with stress all the time as they try to balance their personal and professional lives. The fact that people work so they can support themselves and their families is a big problem on its own. As long as it doesn't get out of hand and become too much for an employee to handle alone, stress can be dealt with. There are a lot of different training programmes and counseling services available at all times to help people.

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