



Work Stress Management – A Study Of Women Employees In It Organization In Pune

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<i>Abstract</i>	
	<p>In today's competitive era work stress has become a major issue for working women in every sector. Information technology sector is not an exception for this. In IT organizations work stress level is very high. Sometimes women employees in IT organizations are not able to cope with the drastic new technological changes and due to poor organizational environment they face the problem of heavy work stress. Through the present study an attempt has been made to highlight the major factors that cause for increasing work stress among women employees and highlight the impacts of work stress on their physical and psychological health. This study focused on the various measures adopted by women employees and management of organizations to overcome the issue of work stress. An attempt has also been made to know whether IT women employees are supported and helped by their family members and spouse.</p>
CC License CC-BY-NC-SA 4.0	Keywords: <i>IT women employees, stress management, stress management measures, Impact of work stress.</i>

Introduction

Increasing work stress has become a common issue in every type of sector. Information technology sector is not an exception for this. The employees in IT sector majority face this pattern today, especially women employees. IT sector is a highly competitive that demands higher range of productivity and performance from its employees. Women employees working in this sector are facing challenges like add working hours, heavy work load, gender bias etc. Apart from this they are facing the challenges of maintaining work and responsibilities towards their families and domestic work. The integration of women employees now days the management of work stress level has become an important issue for women employees working in IT organizations. Effective stress management practices by IT organizations proved as helpful by women employees to manage the work stress, priorities the tasks and develop the ability to cope with the work stress. With the increasing problem of the work stress among the women employees the concept of management has been buzz word in every IT organization. The stress management practices related to the management of techniques, wellbeing programmes for employees, counseling, arranging yoga and meditation workshops, providing facilities which can help to reduce work stress of employees. The present study highlights the factors responsible for increasing work stress, various measures adopted by IT organizations and women with

a view to overcome the problem of work stress. The study also highlights the physical and psychological impacts of work stress etc.

Importance of the Study

Increasing work trace among the IT woman employees can affect their health and work performance social, personal and family life. Thus it is important to know about the factors that causes to increase work stress. this study provide and inside to the management official, officials experts to improve their stress management competencies. The present study is also important because organisations role in work stress management is supposed to operate in interaction with the ill long and well being of the women employees.

Objectives of the Study

1. To highlight the factors that causes for heavy work stress on IT women employees.
2. To understand the physical and psychological impact of work stress on IT women employees.
3. To know about the various measures taken by management to overcome the issue of work stress.
4. To know how women employees manage the work stress.
5. To know whether IT women employees are getting support and help from their family and spouse.

Review of Literature

1. S.Jayachitra and K.Gunaseedaprabhu (2023) - Have assessed the extent of work stress among women employees working in IT organizations. Through the study authors have focused on the symptoms and impacts of work stress. This study provides useful insights to the management for encouraging a conducive working environment in the organization.
2. Sherry Sabbarwal and Mahammad Amiri (2017) - Have attempted to identify the reasons for increasing work stress among IT employees and focused on the impacts of stress on their health. Through the study authors have found that the majority of the IT employees are facing physical problems due to heavy workload. This study also focused on the various measures taken by the management to overcome the problem of work stress.
3. M.Ravichandran (2023) - Has highlighted the factors which leads to work stress among IT women employees and stress management techniques followed by management. Through the study author has found that regular exercise, mindfulness practices social support are effective strategies fro management of work stress. Author has stated that IT women employees should prioritise their well being and self care activities to manage work stress.
4. Deepa ananda P (2023) - Has also studied the impact of work stress on the women employees working in the IT sector. The study author has also attempted to analyze the impact of demographic variables on the level of work stress and turnover intention of women employees. Author has found that the demographic variables have made a direct impact on the work stress. The study author has observed that the majority of the IT organizations are taking various measures and implementing various policies to reduce the work stress level of women employees.

Method of the Study

The present study is descriptive in nature. the study based on primary as well as secondary information. the primary information has been collected through the question Iyer prepared for the 150 women employees working in IT organisation situated in Pune. the sample of women employees has selected by applying convenient sampling method.

the women employees were selected from 15 well known IT companies (10 women employees x IT companies = 150). Questionnaire has been used as a main tool for the collection of primary information.

the secondary information has been collected from study papers, articles published in various National and international journals, magazines, periodicals published books etc.

percentile method has been followed for analysing of primary information the geographical scope of the study is confined to Pune city only.

Results and Discussion

Table No.1 Factors causes for increasing work stress

Particulars	Frequency	Percentage
Long working hours	40	26%
Unclear job expectations	29	19%
Unsecure nature of job	39	26%
Lack of adequate staff	27	18%
Other causes	215	10%
Total	150	100%

Long working hours is the major factor caused for increasing work stress of IT women employees stated by 26% respondents.

In the opinion of this responding long working hours develop psychological and physical problems and adversely affect employee's commitment and causes for Poor motivation. In the opinion of 19% respondents, clear job expectation from supervisors and very little support from them is also one of the major factors which cause increasing work stress. According to 26% unsecure nature of the job is a major factor for increasing work stress. In the opinion of this response, fear about job security has been linked with several physical as well as psychological problems which ultimately increase work stress among its women employees. due to lack of adequate staff there may be heavy workload on the available employees which also increases work stress and excessive workload due to lack of a liquid stop and unrealistic work deadlines from management also causes for heavy work stress. Stated by 18% respondents.

In the opinion of 10%, the factors like lack of self-confidence, inability to meet financial obligation, lack of teamwork, tendency to avoid accountability, for administration etc are also equals to increase work stress among IT women employees.

Table No.2 Impact of work stress on physical and psychological health

Particulars	Frequency	Percentage
Headache	27	18%
High blood pressure	33	22%
Hyper tension and Nervousness	41	27%
Anxiety	21	14%
Other impacts	28	19%
Total	150	100%

Due to heavy work stress 18% respondent suffer from headache oftenly. 22% responded suffer from high blood pressure. 27% and 14% respondents faced the problem of hypertension, nervousness and energy respectively. 19% respondents suffer from the problems such as extreme anger, irritability, feeling sadness, chronic pain in back, neck, depression, etc majority of the respondents are suffering from psychological as well as Physical health problems due to heavy work stress.

The stress management measures which are mostly adopted by the respondents are indicated in the following table.

Table No.3 Measures adopted by respondents to manage the work stress

Particulars	Frequency	Percentage
Identify major causes of work stress	36	24%
Take a adequate raised	16	11%
Participate in leisure activities	26	17%
Try to keep organized	34	23%
Other measures	38	25%
Total	150	100%

24% responding have stated that they are always trying to identify the major causes of work stress to overcome this issue. 11% responding have stated that they take adequate raises and get enough sleep whenever they encounter work stress. In the opinion of 17% responded through participating in leisure activities that try to get rid from savour work stress. These respondents keep themselves active in various social events, family programs etc this activity give them a break from their monotonous day to day work. 23% respondents have stated that whenever they face the problem of work stress they keep themselves organized. they come up with the sum organized a plan to managed access work stress 25% responded adopted some other majors such as avoid multitasking, understand the job expectations, make a time for listening music, try to distract from stressful thoughts, delegate some of household responsibilities to the spouse and other family members, avoid consuming alcohol, hard coffee or take tea etc. it is found that majority of the IT organizations management have realised that in today's competitive Era there employees are often experience heavy work stress which causes to reduction in their productivity and performance there for today in many it organization there are many majors have adapted to overcome the problem of work stress. the most popular stress management majors adopted by the selected IT organization are indicated in the following table.

Table No.4 Measures adopted by IT organisations to manage the work stress

Particulars	Frequency	Percentage
Conducting meditation and yoga workshop	36	24%
Training and educational courses	29	19%
Follow a policy of zero tolerance	17	11%
Give clear and proper direction	25	17%
Other majors	43	29%
Total	150	100%

24% respondents have stated that their organization is often conducting meditation and yoga workshops to remove the issue of work stress. 19% responding have stated that conducting training and educational courses upgrade their skills and ability which improves their performance and reduces their work stress. 11% respondents have stated that their organization strictly follows the Policy of zero tolerance which helps to create a friendly work environment. In the opinion of these respondents this policy has proved very helpful to them to overcome the issue of work stress. 70% respondents have mentioned that their supervisors give them clear and proper direction regarding the job that the employees are supposed to do. In the opinion of the respondents the practice of clear direction helps in avoiding role conflicts and reduces work stress. 29%

respondents have stated that apart from these measures their organizations have also adopted some other majors to overcome the problem of work trace among the women employees. These majors are celebration of company events, providing Counsellor and their feast service, providing realization room facility, holidays, providing adequate equipment and resources to the Employees, providing an appreciative environment which helps in reducing employees work stress.

Table No.5 Support/help from family members/spouse

Particulars	Frequency	Percentage
Yes always	92	61%
Quite some times	30	20%
Staying alone	28	19%
Total	150	100%

Findings of the Study

1. As per the information provided by the respondents it is found that there are many factors that cause increasing work stress among IT women employees. Long working hours and unsecure nature of job are the major factors and apart from these and clear job expectation, inadequate staff, poor administrative functions etc are equally contributing factors for increasing work stress.
2. Through the study it is found that due to many negative influencing factors Majority of its women employees encounter various physical and psychological health related issues. Unsecured nature of job and long working hours are the factors directly linked with the health related issues or problems.
3. The mostly used measures used by women employees are to find out major causes of work stress taking adequate rest involving in leisure activities etc.
4. It is found that organizations have also adopted various measures to overcome the problem of increasing work stress. In the majority of the organization there is a proper implementation of various measures effective implementation strategies have been made by the selected organization. Meditation and yoga programs, zero tolerance policy training and education etc. are the measures mainly adopted by the organizations. Some respondents are getting very little help from their family members and spouse because family members are also having their own activities jobs. Some elderly person in the family are taking care of their children.

Concluding Note

Management of work stress is one of the significant aspect of the management in IT organisation. heavy work stress me negatively impacts on the employees work performance and on their physical and psychological health. Excellent management and good organisation are effective forms of prevention of work stress. It is found that in selected it organisations management and women employees have taken some effective measures to overcome the problem of work stress. Management of the selected IT organizations are always attempting to implement employee oriented and promising policies like zero tolerance to encourage women employees to work without any stress. For the presence study only 150 IT women employees are selected which is a very small preparation of the IT sector in Pune city. On the basis of Limited literature review the study variables are selected based on the findings it is concluded that the women employees working in IT organizations are facing various physical and psychological problems that arise due to heavy work stress. The management officials of its organizations should recognise the impact of work stress and adopt other innovative majors to remove the issue of work stress of women employees in particular.

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