



The Impact Of Occupation Stress On The Mental Health Of Women Employees In The It Sector In Accordance With Demographic Variables

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Abstract

In this study, many demographic factors like age, experience, duration of service, hierarchy, income, and marital status are taken into account as the paper attempts to understand the effects of job-related stress impacting the well-being of women workers in the information technology (IT) industry. The fast-paced and demanding nature of the work environment common in the IT sector has been linked to higher-than-average employee stress levels. Due to societal expectations and job realities, women in particular may encounter specific difficulties. In addition to examining how demographic factors like age, marital status, educational attainment, job role, and years of experience may affect this association, the goal of this study is to investigate the link between occupational stress and mental health among women in the information technology industry. This study explores the level of occupational stress faced by women working in the IT industry, focusing light on the particular pressures and stressors they experience at work. The study investigates how workplace stress affects the mental health of women in the IT industry, looking at possible outcomes like anxiety, depression, burnout, and general psychological wellness. Age, marital status, educational background, hierarchy, and years of experience are among the demographic parameters that are examined for their possible impact on the association between occupational stress and mental health. In order to understand how societal norms, gender roles, and workplace dynamics may increase or lessen the effects of professional stress on mental health, the study takes into account the sociocultural framework in which women in the IT industry function.

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Keywords: Occupational Stress, Mental Health, Working Women, Gender Roles, IT sector.

Introduction:

Modern companies are increasingly concerned about occupational stress, especially in the dynamic and quickly developing Information Technology (IT) industry. The fast-paced nature, high demands, and ongoing technological breakthroughs of the IT sector are well-known for creating a demanding work atmosphere that can adversely affect employees' mental health. Women make up a large and important portion of the workforce in the IT industry. Understanding the particular difficulties women confront with occupational stress and its

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effects on their mental health is crucial as they continue to tear down barriers and actively participate in historically male-dominated areas. According to numerous research, professional stress can have significant negative impacts on mental health, including elevated levels of anxiety, depression, and burnout (Leka et al., 2019; Taris & Schreurs, 2009). This effect is especially important in fields like IT where there are many job demands and ongoing pressure to innovate and fulfil deadlines. Due to gender-related variables, such as societal expectations, role conflicts, and job discrimination, women may particularly endure additional pressures (Nolen-Hoeksema, 2012; Schaufeli & Enzmann, 1998). However, little is known about the connection between workplace stress, mental health, and demographic factors among women working in the IT industry. Age, marital status, educational attainment, work title, and years of experience are examples of demographic variables that could potentially mitigate or attenuate the effects of occupational stress on mental health outcomes. For example, younger women workers could have different stressors than their older colleagues, and people in leadership positions might face different pressures. It is crucial to disentangle these complex relationships in order to develop targeted support systems and tactics that are tailored to the particular requirements of women working in the IT industry. This study aims to narrow this gap by studying the effects of occupational stress on the mental health of women workers in the IT sector while taking into consideration the influence of many demographic characteristics. By analysing these dynamics, we can better understand the challenges women face in this scenario and identify the steps that organizations and people may do to support mental health and effective stress management. India has the fifth-largest economy in the world with a gross domestic product of \$2.94 trillion. In achieving this, the service sector made a significant contribution to achieving this status. The services sector contributes 54.77 percent of the GDP. As a result of globalization, information technology in India, the sector has seen substantial growth. According to NASSCOM's assessment, information in India, the technology industry is rising more quickly than the GDP. This study's foundation is the fact that women make up nearly 34% of the IT industry. The information and technology sector is expected to develop by 8.4% in the foreseeable future. If the projection comes true, it is anticipated that female employees' contributions will be towards reaching that growth by about 34%.

II. Literature Review:

A. Occupational Stress:

Occupational stress is the term for the physiological and psychological reaction to situations or occurrences at work that are harmful to one's general health and well-being. It is affected by things like decision-making freedom, workload, level of responsibility, job security, the physical work environment and safety, the type and pace of the work, and relationships with co-workers and managers. In today's fast-paced and competitive work environments, occupational stress has become a prominent concern, with far-reaching implications for employees' mental health and overall well-being. Defined as the physiological and psychological responses that occur when job requirements do not match employees' capabilities, resources, or needs, occupational stress can significantly affect various aspects of individuals' lives, both within and outside the workplace (Hobfoll et al., 2018). This introductory section aims to provide an overview of occupational stress, its sources, and its impact, setting the stage for a focused exploration of its effects on the mental health of women employees in the Information Technology (IT) sector, taking into account demographic variables.

B. Foundation of Occupational Stress:

Occupational stress has emerged as a major issue in today's fast and competitive work environments, with significant effects on workers' mental health and general well-being. Occupational stress is defined as the physiological and psychological reactions that happen when job requirements do not meet employees' abilities, resources, or needs (Hobfoll et al., 2018). Occupational stress has a substantial impact on a variety of aspects of people's life, both inside and outside workplace. In order to set the stage for a detailed investigation of occupational stress' impacts on the mental health of women employees in the Information Technology (IT) sector, taking into account demographic factors, this introduction section attempts to provide an overview of occupational stress, its sources, and its impact.

A wide range of elements in the workplace can contribute to occupational stress by making it difficult for an individual to cope in a healthy way. High workloads, time constraints, position ambiguity, a lack of authority, job insecurity and interpersonal problems are only a few examples of these issues (Hobfoll et al., 2018; Quick et al., 2017). The increased work connectedness brought about by technological and economic improvements has also weakened the distinction between work and personal life, adding to the feeling of occupational stress (Schaufeli et al., 2018).

C. Physiological and Psychological Impact of Occupational Stress:

In order to set the stage for a detailed investigation of occupational stress' impacts on the mental health of women employees in the Information Technology (IT) sector, taking into account demographic factors, this introduction section attempts to provide an overview of occupational stress, its sources, and its impact. The effects of professional stress transcend beyond the workplace and have an impact on both physical and mental health. Long-term exposure to high levels of stress at work can result in a variety of physiological reactions, such as an accelerated raised blood pressure, heartbeats and a compromised and a weak immune system (Quick et al., 2017). The effects of professional stress transcend outside the walls of the workplace and affect both a person's physical and mental health. These two effects highlight how ubiquitous occupational stress is and how it can have an impact on a variety of aspects of a person's life. Long-term occupational stress exposure sets off a series of physiological reactions that can be harmful to the body's general health. Stress hormones like cortisol and adrenaline are released as a result of the body's stress reaction, sometimes known as the "fight or flight" response. While this reaction is crucial for managing immediate stressors, ongoing stress can result in a dysregulated stress response system that can cause a variety of health problems. According to research (Schaufeli et al., 2018), ongoing workplace stress is linked to a higher risk of cardiovascular issues, such as hypertension, heart disease, and a higher chance of stroke. Stress hormones are continuously released, which can lead to inflammation, a weaker immune system, and artery plaque accumulation. Additionally, according to Quick et al. (2017), work stress has been associated with sleep interruptions that may exacerbate sleep disorders and lower overall sleep quality. Additionally, the physiological effects of job stress might emerge as stomach-aches, headaches, and tension in the muscles. Chronic stress might make it harder for the body to heal itself, which could slow down the process of recovering from illnesses and the healing of wounds (Schaufeli et al., 2018). The psychological effects of professional stress are as important and have a negative impact on a person's emotional and mental health. Anxiety, helplessness, and anger are frequently present at times of high stress. Long-term stressor exposure at work has been linked to the emergence of mood disorders such as anxiety and depression (Hobfoll et al., 2018). Burnout is one of the most prominent psychological impacts of professional stress. It is characterized by emotional exhaustion, depersonalization, and a weakened sense of personal success. Burnout can cause a severe sense of detachment and disillusionment from one's work, which eventually lowers performance and job satisfaction (Schaufeli et al., 2018). Workplace stress can also impair cognitive abilities like memory, focus, and decision-making. A person's ability to do tasks successfully and efficiently might be hampered by ongoing mental pressure, which can cause "brain fog" and diminished mental clarity (Quick et al., 2017). The interaction of occupational stress's physiological and psychological effects highlights both the complexity of this condition and the demand for comprehensive approaches to stress treatment. It is essential to address both the physiological and psychological aspects of stress in order to lessen its negative effects and promote overall well-being.

D. Gendered Dimensions of Occupational Stress:

An important factor in the experience of professional stress is gender. Due to cultural expectations, gender norms, and workplace relationships, women employees in particular may experience significant pressures. Women's experiences of occupational stress can differ from those of their male counterparts as they navigate career progression, work-life balance, and the possibility of discrimination or bias (Nolen-Hoeksema, 2012; Schaufeli & Enzmann, 1998).

E. Occupational Stress and Mental Health:

Rao and Chandraiah (2012) assert that there is a connection between mental health issues and occupational stress. The association between professional stress and mental health is inverse. Stress at work has an effect on not just emotions but also on physical health. In their study, Moreno et al. (2020) looked at the connection between job stress and mental health. In contrast to the first study, this one did not discover any connection between job stress and mental health. There was only a mild relationship between the variables. The researchers came to the conclusion that there are numerous methods for managing burnout. Further it was said that there is no such association because there are several ways to manage brought on by professional stress. A complicated and important subject that has been intensively researched in a number of disciplines, including psychology, occupational health, and organizational behavior, is the connection between work-related stress and mental health. The term "occupational stress" describes the physiological and psychological reactions that happen when a person's capacity to handle the demands of a work is exceeded. Emotional balance, resiliency, and general psychological functioning are all aspects of mental health, which also includes emotional, psychological, and social well-being.

F. Impact of Occupational Stress on Mental Health:

Stress at work can have a serious negative influence on mental health, which can have a variety of negative impacts, such as:

a. Depression and Anxiety: Prolonged exposure to a lot of stress at work might lead to the onset of depression and anxiety. The relentless demands and pressure might damage someone's emotional stability.

b. Burnout: A primary contributor to this condition, which is characterized by emotional weariness, depersonalization, and decreased personal accomplishment, is workplace stress. Reduced job performance and a sense of separation from one's work are two effects of burnout.

c. Reduced Psychological Well-Being: People who are under a lot of work stress may have a reduction in their general psychological well-being, self-esteem, and life satisfaction.

d. Effects on Physical Health: Cardiovascular troubles, musculoskeletal diseases, and immune system dysregulation have all been associated with occupational stress. In turn, these physical health problems may have an effect on mental health.

e. Moderating Factors: A number of factors can have an impact on how occupational stress affects mental health, including: Coping mechanisms how well someone copes with stressors might influence how much stress negatively influences their mental health. Effective coping strategies can lessen the negative impacts social Support Strong social support networks help protect against the damaging effects of occupational stress on mental health, both at work and in personal, Resources and Job Control, having access to sufficient resources and job control can lessen the sense of stress and its negative effects on mental health. Job Demands and benefits, the harmony between a job's demands and benefits, such as acknowledgment and pay, can affect overall stress levels and, in turn, how that stress affects mental health.

It is intricate and multifaceted how work-related stress and mental health are related. While a certain amount of stress is acceptable and even stimulating, persistent and excessive stress can have detrimental consequences on mental health. Maintaining good mental health among employees requires recognizing the symptoms of occupational stress, putting those solutions into practice, and developing supportive work environments.

G. Determinant of Occupational Stress:

Various factors in the workplace and personal traits combine to form the complex and varied phenomena known as occupational stress. Understanding these factors is essential for locating stress sources and creating efficient stress management and prevention measures. The following are a few of the major factors that influence workplace stress:

a. Job Demands: A person's effort and energy are required by a job in terms of its physical, psychological, and emotional demands. Workplace expectations like heavy workloads, tight deadlines, continual interruptions, and competing goals are just a few instances that can lead to increased stress levels (Bakker & Demerouti, 2017).

b. Lack of Control and Autonomy: Feelings of powerlessness and frustration can result from a lack of control over one's professional tasks, decision-making, and the overall work process. According to Demerouti et al. (2001), employees who have less autonomy in their jobs may be more stressed out.

c. Conflicting responsibilities, ambiguous job objectives, and poor communication can all lead to role-related stress. Role conflict results from competing demands and expectations from various jobs, whereas role ambiguity happens when employees are uncertain of their duties (Kahn et al., 1964).

d. Relationships with coworkers, clients, or superiors can be difficult, which can add to stress at work. One's mental health may be impacted by unfavorable social interactions, a lack of support, and incidents of bullying or harassment. 2019 (Rugulies).

e. Job-Life Balance: Balancing job obligations with personal and family obligations can result in work-life conflict, which raises stress levels. The inability to strike a satisfying balance between work and life might be harmful to one's mental health (Greenhaus & Powell, 2006).

f. Organizational Culture and Climate: Stress can be exacerbated by a toxic workplace climate marked by intense competitiveness, poor communication, and a lack of support systems. On the other hand, stress can be reduced by an effective organizational culture that prioritizes worker wellbeing and encourages a healthy work-life balance (Bakker & Demerouti, 2017).

g. **Career Advancement:** Feelings of frustration and tension can result from a lack of career advancement chances, hazy career choices, and a sense of stagnation. Employees who believe their opportunities for progress are limited may feel more stress at work (Le Blanc et al., 2001).

h. **Job insecurity:** Employees may feel uneasy and uncertain about their jobs due to concerns about job stability, layoffs, and reorganization. According to De Witte (1999), job uncertainty is linked to increased stress levels and worse mental health outcomes.

i. **Workload and Resource Imbalance:** People may suffer stress when the demands of a work surpass the resources at their disposal (such as time, skills, and support). The Job needs-Resources model's key assumption is the sense of an imbalance between needs and resources (Bakker & Demerouti, 2017).

j. **Factors specific to each person:** Personal qualities including personality traits, coping strategies, and resilience affect how people perceive and react to stressors. Due to innate factors, certain people may be more likely to experience stress (Meijman & Mulder, 1998).

H. Demographic Variables and Occupational Stress:

a. **Age:** Older workers may have different pressures than younger ones, and they may also have different coping strategies. For instance, a study by Wang et al. (2018) indicated that compared to younger employees, older workers were more impacted by work-related stressors, which had a bigger influence on their mental health.

b. **Gender:** Studies have looked closely at how men and women perceive and feel work stress. Due to having to balance job and family obligations, women frequently report higher levels of stress (Lott, 2002). However, stress can be brought on by a variety of things, including expectations at work and opportunities for promotion (Acker, 2004).

c. **Education Level:** Education can affect how people interpret and react to pressures at work. High expectations and job demands may provide particular difficulties for highly educated people (Stansfeld et al., 2002).

d. **Employment Tenure:** A longer employment tenure can either result in a greater ability to adapt to pressures or a gradual build-up of chronic stress. The stress of learning new responsibilities and adjusting to the workplace may increase with shorter job duration (De Lange et al., 2003).

e. **Marital status** is a significant demographic factor that can affect how people perceive, experience, and manage with work-related stress, ultimately affecting the results for their mental health. When developing interventions to advance mental health at work, researchers and practitioners should take these aspects into account.

I. Objectives of the Study:

- a. To find out the level of occupational stress among working women on the basis of their demographic variables.
- b. To analyze the impact of demographic variables on mental health among working women.

J. Hypotheses:

- a. H1: There is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different Gender group.
- b. H1: There is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different age group
- c. H1: There is a significant difference among the perception of respondents regarding occupational stressors and mental health based on Marital status
- d. H1: There is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different Income group
- e. H1: There is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different Level of Hierarchy
- f. H1: There is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different Length of Service

K. Statement of Problem:

The modern workplace has come to be associated with high expectations, constrained timelines, and expanded job responsibilities, particularly within the Information Technology (IT) industry. It is critical to comprehend how these pressures affect various demographic groups as the workforce becomes more diverse. Women working as workers are one of these demographic groups, and they frequently encounter particular difficulties in juggling their home and professional life. With a particular emphasis on the function of demographic factors, the goal of this study is to examine the effects of occupational stress on the mental health of women workers in the IT industry. Age, marital status, amount of education, years of experience, and job position are just a few examples of demographic factors that can have a significant impact on how someone experiences and reacts to work-related stress. The degree of exposure to stressors, coping strategies, and availability of support systems can all be affected by these factors. The development of targeted interventions and policies that address the particular requirements of this workforce subgroup would therefore require an analysis of the effects of occupational stress on the mental health of women employees in the IT sector while taking these demographic factors into account is crucial for creating focused interventions and policies that address the particular requirements of this workforce subset.

L. Research Gap:

By performing a thorough examination of the effects of occupational stress on the mental health of women employees in the IT sector and concurrently analysing the influence of numerous demographic factors, this study aims to fill this research vacuum. The paper attempts to develop a comprehensive grasp of the complex difficulties faced by women in this constantly changing sector by examining these complex dynamics. Additionally, this study intends to pinpoint approaches that Organisations and people may use to promote the mental health and efficient stress management of women working in the IT industry.

III. Research Methodology:

Research Design: Study is descriptive and exploratory in nature, A self-administered questionnaire was developed to collect the data. The duration of data collection of the study extended for three months from July to August 2023.

Sampling Procedure: Snowball sampling is used in selected Areas of Pune. For getting better information, 136 respondents were selected of Pune city.

Sampling Area Coverage: The study proposed to cover almost all the major IT areas in Pune

Statistical Tools Used: Alpha to understand the reliability value, ANOVA test.

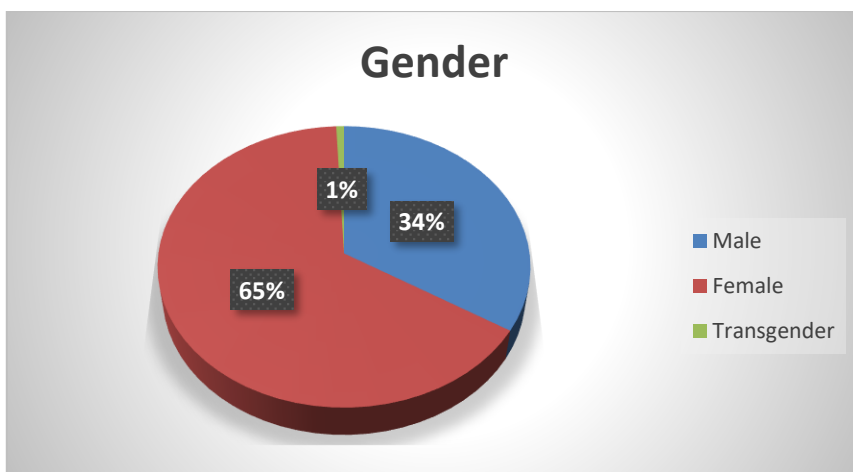
IV. Data Analysis & Interpretation:**Table no.1**

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	Number of Items
.978	.978	5

Table no.1 represents Reliability test. Cronbach's Alpha is applied on 05 scaled items to understand reliability value of 136 samples, Cronbach's Alpha value is .978 it show items has excellent internal consistency hence items are excellent to have further research study

A. Socio-Demographic Information:**a. Gender of the Respondents:****Table no.2**

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	46	33.82	33.2	33.2
	Female	89	65.44	65.44	65.4
	Transgender	1	.7	.7	100.0
	Total	136	100.0	100.0	



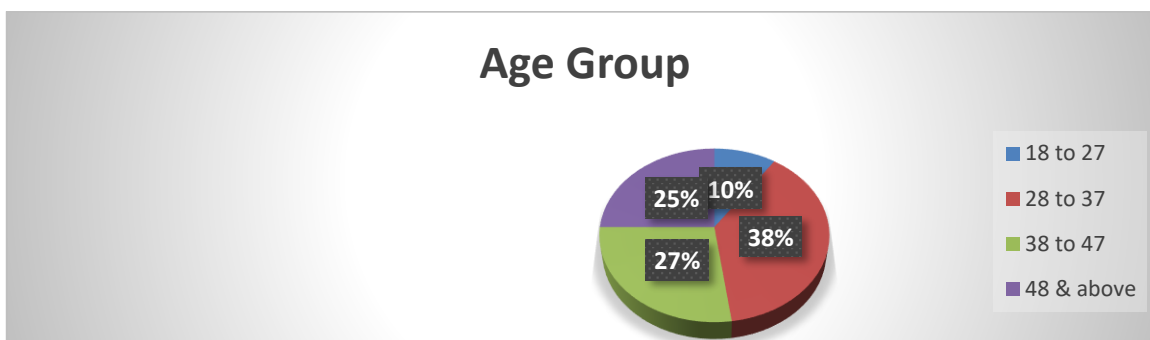
Pie chart no.1

According to Table no.2 & Pie chart no.1, in this study male individuals, comprising 33.6% of the total sample or population, 89 female individuals, representing 65.44% of the total & transgender, making up 0.7% of the total population.

b. Age Group of the Respondents:

Table no.3

Age Group				
	Frequency	Percent	Valid Percent	Cumulative Percent
18 to 27	13	9.6	9.6	9.6
28 to 37	52	38.2	38.2	47.8
38 to 47	37	27.2	27.2	75.0
48 & above	34	25.0	25.0	100.0
Total	136	100.0	100.0	

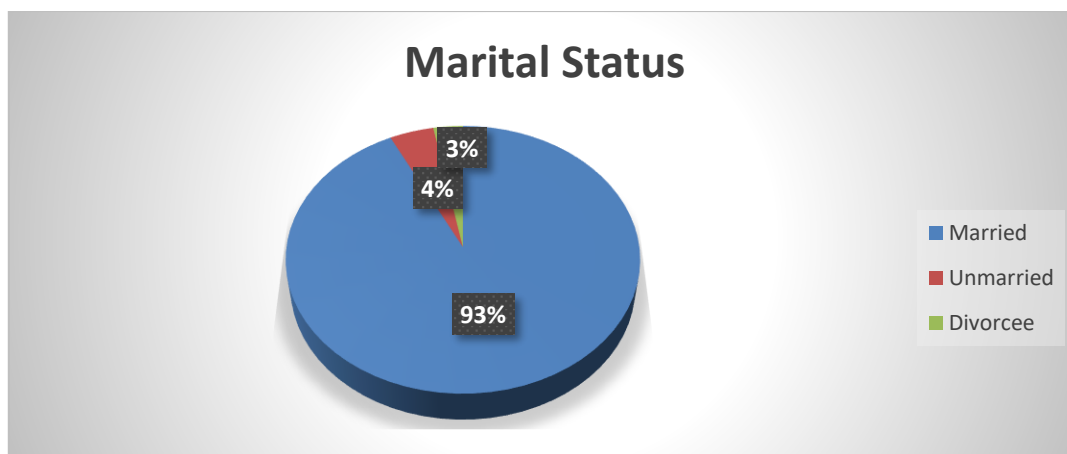


Pie chart no.2

According to Table no.3 & Pie chart no.2, in the study 9.6% respondents are from 18-27 age group, 38.2% respondents are from 28-37 age group, 27.2% respondents are from 38-47 age group, 25% respondents are from 48 and above age group.

c. Marital Status:

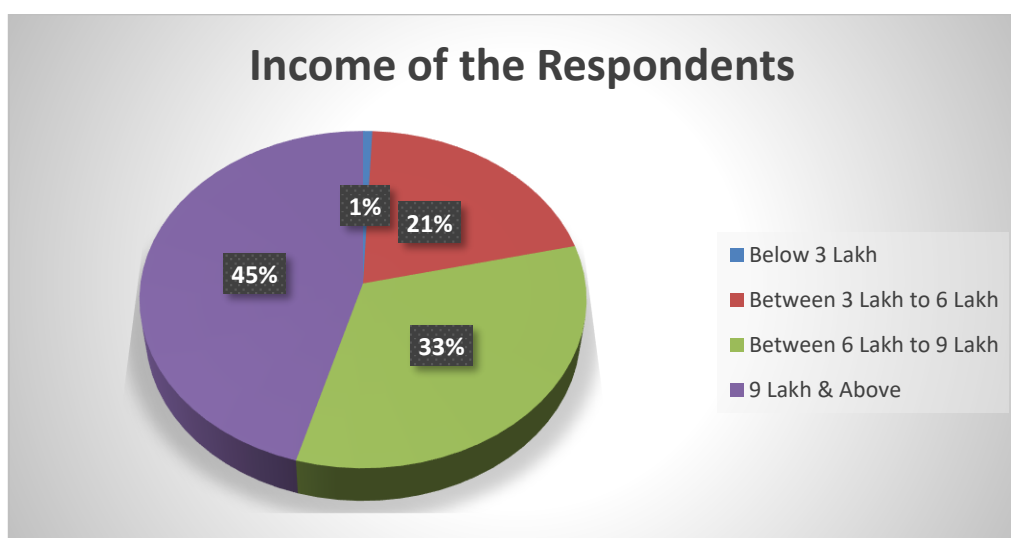
Marital Status					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	126	92.6	92.6	92.6
	Unmarried	6	4.4	4.4	97.1
	Divorcee	4	2.9	2.9	100.0
	Total	136	100.0	100.0	



According to table no.4 & Pie chart no.3, in this study, 93% respondents are married respondents, 4% respondents are unmarried and 3% respondents are Divorcee.

d. Income of the Respondents:

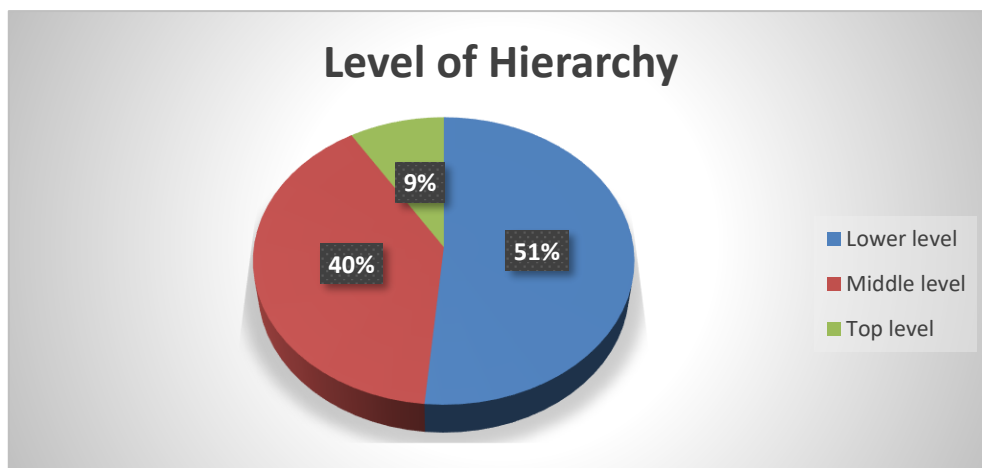
Income				
	Frequency	Percent	Valid Percent	Cumulative Percent
Below 3 Lakh	1	.7	.7	.7
Between 3 Lakh to 6 Lakh	28	20.6	20.6	21.3
Between 6 Lakh to 9 Lakh	45	33.1	33.1	54.4
9 Lakh & Above	62	45.6	45.6	100.0
Total	136	100.0	100.0	



According to table no.5 & Pie chart no.4, in the study 1 % respondents are below 3 Lakh income group, 21 % respondents are between 3 Lakh to 6 Lakh income group, 33.1% respondents are Between 6 Lakh to 9 Lakh income group, 45.6% respondents are 9 Lakh & above income group.

e. Level of Hierarchy:

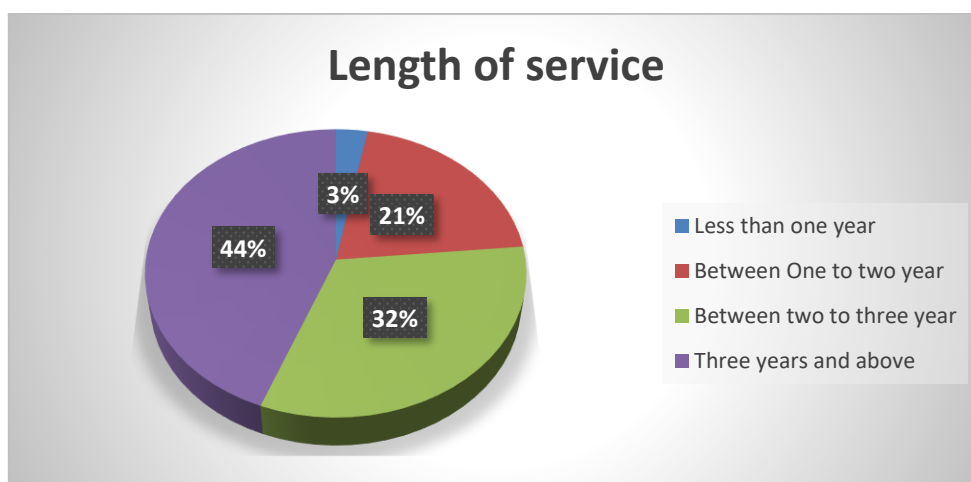
Level of Hierarchy					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Lower level	70	51.5	51.5	51.5
	Middle level	54	39.7	39.7	91.2
	Top level	12	8.8	8.8	100.0
	Total	136	100.0	100.0	



According to table no.6 & Pie chart no.5, in the study level of hierarchy is 51.5% respondents are Lower level group, 40 % respondents are Middle level group, 8.8% respondents are top level income group.

f. Length of Service:

Length of Service					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than one year	4	2.9	2.9	2.9
	Between One to two year	28	20.6	20.6	23.5
	Between two to three year	44	32.4	32.4	55.9
	Three years and above	60	44.1	44.1	100.0
	Total	136	100.0	100.0	



According to table no.7 & Pie chart no.6, in the study length of service is 3 % respondents are Less than one year, 21 % respondents are Between One to two year, 32 % respondents are Between two to three year, 44 % respondents are three years and above.

V. Hypothesis Testing

A. H1: There is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different Gender group.

H0: There is no significant difference among the perception of respondents regarding occupational stressors and mental health based on different Gender group.

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Job Demands * Gender	Between Groups	(Combined)	4.142	2	2.071	2.569	.080
	Within Groups		107.204	133	.806		

	Total		111.346	135			
Lack of Control and Autonomy * Gender	Between Groups (Combined)		4.049	2	2.024	2.469	.089
	Within Groups		109.062	133	.820		
	Total		113.110	135			
Conflicting Responsibilities * Gender	Between Groups (Combined)		3.992	2	1.996	2.441	.091
	Within Groups		108.765	133	.818		
	Total		112.757	135			
Relationship between Co-workers and Clients * Gender	Between Groups (Combined)		2.986	2	1.493	1.728	.182
	Within Groups		114.889	133	.864		
	Total		117.875	135			
Job Life Balance * Gender	Between Groups (Combined)		2.543	2	1.272	1.486	.230
	Within Groups		113.802	133	.856		
	Total		116.346	135			

From the above statistical analysis, When Gender as independent variable was analysed with help of Anova test on all dependent variables of occupational stressors and mental health (Job Demands, Lack of Control and Autonomy, Conflicting Responsibilities, Relationship between Co-workers and Clients, Job Life Balance) then significant value for all the dependent was more than 0.05, Hence we are accepting Null hypothesis in this case which says that There is no significant difference among the perception of respondents regarding occupational stressors and mental health based on different Gender group.

B. H1: There is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different age group.

H0: There is no significant difference among the perception of respondents regarding occupational stressors and mental health based on different age group.

ANOVA Table		Sum of Squares	df	Mean Square	F	Sig.
Job Demands * Age Group	Between Groups (Combined)	19.751	3	6.584	9.488	.000
	Within Groups	91.595	132	.694		
	Total	111.346	135			
Lack of Control and Autonomy * Age Group	Between Groups (Combined)	16.793	3	5.598	7.671	.000
	Within Groups	96.318	132	.730		
	Total	113.110	135			
Conflicting Responsibilities * Age Group	Between Groups (Combined)	20.547	3	6.849	9.804	.000
	Within Groups	92.210	132	.699		
	Total	112.757	135			
Relationship between Co-workers and Clients * Age Group	Between Groups (Combined)	13.125	3	4.375	5.513	.001
	Within Groups	104.750	132	.794		
	Total	117.875	135			
Job Life Balance * Age Group	Between Groups (Combined)	18.443	3	6.148	8.289	.000
	Within Groups	97.903	132	.742		
	Total	116.346	135			

From the above statistical analysis, when age Group as independent variable was analysed with help of Anova test on all dependent variables of occupational stressors and mental health (Job Demands, Lack of Control and Autonomy, Conflicting Responsibilities, Relationship between Co-workers and Clients, Job Life Balance) then significant value for all the dependent are less than 0.05, Hence we are accepting alternate hypothesis in this case which says that there is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different age group.

C. H1: There is a significant difference among the perception of respondents regarding occupational stressors and mental health based on Marital status.

H0: There is a significant difference among the perception of respondents regarding occupational stressors and mental health based on Marital status.

ANOVA Table		Sum of Squares	df	Mean Square	F	Sig.
Job Demands * Marital Status	Between Groups (Combined)	9.405	2	4.703	6.135	.003
	Within Groups	101.94	133	.766		
	Total	111.346	135			
Lack of Control and Autonomy * Marital Status	Between Groups (Combined)	12.932	2	6.466	8.584	.000
	Within Groups	100.179	133	.753		

	Total	113.11		135			
Conflicting Responsibilities * Marital Status	Between Groups (Combined)	9.23	2	4.615	5.929	.003	
	Within Groups	103.528		133	.778		
	Total	112.757		135			
Relationship between Co-workers and Clients * Marital Status	Between Groups (Combined)	12.268	2	6.134	7.725	.001	
	Within Groups	105.607		133	.794		
	Total	117.875		135			
Job Life Balance * Marital Status	Between Groups (Combined)	5.389	2	2.695	3.230	.043	
	Within Groups	110.956		133	.834		
	Total	116.346		135			

From the above Regression Analysis, when marital Status as independent variable was analysed with help of Anova test on all dependent variables of occupational stressors and mental health (Job Demands, Lack of Control and Autonomy, Conflicting Responsibilities, Relationship between Co-workers and Clients, Job Life Balance) then significant value for all the dependent are less than 0.05, Hence we are accepting alternate hypothesis in this case which says that there is a significant difference among the perception of respondents regarding occupational stressors and mental health based on Marital status.

D. H1: There is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different Income group.

H0: There is no significant difference among the perception of respondents regarding occupational stressors and mental health based on different Income group.

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Job Demands * Income	Between Groups (Combined)		88.940	3	29.647	174.662	.000
	Within Groups		22.405	132	.170		
	Total		111.346	135			
Lack of Control and Autonomy * Income	Between Groups (Combined)		72.650	3	24.217	79.006	.000
	Within Groups		40.460	132	.307		
	Total		113.110	135			
Conflicting Responsibilities * Income	Between Groups (Combined)		89.724	3	29.908	171.399	.000
	Within Groups		23.033	132	.174		
	Total		112.757	135			
Relationship between Co-workers and Clients * Income	Between Groups (Combined)		64.060	3	21.353	52.377	.000
	Within Groups		53.815	132	.408		
	Total		117.875	135			
Job Life Balance * Income	Between Groups (Combined)		79.940	3	26.647	96.617	.000
	Within Groups		36.405	132	.276		
	Total		116.346	135			

From the above statistical analysis, when Income as independent variable was analysed with help of Anova test on all dependent variables of occupational stressors and mental health (Job Demands, Lack of Control and Autonomy, Conflicting Responsibilities, Relationship between Co-workers and Clients, Job Life Balance) then significant value for all the dependent are less than 0.05, Hence we are accepting alternate hypothesis in this case which says that there is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different Income group.

E. H1: There is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different Level of Hierarchy.

H0: There is no significant difference among the perception of respondents regarding occupational stressors and mental health based on different Level of Hierarchy.

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Job Demands * Level of Hierarchy	Between Groups (Combined)		21.231	2	10.615	15.667	.000
	Within Groups		90.115	133	.678		
	Total		111.346	135			
	Between Groups (Combined)		29.818	2	14.909	23.806	.000
	Within Groups		83.293	133	.626		
	Total		113.111	135			

Lack of Control and Autonomy * Level of Hierarchy	Total	113.110	135			
Conflicting Responsibilities * Level of Hierarchy	Between Groups (Combined)	23.781	2	11.891	17.774	.000
	Within Groups	88.976	133	.669		
	Total	112.757	135			
Relationship between Co-workers and Clients * Level of Hierarchy	Between Groups (Combined)	29.173	2	14.586	21.871	.000
	Within Groups	88.702	133	.667		
	Total	117.875	135			
Job Life Balance * Level of Hierarchy	Between Groups (Combined)	20.376	2	10.188	14.119	.000
	Within Groups	95.970	133	.722		
	Total	116.346	135			

From the above Regression Analysis, when level of Hierarchy as independent variable was analysed with help of Anova test on all dependent variables of occupational stressors and mental health (Job Demands, Lack of Control and Autonomy, Conflicting Responsibilities, Relationship between Co-workers and Clients, Job Life Balance) then significant value for all the dependent are less than 0.05, Hence we are accepting alternate hypothesis in this case which says that there is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different Level of Hierarchy.

F. H1: There is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different Length of Service.

H0: There is no significant difference among the perception of respondents regarding occupational stressors and mental health based on different Length of Service.

ANOVA Table						
		Sum of Squares	df	Mean Square	F	Sig.
Job Demands * Length of Service	Between Groups (Combined)	78.669	3	26.223	105.929	.000
	Within Groups	32.677	132	.248		
	Total	111.346	135			
Lack of Control and Autonomy * Length of Service	Between Groups (Combined)	65.817	3	21.939	61.233	.000
	Within Groups	47.294	132	.358		
	Total	113.110	135			
Conflicting Responsibilities * Length of Service	Between Groups (Combined)	79.509	3	26.503	105.221	.000
	Within Groups	33.248	132	.252		
	Total	112.757	135			
Relationship between Co-workers and Clients * Length of Service	Between Groups (Combined)	57.581	3	19.194	42.021	.000
	Within Groups	60.294	132	.457		
	Total	117.875	135			
Job Life Balance * Length of Service	Between Groups (Combined)	69.669	3	23.223	65.673	.000
	Within Groups	46.677	132	.354		
	Total	116.346	135			

From the above Regression Analysis, when Length of Service as independent variable was analysed with help of Anova test on all dependent variables of occupational stressors and mental health (Job Demands, Lack of Control and Autonomy, Conflicting Responsibilities, Relationship between Co-workers and Clients, Job Life Balance) then significant value for all the dependent are less than 0.05, Hence we are accepting alternate hypothesis in this case which says that there is a significant difference among the perception of respondents regarding occupational stressors and mental health based on different Length of Service

VI. Conclusion:

In this study, we examined the impact of occupational stress on the mental health of women employees in the IT sector, considering several demographic variables. The analysis and findings revealed important insights into the relationship between these variables:

A. Gender: Our analysis showed that there is no significant difference in the perception of respondents regarding occupational stressors and mental health based on gender. This suggests that, in our sample, gender does not play a significant role in influencing how women employees in the IT sector perceive occupational stressors and their associated impact on mental health.

B. Age Group: Similarly, we found no significant differences among respondents of different age groups concerning their perceptions of occupational stressors and mental health. This implies that, in our study, age does not appear to be a key factor influencing these perceptions among women employees in the IT sector.

C. Marital Status: However, we observed a significant difference in perceptions related to occupational stressors and mental health based on marital status. This finding suggests that marital status may be a relevant demographic variable in understanding how women employees in the IT sector perceive and experience occupational stress and its effects on mental health.

D. Income Group: On the other hand, our analysis did not reveal any significant differences in perceptions related to occupational stressors and mental health based on income groups. It appears that income levels do not substantially affect the way women employees in the IT sector perceive and experience occupational stress and its impact on mental health. In conclusion, this research underscores the importance of considering various demographic variables in the context of occupational stress and mental health among women employees in the IT sector. While gender and age did not appear to be significant factors in this particular study, marital status emerged as a relevant variable. However, income levels did not have a significant impact on perceptions. These findings can be valuable for organizations and policymakers aiming to tailor support and interventions to the specific needs of women employees in the IT sector, particularly those who are married or in different income brackets. Further research and exploration of these factors are warranted to gain a more comprehensive understanding of the intricate relationship between occupational stress and mental health in this specific demographic group.

VII. Research & Managerial Implications:

- A. The organisations should cater to customized support programs. Developing mental health programs that are tailored to the unique stressors experienced by women working in a variety of IT roles.
- B. Organisations should adopt to flexible work culture. By putting in place flexible work rules, companies may reduce stress and promote a better work-life balance gender wise, role wise.
- C. Awareness & Training among employees. Employers can foster a supportive work environment by offering managers and staff training on stress management and mental health awareness.
- D. Support Networks & Mentoring should be availed to the employees. Creating networks of women in IT to exchange experiences and coping mechanisms, such as mentorship programs.
- E. Modifications to HR Policies should be encouraged by the organisations. Encouraging an inclusive and encouraging work environment for women in IT by reviewing policies to make sure they address stressors specific to a woman's gender.
- F. Examining the relationships between age, years of experience, income, gender as well as stress and mental health, provide more nuanced insights on vulnerability characteristics.
- G. Examining the relationship between occupational stress and other demographics, such as race, ethnicity, or socioeconomic level, reveal particular difficulties that particular groups encounter.

VIII. Scope for Future Research:

- A. This paper has included some of the demographic variables into considerations Further research could be done on examining in greater detail how particular demographic variables (different roles, educational background) affect stress perception and the consequences it has on mental health.
- B. Further research can be done in investigating the relationships between stress experiences and coping strategies among women in the IT industry from diverse ethnic and regional backgrounds.
- C. Further Research can be done to identify particular stressors and protective factors, a comparison of stress levels and mental health outcomes across various IT positions, firms of different sizes, or workplace environments can be made.

IX. Limitations of the Study:

- A. There could be biases in the study's conclusions because of its small sample size or potential failure to include all women employed in the IT industry.
- B. The generalizability of results may be limited due to the focus on a particular geographic region, firm size, or IT niche, which could restrict the findings' generalizability.
- C. The lack of inclusion of certain pertinent factors (e.g., coping techniques, personal life stressors) may have affected the analysis's comprehensiveness.
- D. Changes in the industry or in society that take place after the data is collected may have an impact on how applicable or relevant the study's findings are to the situations that exist today.

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