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## A STUDY ON STRESS MANAGEMENT ABOUT IT EMPLOYEES WORK FROM HOME

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### ABSTRACT

The COVID-19 Pandemic has made a huge impact throughout the world. It had changed how we work. To stop the virus from spreading, people are forced to isolate themselves from others and practice self-quarantine. As a result, many businesses and organizations have had to change how they work to accommodate remote employees.

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### I. INTRODUCTION

Stress can be defined as any type of change that causes physical, emotional, or psychological strain. Stress is your body's response to anything that requires attention or action. Stress can be defined as pressure job stress can be elaborated as resistance to come to work and a feeling of continuous Pressure. Hence job stress is physical and emotional action that takes place when there is a gap between job requirements, capabilities .And resources. Employees performance is an essential element of company success. Employees performance delayed by high levels of stress experienced in the work environment. Stress can be defined in general term as people feel pressures in their own life. The stress due to workload can be defined as Reluctance to come to work and a feeling of constant pressure associated with general physiological, psychological and behavioural Stress symptoms. Stress causes an imbalance in one's life because it leads to depression and thus damages health, attitude and work Behaviour .Employees were doing was the highest source of stress .Feedback received by manufacturing was reported earlier. Feedback is important to enable the Employees to evaluate their Performance on the job and how they are progressing in their effort toward the task. Since positive feedback may leads to higher performance and less stress, Employees who do not receive regular Feedback may experience considerable uncertainty about their role performance there is a impact of stress on employee productivity. Stress is a feeling of emotional or physical tension. It can come from any event or thought that makes you feel frustrated, angry, or nervous. Stress is your body's reaction to a challenge or demand. In short bursts, stress can be positive, such as when it helps you avoid danger or meet a deadline. But when stress lasts for a long time, it may harm your health.

#### OBJECTIVES OF THE STUDY:-

- To identify the factors causing stress among the employees
- To identify pressures at work which lead to physical disorders.
- To study the nature of job stress by IT employees.

#### SCOPE OF THE STUDY:-

The scope of this research would be to identify the stress the employees at different levels face in the organization and how much mentally they are fit to face this kind of stress. To learn the ways the organization deals to handle the kind of stress the employees face. To know how the organization gets affected due to the stress faced by the employees.

#### LIMITATIONS OF THE STUDY

- One of the most important limitations was the time period. The time period was not sufficient.
- ✓ The other limitation was the non-cooperative nature of the people to give information and interviews.
- ✓ An important limitation was the area of the study which covers only Chennai wherein market information collected cannot be a final key.

## II. REVIEW OF LITERATURE

- 1) J. J. & Kennedy V.(2011)- The author revealed a significant correlation between Organizational Climate and Job Stress among the women working in IT companies of India. According to him, learning how to manage stress is a very crucial issue that should be developed in IT companies so that they can reduce or eliminate the causes of stress and poor working environment.
- 2) Charu M. (2013)- He in his study stated that higher stress is directly proportional to quality of work life for IT professionals. He outlined few factors namely fair pay structure, steady role demands, supervisory support, congenial job environment, capability fit of the job, role autonomy and stress that directly affect the quality of worklife. The main reason of stress amongst the associates of IT industry is the rapid change in technology.
- 3) Khalid A. (2012)- There is a direct relationship between stress and job performance in any organization. To improve the performance of an individual in an organization an employee should receive good support from their leaders. Hence, a supportive leader can improve the performance of an employee even at unfavourable situations.
- 4) Kavitha (2012)- The article focuses on the organizational role stress for the employees in the IT sector. It also highlights that women face more stress than men in the organization to be more specific married women faces more stress than the unmarried women.
- 5) Urska Treven, Sonja Treven& Simona Sarotar Zizek (2011)- Organizations, where the workers are said to be stressed are more likely to be unsuccessful in the competitive market. Various approaches of managing stress, good work organization and good management are the effective ways of preventing stress. He categorized stress broadly into three main types; they are a) Transient Stress b) Post Traumatic Stress Disorders (PTSD) c) Chronic Stress.
- 6) Richardson (2018)- A classification of stress interventions has been done, those are primary, secondary and tertiary. He suggested all the employees to adopt relaxation training intervention for stress management which is the easiest and least expensive approach to implement.
- 7) P.S. Swaminathan, & Rajkumar S. (2013)- He conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees . Stress in an employee is very individual in nature. His study indicates about an optimum level in which every individual can perform with his full capacity. He has identified three conditions responsible for work stress they are a) Role overload b) Role self distance c) Role stagnation.
- 8) Satija S. & Khan W. (2013)- According to him Occupational Stress is as same as Job Stress that need to be controlled at the workplace otherwise it will affect negatively employee's work attitudes and behaviour. He conducted a study to investigate the relationship between Emotional Intelligence and Occupational Stress. The findings of his study revealed that Emotional Intelligence as a significant predictor of Occupational Stress.
- 9) Bhatti N. ,Shar H. A., Shaikh F. M. &Nazar M. S.(2010)-He has classified stressors broadly into two main types- a)Extra-Organizational and b) Intra-Organizational Stressors. According to his study he predicted that the major causes of stress are firstly workload that causes 25% of stress, secondly timings that results 16% of stress, thirdly climate that causes 11% of stress.
- 10) Rosasa J. H. A, Blevinsb R. C. , Gaoc H. ,Tengb W. Y. & White J. (2011)- It reveals the levels of stress that differ by occupational position, and not by age and gender. The analysis shows that female had higher stress rates than males. The main problems faced by students due to stress are sleeping problems, depression and irritability.

## III. RESEARCH METHODOLOGIES

The study is based on secondary data. In this regard various libraries were visited and some online journals were also reviewed in this direction.

### DATA COLLECTION PRIMARY DATA

Data collected through survey, interview, and discussion and with the help of questionnaire, each question in the questionnaire must satisfy the objective of the study.

**SECONDARY DATA**

Secondary data are those which have been collected by some other persons for his purpose and published secondary data collected through journals and annual report of the company.

**STATISTICAL TOOL USED**

1. Simple Percentage
2. Chi Square
3. Ranking analysis

Percentage formula= No of respondents/total no of respondents \* 100  
Chi square formula.

$$\chi^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

$\chi^2$  = chi squared  
 $O_i$  = observed value  
 $E_i$  = expected value

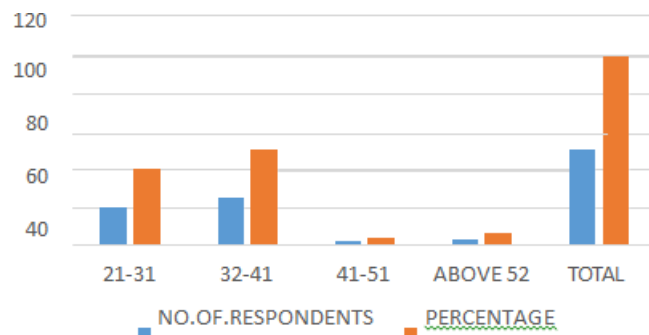
**1. AGE OF THE RESPONDENTS**

AGE	NO.OF.RESPONDENTS	PERCENTAGE
21-31	20	40
32-41	25	50
41-51	2	4
ABOVE 52	3	6
TOTAL	50	100

**INTERPRETATION**

From the above table, it can be interpreted that out of 50%respondents,40%of respondents are belong to the age between 21-31 years,50%of the respondents are belongs to age between 31-41 years,4% of respondents belongs to the category 41-51 years,3%of respondents belongs to above 52 years.

**AGE OF THE RESPONDENTS**



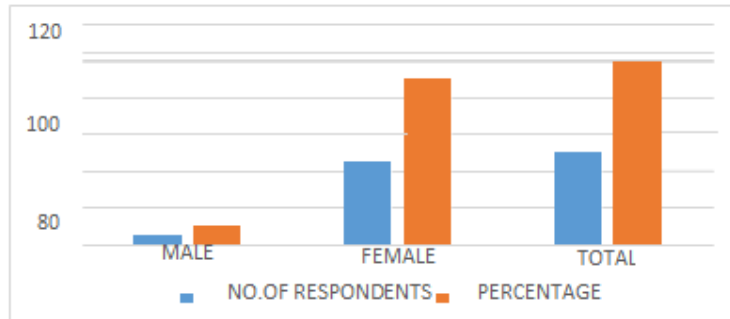
**2. GENDER**

GENDER	NO.OF RESPONDENTS	PERCENTAGE
MALE	5	10
FEMALE	45	90
TOTAL	50	100

**INTERPRETATION**

From the above table, it can be interpreted that out of 50% respondents,10% of the respondents are belongs to the gender-male,90% of the respondents are belongs to the gender-female.

**GENDER**



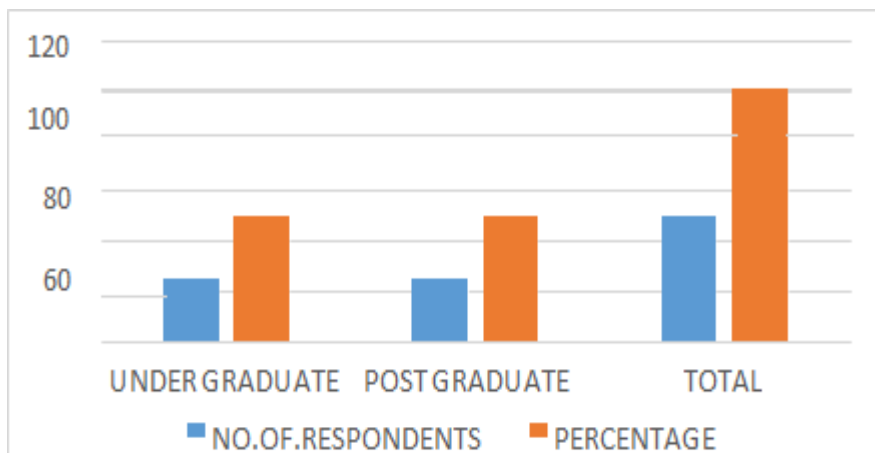
**3. QUALIFICATION**

QUALIFICATION	NO.OF.RESPONDENTS	PERCENTAGE
UNDER GRADUATE	25	50
POST GRADUATE	25	50
TOTAL	50	100

**INTERPRETATION**

From the above table, it can be interpreted that out of 50% respondents,50% of the respondents are belongs to the qualification-under graduate,50% of the respondents are belongs to the qualification-post graduate.

**QUALIFICATION**



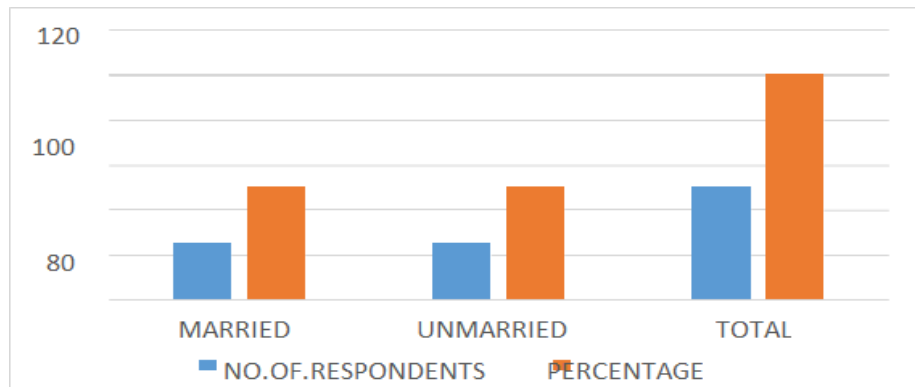
**4. MARITALSTATUS**

STATUS	NO.OF.RESPONDENTS	PERCENTAGE
MARRIED	25	50
UNMARRIED	25	50
TOTAL	50	100

**INTERPRETATION**

From the above table,it can be interpreted that out of 50% respondents,50% of the respondentsare belongs to married,50% of the respondents are belongs to the unmarried.

**STATUS**



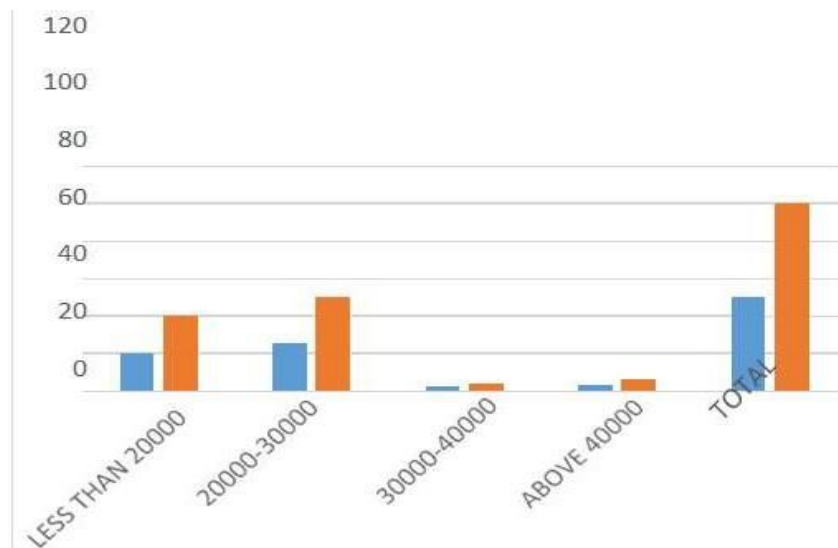
**5. MONTHLY INCOME**

INCOME	NO.OF.RESPONDENTS	PERCENTAGE
LESS THAN 20000	20	40
20000-30000	25	50
30000-40000	2	4
ABOVE 40000	3	6
TOTAL	50	100

**INTERPRETATION**

From the above table, it can be interpreted that out of 50% of respondents,40% of the respondents are belongs to less than 20000 salary,50% of the respondents are belong to 20000-30000 salary,4% of respondents are belongs to the 30000-40000,3% of respondents belongs to above 40000.

**INCOME**



**IV. FINDINGS**

- Most 50% of the respondents belongs to the category age group of upto 32-41 years. Most 90% of the respondents belongs to the category of the female gender.
- Most 50% of the respondents belongs to the category of the both qualification. Most 50% of the respondents belongs to the category of the both marital status.
- Most 50% of the respondents belongs to the category of the monthly salary of 20000- 30000. Most 90% of the respondents belongs to the category of the both stress at work.

## V. SUGGESTIONS

- Establish a regular program of exercise and activity to focus energy expenditure.
- Learn to accept failure and turn it into a constructive experience.
- Take break, give yourself “me time”. Learn that taking time to yourself for relaxation is just as important as giving time to other activities.
- Learn to say “no” learn to pick and choose which things you will say “yes” to which things you will not.
- Take good care for yourself. Eat properly, get regular rest, keep a routine. Allow yourself to do something you enjoy each day.
- Stress leaves to negative suggestion so focus on positives:-
- Focus on your strengths
- Learn from the stress you are under
- Look for opportunities
- Seek out the positive make a change
- Slow down. Know your limits and cut down on the number of things you try to do each day, particularly if you do not have enough time for them or for yourself.
- Rushing through things can lead to mistakes or poor performance. Take the time you need to do a good job.
- Social support from friends and family may help you get through stressful time.

## VI. CONCLUSION

Stress is unavoidable part of life, whether it is a positive or negative stress everyone has to face it .It is important to learn coping techniques and keep stress under control management of stress in our everyday life is vital for maintaining your overall health stress is normal .work life balance is a key aspect of managing stress and efficient revision. A relaxed work environment can increase work increases work performance, lower stress, raises productivity and a relaxed workspace can benefit a business by enhancing job satisfaction learn how to recognize your stress reaction always think positively and keep a positive attitude. We have to remember that we can not change the view of others but prepare ourselves to prove our point.no one is perfect so don't underestimate yourself. But stress that occurs too often or for too long can cause problems. It can affect your emotional health and interfere with relationships and normal daily activities.

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