

A STUDY ON OCCUPATIONAL STRESS AMONG IT PROFESSIONALS CHENNAI

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Abstract

This century has belonged to IT era, This IT sector professionals are characterized by differing time long working hours, night shift' lack of mobility and continued visual focusing the monitor leads to occupational stress. The present study is to measure occupational stress among IT professionals in various companies in Chennai, data were collected from 104 IT professionals in Chennai. The occupational stress index developed by srivastava sing (1983) tools was used to asses the level of occupational stress among IT professionals. The findings of this study are middle level professionals are experiencing more stress than higher and lower level professionals. The implications of results are discussed with possible intervention to improve the organizational resources among IT professionals.

Key words - , IT professionals, level of professionals, Occupational stress.

1.INTRODUCTION

Stress is defined as an upset in the body's balance due to physical, mental or emotional stimuli. Stress manifests itself in different ways including fatigue, chronic headaches, irritabilities, heart diseases, low self esteem and diminished sex drive. Such adverse reactions are seen to contribute to mental and physical illness and several acts and regulations place a duty of care on employees to protect their employees. Jobs in the software field are characterized by long working period, minimum social interaction, night shift, Job insecurity, upgradation of new technology time bounded projects, work environment, and continuous visual focusing the monitors are leads for occupational stress.

REVIEW OF LITERATURE

Kyriakon (2001) Occupational stress also known as Job stress has been defined as experience of negative emotional states such as frustration worry anxiety and depression attributed to work related factors.

Boroun etal(1998) They studied the job stress and job performance among 150 self paced repetitive workers. He indicated that the low satisfied workers experienced more after work stress than the high satisfied workers.

Mohan etal (2011) they studied to find out the level of stress and depression experienced by women IT professionals. They studied with a sample of 250 women software professionals experienced moderate level of stress.

Bernadette(1990) He studied stress as perceived by professionals. The aim of the study was to find the differences in stress among the subjects based on gender age and job classifications. The sample consisted 57 males and 116 female professionals with age ranging from 19 to 63 subjects were administered the Tennessee stress scale questionnaire. The results indicated that younger age groups showed higher stress than the older ones. The staff and middle level managers showed higher stress than executives. The study also found that women more stress than men.

Sujatha and mishra (1993) They attempted to compare occupational stress between public and private sector of bank employees. The sample was 240 employees of whom 120 belong to public sector and the rest 120 were from private sector. The subjects were administered a job stress questionnaire containing ten factors. The results indicated that employees of private sector should significantly more stress than public sector employees on total job stress and each components of job stress. The authors concluded that found the executives experienced sufficiently more job stress than the middle line executives.

Ryhal and singh (1996) They studied the correlates of job stress among university faculty. A sample of 100 faculty members 30 professors 31 associate and 39 assistant professors. Result revealed that assistant professors experienced higher job stress than associate professors and professors.

Upadhayay and singh (1999) They studied the level of occupational stress experienced by the 20 college teachers and 20 executives. The executives showed significant higher levels of stress than college teachers on role overload, role ambiguity, role conflicts factor.

From the above studies, it can be concluded that younger age group is more susceptible to stress due to lack of experience and older age group experience stress due to the increase in the responsibility.

2.STATEMENT OF THE PROBLEM:

Stress is a normal part of life. In small quantities of stress is good. It can motivate and help to be more productive. However too much of stress can actually harming mind and body. The software employees want to overcome the occupational stress factors and this could be succeed by understanding the impact of stress that affected the employees which in turn make the ultimate need for the study. The current study attempts to measure occupational stress among software professionals in Chennai.

3. NEED FOR THE STUDY:

In the present scenario, the dream of many of the engineering students has been IT industries where one can have secured job for a decent package. It not only determines the social status of an individual but it augments the economic growth of our nation. Such an industry is now being afflicted by occupational stress. It has taken its deep root in the minds of many of the engineers in the field of information. Technology. It is obvious that it is unchecked will definitely have its serious impact on the overall growth of our nation.

The Government and also the IT industries should take necessary steps on a war foot basis to uproot such a stress from the minds of the employees. So it is the duty of both Government and the industrialist to identify such factors for stress. Its cause and find immediate solutions to put an end this problem. The major objective of the researcher for submitting his research in this field is that it would benefit the society of software employees, software employers, indirect employees and nation.

4.OBJECTIVES:

1. To measure the occupational stress level of the employees.
2. To explore the relationship of organizational factors over the stress among the employees.

5.HYPOTHESIS

Based on the objectives set for the study the following hypothesis have been formulated for this research.

1. Middle level professionals have more occupational stress than the Higher and lower level professionals.
2. Higher level professionals have more occupational stress than the lower level professionals.

6.METHODOLOGY OF THE STUDY

6.1 SAMPLING FRAME WORK

The study was conducted in Chennai, Tamilnadu, Chennai is the one of important place for software industry. The software Industries soft ware development software export, import, software testing, Business Processing outsourcing, foreign Projects, and others, Chennai. Is the software gateway of India. So the researcher finds Chennai as the most suitable place to conduct this research. The sample for this study consisted of 104 employees drawn on the basis of random sampling from 5 IT industries situated in and around Chennai City.

6.2 DATA COLLECTIONS:

6.2.1 PRIMARY DATA

The researcher was able to collect 146 questionnaires. An effort was also taken to circulate the questionnaire personally to the employees for collecting data. The respondents were explained about the purpose of the research and assured that their data will kept confidential and used only for the academic purpose.

6.2.2 SECONDARY DATA

The Secondary data have been collected from the libraries of Indian Institute of management Bangalore, Indian Institute to of Technology, Chennai. Annamalai University, Chidambaram, Bharathidasan University, Trichy, journals, magazines and electronic sources.

6.2.3 OCCUPATIONAL STRESS

A well developed and widely used occupational stress index (OSI) in the Indian context (Srivastava and Singh 1981) was chosen to assess the occupational stress of the sample. The questionnaire is considered of 48 statements with Five alternative responses e.g. 5 for strongly agree. 4 for agree 3 for undecided 2 for disagree and for strongly disagree. Total score on this scale is considered for the assessment of occupational stress. More the score on this scale indicates more stress.

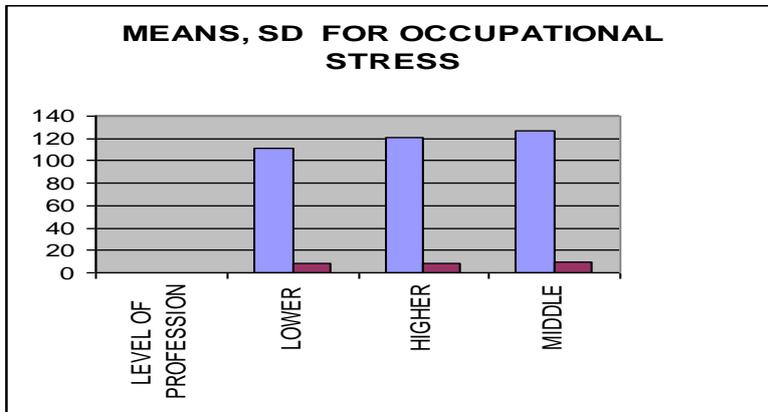
6.2.4 ANALYSIS AND INTERPRETATIONS

Table 1: Means, SDs for occupational stress Scores.

Level of Profession	Mean	S.D.
Lower	111.52	8.11
Middle	126.40	9.82
Higher	121.02	8.97

Source of data: Primary data

Chart .1: Means, SDs for occupational stress Scores.



Interpretation:

The results observed from above analysis the significant decreases in the mean stress score could be seen from Lower level professional to higher level professionals. The Mean values obtained in the table 1 show significant differences between lower level professionals and those middle level professionals and higher level professionals

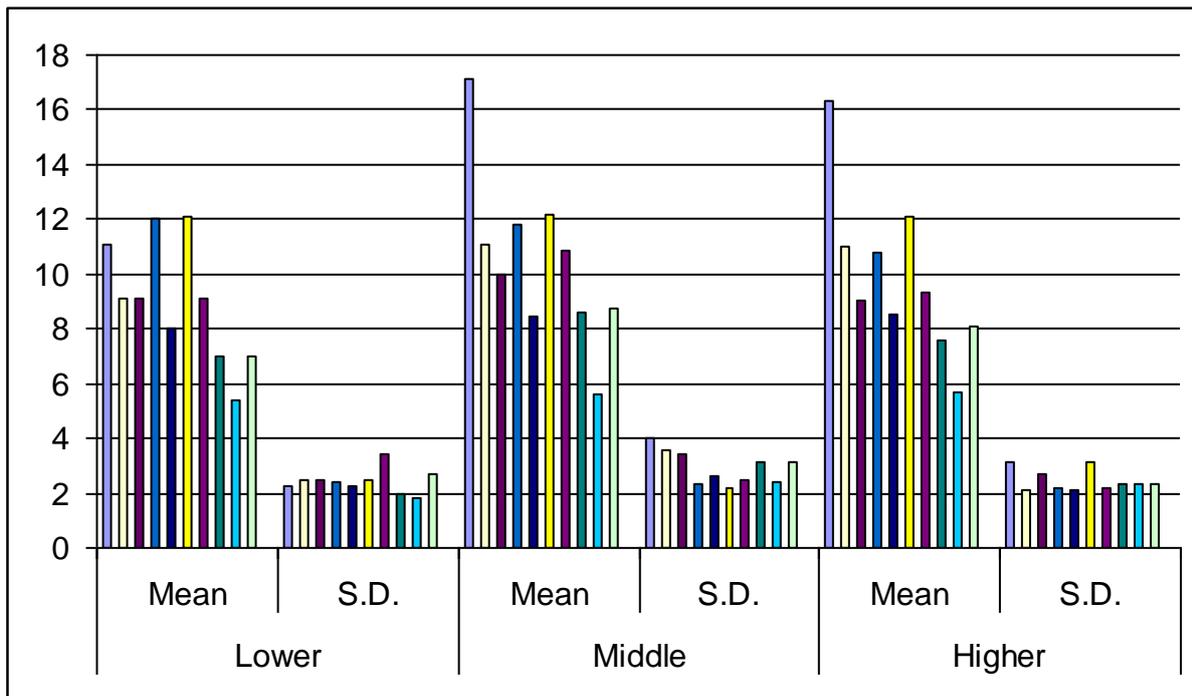
*Middle level professionals have more occupational stress than Higher and lower levels professionals. *Higher level professionals have found to have more occupational stress than Lower levels professionals. *Higher level professionals have found to have less occupational stress than middle level professionals.

Table 2 Mean, SDS and Sub Factors of Occupational Stress Scores

Source	Lower		Middle		Higher	
	Mean	S.D.	Mean	S.D.	Mean	S.D.
Role overload	11.09	2.24	17.10	4.00	16.30	3.14
Role ambiguity	9.09	2.51	11.09	3.54	11.00	2.08
Role Emflict	9.10	2.50	10.00	3.40	9.03	2.71
Unreasonable group and political	12.00	2.41	11.80	2.34	10.78	2.20
Responsibility for person	8.01	2.27	8.46	2.62	8.56	2.10
Under participation	12.10	2.48	12.20	2.17	12.10	3.14

Power lessness	9.13	3.39	10.86	2.48	9.34	2.21
Low status	6.98	2.00	8.60	3.10	7.60	2.30
Unprofitability	5.37	1.85	5.60	2.44	5.66	2.30
Strenuous working conditions	7.01	2.70	8.73	3.12	8.10	2.30

Sources: Primary Data



Interpretation:

1. The results obtained in Table 2 shows that the middle level professionals and higher level professionals were experiencing more stress than Lower level professionals. In Role over load, role ambiguity, Role conflict Middle level professionals were more stress than Higher and lower level professionals.
2. In the Factors like strenuous working conditions, powerlessness, and low status the middle level professionals have more stress than Higher Level and Lower level professionals.
3. In the Factors like unreasonable group and political factors the lower level professionals experien more stress than middle level and higher level professionals.

4. The factors under participation and unprofitability for Lower, higher and middle level professionals experience equal level stress.

CONCLUSIONS:

Any organizations levels of management are very important. The results of the study were found to be importance of levels of professionals. Middle level professionals have more stress than lower level and higher level professionals. The main sources of work related stress are task demand, Role demand and organizational structure. The IT industries must seek to redesign job structure to reduce task demand and role demand. Role expectations must be clearly articulated. Similarly there is considerable room for improvement in “Organization structure” and “Interpersonal demands” by improving personal relationships at work and by providing open channels of communication and career growth and motivation.

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