A STUDY ON STRESS MANAGEMENT WITH REFERENCE TO WOMEN EMPLOYEES WITH SPECIAL REFERENCE TO INFORMATION TECHNOLOGY SECTOR.

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Abstract

Now a days Stress is seen in each and every corner of the world & which occurs and effected by every employee. Stress is the body's response to physical or emotional demands. Emotional stress can play a role in causing depression or be a symptom of it. A stressful situation can trigger feelings of depression, and these feelings can make it more difficult to deal with stress. High-stress events, such as losing a job or the end of a long-term relationship, can lead to depression. Not everyone who experiences these situations becomes depressed. Stress has Commonly became a new lifestyle decease. It had become a predominant and people have come with balanced monitory concept to minimize stress Information like other services had become one of the highly commentated sector in India. From beginning of this decade the information technology has greater challenges because of stress. Stress is unavoidable part of employees by the things getting complicated day-by-day especially in case of women .About one third of employees report that they are at high level of stress which obtained from the work tensions. Which includes working conditions, work expectations, and interpersonal interactions. People experience stress from both psychologically and physically as a stimulus, a reaction, and as a cognitive/affective/ physiologicalstate.

Keywords: Stress Management, Women Employees, Work, Information Technology, Physical and Psychological Stress.

1.   INTRODUCTION

Stress is the activation of an organism's efforts to cope with real or perceived changes in the environment through evolutionarily ancient neural and endocrine mechanisms. Catecholamines are released in varying proportions at various sites in the sympathetic and central nervous systems in response to acute stressors. Intrinsic rhythms and responses to chronic or intermittent stressors involving the hypothalamic-pituitary-adrenal axis may interact with and complement these responses.The stress response's subsequent central and systemic effects include apparent changes in affect, motivation, and cognition, which can lead to a changed relationship to environmental and social stimuli. The manner in which ensembles of adaptive responses are assembled, how autonomic and neuro hormonal reflexes of the stress response come under the influence of environmental stimuli, and how some particular aspects of the stress response may be integrated into a species' life history are all issues that need to be investigated. Stress is found in all aspects of life Stress is characterised by Hans Selye, a pioneer in stress research, as "the nonspecific response of the body to any demands made upon it." It is defined as an internal state or response to something we perceive as a threat, real or imagined, whether consciously or unconsciously (Clarke, 1988). Frustration, fear, conflict, pressure, hurt, rage, sorrow, inadequacy, guilt, loneliness, or confusion may all be triggered by stress. When people are shot or lose a loved one (negative stress), as well as when they are promoted or go on vacation, they are stressed (positive stress).People experience stress as a result of interactions with their environment that are perceived to be straining or exceeding their adaptive capabilities, posing a threat to their well-being. Human stress responses, according to the element of perception, reflect personality differences as well as physical strength or general health.

2. OBJECTIVES OF THE STUDY

The study is aimed at achieving the following objectives:

1. It is aimed to study how women (IT Employees) are able to balance her work life so that she can be successful personally andprofessionally.

2. To study the stress management techniques followed by the companies to relieve women from stress and maintain work lifebalance.

3. To give constructive suggestions for women work lifebalance.

3. SOURCES OF DATA

3.1 Primary sources of data

A well-structured questionnaire is prepared to gather the main sources of data. A sample of 200 employees and 100 corporate executives was selected to collect the requested data via questionnaire. The primary source of data is gathered by administering a well-designed questionnaire, and a set of interview questions is prepared for the selected respondents. As a result, data will be compiled using a 5-point Likert scale. A Likert Scale is a rating scale that requires the subject to indicate his or her degree of agreement or disagreement with a statement. Ideally, the respondents will grade each statement in the questionnaire using a Likert scale (Barnett, 1991), with a five-response scale wherein respondents had been given five response choices.

The equivalent weights for the answersare:

a.)Strongly Agree b) Agree c) Agree somewhat d) Disagree e) StronglyDisagree

Secondary sources of data

The researcher has also used secondary source of data in the study. Information regarding stress management and its affect on employees has been collected through publications like you and Stress, Stress Management 1001 techniques, managerial effectiveness (Managing the self and others) and HRM review of ICFAI University etc forms the basic sources of secondary data for the study.

3.2 Samplesize

The primary source of data is collected from the sample consisting of employees and corporate executives of the select Software Companies located in Hyderabad, Indian software multinational companies and foreign software multinational companies. The views was to have as many respondents as the researcher will have, however because of time factor, only 100 managerial executives were been covered.

4. ANALYSIS OF CORPORATE EXECUTIVES PERCEPTION ON STRESS MANAGEMENT

This chapter is aimed at analyzing the views of corporate executives with regard to stress management techniques implemented in their companies as well as their impact on minimization of stress among the employees.The study is based on the primary data collected from 100 software executives chosen 25 from each company such as IBM, Microsoft, Factset and Deloitte of Hyderabad city.

The various factors that influence the stressors are grouped into managerial pressure, environmental factors, organizational culture and climate and personal perception of executives are analyzed. The purpose of the study is to identify work life balance as stress management techniques followed by the companies to overcome stress.

Weighted Averages ranking of work life balance to relieve fromstress

Sl. No.	Factors	Total Score	Weighted Average	Assigned Ranks
1.	Organizational technique for stressreduction	952	2.3765	1
2.	Work life balance	882	2.2125	2
3.	Mentoring and Counseling	867	2.1550	3

Source: Primary source of data.

4.1 Number of respondents 100opined.

Theabovetableshowstheemployee'sopiniontowardsthestressmanagementtechniquesintheir work place collected from 100 executives of Information Technologycompanies.

The work life balance followed by the Information Technology executives to reduce stress like outing facilities to executive respondents along with their family, providing annual leaves etc has scored of 882 and has been arrived at the weighted sores of 2.2125 and ranked by number 2, indicating executives accept that work life balance is one of the major stress relieving factor. Due to hectic working hours and work schedules executives are not able to spend sufficient time for their personal life and facing heavy stress, work life balance like family outing etc relieve executives from stress.

Correlation for work life balance to relieving from stress

The correlation between work life balance and organizational techniques resulting in stress relief is 0.665 and 'P' value is 0.000 which is less than 0.05. hence H0 is rejected.

H0- P (work life balance and organizational techniques) = 0 H1- P (work life balance and organizational techniques) $\neq$ 0

Therefore there is correlation between work life balance and organizational techniques at 5% level of significance.

Correlation for work life balance to relieving from stress

		Mentoring and Counselling	Worklife Balance	Organisational Techniques
Mentoring and Counselling	**Pearson Correlation**	1	.529**	.550**
	P VAL	.0	.000	.000
	N	100	100	100
Work life balance	**Pearson Correlation**	.529**	1	.665**
	P VAL	.000	.0	.000
	N	100	100	100

Organisational Techniques	Pearson Correlation	.550**	.665**	1
	P VAL	.000	.000	.0
	N	100	100	100

** Correlation is significant at the 0.01 level (2-tailed). Source: Primary source of data.

CONCLUSION

The female employees are also paid equal amounts as men are paid, which helps them to balance the financial crisis in the present scenario to manage the personnel and professional life and enhance supporting and helping hand to men in relation to home affairs. Long working hours which are exceeding more than eight hours should be managed by providing flexible working hours, compressed working week, telecommuting etc., due to which employees get time to spend with their family members. Crèche facilities should be implemented in the companies to put out women employees from the mental pressure regarding their children.

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