A STUDY ON EMPLOYEE WELL-BEING ON STRESS MANAGEMENT PRACTICES IN THE IT SECTOR WITH SPECIAL REFERENCE TO COIMBATORE CITY

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ABSTRACT

Employee work engagement is crucial for productivity and organizational success in the IT industry, where employees often face high stress and workload pressure. This study examines the impact of employee well-being on stress management in IT companies in Coimbatore City. A descriptive research design was adopted, and primary data were collected from 152 IT employees using a structured questionnaire. Secondary data were obtained from journals and books. Statistical tools such as percentage analysis, correlation, chi-square, and ANOVA were used. The findings reveal that heavy workload, long working hours, and tight deadlines are major contributors to job stress. The study concludes that effective stress management practices are essential to improve employee well-being and organizational productivity.

INTRODUCTION

Employee work engagement is vital for organizational success, particularly in the IT industry where employees face work pressure and high stress. To address these causes psychological problems due to uncontrollable stress. This study examines the impact of stress management on employee work engagement in IT companies in Coimbatore City. A descriptive research design was used, with primary data collected from 152 IT employees through a structured questionnaire. Statistical tools such as percentage analysis, correlation, chi-square, and ANOVA were applied. Hence, understanding job stress and its impact on employee well-being is essential for sustainable organizational growth in the IT sector.

Objectives of the study
- To examine the existing stress management practices and policies adopted by IT organizations.
- To assess the relationship between stress management practices and employee well-being.

Statement of the problem
- To study the existing stress management practices adopted by IT organizations in Coimbatore and evaluate their effectiveness in promoting employee well-being.
- To identify the major sources of work-related stress, assess employee perceptions of current stress management initiatives, and suggest suitable strategies to enhance overall well-being.

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 know how the organization gets affected due to the stress faced by the employee.

Limitations of the study
- The study is limited to selected IT companies in Coimbatore city, and the findings may not represent the entire IT sector in India.

- The data collected through questionnaires may involve personal bias, and facing stress may be interpreted differently by individual respondents.

RESEARCH METHODOLOGY

Sampling Plan

The sample for the study consists of 152 employees working in various IT companies in Coimbatore City. Data were collected through a well-structured questionnaire distributed both personally and online to gather information on facing stress in IT sector.

Sampling Technique

Convenience sampling, a non-probability sampling method, was adopted based on the accessibility and willingness of respondents, considering time constraints.

Methods of the Study

The study is based on both **primary and secondary data**.

- **Primary Data**

  Primary data were collected through a structured questionnaire prepared for the purpose of the study. The questionnaire was circulated among IT employees in Coimbatore City through Google Forms, and the responses were collected for analysis.

- **Secondary Data**

  Secondary data were collected from books, journals, magazines, research articles, and websites related to humorous behavior, employee engagement, and organizational behavior.

Statistical Tools Used

The following statistical tools were used for the analysis and interpretation of data:

- Percentage Analysis
- Chi-Square Test

Percentage Analysis

Percentage analysis is a statistical tool used to analyze and interpret the data collected from respondents. It helps in understanding the distribution of responses and comparing different categories in a simple and meaningful manner.

The formula used for percentage analysis is:

$$\text{Percentage} = \frac{\text{Total Number of Respondents}}{\text{Number of Respondents}} \times 100$$

Chi-Square Test

Chi-square is a statistical test commonly used to compare observed data with data one would expect to obtain according to specific hypothesis. The chi-square test is always testing what scientists call the null hypothesis, between the expected and observed stares that there is no significant difference result. The formula for chi-square is:

$$\text{Chi-square} = (O-E)2/E$$

ANALYSIS AND INTERPRETATION

Percentage Analysis

- Majority of the respondents fall under the age group of 21–30 years, suggesting that young professionals form the core workforce in the IT industry. The majority of respondents agreed that humorous behavior exists in their workplace.
- Most employees face stress high in monthly wise at a work.
- The Respondents shows that employees strongly disagree that mentally exhausted at workday end.
- The data shows that respondents are neutral about their ability to balance work and personal life

Chi-square analysis between age and facing stressful

Null hypothesis(H0): There is no association between Age and Facing stressful.
Alternative hypothesis(H1): There is an association between Age and Facing stressful.

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	109.432[a]	8	**.000**
Likelihood Ratio	102.128	8	.000
Linear-by-Linear Association	62.003	1	.000
N of Valid Cases	152		

Interpretation: Chi square table show the Pearson chi square significant value is 0.000 when compare with p value (0.05), our calculated value is smaller than the p value 0.000<0.05. Therefore, we have to reject our null hypothesis H_0 and accept alternative hypothesis H_1, hence there is an association between Age and Facing stressful

Chi-square analysis between gender and facing stressful

Null hypothesis(H0): There is no association between gender and facing stressful.

Alternative hypothesis(H1): There is an association between gender and facing stressful.

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.057[a]	2	**.080**
Likelihood Ratio	5.118	2	.077
Linear-by-Linear Association	4.081	1	.043
N of Valid Cases	152		

Interpretation: Chi square table show the Pearson chi square significant value is 0.080 when compare with p value (0.05), our calculated value is greater than the p value 0.080>0.05. Therefore, we have to accept our null hypothesis H_0 and accept alternative hypothesis H_1, hence there is no association between Gender and Facing stressful.

Findings

- Majority of the respondents fall under the age group of 21–30 years, suggesting that young professionals form the core workforce in the IT industry.
- Most employees face stress high in monthly wise at a work.
- The Respondents shows that employees strongly disagree that mentally exhausted at workday end.
- Chi-square analysis shows that there is an association between age and facing stress (p > 0.05).
- Similarly, there is no significant association between gender and facing stress, indicating that stress is perceived equally across age and gender groups.
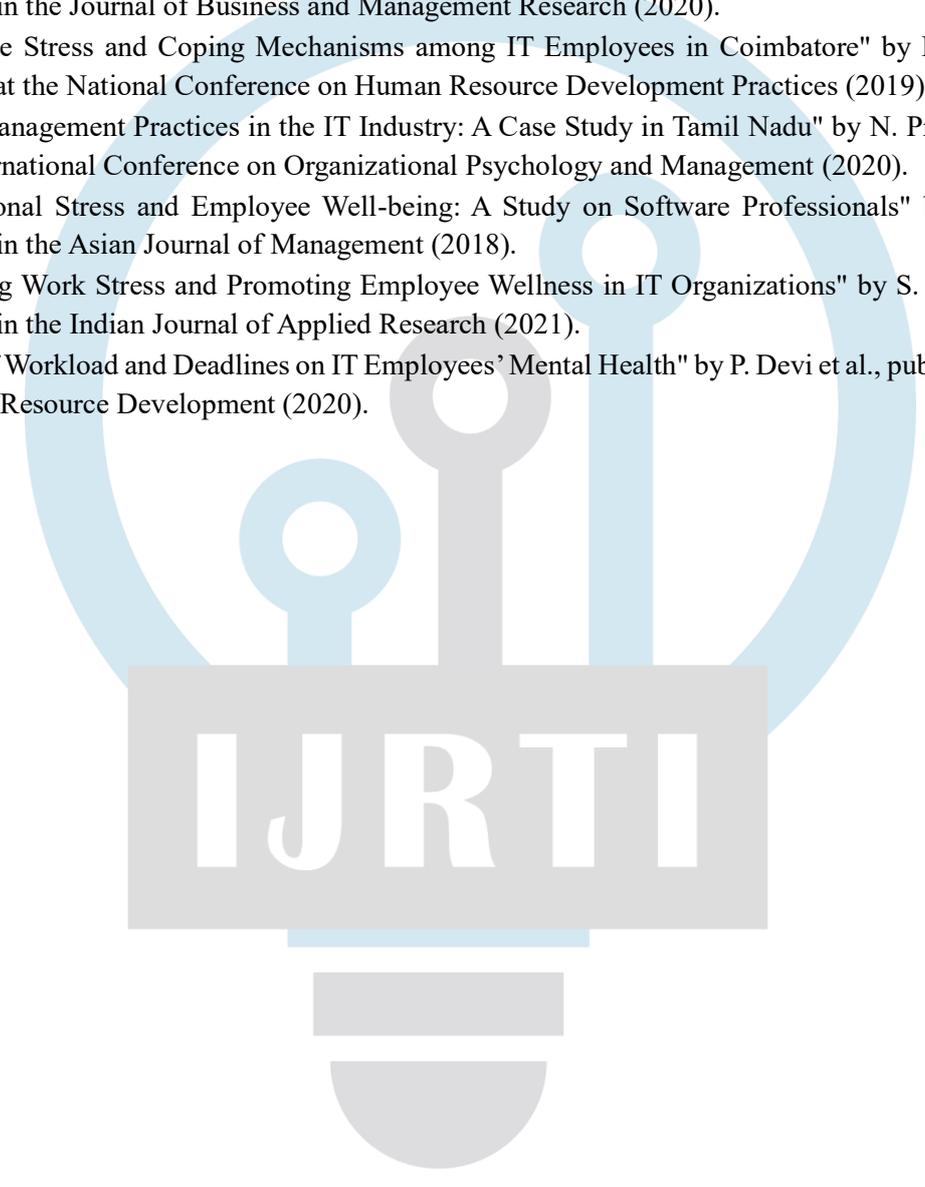
Suggestions

- Organizations should focus on fair workload distribution, clear job role definitions, and flexible working arrangements.
- Regular stress management programs, mental health support, and employee training should be introduced.
- Encouraging teamwork, providing managerial support, and promoting work-life balance can significantly improve employee well-being.
- Regular breaks and wellness initiatives should be made mandatory to reduce burnout.
- These measures can create a healthy, productive, and supportive work environment that prioritizes employee well-being and organizational success.

Conclusion

The study concludes that job stress is prevalent among IT employees and has a significant impact on their well-being. While moderate stress can enhance performance, excessive stress negatively affects health and productivity. Effective stress management practices and supportive organizational policies are essential to enhance employee well-being. By addressing stress-related issues, IT organizations can improve employee satisfaction, performance, and long-term organizational success.

Review of literature

- "Work Stress and Employee Well-being in the IT Sector" by R. Kumar et al., published in the International Journal of Human Resource Management (2019).
- "Impact of Stress Management on Employee Performance in IT Companies" by S. Meenakshi et al., published in the Journal of Management and Behavioral Studies (2018).
- "Employee Well-being and Organizational Productivity: A Study on IT Professionals" by P. Rajalakshmi et al., published in the Journal of Business and Management Research (2020).
- "Workplace Stress and Coping Mechanisms among IT Employees in Coimbatore" by M. Rajeswari et al., presented at the National Conference on Human Resource Development Practices (2019).
- "Stress Management Practices in the IT Industry: A Case Study in Tamil Nadu" by N. Priya et al., presented at the International Conference on Organizational Psychology and Management (2020).
- "Occupational Stress and Employee Well-being: A Study on Software Professionals" by A. Joseph et al., published in the Asian Journal of Management (2018).
- "Managing Work Stress and Promoting Employee Wellness in IT Organizations" by S. Balamurugan et al., published in the Indian Journal of Applied Research (2021).
- "Impact of Workload and Deadlines on IT Employees' Mental Health" by P. Devi et al., published in the Journal of Human Resource Development (2020).