

A Study on Workplace Stress Among Women Employees in IT Sector

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Abstract

The current study is based on stress at work of female employees in the IT field and determines the major factors responsible for it, its impact, and the ways of solving the problem. Female employees of the IT companies face stress because of workload, working for long hours, having tight deadlines, lack of balance between work and life, and increased technological requirements. For conducting the study, a descriptive research methodology has been used including qualitative and quantitative research approaches. Primary data have been gathered through a structured questionnaire from 50 women employees of IT firms using the technique of convenience sampling. The gathered data have been analyzed using percentage analysis, frequency distribution, graphs, and Chi-square test. The results indicate that tight deadlines, long working hours, and work pressure cause stress significantly and adversely affect work performance, physical health, mental state, and job satisfaction of women employees in the IT companies.

Keywords: Workplace Stress, Women Employees, IT Sector, Work-Life Balance, Job Performance, Long Working Hours, Stress Management, Employee Well-being, Occupational Stress, Organizational Support.

INTRODUCTION

The IT Industry is one of the most vital and fastest-growing sectors in the present world. This industry offers many jobs to a large number of people and helps in the economic and technological development of the country. In today's era, many women are preferring their careers in the IT industry as it offers them high salaries, good career growth, independence in their financial status, and professionalism. The women workers play an active role in various fields such as software development, testing, project management, customer support, and data analysis. Despite having many advantages, I feel that the IT sector produces many stressful situations for the workers.

In my opinion, workplace stress has been increasingly becoming a widespread issue in women workers employed in the IT industry. It is expected from employees to finish their assigned tasks within specific deadlines and perform with perfection all the time. The heavy work pressure, long working hours, multitasking, target pressure, night shift, and frequent technological upgrades lead to stress among employees. In many cases, it is observed that the employees in IT firms are expected to stay connected to work even after office hours through online discussions, emails, and messaging.

To my understanding, women employees find it comparatively difficult than men due to their dual responsibilities in professional and personal life. Women employees are expected to be responsible for performing their jobs, along with fulfilling their family obligations such as handling household chores and looking after their children. This creates a tough situation for women, which results in the imbalance between their personal and professional lives. I feel that this kind of imbalance causes stress to women workers. Sometimes, women employees face discrimination, lack of recognition, career development issues, and discrimination in the workplace environment. From my point of view, women employees have more issues than male employees since they need to juggle work and life simultaneously.

Women are supposed to take up family responsibilities, home chores, and child care apart from their work. Thus, due to these two tasks, they find it very hard to balance between them. According to me, the lack of balance creates stress and impacts the health and well-being of women employees. Moreover, women employees might also be subjected to workplace discrimination, non-recognition, less career growth opportunities, and injustice, which would lead to increased workplace stress.

According to me, an organization should try to create a good work environment for the women employees. Organizations should offer flexible working hours, counseling services, stress management program, employee wellness initiatives, and support systems. Open communication and maintenance of a healthy relationship at the workplace will also assist in managing

stress.

The reason behind choosing this topic is that the workplace stress among women employees in the IT industry is becoming an important problem in the current organizational scenario. In my opinion, research on this topic will be helpful to understand the reasons for stress among women employees and its impact on their professional and personal life. It will also be helpful for organizations to identify appropriate ways to reduce workplace stress and increase employee satisfaction and productivity. Thus, the research is aimed at analyzing the workplace stress among women employees in the IT industry and identifying ways to improve the workplace environment.

REVIEW OF LITERATURE:

by workload, work-life imbalance, technological pressure, long working hours, and organizational factors. The literature also shows that workplace stress affects employee health, productivity, job satisfaction, and overall organizational performance. Therefore, there is a need to study workplace stress among women employees and identify effective strategies to reduce stress and improve employee well-being. **Vemula Sai Lakshmi and Hema S. (2016)** studied workplace stress among women employees in the IT sector and found that heavy workload, long working hours, strict deadlines, and work-life imbalance are the major causes of stress. The study concluded that stress negatively affects both personal life and job performance of women employees. **Kristina Gyllensten and Stephen Palmer (2005)** examined gender differences in workplace stress and stated that women employees experience higher levels of stress due to family responsibilities, workplace pressure, lack of career support, and discrimination. The researchers emphasized the need for stress management programs and organizational support for women employees. **M. Kavitha and Mary Sudharshini Fernando (2020)** analyzed work-life balance among women employees in the IT sector and found that overtime work, continuous work pressure, and lack of flexible working arrangements increase stress levels. The study highlighted that stress affects employee satisfaction, emotional stability, and mental well-being. **Saikat Chatterjee and Amit Shukla (2020)** conducted a study on occupational stress in the Indian IT sector and identified workload, role ambiguity, time pressure, and performance expectations as important stress factors. The study concluded that workplace stress reduces employee productivity, efficiency, and job satisfaction. **Armita Atrian and Saleh Ghobbeh (2023)** studied technostress among employees and explained that rapid technological changes, continuous online communication, and digital work environments create mental pressure and emotional exhaustion among employees. The study suggested proper training and organizational support to reduce stress. **P. Rajeswari (2011)** focused on stress management among women employees and found that balancing family responsibilities and professional work creates emotional and psychological stress. The study suggested counselling services, flexible working hours, yoga, and employee wellness programs to reduce workplace stress. **A. Rajasekar (2013)** examined workplace stress and employee well-being in the IT industry and identified work pressure, lack of motivation, role conflict, and target-oriented work culture as major causes of stress. The study concluded that stress negatively affects organizational performance and employee health. **S. Dhanabhakym and M. Anitha (2014)** studied occupational stress and work-life balance among women employees and found that irregular working hours, night shifts, and excessive workload affect employee health, family life, and emotional stability. The study emphasized the importance of maintaining proper work-life balance. **SK. Sreenivasa Rao and P. Srilatha (2017)** analysed the impact of workplace stress on job satisfaction among IT employees and found that excessive workload, lack of recognition, and performance pressure reduce employee morale, motivation, and productivity. The study recommended stress management training and healthy workplace relationships to improve employee satisfaction. **Mazharunnisa et al. (2025)** studied job stress and productivity among women employees in the IT sector and found that workplace stress directly affects employee performance, mental well-being, productivity, and job satisfaction. The study highlighted the importance of supportive work environments and employee-friendly organizational policies to reduce workplace stress. From the above studies, it can be understood that workplace stress among women employees in the IT sector is mainly caused

Statement of the problem:

Workplace stress is becoming common amongst the women working in the IT sector due to numerous issues related to the work. The IT sector is known for its fast pace and hectic schedule where employees find it difficult to perform their work efficiently. Moreover, it includes many challenges like heavy workload, tight deadlines, longer working hours, and balancing of professional and personal life. All of these things become

the reasons for the generation of stress that affects the performance and efficiency of women in their jobs, as well as affects their physical and psychological health and even their job satisfaction level. It becomes necessary to find out the causes and effects of stress in the workplace since the number of women employees is increasing in the IT sector.

Need for the study:

The IT industry is one of the rapidly growing industries with a significant proportion of female professionals. As work pressures keep mounting with tight deadlines, extended working hours, and difficulties of maintaining work-life balance, a lot of females in the organization undergo stress in the workplace. Stress could have an adverse impact on productivity, performance at work, physical health, and psychological well-being of these professionals. I wanted to undertake this study to find out what the major reasons behind workplace stress are among women employees in the IT industry and what kind of effect does it have on their professional and personal life.

Objectives:

- To Analyze the major factors causing workplace stress among women employees in the IT sector.
- To Examine the impact of workplace stress on the job performance, health, and job satisfaction of women employees in the IT sector.
- To Evaluate the measures for reducing workplace stress and improving the well-being of women employees in the IT sector.

Hypothesis:

Null Hypothesis (H_0):

There is no significant relationship between workplace factors and stress levels among women employees in the IT sector.

Alternative Hypothesis (H_1):

There is a significant relationship between workplace factors and stress levels among women employees in the IT sector.

Research Methodology:

Research Approach

This study both qualitative and quantitative methods will be employed in this research. Quantitative method consists of gathering numeric data from structured questionnaire and analyzing it statistically using percentages and graphs. Qualitative method is useful for gaining understanding of the viewpoints, experiences, and perceptions of the respondents through descriptive information. This combination makes the research more insightful about the stress faced by women workers in the IT industry.

Research Design:

The study follows a **Descriptive Research Design**

Descriptive research is used to describe and understand the current level of workplace stress among women employees. It helps collect information about their experiences, opinions, and stress-related issues without changing any conditions.

Sampling Design:

Sampling Design

Sampling Method

The study uses a Non-Probability Sampling

Sampling Technique – Convenience Sampling

Participants are selected because they are easy to reach and willing to participate in the study.

Sampling Unit/Population

The population for the study consists of women employees working in IT companies.

Sample Size – 50 Respondents

Out of the total population, 50 women employees are selected to provide information for the research.

Source of Data:

Primary data is collected directly from respondents using questionnaires or surveys specifically designed for the study.

Plan of Analysis:

The data gathered was meticulously analyzed, coded, and tabulated in order to facilitate a better understanding of how entrepreneurial drivers and structural barriers affect employment creation. The following non-statistical presentation methods were used:

- Descriptive Classification
- Frequency Distribution
- Percentage Analysis
- Comparative Tabular Analysis
- Graphical Representation (Bar Charts)

Limitation of the Study:

- The study is confined to selected female employees in the IT industry.
- The results are based on the views and perceptions of the respondents.
- Time and financial constraints could affect the research process.
- Results may not be generalizable for all female employees in the IT industry.

Data Analysis:

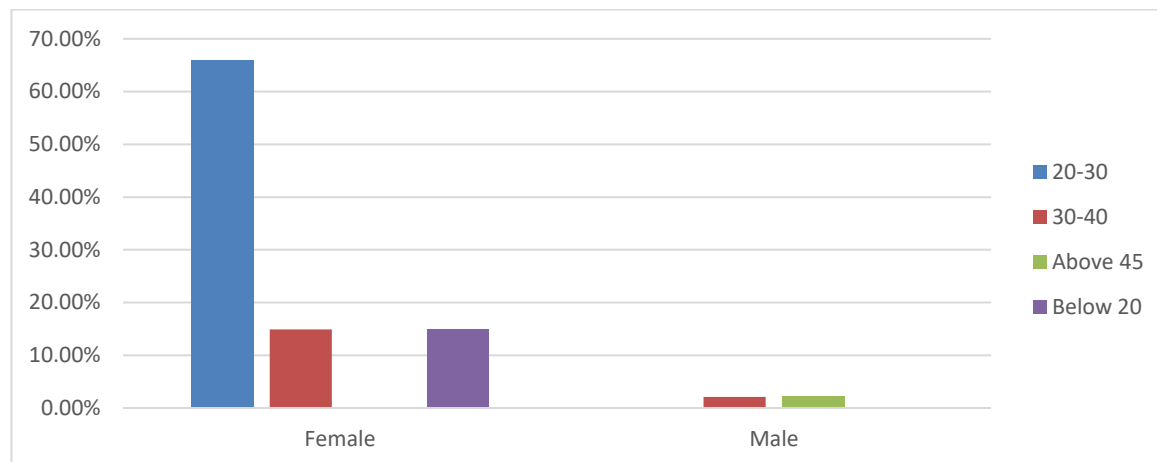
Demographic Variables:

2.Age Group					
Gender	20-30	30-40	Above 45	Below 20	Grand Total
Female	65.96%	14.89%	0.00%	14.89%	95.74%
Male	0.00%	2.13%	2.13%	0.00%	4.26%
Grand Total	65.96%	17.02%	2.13%	14.89%	100.00%

Analysis : A larger number of the respondents (95.74%) are females whereas males constitute 4.26%. The majority of the respondents fall in the age range of 20-30 years (65.96%). 17.02% of the respondents fall in the age range of 30-40 years whereas 14.89% respondents are below 20 years. Just 2.13% respondents are over 45 years of age.

Interpretation: The information suggests that there is a preponderance of women amongst the respondents

and the most common age range of the respondents is 20-30 years. There is no much participation of other age ranges in the study especially above 45 years of age. This means that this research has mostly captured the views and experiences of young women workers in organizations.

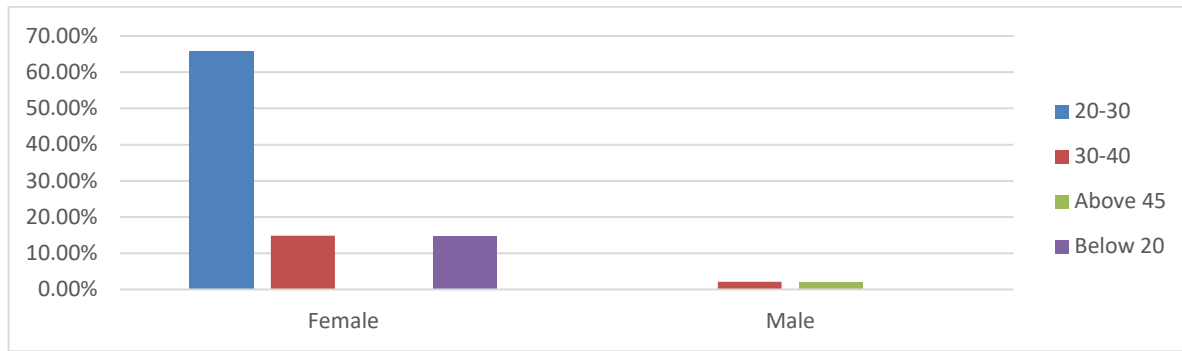


Independent Variables

2. I often feel pressure to meet tight deadlines.						
2. Gender	Agree	Disagree	Neutral	Strongly Agree	Strongly Disagree	Grand Total
Female	53.19%	2.13%	19.15%	14.89%	6.38%	95.74%
Male	2.13%	0.00%	0.00%	2.13%	0.00%	4.26%
Grand Total	55.32%	2.13%	19.15%	17.02%	6.38%	100.00%

Analysis: It is clear from the table above that opinions of the respondents about the statement "I often feel pressure to meet tight deadlines" are categorized according to gender. Most of the respondents (55.32%) agreed with the statement while 17.02% strongly agreed. Also, 19.15% were neutral, 6.38% strongly disagreed while 2.13% disagreed. Female respondents accounted for 53.19% agreement and 14.89% strong agreement while 2.13% of the males agreed and strongly agreed.

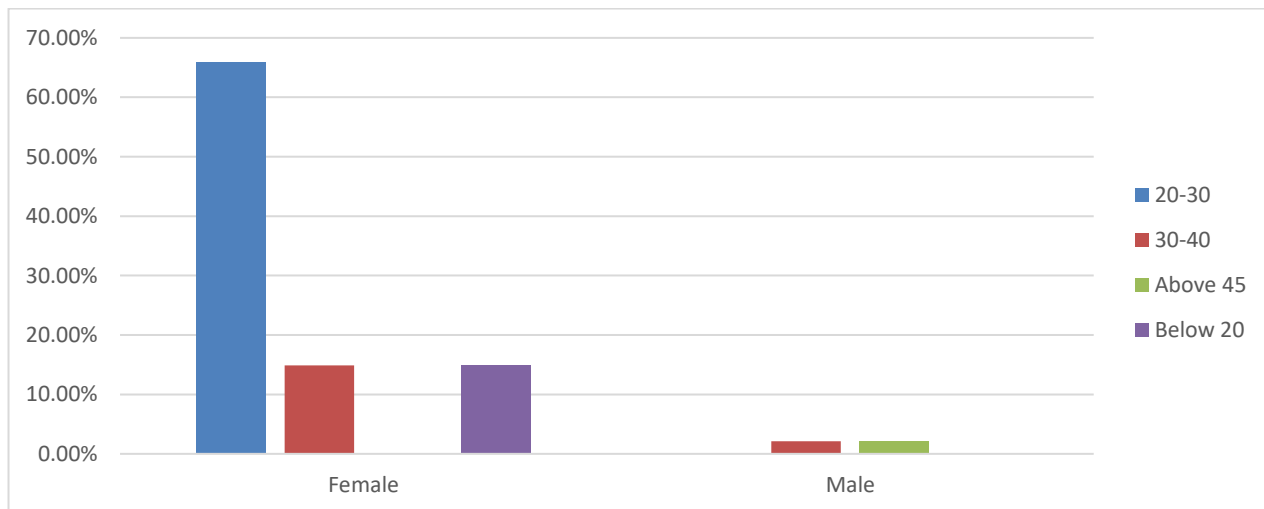
Interpretation: The above results reveal that many of the respondents have experienced pressures in meeting tight deadlines in their workplace environment. The majority agreement and strong agreement with the statement reveals that deadline pressures are one of the challenges that employees face at workplaces. Very few respondents disagreed with the statement which means that most of the employees see tight deadlines as pressures in the workplace. This implies that proper management of workload and deadlines can alleviate workplace stress.



3. Long working hours increase my stress level.						
2. Gender	Agree	Disagree	Neutral	Strongly Agree	Strongly Disagree	Grand Total
Female	48.94%	2.13%	14.89%	21.28%	8.51%	95.74%
Male	4.26%	0.00%	0.00%	0.00%	0.00%	4.26%
Grand Total	53.19%	2.13%	14.89%	21.28%	8.51%	100.00%

Analysis: A larger proportion of people (53.19%) supported the view that long working hours add to their stress level, while 21.28% strongly supported it. Moreover, 14.89% were neutral, 8.51% strongly disagreed, and 2.13% disagreed with the above point.

Interpretation: From the results, it is clear that long working hours are a significant source of work-related stress among the respondents. The large percentage of support and strong support clearly depicts the negative impact of working long hours on employees.

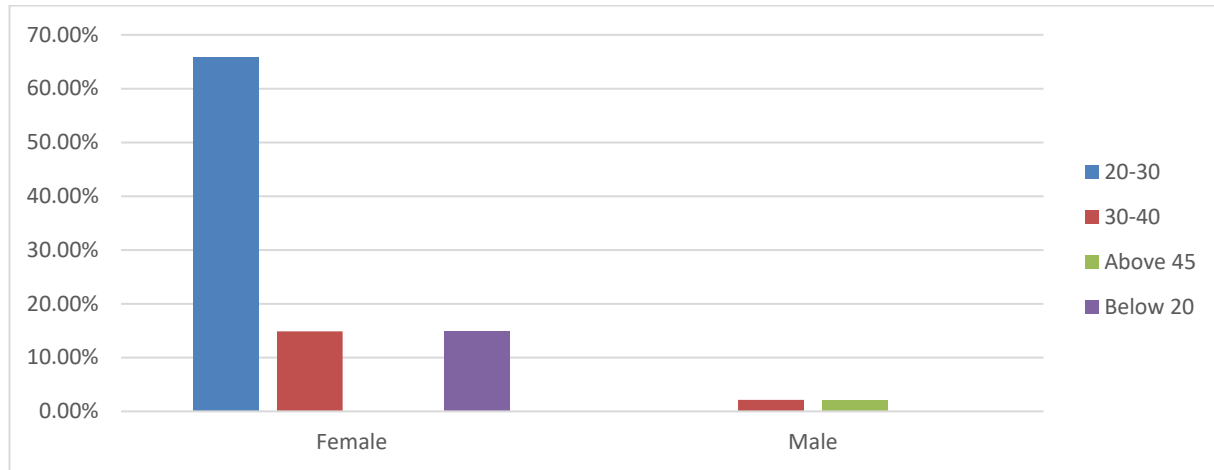


Dependent Variables:

4. Workplace stress affects my job performance.						
2. Gender	Agree	Disagree	Neutral	Strongly Agree	Strongly Disagree	Grand Total
Female	46.81%	8.51%	10.64%	21.28%	8.51%	95.74%
Male	2.13%	0.00%	0.00%	2.13%	0.00%	4.26%
Grand Total	48.94%	8.51%	10.64%	23.40%	8.51%	100.00%

Analysis: Respondents who agreed that workplace stress influences their performance constitute 48.94%, while those who strongly agreed stand at 23.40%. Furthermore, there were 10.64% of respondents who were neutral on the issue under discussion, while 8.51% disagreed and 8.51% strongly disagreed.

Interpretation: It is clear from the results presented above that workplace stress has an effect on the performance of the employees. The higher percentages of those who agreed and strongly agreed mean that stress can decrease productivity.



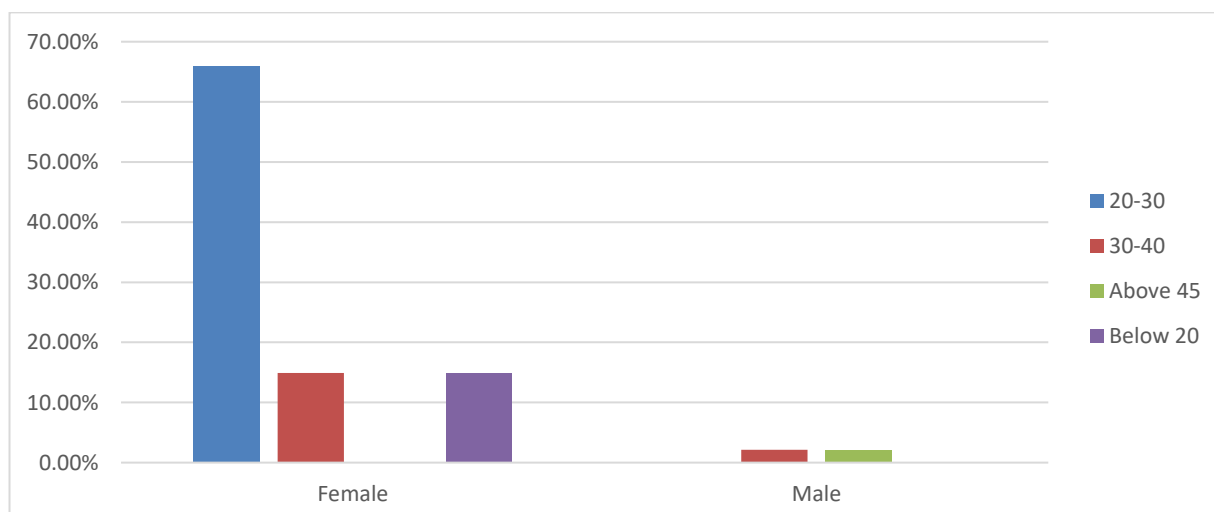
5. Workplace stress affects my physical health.						
2. Gender	Agree	Disagree	Neutral	Strongly Agree	Strongly Disagree	Grand Total
Female	44.68%	6.38%	14.89%	25.53%	4.26%	95.74%
Male	2.13%	0.00%	0.00%	2.13%	0.00%	4.26%
Grand Total	46.81%	6.38%	14.89%	27.66%	4.26%	100.00%

Analysis:

More than half of the survey respondents (46.81%) felt that work place stress influences their physical health, with 27.66% strongly agreeing to it. Moreover, 14.89% were neutral, 6.38% disagreed and 4.26% strongly disagreed with the given statement.

Interpretation:

It can be concluded from the above analysis that there is a significant effect of work place stress on the physical health of the employees. The higher percentage of agreement and strong agreement proves that stress plays a major role in causing physical health issues for employees.



Reliability Test:

Scale: ALL VARIABLES

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.868	.863	9

SPSS Test

Hypothesis Test Summary

	Null Hypothesis	Test	Sig.	Decision
1	The categories of Count of 8. My workload is excessive and difficult to manage. occur with equal probabilities.	One-Sample Chi-Square Test	1.000	Retain the null hypothesis.
2	The categories of Column Labels occur with equal probabilities.	One-Sample Chi-Square Test	1.000	Retain the null hypothesis.
3	The categories of V3 occur with equal probabilities.	One-Sample Chi-Square Test	.955	Retain the null hypothesis.
4	The categories of V4 occur with equal probabilities.	One-Sample Chi-Square Test	.807	Retain the null hypothesis.
5	The categories of V5 occur with equal probabilities.	One-Sample Chi-Square Test	.955	Retain the null hypothesis.
6	The categories of V6 occur with equal probabilities.	One-Sample Chi-Square Test	1.000	Retain the null hypothesis.

Asymptotic significances are displayed. The significance level is .05.

N Par Tests

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum Minimum	Variance	N of Items
Item Variances	1.201	.738	2.252	1.514	3.050	.220	9
Inter-Item Covariances	.506	.057	1.139	1.082	19.975	.091	9
Inter-Item Correlations	.412	.072	.854	.782	11.886	.033	9

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
34.54	47.276	6.876	9

Chi-Square Test

13. Workplace stress affects my physical health.			
	Observed N	Expected N	Residual
1	8	34.6	-26.6
2	9	34.6	-25.6
3	24	34.6	-10.6
4	76	34.6	41.4
5	56	34.6	21.4
Total	173		

Test Statistics

Test Statistics	
	13. Workplace stress affects my physical health.
Chi-Square	105.410 ^a
df	4
Asymp. Sig.	.000
a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 34.6.	

Finding

- The majority of respondents were female (95.74%), with most belonging to the 20–30 years age group.
- Most respondents agreed that tight deadlines and long working hours are the major causes of workplace stress.
- A large proportion of respondents reported that workplace stress negatively affects both their job performance and physical health.
- The study concludes that organizations should adopt stress management practices and promote a healthy work-life balance to improve employee well-being and productivity.

Conclusion

The study concludes that workplace stress is a significant issue among women employees, particularly those aged 20–30 years. Factors such as tight deadlines and long working hours are the major contributors to stress. The findings also reveal that workplace stress negatively affects job performance and physical health, reducing employees' overall well-being. Therefore, organizations should implement effective stress management strategies, promote work-life balance, and provide a supportive work environment to enhance employee satisfaction and productivity.

Suggestions

1. Reduce excessive workload and long working hours by distributing tasks fairly and encouraging work-life balance.
2. Provide stress management programs, including counselling, wellness sessions, and mental health support for employees.
3. Set realistic deadlines and improve communication between managers and employees to reduce work pressure.
4. Create a positive and supportive work environment by promoting employee recognition, teamwork, and regular health and wellness initiatives.

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