

Striking the Right Balance: Managing Stress and Achieving Success Among IT Professionals

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ABSTRACT:

The information technology field in the country has grown progressively more competitive in the past few decades, and the employees facing elevated levels of stress that are contributing to problems with health. These challenges include the need to keep up with technological advancements to serve clients. The majority of employees are seeking ways to reduce their stress. The IT industry must take specific action to combat this burden. The principal aim of this research is to thoroughly investigate the elements that lead to individual stress, determine the consequences of stress, and suggest methods to employees to reduce their stress. The current research strives to highlight the specific challenges associated with work-related stress that IT employees face. The research paper additionally provides suggestions and techniques for reducing stress that negatively impacts professionals' well-being, both mentally and physically. This study is descriptive and is intended for IT professionals. In addition to boosting immunity and enhancing cognitive function, well-managed stress can also better prime the body for future stress adaptation. Excessive stress, however, can cause a variety of health problems, such as depression, anxiety, abnormal blood pressure, and more. It is fundamental for all IT organizations to make an effort to assist their employees during times of stress. It's not only about offering promotions or large salaries. To advance their organizational aim, it's also important to put out effort even during their training, provide appropriate weekly counseling, and set up team-based activities. Since employees' efforts are what construct the organization, we must do everything in our power to support them. In conclusion, the research serves as a foundation for assisting IT workers in managing their stress levels and determining potential avenues for a stress-free IT sector in the future.

Keywords: IT Professionals, Stress, Employees, Organization, Information Technology.

INTRODUCTION:

"Stress is an adaptive reaction to an external situation that causes behavioral, psychological, and/or physical abnormalities in participants in the organization." Stress-inducing variables stem from environmental changes that impact the body and mind. When someone believes they are making a demand that might be too great for them to handle, they cause stress or the possibility of stress. There are two ways that stress might manifest: positively and negatively.

Positive stress is experienced when the circumstances present opportunities for success. Stress is considered harmful when it is linked to health risks.

To understand the root causes of IT professionals' work-related pressure, there are different types of pressure, including physical, psychological, and organizational stress. Their job schedules and working environment determine how stressed employees are. They are more vulnerable to illnesses that are unavoidable and incurable. Stress also contributes to attempts to commit suicide, they are under a lot of strain, which damages their cognitive abilities. However, since their main concerns are hitting their targets, increasing profits, and accomplishing corporate goals, the majority of

organizations don't take it seriously. By providing the staff with appropriate training and counseling, they should also attempt them. They ought to value and support their efforts. All of these points are the focus of my research, along with stress management techniques, employee needs, and how these things affect them.

REVIEW OF LITERATURE:

According to V. Srinivasan and R. Kausalya (2017), 300 IT workers with at least five years of experience in Chennai were given a time management strategy to help them prevent or decrease stress.

P.V. Suresh Babu and S. Balakrishna (2017) found that occupational stress is strongly correlated with many demographic variables, including age, education level, income, experience, and number of working hours per week.

S. Viniba (2016) found that among software workers in four cities in Tamil Nadu—Trichy, Chennai, Coimbatore, and Madurai—role overload, job pressure, and an absence of a physical environment are the primary causes of stress.

A study conducted by Naveen Ramesh et al. (2016) found that IT workers in Bangalore now experience a moderate level of stress. However, if this trend continues, stress therapy may be necessary. To mitigate the effects of stress, organizations must implement and adhere to a range of stress management strategies.

STATEMENT OF THE PROBLEM:

There are demanding working circumstances in the IT industry. Stress levels are increased by factors including job repetition, potential job unhappiness, bad ergonomics, or inadequate pay, in addition to the pressure of reaching project deadlines. stress tolerance levels and handling complexity in the IT staff's organization is the study's challenge. Since employee stress indirectly influences the company's production, it may have a significant effect on how well employees do their jobs. The goal of the current study is to primarily determine the amount of stress, its numerous origins, its effects, and the stress management strategies used by organizations to provide appropriate support to reduce them.

OBJECTIVES:

- 1) To evaluate the factors of Job stress among IT professionals
- 2) To explore the consequences of stress among employees
- 3) To suggest stress management intervention strategies

METHODOLOGY:

The research is of a descriptive design. Data was obtained by reviewing previous research articles, journals, and industry reports the study investigates work stress among IT professionals.

To Evaluate the Factors of Job Stress Among IT Professionals

1. Isolation at the workplace (working alone)
2. Physical environment
3. Lack of appreciation
4. Lack of training
5. Shift timings
6. Hours of work
7. Autonomy (The ability to make your own decision about your specific task)
8. Role conflict (multiple managers)
9. Role ambiguity (Lack of clarity about responsibilities)
10. Job security
11. Career development opportunities
12. Relationship at work
13. Threat of violence
14. Harassment
15. Not engaging employees when undergoing any organizational change

To Explore the Consequences of Stress among Employees**Physical Level:**

Disorders of Sleep (Insomnia), Discomfort in the GI Tract (Diarrhoea, Constipation, and Other Symptoms), Headache, Hypertension, and Perspiring Achieving a Healthy Weight, the following health issues might arise: asthma, heart problems, increased alcohol usage, smoking, drug use, physical fatigue, ulcers, nausea, dizziness, dry mouth, changes in appetite, problems with sexual function, stiff neck, muscle aches, back pain, memory loss.

Emotional Level:

Suicidal or homicidal thoughts, depression, anxiety, irritability, pessimism, difficulty concentrating, emotional exhaustion, boredom, crying episodes, restlessness, and emotional exhaustion

Behavioral Level:

Reduced lust for intimacy, Unsuitable behavior, Isolation, Mood fluctuations Uncontrollably enraged or grieving, Excessive reactions to insignificant issues, Bad judgement, Incapacity to handle personal issues, Withdrawal

Organizational change

The following problems have been observed: high rates of absenteeism, high rates of labour turnover, inadequate time management, low performance and productivity, low morale, lack of motivation, more complaints from employees, and

more reports of sickness, accidents, and other incidents Low self-esteem, lack of confidence, interpersonal problems with colleagues, and damage to the cultural and social harmony of the company

To Suggest Stress Management Intervention Strategies

Numerous measures, like as orientation programs for new hires that help employees feel at ease in a new setting and with their colleagues, are used to control stress. It offers adjustable working hours as well. Companies ought to give managers a Play-Doh budget so they can participate in any enjoyable group activity that takes place off the company's campus. Free legal counsel or assistance is provided to the staff. All ethnic holidays should be observed on the company's campus to improve employee morale. having a quality cafeteria. refreshing amenities that readily lower staff stress levels, such as basketball courts, pool tables, football, and cricket. ergonomics is the study of adjusting a work environment's physical features to the needs of the human body. This provides information about possible harm from error as well. Organizations were employing mentorship programs, open communication initiatives, and off-site activities including games, picnics, and interdepartmental competitions in addition to stress management seminars to foster better relationships and teamwork in the workplace. Most well-established companies provide their employees with access to internal counseling services. Additionally, the company hired nutritionists to offer wholesome food at the office canteens and educate staff members on nutritious eating habits. Some Companies additionally considered hiring psychologists to provide employees with professional counseling. These all should be implemented by the organizations to improve the quality of work life of its employees.

RESEARCH GAP:

The research provides a thorough grasp of employee experiences, highlighting areas in need of development and providing helpful advice for creating a more optimistic and accommodating work atmosphere explaining about these strategies is lacking in previous studies, by implementing these recommendations into practice, you may improve overall company success as well as employee happiness and wellbeing. The introduction of stress-relief programs and team-building activities is necessary to address issues about relaxation, occasional irritability, and interpersonal connections.

CONCLUSION:

A 2001 World Health Organization report predicts that by 2020, mental illness would overtake heart disease as the leading cause of disability-related lost productivity at work. The influence of job stress on individuals and the performance of the business is examined in this research along with a number of its drivers. The development of human resources is essential for IT organizations since it is the foundation for their success. The well-being of every employee is a reflection of the organization as a whole. Since a company can't separate an employee's personal life from their work, organizations must take into account all of these factors. This is evident in the numerous IT company cases where every effort is made to minimize stress, which translates to maximizing productivity.

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