

A Study On Comparison Of Job Stress Among Employees In Wipro And Cognizant

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INTRODUCTION

Stress can be explained basically as pressure upon a person's psychological system which arises out of complexity or intensity of one's work life. Though stress is basically upon a person's psychological set up. It also in turn affects his or her physical and behavioral systems the sources of stress can be individual organizational and social. Stress is the physical and mental response of the body to demands made upon it. It is the result of our reaction to outside events, not necessarily the events themselves

Job stress is the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the work Job stress matters to our health and our work. When we feel stressed, our bodies respond by raising the concentration of stress hormones in our blood. Stressful working conditions can also impact health indirectly by limiting our ability or motivation to participate in other health promoting behaviors such as eating well and exercising.

There is both positive and negative stress, depending on each individual's unique perception of the tension between the two forces. Stress at work is a relatively new phenomenon of modern lifestyles. Organizational stress is most the common in wake of liberalization, globalization and modernization process across industries. Making provision of better culture and climate is the support members expected from their top management in the changing organizational scenarios. Mentally alert and better-adjusted employees are the asset to any organization and are required to face the challenges .

WORK STRESS IN INFORMATION TECHNOLOGY (IT) SECTORS

The IT sector has revolutionized the Indian economy, creating considerable employment opportunities, generating wealth and significant foreign exchange, and driving massive social changes. Software-drive IT is today at the top of India's national agenda. It is an instrument and a model for the modernization of the Indian economy'. This study concentrates on the Information Technology sectors where people work in day and night shift in rotation basis. It affects the health of both male and female employees working in those kinds of organizations. The study takes in to consideration of the employees working in the IT sectors.

It is considered that stress level increased after IT came in to existence, fixing target within a specified limits and people started running towards attaining the goal in a specified period of time led them in stress.

Globalization compelled the IT sector to reform and adjust to have a competitive edge to cope with multinationals led environment. The advent of technological changes, especially extensive use of computers in the sector has changed the work patterns of the bank employees and has made it inevitable to down the work force in the sector. The implications of the above said Transformations have affected the social, economical, and psychological domains of the bank employees and their relations. All the factors discussed above are prospective attributes to cause occupational job stress and related disorders among the employees. In this context a requirement to assess different types of stress, such as work stress factors, organizational stress factors, personal stress factors, health stress factors, environmental stress factors, psychological stress factors, sociological stress factors, emotional stress factors, cutter stress factors, and organizational (IT sector) health factors had been identified by the researcher. So this study focuses on identifying the various types of stress and also to find the factors influencing the ranging stress levels among the employees working in IT sectors. Thus the results of the study would aim at population of various segments of the IT sectors. It also includes the possible and suitable methods of combating stress among the employees. Therefore, the researcher attempts to the present study is to look into these aspects for the purpose of gathering more information for improving the work stress among the employees working in IT sectors

OBJECTIVES OF THE STUDY.

- To identify the measures adopted by the organization to cope up with the stress level among the employees of IT sectors
- To analyze the factors influencing the work stress perceived by the employees working in IT sectors
- To identify the various factors relating to stress prevailing in different levels among employees working in IT sectors

REVIEW OF LITERATURE

T. Shenbhagavadivu (2017) identified majority of the workforce face severe occupational stress and a lot of psychological problems. The productivity of the work force is the most crucial factor as far as the success of an organization is concerned. The productivity in turn is dependent on the satisfaction of the employees.

Dhanabakyam & Malarvizhi (2014) stated there is a positive relationship between stress & family difficulties in working women. The increase in work-family conflict leads to increase in work stress and vice versa in married women. It is observed that women in professional

job positions with high job demand were more prone to experience work family conflict and work stress.

P.S. Swaaminathan & Rajkumar S(2013) focused on the levels of stress among the age group, different varieties of jobs, profession, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employee's individual in nature. This study indicates that, an optimum level in which every individual can perform with his full capacity and identified three conditions responsible for work stress they are, Role overload, Role self distance, Role stagnation.

Karthik R. (2013) explains about employees work performance is influenced by stress that can be either negative or positive. The employee's better performance is possible if they face low to moderate amount of stress. Hence, aims at reducing the level of stress rather than completely eliminating stress on WIPRO CO.LTD., COGNIZANT CO. LTD.,

Glimmer. et.al (2015) observed in their research that there are two type of attitude about job the first one is positive attitude and Job Satisfaction and Job Stress in Software Companies. The second one is negative attitude about job. It states that a person is more satisfied about job and the second attitude isa negative attitude which means a person is not satisfied aboutjob.

RESEARCH METHODOLOGY

RESEARCH DESIGN - The research design used in this used in this study is descriptive research.

SOURCES OF DATA - Both primary and secondary data have been used for the study. Primary data been collected using structured questionnaire with 23 question and secondary data has been obtained from journals, magazines, articles and websites.

SAMPLING TECHNIQUE - The sampling technique used for the study is convenience sampling. The research on convenience basis selected 80 respondents for the study and the questionnaire was administrated to these peoples.

AREA OF THE STUDY - The study was undertaken in Coimbatore city.

SAMPLE SIZE - The sample size is selected for the study is 80

STATISTICAL ANALYSIS - The statistical tools used to analyze the data are (a) Percentage analysis, (b) Descriptive analysis, (c) Anova test

ANALYSIS AND INTERPRETATION

Demographic Profile of the respondents

Demographic Profile Of The Respondents	Group	No. Of Respondents	Percentages(%)
Gender of the Respondents	Male	42	52.5
	Female	38	47.5
Age Of The Respondents (Yrs)	20-30	61	76.2
	31-40	13	16.2
	41-50	5	6.2
	Above 50	1	1.2
Marital Status Of The Respondents	Married	30	37.5
	Unmarried	50	62.5
Educational Qualification Of The Respondents	Post graduation	30	37.5
	Under graduation	47	58.8
	Diploma / ITI	2	2.5
	Others	1	1.2
Designation Of The Respondents	Programmers	44	55.0
	Team leaders	26	32.5
	HR Assistants	10	12.5
Experience Of The Respondents (Years)	Less than 2	21	26.2
	3-5	41	51.2
	6-10	10	12.5
	Above 10	8	10.0
Income Level Of The Respondents	Rs. 15000-20000	17	21.2
	Rs.20000- 30000	23	28.8
	Rs. 30000-40000	16	20.0
	Above Rs. 40000	24	30.0

Stress Related Opinion of the Respondents

Particulars	Opinion	No. Of Respondents	Percentages (%)
Workload Level	Very high	13	16.2
	High	35	43.8
	Normal	30	37.5
	Low	2	2.5
Working Shift	Day	47	58.8
	Night	15	18.8
	Alternative	18	22.5
Physical Working	Highly satisfied	9	11.2

Particulars	Opinion	No. Of Respondents	Percentages (%)
Condition Of The Respondents	Satisfied	39	48.8
	Neutral	26	32.5
	Dissatisfied	6	7.5
Job Stress Level Of The Respondents	Very high	12	15.0
	High	27	33.8
	Moderate	39	48.8
	Low	2	2.5
Work Pressure Faced By The Respondents	Overloaded at work, unable to complete task during an average day	18	22.5
	Too much supervision	36	45.0
	Job requirements are taking their toll on your private life	6	7.5
	Rushed to complete work or short on time	20	25.0
Job Security Of The Respondents	Fear of being laid off or fired	13	16.2
	Worry about poor pension	28	35.0
	Concerned about low wages	32	40.0
	Could be fired without causes	7	8.8
Job In General	I am completely happy and enjoy my job	22	27.5
	I sometimes feel dissatisfied but generally enjoy my job	33	41.2
	Most of the time I do not enjoy my work	19	23.8
	I have no interest at all in my work	6	7.5

THE SUFFERINGS OF THE RESPONDENTS

S.NO	PARTICULARS	NO.OF RESPONDENTS	MEAN	STANDARD DEVIATION
1	Headache	80	2.3875	0.70250
2	Anxiety	80	1.6625	0.57244
3	Chest pain	80	1.1875	0.45266
4	Sleeplessness	80	2.0125	0.77122
5	Stomachache	80	1.7875	2.35836
6	Inability to concentrate	80	1.6250	0.64386

SUGGESTIONS

Work should be properly delegated to the employees to avoid overload of work which could cause stress. Good relationship should be maintained within the employees to make the working environment healthy. Proper grievance handling system should be practiced to help the employees to overcome their problems. Employees should be motivated by giving rewards for their excellent performances. Time management techniques should be taught to employees so that they complete their task within the scheduled time. Stress relaxation programs like yoga, meditation and exercises should be given to the employees.

CONCLUSION

The present study concludes that, some of the employees are facing stress frequently and most of them are beautifully manage their stress level and they are sufficiently spend time with their family members. Majority of them are satisfied on their job in selected IT companies of this study. Though, some of the employees have low stress, they are taking up proper coping strategies. So, the management based on periodical review should provide stress management practices that would help the some of the employee to manage and reduce their stress. IT Companies need to roll out today rewards and awards to women workers for their excellent work and make the industry, as a whole, an attractive and preferred career destination for them. The issue of work – related stress is not new and lot of research has previously been conducted in this field but there are lots of countries in which this issues is not been given deserving attention. Work related stress is harmful for both employees and organization. This issue of work related stress can easily be resolved by proper action plans and attention from the management. A good place is to work is proved to be the successful among its competitors whereas the survival of organizations with poor working conditions is questionable. The employees stress factors relating to personal in the CTS is more whereas it is very less in the Wipro. Environmental and self respect stress issue has same effect for the all the IT companies i.e. there is negligible difference in the means of all the selected IT sector companies. Overall, it is concluded from the study that the stress level is same for all the IT companies but only one or two factor can cause difference in result.

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