



A STUDY ON PERSONAL LIFE STRESS AMONG EMPLOYEES OF INFORMATION TECHNOLOGY (IT) SECTOR

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ABSTRACT

Stress is a common phenomenon in recent days. People with positive mind set may not experience and recognize all the above mentioned signs and symptoms. The signs and symptoms may be experienced in later days. Hence, in this context, stress varies from person to person. It is clear that, learning how to manage the stress will make people more effective and efficient in their life. In this study, the researchers have made an attempt to find the level of Personal Life Stress (PLI) among the employees of IT sector. A scale to assess the PLS, developed by Holmes and Rahe (1967), has been administered on 100 employees of three IT companies to measure the Personal Life Stress. No significant difference in Personal Life Stress has been found between male and female.

KEYWORDS : Personal Life Stress, Gender, IT Sector, Work Experience.

INTRODUCTION

No one in this world is free from stress. Stress is experienced everywhere and exists in everyone. Cooper et al (2001) have rightly said that stress is not a factor that resides in the individual or the environment; rather, it is embedded in an ongoing process that involves individuals transacting with their environment, making appraisals of those encounters and attempting to cope with the issues that arise. Some may cope with the situations and some may fail to cope with it. Environment/society throws various kinds of incidents in every ones lives. The environment factors/issues/stressors, as classified by Asterita (1985), can be categorized into three kinds of stressors i.e. **a.** Physical; **b.** Psychological; and **c.** Psycho-social stress.

Physical stressors are the stressors which arise while an individual interacts with the prevailing circumstances. For instance, extreme changes in temperature, injuries or exposure to disease.

Psychological stressors are the stressors which arise out of interaction within ourselves. For instance, loss of a loved one, failure to achieve a highly valued goal in life or a turn for the worse in a significant relationship (Lovalla, 2005).

Psycho-social stress arises when one's societal image is affected. For instance, decline in social status, and social esteem.

The above classifications clearly reveals that stress is the outcome of interaction of persons with environment, interaction with own self, and interaction with society. Sometimes these interactions may lead to better/adverse situations. The difficult events/situations are also known as negative life events or negative life stressors. It does not mean that people always have negative life events/negative stressors. Sometimes good situations/things also create stress. Stress which is caused by pleasant/good situations is known as **Eustress**. The stress that helps one meets a deadline, the stress that causes a person to prepare with more concentration for an examination, the stress that helps to keep the adrenaline level high are all the good aspects of stress without which no performance would reach the optimum level (Roy, 2008). Negative stress is such situation which pushes a person to unpleasant circumstances are known as **Distress**. Mathews (2000) has defined the term distress i.e. distress is an imprecise term that typically refers to unpleasant subjective stress responses such as anxiety and depression.

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above mentioned signs and symptoms. The signs and symptoms may be experienced in later days. Hence, in this context, stress varies from person to person. It is clear that, learning how to manage the stress will make people more effective and efficient in their life.

Review of Literature

Sood et al (2013) have made an attempt to explore the self and personal life stress based on how people perceive stress, resilience and the status of mental health of adolescents. Study found that adolescents having higher levels of resilience had shown lesser mental health problems and better psychological well-being, emotional ties, and general positive affect. This could be indicative of the role that resilience plays in safeguarding mental health of those who are residing on the edge of the development of mental health problems. Future studies might be focused on assessment of resilience as a predictor of mental health in adolescents living in border areas or in similar stressful conditions.

The perception of self and personal life stress from professional point of view varies. Grebner et al (2004) have conducted a study to find impact of stressful situations at work and in private life among young workers. About 1394 workers have been selected for the study and have investigated the frequency and conduct of stressful situations among job newcomers, and occurrence of stressful events in different settings of daily life at work and in private life. For this purpose, participants of the study have been asked to document every stressful situation they experienced, both minor and major, over a seven day period. An open ended description of the situation instrument and situational well-being, coping strategies and coping success instruments have been used. Data were analyzed by applying Regression Analysis and Multilevel Analysis. The authors have found that events related to private life affect the professional life events such as problems with time and activities, problems with defective products and interruptions of activities. Authors have concluded that private events had more impact than work-related events. Further, the in-depth study in the same area was taken up by Imtiaz and Ahmad (2009). The authors intended to study the effects of personal life stress on employee performance, managerial responsibility and consequences of high stress. Self-constructed questionnaire was used to collect data (N: 78). Authors have found negative relationship between personal life stress and job performances and they also found that increase in personal dilemmas would decrease the professional activities.

Hence, in general all the individuals, whether they are adolescents or workers, are affected by the negative life

events or personal life stress.

Cosgrove (2004) has undertaken a systematic review of scientific studies available online and manual literature to find the link between psychological stresses and development of type 1 diabetes. Author has reviewed nine related scientific studies published during 1975 to 2001. It has been found that more recent and larger studies have overturned the previously held belief that diabetes is caused by or precipitated by stressful life events. When the number and severity of life events is compared with controls, there is no difference. Whilst there is some evidence, in both the smaller and earlier studies as well as the major findings and, more randomized studies, that losses in very early childhood increase the risk of developing type 1 diabetes, there is no evidence to support the hypothesis that life events (and by inference occupational stresses) cause or precipitate diabetes.

Research Methodology

The purpose of the study was to measure and understand the Personal Life Stress of employees of IT sector in Bangalore. Three IT companies based in Bangalore had accorded permission, out of a total of 15 companies approached, to carry out the study. One hundred employees who fulfilled the following inclusion criteria from among three IT companies

Table – 1: Sample Design

Types of organizations	Actual No. of workforce	No. of employees working in the cadre of executive	No. employees who did not want to participate	No. of questionnaires distributed	No. of questionnaires returned	No. of questionnaires discarded	No. of questionnaires retained
IT-1	3,529	435	350	85	56	26	30
IT-2	4,500	471	381	90	48	17	31
IT-3	975	110	35	75	57	18	39

Table – 2: Personal Details

Gender	Number of Employees
Male	51
Female	49
Total	100
AGE	
20 – 25	20
25 – 30	49
30 & Above	31
Total	100
Range: 20 years – 55 years Mean: 28.88 SD: 4.64	
EXPERIENCE	
2 years	23
3 – 5 years	47
Above 5 years	30
Total	100
Range: 2 years – 25 years Mean: 3.94 SD: 1.85	
MARITAL STATUS	
Unmarried	46
Married	54
Total	100

Table 2 gives a brief demographic/personal detail/s of the respondents. Among 100 employees, 51 are male and 49 are female employees; 20 employees belong to the age group of 20 – 25, 49 employees belong to the age groups of 25 – 30, and 31 employees of belong to the age group of 30 and above. The minimum age of the employees is 20 and maximum age is 55. While, 23 employees have two years of work experience, 47 employees have 3 – 5 years of work experience and 30 employees have above five years of work experience. The minimum work experience of the employees is two and maximum work experience is 25 years. Among 100 employees, 46 employees are unmarried and 54 employees are married. Further, 19 employees are unmarried and one employee is married in the age group of 20 – 25, 26 employees are unmarried and 23 employees are married in the age group of

each with a workforce of above 500 were chosen by adopting simple random sampling method.

1. Those employees who have put-in minimum two years experience in the same organization.
2. Those employees who are on permanent rolls in the cadre of executive.

Researcher adopted Social Readjustment Rating Scale (SRRS), developed by Holmes and Rahe (1967). This scale consists of a list of 43 life events. Each life event has been given specific values which indicate the extent of stress as a result of event, and the total score ranges from 0 to 1,466. Higher score indicates higher level of personal stress. This scale administered as check-list.

This scale has been widely used on different population of both India and abroad, covering wider spheres of life of people like Indian Armed Forces (Ryali et al, 2011), Clinical Population (Moller et al, 2005; Moosavi et al, 2004 and Lueboonthavatchai, 2009), Doctors (Clarke and Singh, 2004).

SI No	Norm Values	Level
1	0-150	Low
2	151-299	Moderate
3	300 – 1,466	High

25 – 30, and one employee is unmarried and 30 employees are married in the age group of 30 and above.

Hypotheses

Based on the literature survey, the following hypotheses have been framed.

1. Women employees, compared to their counterpart, experience greater level of PLS.
2. Higher the age of employees lesser the level of PLS.
3. Longer years of work experience greater the level of PLS.

RESULTS AND DISCUSSION

To test H1, t - test was used and the computations were made and has been tabulated in table 3.

Table – 3: Gender and Personal Life Stress

Stress Level	Independent Sample 't' Test						
	Gender	N	Mean	SD	't'	df	Significance
	Male	51	130.09	99.44	0.887	98	Not significant
	Female	49	113.47	87.39			

To test H2, Karl Pearson's Coefficient of Correlations was used and the computations made were tabulated in table 4.

Table – 4: Age and Personal Life Stress

Correlation between	'r'	P value
Age and Personal Life Stress	-0.49	0.631

To test H3, Karl Pearson's Coefficient of Correlations was used and the computations made were tabulated in table 5.

Table – 5: work Experience and Personal Life Stress

Correlation between	'r'	P value
Work Experience and Personal Life Stress	0.053	0.599

RESULTS AND DISCUSSION

The above result obtained are from the limited sample size of 200. Which may not be completely enough to arrive at larger

generalization. Further, the sample was identified was elicited from IT industry where equal opportunities based on technical expertise is well known. If the sample size got diversified into range of fields (which further studies may work) can be more represented to and will be flexible for extensive interpretation. Apart from this above technical and methodological issues the present sample size belongs to uniform background of social and economical backdrops which may reduced range of variation in the outcomes. Thus, study result can be expressed with the above limitations. However, larger sample size in future studies will be permitting more range of conclusions. Unlike the present study obtained. The lack of variations in the mean result can also be possible with the availability of strong socio-economic supports of the subjects of the study.

Negative correlation exists between age and PLS, but statistically less significant. The existence of this result partially indicates age and PLS is inversely correlated. However, it can be possible with the increasing age, the participants as usually reach higher positions offering financial support system and the possibility for the weakness. Of this conclusion can be explained even with improved support systems of economic strength, there may not be equal presence of social networks related support. This imbalance between economic and social support are capable of weakening the positive outcomes of economic advancement. From this explanation, one can provide eligible support to the presently obtained derivation concerning tis hypothesis which could not find stronger correlation between age and PLS.

Longer years of work experience, greater the level of PLS. Positive correlation exists but statistically less correlation has been found. This above hypothesis was validated in this study only with weaker correlation. This hypothesis implies with increasing years of work experience, there is presence of greater level PLS. however, this could not be statistically found of high significance. As there is a possibility that the increasing years of work experience can increase PLS. since longer years of work experience can also increase responsibilities in personal life and also impact negatively PLS. however, this correlation could not be decisive. This could be due to which increasing work experience, the employees may be learning higher levels of adjustment abilities.

CONCLUSION

Every human being tries to find happiness in every aspect of life and happiness depends upon his/her understanding of life. Happiness can be understood as a long-term psychological state and it is a part of well-being on nearly everyone's conception of well-being/eudaimonia (Badhwar, 2014). Here, well-being includes physiological and psychological well-being and sometimes stressful life events or personal life stress affects the psychological well-being. Rathi and Rastogi (2007) have tried to provide the meaning of psychological well-being. According to authors the dimensions of well-being are those which were focused and operationalized as autonomy, environmental mastery, personal growth, positive relations with other, purpose in life and self-acceptance. All of these factors can be considered as key components that make up the definition of psychological well-being.

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