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A STUDY ON JOB STRESS AMONG SOFTWARE EMPLOYEES IN MADURAI.

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ABSTRACT

In today's scenario software industry is one of the fast growing industries in India. in software industry the employees are facing more stress compare to other industries . This is the reason for choosing this topic. All kind of jobs in industries are having targets. Employees are become more stress when they do not achieve their huge targets and they doesn't know how to manage it. The main aim of this article is to bring the level of stress among the software employees. The study was carried out in Madurai and the total size is 100. The employees are chosen by random sampling method.

KEYWORDS Stress, Industry, job

INTRODUCTION:

Stress is the way human beings react both physically and mentally to changes, events, and situations in their lives. People experience stress in different ways and for different reasons. The reaction is based on your perception of an event or situation. If you view a situation negatively, you will likely feel distressed—overwhelmed, oppressed, or out of control. Distress is the more familiar form of stress. The other form, eustress, results from a "positive" view of an event or situation, which is why it is also called "good stress." Eustress helps you rise to a challenge and can be an antidote to boredom because it engages focused energy. That energy can easily turn to distress, however, if something causes you to view the situation as unmanageable or out of control. Many people regard public speaking or airplane flights as very stressful—causing physical reactions such as an increased heart rate and a loss of appetite—while others look forward to the event. It's often a question of perception: A positive stressor for one person can be a negative stressor for another.

In India, software industry has grown at the rate of 35% during the last 5 years. In our countries export , software industry and BPO sectors are key elements .After liberalization of our economic policy our software industry is in commendable position. The main reasons for the growth of these industries are quality services and skilled manpower.

REVIEW OF LITERATURE

Pestonjee and Singh (1983) study the psychodynamics of people working in the field of software personnel. In this study job satisfaction and morale were taken, as dependent variables and, participation, involvement and role stress were independent variables. It was hypothesized that personas scoring high on the role stress measure would be satisfied less.

Singh (1987) conducted another study related to software professionals. when he reviewed the literature; he noted that there are very few studies on software professionals and foreign Researchers using foreign samples conduct all of them. All the studies reported that job dissatisfaction, high role stress and high rate of turnover are common phenomena related to computer professionals.

Mishra et al (1997) studied the nature and inter relationship between motivation and role stress on entrepreneurs. The findings of the study explains that women entrepreneurs got higher on the motivational variables namely safety, belongingness, self-esteem and self-actualization role isolation and role ambiguity.

Le Blanc, (2000) The idea of social support has mention as pleasant relationship with others, in case of problems they required understanding and attention.

OBJECTIVES OF THE STUDY:

To analyze job stress among employees of software professionals in Madurai.

RESEARCH METHODOLOGY:

Both primary and secondary data were used in this study. Through structured questionnaire method primary data was collected. Secondary data was collected through various journals, magazines, and report from Software Company etc.

The sample size is 100 selected randomly .The data are analyzed by using percentage method.

DATA ANALYSIS AND INTERPRETATION:

TABLE NO 1: AGE OF THE RESPONDENTS :

SL.NO	AGE	NO.OF RESPONDENTS	PERCENTAGE
1	21-25	30	30
2	26-30	20	20
3	31-40	20	20
4	41-50	15	15
5	ABOVE 50	15	15

Source: Primary Data

Table 1 depicts that 30 per cent of the respondents were in the age group between 21-25, 20 per cent of the respondents belonged to the age groups between 26-30 and 31-40,and 15 per cent were the age group between 41-50 and above 50.

TABLE NO 2: MARITAL STATUS

SL. NO	MARITAL STATUS	NO.OF. RESPONDENTS	PERCENTAGE
1	MARRIED	70	70
2	UNMARRIED	30	30

Source: Primary Data

Table2 depicts that 70 per cent of the respondents were married, 30 percent were unmarried.

TABLE 3: DESIGNINATION

SL. NO	DESIGNATION	NO.OF.RESPONDENTS	PERCENTAGE
1	ANALYST	17	17
2	DELIVERY MANAGER	10	10

3	PROJECT MANAGER	30	30
4	SOFTWARE DEVELOPER	18	18
5	SUPPORT ENGINEER	10	10
6	SOFTWARE TESTER	08	08
7	TEAM LEADER	07	07

SOURCE: PRIMARY DATA

Table 3 depicts that 30 per cent of the respondents were Project Mangers,18 per cent of the respondents belonged to Software Developer,17 Percent of the respondents were Analyst,10 percent were Delivery Manager and support Engineer,08 percent were Software tester and 07 percent were Team Leader.

TABLE 4: EDUCATIONAL QUALIFICATIONS

SL. NO	QUALIFICATIONS	NO.OF.RESPONDENTS	PERCENTAGE
1	UNDERGRADUATE	60	60
2	POST GRADUATE	40	40

Source: Primary Data

Table4 depicts that 60 per cent of the respondents were Undergraduate, 40 percent were Postgraduate.

TABLE 5: INCOME LEVEL

SL. NO	INCOME LEVEL	NO.OF.RESPONDENTS	PERCENTAGE
1	15,000-25,000	20	20
2	25,001-35,000	25	25
3	35,001-45,000	28	28
4	45,001& ABOVE	27	27

Source: Primary Data

Table 5 depicts that 28 per cent of the respondents were drawn salary between 35,001 – 45,000, 27 percent were above 45,001, 25 per cent of the respondents were drawn salary between 25,001-35,000 and 20 per cent were between 15,000-25,000

TABLE 6: YEARS OF EXPERIENCE

SL. NO	YEARS OF EXPERIENCE	NO.OF.RESPONDENTS	PERCENTAGE
1	5-10 YEARS	18	18
2	11-15 YEARS	22	22
3	16-20 YEARS	25	25
4	ABOVE 20 YEARS	35	35

Source: Primary Data

Table 6 depicts that 35 per cent of the respondents were having more than 20 years of experience, 25percent were between 16-20 years of experience, 22 percent were between 11-15 years of experience and 18 percent were between 5-10 years.

Findings:

1) 30 per cent of the respondents were in the age group between 21-25.
2) 70 per cent of the respondents were married.
3) 30 per cent of the respondents were Project Mangers.
4) 60 per cent of the respondents were Undergraduate.
5) 28 per cent of the respondents were drawn salary between 35,001 – 45,000.
6) 35 per cent of the respondents were having more than 20 years of experience.

RECOMMENDATIONS:

In software companies the negative consequences of stress more effort on the part of the policy makers, practitioners, and organizational management envisaged. The researcher there by making few efforts to suggest some effective measures , that can alleviate stress of women software professionals and lead to the better adjustment with in the organization. They can be explained as fallows. 1. Organizing stress management program that focuses on different categories of employees at all hierarchical level. 2. Many situational observations of employee employer interaction identified with in the organization can lead to depression and stress at work place. Such as relationship with co worker, unsupportive superiors, fear towards management, lack of communication and consultation, too much interfere with employee family and social life, too much pressure, feeling job difficulty, lack of control over the way the work is done, insecurity and threat of un employment.

CONCLUSION:

Stress is the concept given much importance in any organization because it creates high impact on the individual performance and the overall performance of the organization. Roles are critical in integrating employees with their organization. The study reveals that organizational role stress contributes high stress among software professionals. Therefore these employees need to be treated differently. HR strategies should be designed with proper understanding of their expectations. With proper stress combating techniques individuals as well as organizations can become happy and healthy.

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