

A Critical Analysis of the Association of Stress with Knowledge Enhancement with Special Reference to IT Professionals in Chennai

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Abstract : The emergent issue which is considered as greatly significant in IT industry is the employee's stress which is developed as a result the situations subjected to develop and upgrade their knowledge with the technological development. Thus the stress which the employees come across based on their knowledge issue is highly challenging to overcome and sustain in the IT industry. This problem has to be studied as stress causes great unpleasant effects to the employees and also becomes a threat to the organisation. This paper attempts to analyse the association of stress with respect to knowledge enhancement and thus illustrates the impacts of stress experienced by the IT employees. This study also enables us to identify the causative agents of stress related to knowledge enhancement adopting descriptive analysis. The convenience sampling was used to collect the data among the IT employees. For this study around 150 IT employees were met in and around Chennai and has subjected to chi square test, correlation analysis, anova which were used to test hypothesis. The results imply the reasons for stress on knowledge enhancement and have provided suggestions that the organization and the employees could adopt to prevent stress and to combat when subjected to stress.

Keywords: Analysis, Knowledge, Enhancement, Stress, IT, Professionals

Introduction

An investment in knowledge always pays the best interest is a great aphorism by Mr.Benjamin Franklin which motivates us to enhance knowledge so as to live life in the best way. In the current civilization most of our Indian citizens are working for IT companies either on shore or off shore, according to the opportunities they have accomplished. Thus in this contemporary situation the responsibility of the employees working in IT industry is

fundamentally essential to make them sustain in the industry and retain their job. The knowledge enhancement may either be their presently working domain or in some other technology of interest or aspiration. Thus the employees subjected to this kind of situations face many challenges and get stressed due to their incompetence to implement these knowledge enhancement practices. Hence certain considerations on the employees with some necessary contributions could help the employees to enhance their knowledge. As learning is a continuous process the IT employee's attainment to enhance their knowledge is a never ending process. This stress which the employees would face due to their fruitless implementation of the knowledge enhancement practices causes many ill effects to their personal physically and mentally. Thus measures must be taken and executed to manage the employees stress for their wellbeing which again is a personal asset to the employees and also to the organization. Managing the stress on this issue is also a challenging action to be employed and achieved. The stress management contributions include many time consuming stress buster activities which may seem to look like frittering away the time and thus creating a menace to the organization but it actually not, when the organization considers employees wellbeing as their most important priority. Thus procedures has to be done to implement these stress management activities among the IT employees so that the employees could overlay a better way to enhance their knowledge which contributes to the growth and development of both the employees and the organization. This paper discusses on the various stress management procedure which is developed as the consequence of the employees obligation to enhance their knowledge and thus helping in producing and maintaining a stress free living to the IT employees. This study was done in Chennai region mostly among the employees of the leading IT companies and some other start-up companies and have obtained the result in such accordance. Thus this study was helpful in sorting the stress relates issues in knowledge enhancement and the providing the tactic to get rid of the stress on knowledge enhancement issue.

Objectives

To study the job stress caused due to their responsibility in knowledge up gradation.

To identify if there is any significance difference on stress with respect to the employees gender.

To provide suggestions to reduce the stress initiated towards knowledge up gradation.

To find the causes leading to stress about knowledge up gradation.

To reveal the impact of stress which is caused due to knowledge up gradation.

Need For the Study

Knowledge enhancement assumes a noteworthy job in IT division. Information upgrade must be done occasionally. All the administration anticipating that their workers should refresh their aptitude and knowledge enhancement. In any case, it appears to make worry to numerous representatives since they have part of work and focus to be finished as of now.

Worry among the IT experts is regular now daily because of lot of reasons. This study is basic to know the worry in relationship with knowledge enhancement.

Statement of the Problem

In the present situation, working in IT segment is as "sitting on the fire". Whenever end, Resignation or weakening factors may happen either by the board or representatives. It is obligatory to all IT experts to upgrade their insight identified with current innovation, which make worry among the workers. Stress produces negative effect on their physical and mental impacts. The professionals encounter lot to do work life balance as well. So the employees needs to knowledge enhancement and in addition they are in a situation to anchor themselves from stress.

Review of literature

Rahul Sharma, Sangeeta Jauhari, Vijay Singh(2015) established a way in deriving the significant parameters which creates stress among the employees and has provided results for the quest of the researchers to decrease the stess that the employees would experience and thus increasing the organizations productivity. This study emphasise that this study helps us in giving a preview of many responsible factors of stress and also the techniques and procedures that can be used to reduce the individual personal stress.

Dr. N.A. Anbarasan and C.Jaganath (2014) examined from leading IT companies and obtained the stress management technique results. The author has given necessary suggestions to improve the organizations efficiency over the employees stress thus methods to minimize stress. Thus states that importance has to be given towards the recognition of the work of the employees, providing a good working environment to the employees to work,

and also appreciating the rewarding for the best works that are implemented by the employees.

Ipsen, Christine; Jensen, Per Langaa (2010) illustrates that knowledge work can be expressed both positively and negatively i.e. It can be both stimulating and also hectic. Managing knowledge on one's self thus leads to stand alone helpless when they experience or come across work related problems and also leading to stress. Thus to overcome these issues and challenges the other has described the way to change this approach among both the manager and the employees and the significance in making them aware enough with the influence of the consequences.

Geeta Kumari, Dr. Gaurav Joshi & Dr. K. M. Pandey (2014) stated that the IT industry as one of the rapidly skyrocketing industry. The author chose to study in a single organization, HCL and demonstrated the results. The author used random sampling among all section's IT professionals in the organisation and exemplified that around 98 percent of the employees are stressed physically and psychologically. Few other facets relating to the employee's job satisfaction was also studied in this paper.

K. S. Sathyaranayanan, Dr. K. Maran (2011) identified the way to lead the IT organisations in the employees stressful work environment. The problems based on the work life which has come across the employees life in the day to day basis is the major challenge that has been faced by them. Managing the psychological pressure in a good physical shape and the person's intellect to govern themselves personally are included as the positive ways to neutralise the negative effects of the various stressful environment.

Haradhan Kumar Mohajan (2012) explained that the occupational stress is increasing globally because of the globalization and the global fiscal crisis which is distressing more or less all the countries of the world. The author illustrated that many organizations sought the ways to reduce the employee's stress as they perceive foremost through in the productivity. Thus discussed the factors that affects the human concentrations and the various risk management at the work atmosphere to preclude stress and also has derived some guidelines to stress management.

Dr. Ipseeta Satpathy, Dr.B.Chandra Mohan Patnaik, Ms.Bonita Mitra (2014) specified that to every human natural life stress is concomitant from the birth. The author has also

assumed that stress is not always in a negative aspect and immoral, thus few stress necessary to individuals to stimulate and stay motivated, thus stress attained to certain extent is highly favourable. The author attempted to understand the research gap in managing the stress among the IT employees. Therefore this paper discloses the required counteractive measures to implement to overcome the undesirable effects of stress and its impact on the employees.

R.G.Ratnawat, Dr P.C. Jha(2014) inferred that on the concern of the organizations the influence of the work stress on the employee's performance which is found to be most significant. Thus it is extremely necessary to comprehend the various occupational stress inducers in one end and to study their impact and effect on the other end. This paper identifies the inducers towards occupational stress and towards which a conceptual model was offered, where the authors also has suggested with the future directions to research.

Ipseeta Satpathy, Bonita Mitra(2015) conveyed the trending segment where the stress of the employees has become a significant issue. The author illustrated that many organizations spend enormous amount of money to help the employees live stress free. In current situation IT sector is dare to face the situation than to prevent it due to the ineffectiveness of the various adopted preventive measures. Thus in this paper the author emphasised the contributing factors which is developing employees stress and the strategies which is been adopted and practised by the organizations to overcome this issue on stress management.

Table no 1: Percentage Analysis of Demographic Variables

QUESTION	VARIABLES	FREQUENCY	PERCENTAGE
Genders	Male	98	65.33
	Female	52	34.66
	Total	150	100
Age	Below 25 Yrs.	33	22.00
	26 - 35 Yrs.	56	37.33
	36 - 45 Yrs	41	27.33
	.		
	above 46 Yrs.	16	11.00

	Total	150	100
Experience	Below 2 yrs.	47	31.33
	2 – 5 yrs.	46	30.66
	5 – 10 yrs.	35	23.33
	Above 10 yrs.	22	14.66
	Total	150	100
Qualification	Diploma	34	22.66
	Under graduate	62	41.33
	Post graduate	54	36.00
	Total	150	100
Marital status	Single	78	52.00
	Married	72	48.00
	Total	150	100
Monthly income	Below 20,000	25	16.00
	20,001 - 30,000	31	20.66
	30,001 – 40,000	45	30.00
	40,001 – 50,000	25	17.00
	above 50,001	24	15.00
	Total	150	100

Source: Primary data

Discussion of Results

From the table plotted above the inference obtained reveals that 35% of respondents are female and 65% respondents are male. 7% of the respondents are under the age group between 26-35 years and 0.11% of the respondents are in the age of above 46 years. 31.3% of the respondents have below 2 years of experience and 14.66% of them have 10 years of experience. 41.33% of respondents are qualified upto UG and 22.66% are diploma graduates. 52% of respondents are single and rest of them are married. 30% of the respondents earns rs.30,000 to 40,000 per month and 15% of respondents earns above rs.50,000 per month.

Table no 2: Chi Square Test

S. No	Chi square between	P-Value	Asymp. Sig. (2-sided)	Accepted	Result
1	Experience * I obtain stress due to my interest and desire to upgrade my knowledge in other domain in which I have never worked with	7.031a	.731	Null Hypothesis (Ho)	No significant relationship
2	Genders * Knowledge enhancements necessary to sustain in IT industry	21.652a	.021	Alternative Hypothesis(H1)	Significant relationship
3	Age * I am willing to upgrade my knowledge in the technology which I am presently working on which is stressful	22.451a	.080	Null Hypothesis (Ho)	No significant relationship
4	Monthly income * The knowledge enhancement in any technical concept is a massive burden due to the highly expensive fee structure of the private training institutes	17.325a	.041	Null Hypothesis (Ho)	Significant relationship
5	Qualification * I am willing to upgrade my knowledge in the technology which I am presently working on which is stressful	15.721a	.021	Null Hypothesis (Ho)	Significant relationship
6	Experience * I am unable to utilize the various knowledge enhancement facilitations provided by the organization	8.412a	.000	Null Hypothesis (Ho)	Significant relationship

Discussion of Results

The above chi square table represent that there is no relationship between experience and I obtain stress due to my interest and desire to upgrade my knowledge in other domain in which I have never worked with. (Asymp. Sig. Value is .731). There is a relationship in between genders and knowledge enhancement is necessary to sustain in IT industry. (Asymp. Sig. Value is .021). No relationship between age and I am willing to upgrade my knowledge in the technology which I am presently working on which is stressful. (Asymp. Sig. Value is .080). There is a relationship in between monthly income and the knowledge enhancement in any technical concept is a massive burden due to the highly expensive fee structure of the private training institutes. (Asymp. Sig. Value is .041). There is a relationship in between qualification and i am willing to upgrade my knowledge in the

technology which I am presently working on which is stressful (Asymp. Sig. Value is .021). There is a relationship in between experience and I am unable to utilize the various knowledge enhancement facilitations provided by the organization (Asymp. Sig. Value is .000).

From the above chi square we comprehend that accomplished IT representatives won't get worry because of overhaul their insight other than area. There is an error towards learning up degree among the male and female IT experts. Age isn't criteria to choose the eagerness to information up degree. The qualified representatives are all the more eager to update their insight further. The accomplished representatives can ready to detect out offices given by an association towards information up degree.

Table no 3: Correlation Analysis

S.No	Correlation between	Sig. (2-tailed)	Asymp. Sig. (2-sided)	Accepted	Result
1	Qualification * I lack awareness in many presently booming technologies and future trends which has extraordinary opportunity	.521	-.0874	Null Hypothesis (Ho)	No significant relationship
2	Designation* I experience insomnia(sleeplessness) and many other unpleasant health impacts due to my responsibility to upgrade my knowledge consequently being stressful	.761	.047	Alternative Hypothesis(H1)	Significant relationship
3	Experience * I am unable to utilize the various knowledge enhancement facilitations provided by the organization	.874	.001	Alternative Hypothesis(H1)	Significant relationship
4	Gender * The efficiency towards delivering the information in knowledge enhancement practices are well-organized.	.745	-.091	Null Hypothesis (Ho)	No significant relationship

Discussion of Results

The above correlation analysis stats that there is no relationship between qualification and lack awareness in many presently booming technologies and future trends which has extraordinary opportunity and it denotes null hypothesis is accepted at the level of significance is -.0874. There is a positive relationship between designation and I experience insomnia(sleeplessness) and many other unpleasant health impacts due to my responsibility to upgrade my knowledge consequently being stressful and it denotes null hypothesis is accepted at the level of significance is .047. There is a positive relationship between experience and I am unable to utilize the various knowledge enhancement facilitations provided by the organization and it denotes null hypothesis is accepted at the level of significance is .001. There is no relationship between gender and the efficiency towards delivering the information in knowledge enhancement practices are well-organized. it denotes null hypothesis is accepted at the level of significance is -.091.

Table no 4: Anova Analysis

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	68.000	4	18.789		
Within Groups	267.00	25	21.000	1.486	.412
Total	335.00	29			

The F statistic score is 1.486 with a p-value (Sig.) of 0.412. As p- vale is more than 0.05, we accept the null hypothesis, i.e. there is no significance in the mean of the various samples.

Suggestions

It is necessary for the organization encountering this issue to adopt the stress management measures concerning the employee's wellbeing and avoid the crisis of stress that is developing in the organization and causing a great risk in the organizations productivity and sustenance of the organization in the industry. The organization has to contribute to the employees to stay stress free by including some basic stress buster activities. The stress buster activities may include a five minutes' walk in every two hours which could enable both the body and the mind to stay stress-free. This activity every two minutes has to be built in the work station or the work software which could enable the employees to follow regularly. The company could motivate and encourage the employees with yoga, meditation

and assistance for regular physical activities for at least forty five minutes per day using a health consultant and monitoring weekly activity for employee's welfare. Thus the daily physical activity helps to boost the immunity and also regularises the blood pressure and avoids the risk towards diabetes. This also helps the employees to avoid obesity which may lead to many other health complications and reduce the individual's life span. The regular effective training with the upcoming technological growths by the organization and various assessment to pattern the employee's knowledge could be motivating for the employees in enhancing their knowledge. These ways ensured for the employees welfare regarding their personal health indeed is a great asset to both the individual and the organization.

Conclusion

This analysis on the association of the stress with knowledge enhancement with special reference to Chennai inferred to know the actual stress of the IT employees with respect to their responsibility to upgrade and stay up dated in their technological aspects. This study has inferred a positive approach in the association of stress with knowledge enhancement. The stress caused due to knowledge enhancement to the IT employees is an issue that could be sorted by periodical review on the stress of the employees. Thus it is majorly the obligation left over to the organization to enable the employees to live free from stress. The organization taking the necessary measures with the few above specified suggestion could help towards the employee's comfort and relief from stress on knowledge enhancement.

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