

**Demographic Variables with Respect to Nature of Work Leading to Stress -  
An Empirical Analysis**

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The term "Stress" had none of its current general senses before the 1950s. As a semi-psychological term referring to hardship or coercion, it dated from the 14th century. It is a form of the Middle English distressed, derived via Old French from the Latin stringer – to draw tight. <sup>1</sup>

It had long been in use in physics to refer to the internal distribution of a force exerted on a material body, resulting in strain. In the 1920s and 1930s, the term was occasionally being used in psychological circles to refer to a mental strain or unwelcome happening, and by advocates of holistic medicine to refer to a harmful environmental agent that could cause illness. Walter Cannon used it in 1934 to refer to external factors that disrupted what he called "Homeostasis".

**Objective of the study**

1. To study how nature of work leading to stress varies based on demographic factors like Age, Experience and Income of Software employees of select companies of Hyderabad.

**Scope of the study**

2. The researcher has conducted study by collecting the data from Software Companies for the study. The scope of the study includes examining the how nature of stress varies among demographic factors like age, experience and income.

**Sample size**

For the study 200 software employees of select software companies of Hyderabad were selected.

**Calculation of ANOVA**

**1. One-way Analysis of variance among the various Age groups of respondents with respect to Nature of employees leading to stress**

H0- There is no significant difference among the various Age groups of respondents with respect to Nature of employees leading to stress.

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<sup>1</sup> Keil, R.M.K. (2004) Coping and stress: a conceptual analysis Journal of Advanced Nursing, 45(6), 659–665

**Table 1: One-way Analysis of variance among the various Age groups of respondents with respect to Nature of employees leading to stress**

Nature of employees leading to Stress		Sum of Squares	df	Mean Square	F	P-VAL
	Between Groups	7.299	5	1.460	2.247	.051
	Within Groups	126.011	194	.650		
	Total	133.311	199			

Since the value of P is 0.051 where  $P > 0.05$ , which is not significant. Therefore  $H_0$  is accepted. Hence among all the respondents irrespective of age there is no difference in nature of employees leading to stress.

**Table 1: One-way Analysis of variance among the various Experience groups of respondents with respect to Nature of employees leading to stress**

Nature of employees leading to Stress		Sum of Squares	df	Mean Square	F	P-VAL
	Between Groups	Between Groups	2.469	4	.617	.920
	Within Groups	Within Groups	130.841	195	.671	
	Total	Total	133.311	199		

Since the value of P is 0.920 where  $P > 0.05$ , which is not significant. Therefore  $H_0$  is accepted. Hence among all the respondents irrespective of experience groups there is no difference in nature of employees leading to stress.

**1. One-way Analysis of variance among the various Income groups of respondents with respect to Nature of employees leading to stress**

$H_0$ - There is no significant difference among the various Income groups of respondents with respect to Nature of employees leading to stress.

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**Table 1: One-way Analysis of variance among the various Income groups of respondents with respect to Nature of employees leading to stress**

Nature of employees leading to Stress		Sum of Squares	df	Mean Square	F	P-VAL
	Between Groups	Between Groups	3.697	7	0.528	0.782
	Within Groups	Within Groups	129.614	192	0.675	
	Total	Total	133.311	199		

Since the value of P is 0.782 where  $P > 0.05$ , which is not significant. Therefore  $H_0$  is accepted. Hence among all the respondents irrespective of income groups there is no difference in nature of employees leading to stress.

## Findings

1. **One-way Analysis of variance among the various Age groups of respondents with respect to Nature of work leading to stress:** Since the probability value 'p' 0.000 which is less than 0.05, there is significance and hence H<sub>0</sub> is rejected and H<sub>1</sub> is accepted, which proves that there is significant difference among the various age groups of respondents with respect to nature of work leading to stress.
2. **One-way Analysis of variance among the various Experience groups of respondents with respect to Nature of work leading to stress:** Since the value of P is 0.900 where P>0.05, which is not significant. Therefore H<sub>0</sub> is accepted. Hence among all the respondents irrespective of experience there is no difference in nature of work leading to stress.
3. **One-way Analysis of variance among the various Income groups of respondents with respect to Nature of work leading to stress:** Since the probability value 'p' 0.031 which is less than 0.05, there is significance and hence H<sub>0</sub> is rejected and H<sub>1</sub> is accepted, which proves that there is significant difference among the various respondents of experience groups with respect to nature of work leading to stress.

## Conclusion

The employees of IT sector always get contradictory instructions regarding their work from hierarchy like team leaders, project managers, departmental heads etc. This leads to confusion among employees where they are not clear whether to follow their own procedure or the procedure suggested by their bosses. If one boss procedure is followed, the chance of other bosses being aggressive is more for not following their procedure that results into employee's confusion and conflicts.

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