Stress Management of Employees Working in MNC's of Chennai city

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INTRODUCTION

Stress refers to an individual's reaction to a disturbing factor in the environment. Claims for stress are twice as high as those paid for non-stress physical injury at the work place. A person is said to be under stress when his demands exceeds his resources.. The coping methods or the management strategies for their stressors differ from person to person. Human beings tend to choose between two alternatives; the first is to make all attempts to resist (i.e., fight) the environmental pressures and through that process emerge victorious. The second is to avoid the pressure (i.e., flight).through use of a variety of defense mechanisms. This is their way to reducing the pressure.

STRESS IN MULTINATIONAL COMPANIES

Stress, which is seen as modern society's illness and reported by professional

 In the Multinational companies particularly in the Information Technology industry, the likelihood of being exposed to very stressful situations is more evident among the professionals. A career in IT is increasingly marked by struggles against deadlines, rapid mobility across projects, and frequently changing relationships at work and the shock style of conflict management, temporal dissociation, the 'night here, morning there' syndrome, misuse of free time and growing infectious cynicism that can lead to despair, distress, pressure, and finally stress.

OBJECTIVES

To study the stressors and their coping methods adopted by the Multinational Companies to overcome the stress, based on their perception

- To identify the sources of occupational stress
- To ascertain the methods that they adopt to overcome the stress
- To evaluate the Stress management among the IT professional.

STATEMENT OF PROBLEM

Maintaining the balance between work and life becomes a tough task for IT Professional. Hence this study is aimed at finding out the Stress Management Strategies adopted by the Multinational Companies especially in IT sectors. As a study of this kind could identify the extent of influence socio-economic and personal factors have on Stress Management of IT professionals.

RESEARCH METHODOLOGY

The study is about the Stress Management with reference to Multinational Companies in Chennai city. The study is being made to identify the stressors of IT professionals and their coping strategies of their stressors. The data used in this study were primary data is collected from the IT professional working in Chennai city.

Sampling Design:

i)**Type of Universe**: The type of the sampling design includes the Multinational companies of Chennai city.

ii) **Sampling Unit**: The sampling unit consists of the IT professional in MNC's in Chennai city.

iii) **Size of the sample:** The size of the sample is 120 IT personnel.

iv) **Sampling procedure**: The sampling procedure consists of probability sampling from which the simple random sampling method has been adopted.

v) **The techniques for data collection**: The techniques for data collection used are interview schedule that consists of **structured questionnaire.**

vi) **Analysis of data**: The relationship between primary strategies adopted for managing stress and any one of the demographic, job-oriented and personal characteristics like Age, Gender etc., was evaluated by using T-test(for two group comparison) and one-way ANOVA(for more than two group comparison).

Table-1

Stress Management strategies of IT Professional by Age

Q.No.	Stress Management Strategies	(Age in yrs) upto 25 (n=28)	Age in yrs) upto 26-35 (n=44)	Age in yrs) Above 35 (n=48)	F Value
1	Ignoring the problem & Taking Rest	2.02(0.55)	1.87(0.60)	1.94(0.59)	0.57
2	Talking with Family & Friends	2.02(0.48)	2.11(0.51)	2.14(0.46)	0.58
3	Emotional & Irritable to Self	1.84(0.56)	1.86(0.58)	1.86(0.67)	0.02
4	Letting off tension by other means	2.05(0.46)	1.88(0.41)	1.92(0.47)	1.45
	Overall Stress Management	2.00(0.39)	1.93(0.43)	1.98(0.41)	0.25

Interpretation: One way ANOVA doe comparing the extent of stress management among three age groups. The mean Scores for all age groups against all four as well as against overall stress management strategies are between 1.50and 2.50 and it was the range "Sometimes". Thus, it is understood that the IT professionals of all age groups tend to manage the stress "sometimes. It The F value is insignificant for all four factors of stress management.

Table-2

Stress Management strategies of IT Professional by Gender

Q.No.	Stress Management Strategies	Gender Male (n=65)	Gender Female (n=55)	F Value
1	Ignoring the problem & Taking Rest	2.02(0.59)	1.83(0.56)	1.74*
2	Talking with Family & Friends	2.11(0.48)	2.09(0.49)	0.28
3	Emotional & Irritable to Self	1.88(0.67)	1.84(0.54)	0.36
4	Letting off tension by other means	1.93(0.40)	1.91(0.42)	0.07
	Overall Stress Management	2.01(0.40)	1.91(0.42)	1.31

Interpretation: T-test results shows the extent of stress management between male and female IT professionals, The t-values which are more than one of "Ignoring the problem and taking rest" and overall stress management for the strategies adopted and very low for the remaining factors. It is concluded that the overall stress management does not depend upon gender factor. .

FINDINGS

IT Professionals are independent of their age, gender, in present position, total length of service in the field and Income.

There is no significant relationship between Stress management and age factor of the IT Professionals.

Being male or female does not have a significant impact on the Stress Management Techniques Analyzing the impact methods followed in the MNC's, the relationship was not significant.

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