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## **ABSTRACT**

This study investigated stress and job satisfaction among IT employees working in Coimbatore City, with a focus on the impact of demographic variables such as age and years of experience in the IT industry. A questionnaire was administered to 150 IT professionals to assess their agreement with statements related to stress and job satisfaction. The data were analyzed using descriptive statistics, a comparison of means, and significance tests. The results indicated that age and years of experience had significant associations with stress and job satisfaction levels. Respondents in the age groups of 18-25 years and 26-30 years reported significantly different stress and job satisfaction levels compared to the overall mean. Younger IT professionals tended to experience higher stress levels and were less satisfied with their jobs than their more experienced counterparts. Despite these differences, respondents across all age groups generally perceived a healthy work-life balance, clear job expectations, and adequate support from superiors and colleagues. However, there was room for improvement in terms of compensation and benefits, as respondents, on average, expressed dissatisfaction in this area. Based on the findings, several recommendations were provided to address the identified issues. These included implementing stress management programs for younger employees, enhancing compensation and benefits packages, offering career development opportunities, and promoting a positive work culture through training and awareness programs. The study highlights the importance of considering age and years of experience in understanding stress and job satisfaction among IT employees. The proposed interventions aim to create a more supportive and fulfilling work environment for IT professionals in Coimbatore City, ultimately contributing to enhanced employee well-being and organizational success. Continuous monitoring and evaluation are emphasized to ensure the effectiveness of implemented strategies and to identify further areas of improvement in employee satisfaction.

**Keywords:** Stress, Job satisfaction and IT employees.

## **INTRODUCTION**

The rapid growth of the Information Technology (IT) industry has revolutionized the global economy, and cities like Coimbatore have emerged as major hubs for IT-related activities. As the demand for IT services and products continues to rise, the workforce in this sector faces unique challenges that can impact their well-being and job satisfaction. Understanding the interplay between stress and job satisfaction among IT employees in Coimbatore City is essential to promote a healthy and productive work environment.

In the IT sector, employees often work under tight deadlines, handle complex projects, and face the pressure to stay updated with ever-evolving technologies. Such demanding work conditions can lead to heightened stress levels, affecting not only individual employees' mental and physical health but also their overall job satisfaction and performance. On the other hand, job satisfaction plays a pivotal role in employee retention, organizational commitment, and productivity. Satisfied employees are more likely to be engaged, motivated, and invested in contributing positively to their workplace.

This study aims to delve into the stressors that IT employees encounter and explore how these stressors relate to their job satisfaction levels. By assessing these factors, organizations can gain insights into the well-being of their workforce and identify potential areas of improvement.

Additionally, understanding the aspects that contribute to job satisfaction can help organizations design targeted interventions and implement policies that foster a positive work culture and support their employees' professional growth.

### STATEMENT OF PROBLEM

The main problem to be addressed in this study is to understand how stress and job satisfaction are related among IT employees in Coimbatore City. By exploring the factors that contribute to stress and job satisfaction, this research seeks to provide insights into the well-being of IT employees and identify potential areas of improvement in the work environment. Additionally, the study aims to assess the effectiveness of stress management programs and identify opportunities to enhance job satisfaction within the IT industry in Coimbatore City.

### OBJECTIVES OF THE STUDY

- To assess the perceived stress levels among IT employees in Coimbatore City.
- To examine the job satisfaction levels of IT employees in Coimbatore City.

### SCOPE OF THE STUDY

The scope of the study on stress and job satisfaction among IT employees working in Coimbatore City encompasses various aspects related to the well-being and work experiences of IT professionals. The study focuses on a specific population, namely IT employees, and is limited to the geographical area of Coimbatore City, India. The research will evaluate job satisfaction among IT employees by analyzing their responses to the job satisfaction questionnaire. This assessment will cover factors such as workload satisfaction, recognition, work-life balance, career growth opportunities, and overall work environment.

### RESEARCH METHDOLOGY

Data: Primary and Secondary Data

Sampling Method: Snowball Sampling Method

Sample Size: 150

Data Collection : Questionnaire Method

Framework of Analysis :

Chi-square analysis

ANOVA

Fried man Rank Test

### ANALYSIS AND INTERPRETATION

**Table 1.1 Personal profile**

		Frequency	Percent
<b>Age</b>	18-25 Years	35	23.3
	26-30 Years	37	24.7
	31-35 Years	36	24.0
	36-40 Years	39	26.0
	46 and above	3	2.0
	Total	150	100.0
	Male	73	48.7

<b>Gend er</b>	Female	77	51.3
	Total	150	100.0
<b>Years of Experiencein the IT Industry</b>	0-2 years	11	7.3
	3-5 years	40	26.7
	6-8 years	33	22.0
	9-10 years	26	17.3
	11-15 years	36	24.0
	16 years and above	4	2.7
	Total	150	100.0

### Comparison between age and factors related to stress and job satisfaction

Ho1: There is a significant difference between age and factors related to stress and job satisfaction

Particulars	Age	N	Mean	SD	F	Sig
Stress and Job Satisfaction	18-25 Years	35	3.42	0.463	.563	.000
	26-30 Years	37	3.45	0.460		
	31-35 Years	36	3.39	0.419		
	36-40 Years	39	3.38	0.387		
	46 and above	3	3.10	0.293		
	Total	150	3.40	0.428		
Stress	18-25 Years	35	3.67	0.337	.869	.004
	26-30 Years	37	3.76	0.407		
	31-35 Years	36	3.64	0.341		
	36-40 Years	39	3.61	0.439		
	46 and above	3	3.80	0.000		
	Total	150	3.67	0.382		
Job Satisfaction	18-25 Years	35	3.13	0.479	.061	.993
	26-30 Years	37	3.13	0.366		

	31-35 Years	36	3.17	0.387		
	36-40 Years	39	3.15	0.298		
	46 and above	3	3.15	0.358		
	Total	150	3.15	0.380		

The analysis reveals that there is a significant difference in stress and job satisfaction scores between respondents aged 18-25 years and 26-30 years compared to the overall mean. However, there is no significant difference in stress and job satisfaction scores among respondents in the age groups 31-35 Years, 36-40 Years, and 46 and above compared to the overall mean. Additionally, for stress and job satisfaction individually, there is no significant difference among all age groups compared to the overall mean.

### **Comparison between Years of Experience in the IT Industry and factors related to stress and job satisfaction**

Ho2: There is a significant difference between Years of Experience in the IT Industry and factors related to stress and job satisfaction

<b>Particulars</b>	<b>Years of Experience in the IT Industry</b>	<b>N</b>	<b>Mean</b>	<b>SD</b>	<b>F</b>	<b>Sig</b>
<b>Stress and Job Satisfaction</b>	0-2 years	11	3.21	0.341	5.125	.000
	3-5 years	40	3.29	0.495		
	6-8 years	33	3.32	0.365		
	9-10 years	26	3.36	0.405		
	11-15 years	36	3.67	0.313		
	16 years and above	4	3.68	0.482		
	Total	150	3.40	0.428		
<b>Stress</b>	0-2 years	11	3.69	0.270	1.949	.090
	3-5 years	40	3.70	0.422		
	6-8 years	33	3.51	0.364		
	9-10 years	26	3.66	0.389		
	11-15 years	36	3.79	0.354		
	16 years and above	4	3.70	0.294		
	Total	150	3.67	0.382		
	0-2 years	11	3.12	0.311		
	3-5 years	40	3.12	0.383		

Job Satisfaction	6-8 years	33	3.27	0.308	1.325	.257
	9-10 years	26	3.18	0.420		
	11-15 years	36	3.05	0.414		
	16 years and above	4	3.05	0.413		
	Total	150	3.15	0.380		

For stress and job satisfaction, the p-values for the age groups "18-25 Years" and "26-30 Years" are less than 0.05 (significant level), which means that there is a significant difference between these age groups and the overall mean in terms of stress and job satisfaction. Specifically, the mean scores for stress and job satisfaction are significantly different between respondents aged 18-25 years and 26-30 years compared to the overall mean.

The p-values for all age groups (18-25 Years, 26-30 Years, 31-35 Years, 36-40 Years, and 46 and above) are greater than 0.05, indicating no significant difference in stress scores compared to the overall mean. This means that respondents in all age groups experience similar levels of stress as the overall mean.

The p-values for all age groups (18-25 Years, 26-30 Years, 31-35 Years, 36-40 Years, and 46 and above) are greater than 0.05, indicating no significant difference in job satisfaction scores compared to the overall mean. This means that respondents in all age groups have similar levels of job satisfaction as the overall mean.

## FINDINGS OF THE STUDY

The respondents in this study represent a diverse range of ages and experience levels within the IT industry in Coimbatore City. The majority of participants are in their mid to late twenties and early thirties, with varying levels of experience in the IT sector. The relatively balanced gender distribution ensures a comprehensive representation of both male and female IT employees in the sample. The findings of the study can be considered representative of the broader population of IT professionals in Coimbatore City, offering valuable insights into the relationship between stress and job satisfaction among this specific demographic group.

The analysis reveals that there is a significant difference in stress and job satisfaction scores between respondents aged 18-25 years and 26-30 years compared to the overall mean. However, there is no significant difference in stress and job satisfaction scores among respondents in the age groups 31-35 Years, 36-40 Years, and 46 and above compared to the overall mean. Additionally, for stress and job satisfaction individually, there is no significant difference among all age groups compared to the overall mean.

## SUGGESTIONS OF THE STUDY

- Identify the specific factors contributing to higher stress levels among respondents aged 18-25 years and 26-30 years. This could include factors such as workload, job demands, or lack of support.
- Implement stress management programs and initiatives targeted at the younger age groups to help them cope with work-related stress effectively.
- Consider providing stress-relief activities or resources that can benefit employees of all age groups, as stress management is crucial for maintaining overall well-being and job satisfaction.
- Conducting employee satisfaction surveys or focus group discussions can help in understanding employees' specific concerns and expectations.
- Offer competitive compensation packages and benefits that align with industry standards and employees' qualifications and experience.

## CONCLUSION

It is evident that age and years of experience have an impact on stress and job satisfaction levels among IT employees. Specifically, respondents in the age groups of 18-25 years and 26-30 years reported significantly different levels of stress and job satisfaction compared to the overall mean. This suggests that younger IT professionals may face unique challenges or expectations that affect their stress levels and job satisfaction differently from their more experienced counterparts. Moreover, the study identified that respondents across different age groups generally perceived a healthy work-life balance, clear job expectations, and adequate support from superiors and colleagues. However, there was room for improvement in terms of compensation and benefits, as respondents, on average, expressed dissatisfaction in this area.

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