A STUDY OF STRESS MANAGEMENT AMONGST EMPLOYEES IN SELECTED SOFTWARE INDUSTRIAL UNITS IN PUNE REGION
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MANAGEMENT

Submitted By

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AUGUST – 2014

DECLARATION

I, the undersigned, hereby declare that the thesis entitled **"A STUDY OF STRESS MANAGEMENT AMONGST EMPLOYEES IN SELECTED SOFTWARE INDUSTRIAL UNITS IN PUNE REGION"** is a genuine and bonafide work prepared by myself under the guidance of Dr. George Judah and submitted to Tilak Maharashtra Vidyapeeth, Pune for the award of the Degree of Doctor of Philosophy.

The present research work is original and the conclusion drawn there in is based on the data collected by myself. To the best of my knowledge and belief, the matter presented in this thesis has not been submitted for the award of any Degree either from Tilak Maharashtra Vidyapeeth, Pune or any other institute or academic organization. The list of references for secondary data is attached in bibliography.

U.R.Ranawade

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Date : 23/08/2014

CERTIFICATE

This is to certify that the thesis entitled **"A STUDY OF STRESS MANAGEMENT AMONGST EMPLOYEES IN SELECTED SOFTWARE INDUSTRIAL UNITS IN PUNE REGION"** is a genuine and bonafide work prepared by Mrs. Usha Rajendra Ranawade under my guidance and direct supervision. The research report has been submitted to Tilak Maharashtra Vidyapeeth, Pune in fulfillment of the award of the Degree of Doctor of Philosophy.

To the best of my knowledge and belief, the matter presented in this thesis has not been submitted earlier for the award of the degree of Doctor of Philosophy of Tilak Maharashtra Vidyapeeth. Pune.

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CHAPTER 1
PREFACE

When any person is stressed, the whole family gets disturbed as well as relatives, friends, colleagues, and organizational environment. In the family, his/her spouse, parents, and children have to face a lot of problems and naturally, their normal life gets disturbed. Therefore, it is observed that, everything depends on the working of the human mind. Mind management and Time management need to be practiced. So stress management plays a very important role in the human life which will affect his or her health, overall family and the organization's healthy environment, which naturally affects the location where they stay, the city, the state and the whole country. In addition, it will affect the whole universe because stress energy affects others; therefore, if all people learn to cope with stress then automatically healthy energy will spread all over the universe. Spiritual energy will move around and automatically the individual, the family, the organization, and wherever life exists will enable human beings to experience happiness, peace, joy, satisfaction, and lastly complete bliss.

After being intuitively stimulated, the researcher started working on the material/spiritual aspects of the human personality. The material person is never satisfied with what he has. He is always greedy for more. These features of the material person and his desires have been studied, and then a person who is spiritually developed was observed. The researcher has thus studied number of persons who are materialistic also and those people who are spiritual. The researcher then found out the difference between the two. For living a happy life money, car, house, enjoyment, and other material possessions are needed. Is the man really happy with all these material possessions? No, he is not. Therefore, spiritual aspects are needed, to make people really happy. Nature runs on positive energy so all human beings need to behave positively. It is essential that we do care for every single human being. People need not hurt anybody and not even oneself. By doing this the human being will be able to cope with stress and achieve real bliss in life.

In this age of computer technology, software employees are running against nature and are faced lots of stress. So after a long day's work, it is better for them to live with nature, earn money, but do not get greedy. Life is very beautiful; and each moment brings its own joy. Human beings have the freedom to live each moment as they wish. Therefore, software employees should think, act wisely, and enjoy life to the fullest. Bliss is nothing but spirituality through Yoga, Pranayama, Meditation, Spending time with family and other. With the blessings of 'Almighty GOD', this research study hopes to benefit the employees by getting them absolutely de-stressed.

CHAPTER 2
BACKDROP OF THE STUDY

The universal applications of computers have made the individual and administrative sectors computer savvy. Employees need to be trained in this area, as it has become an obligatory qualification to be conversant with computer skills.

Computerization has caused a tremendous expansion of the software industry. It has grown on account of genuine high demand. This led to opening of a variety of jobs for people. The software experts received good pay packets. People can afford foreign travels. Earlier all this seemed attractive to our Indian people. Slowly the other side of the success story revealed itself. In a country like India, the children supported parents in old age. Due to computerization, these children tend to settle abroad, leaving their parents to lead a lonely life. Most children struggle to decide between parents and jobs and ultimately choose jobs; and settle abroad.

In Software Industry, people do not have fixed working hours. Even though the officially working hours begin in the morning, the finishing time of the work cannot be predicted. Software Industry employee works for about 10-12 hours a day. There is the pressure of deadlines and this pressure causes a lot of physical, social, emotional, and mental stress.

These reasons have made people work under a lot of stress. Since they received a very good financial package from their company, they are expected to work long hours at their best. This adds more stress and is the reason for pain.

One must find a way out of this. Even in former times people worked under stressful conditions. There always was a balance between various aspects of life. The present day life has become more stressful as compared to the life in the earlier times. It is essential to be prepared to face this physical, social, and mental stress. In today's age of cutthroat competition, an employee needs to balance work, home and take care of one's health. It is essential to work at the best level possible. Today people from all lifestyles are stressed out.

Most people undergo different regimes for stress management. People follow yoga, pranayama, and concentration techniques for stress management. The ancient medical system of Ayurvedic has given the distinct advantages of yoga for stress management. It is necessary to use these techniques without getting confused. Spirituality and religion will contribute to reap its benefits of this ancient science of health. In order to take advantage of this ancient science of health, we must understand our internal body structure to make use of body and mind.

Life is many a splendoured things. Each moment brings its own joys; we have the freedom to live each moment as we wish to. It is necessary to think and act wisely and enjoy life to the fullest. This bliss is the result of spirituality, which is attained through practice of yoga, pranayama, meditation, and others.

The teaching profession provided the researcher to understand the thoughts and feelings of students. The researcher could share and be a part of the experiences of the students, sometimes finding them truly happy, healthy, peaceful and sometimes stressful. Even after placement in a company, these students returned to the researcher for counseling, coaching, and mentoring. After intervals of time, the student used to contact the researcher for further counseling, coaching, and mentoring to share their experiences. This happened several times where in students shared experiences of stress which lead the researcher to the present research study.

The researcher realized from their conversation that they were stressed and the reasons given by them to the researchers were role overload, role ambiguity, unreasonable group and political pressure, responsibility for subordinates, poor participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working condition, and others.

The topic related to Stress Management continued to haunt the researcher. The line of thinking that followed was the happiness of human life in general. The researcher felt that GOD had created happiness, peace, joy, and satisfaction and therefore everyone should get it equally. Man can live without food, shelter, water, and clothes but air prana (breath) is necessary for the body to stay alive.

Happiness, peace, joy, and satisfaction cannot be grabbed but have to be gained. Any reaction only causes stress. It is possible to manage one's own personality but it is difficult to do so in the case of others. It is universally experienced that every action has an equal and opposite reaction. The researcher's Master (Guruji) taught the researcher how to manage stress in a beautiful way and that is why the researcher considers it her bounden duty to spread the importance of the techniques of stress management to others.

While working in computer education and communications with ex-students, the researcher made the choice of the topic of research "**A study of stress management amongst employees in selected software industrial units in Pune region**." Then the researcher began to search answers to the key questions related to the topic of research. The researcher had to define the word stress and look for its causes and also studied the sufferers from stress and whether they follow all tenets of their specific religion? The researchers also want to understand whether vision statement, mission statement, values, and behaviour of other people causes stressed on the individual. What are the consequences? How does stress affect the body? Is organizational behaviour creating a stress on employees? Does big salary have any effect on stress?

When people are stressed, the whole family, relatives, friends, colleagues, and organizational climate is also affected. In family, his/her spouse, parents, and children have to face many problems. Naturally, their normal life gets disturbed. It is noted that all things depend on the working mind. Mind management and Time management for every individual are therefore essential. Stress management plays a very important role in human life. Stress affects his or her health, family, and organization. The healthy environment of their residence, city, state, and country is affected by stress. In addition, stress affects the whole universe because stress energy affects other elements. If all people learn how to cope up with stress, then automatically healthy energy will be spread all over. The spiritual energy will move around and automatically everywhere, in individuals, in family, in organization and everywhere.

The researcher started working with persons in the material world of computers and compared their life with spiritual person. Persons in material life are never satisfied with what they have achieved. The material-minded individual is always greedy for more. The demands never end. In the course of this research, the researcher has studied features of the material person and his desires. The researcher has come in contact with a person who is spiritually developed. The contact with number of persons who are materialistic and spiritual, the researcher was in a position to find out the difference between them. For living happy life, man thinks that he needs money, car, house, and enjoyment. Does man really achieve this happiness with these demands? The answer is 'No'. What are needed are more spiritual aspects to make life really happy. Nature runs on positive energy so all human beings should behave positively among themselves and with nature. Men should care for every single living being. They should not hurt anybody and themselves too. By doing this probably an individual will be able to cope up with stress and get inner bliss in life.

The researcher took up conducting a research on stress management by taking interviews of software employees by asking the questions related to their nature of work, working schedule, deadlines, family support, organizational behavior, and lastly satisfaction at work. The researcher realized that they were stressed on account of role overload, role ambiguity, unreasonable group and political pressure, responsibility for subordinates, poor participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working condition, unprofitability and other reasons. The preparation of a questionnaire to get answers on all types of stress, distribution of the questionnaire to some software employees and taking feedback from them was the next step taken in the course of the research. The researcher started the primary data collection from January 2012. In Pune region, the data was collected from different IT Parks and other Information Technology centers. The responses from 322 software employees were scrutinized analytically and interpreted to arrive at the conclusions.

CHAPTER 3
HISTORY OF STUDY

3.1 Stress

Stress and anxiety have become pervading features of people's life in the modern world. Despite tremendous advancements in science and technology, and remarkable growth of economy and sources of luxury, majority of people all over the world seem to be experiencing moderate to high degree of psychological stress in various spheres of their lives. Consistently increasing rate of psychosomatic and psychological disorders and feelings of frustration and dissatisfaction with life in general reflects the high stress being experienced by the people in the present day world. Not that people in societies in the past were entirely free from stress. People must have been experiencing stress right since the origin of structured societies. However, the causes of stress in those societies were episodic in nature and low in severity and frequency. During the last two decades, frequency, severity, and span of psycho-social stress have drastically increased. The basic reason is the tremendously changed physical and socio cultural environment of the contemporary societies and lifestyle of the people.

People's life in contemporary societies has become more diversely demanding, complicated, mechanical, and dependent and is running by the clock. Even increasing needs and aspirations, high competition, pressures of meeting deadlines and uncertainty of future and weekend social support system have made the life of people highly stressful in modern societies. The reaction to intense psychological stress has become a major concern of psychological, psychiatric aspects of the term stress as a prime intellectual tool for understanding and explaining individual's behavior and pathologies have not been yet fully realized by the stress researchers.

*Selye (1980) has accordingly stated that the concept of stress is still fraught with definitional contradictions and suffers from the mixed blessing of being too well known and too little understood.

The term stress is derived from the Latin word string '*ere*' which means to draw tight. The term was used to refer to hardship, strain, adversity, or affliction. Various terms have been synonymously used with stress, namely anxiety, frustration, conflict, pressure, strain and other.

The physiologist *Walter Conon (1914) in his work on homeostasis has used the term stress to describe emotional states that had possible detrimental physical impact on the focal organism.

In 1935, * Conon modified the use of the term stress to describe physical stimuli and used the term strain for organism's response to the stressor. Some have described the term stress as the quality of stimulus *(Dunbar 1947), while others defined it as the quality of both stimulus and the response. *Wolf (1950) described it as a state of human organism. Some others have described it as that class of stimuli, which produce anxiety and reportable experience of tense dread *(Basowitz, Persky, Korchin, Grinker, 1958).

The Concise Oxford Dictionary defines stress in three different ways. The first definition offered is that of constraining or impelling force (for example under the stress examination). The second definition treats stress as an effect or demand an energy (for example subjected to great stress). The third definition talks of a force exerted on the body.

In Penguin Medical Encyclopedia *(Wingate 1972) Stress has been described as any influence which disturbs the natural equilibrium of the body, and includes within its reference, physical injury, exposure, deprivation all kinds of disease and emotional disturbance. These dictionary definitions of Stress may be presented in a model, which denotes stress as a constraining force action on a person, who is attempting to cope with this force exerts him, and consequently feels fatigued or distressed.

However the concept of stress seems to have had special place in the mind of laymen and scientists ever since *Selye (1956) popularized the term in his writing on "General Adaptation Syndrome (GAS)". He defined stress as "Non specific responses of the body to any demand made upon it. He was of the opinion that organism makes a universal pattern to response all types of internal or

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external demands made on the body. The GAS has three stages i.e. alarm, resistance and collapse. The alarm stage is the body's initial response to stressor. For example, increase heart rate and blood pressure and release of glucose to provide energy for action. If the stress is prolonged, the stage of resistance emerges. The process of homeostasis comes into play at this stage. The body tries to maintain equilibrium. There is continuing effort to adapt to the stressor during this stage. The body cannot go on coping with stress indefinitely. The third stage of collapse is characterized by a loss of resistance to the stressor and exhaustion, collapse, and even death can occur. The stress researchers have challenged this model of GAS as it does not give any significance to cognitive processes and individual differences in these physical responses to stressor.

3.1.1 Stimulus Perspective of Stress

Stress conceived as a stimulus has been used to describe environmental situations or conditions characterized as new, intense, rapidly changing, demanding, sudden, or unexpected. A stressful stimulus includes stimulus deficit, absence of expected stimulation, highly persistent stimulation, fatigue, or boredom. In this perspective, stress has been treated as an independent variable. This model of stress is an engineering one in which external stressor gives rise to stress reaction or strain within the individual *(Cox 1978). *Lazarus (1966) also considered such events as failure or the threat of failure, noxious or unpleasant agents in the environment, isolation, and rapid social changes as stress stimuli.

Other stimulus situations mentioned in the literature as stressful are
a) Loses of personal, physical, cognitive, or affective function.
b) Frustration of anticipated reward or goal attainment.
c) Failure change in social feedback mechanism.
d) Impulse flooding.
e) Approach avoidance conflict situations.

The stress as stimulus has triggered active research on relationship between stress and somatic illness. *Meyer (1958) long back argued that certain alternations of life circumstances have potential influence on balance between

health and illness. *Holmes (1974), Rahe (1968) and their collaborators examined in a series of a person statistically correlate with illness.

Studies conducted by Holmes and Rahe (1967) generated a hierarchical list of life event changes likely to require a significant alternation in the ongoing adaptive patterns of the individual. The crucial life events are not the direct causes of illness. The important factor, which causes illness, is the new demand on the usual adaptive patterns of the person. The greater the demand of social situation or event, for making new adaptive efforts to readjust to it, more is the likelihood that an inadequate response will be that of utilized, thus eliciting pathological physiological reactions .These social situations require the focal person to make excessive adaptive effort. The question that arises is which conditions can be accepted as stressful, what their common characteristics are, and what the common features of stressful stimuli are undesirable, unpleasant, uncomfortable, threatening, and demanding.

*Weitz (1970) enlisted eight types of stressful situations namely speeded information processing, noxious environmental stimuli, perceived threat, disrupted psychological function, isolation, confinement, blocking, group pressures and frustration.*Lazarus (1966) considered perceived threat as the central characteristic of stressful situation. *Frankenhaeuser (1975) has denoted lack of control over events as stressful situations.

Thus, all undesirable and excessively demanding stimuli or situations have been considered as stress. The stimulus situations are very likely to cause or generate the feelings of stress in most of the focal persons, but not necessarily in everyone. It is quite difficult to generalize that certain kinds of situations are inherently stressful and certain others are not. People react to their life situations or social conditions in terms of their own interpretative meaning of these situations or events. Much depends upon context, mood, and experience when people come to interpret the meaning of an event. The actual amount of stress felt is determined by the stressful situations in combination with other personal and situational variables.

3.1.2 Response Perspective of Stress

The term stress has been used to refer to the response to stressor by *Beehr (1984), Caplan, Cobb, French, Harrison and Pinneau (1975) and Kahn and Quinn (1970). The response based definition of stress concerns with the specification of the particular response or response patterns, which may be taken as evidence that the person is or has been under pressure from a disturbing environment. That response or pattern of response is treated as stress as its defining parameter. (Cox 1978)

There may be something excessive or unusual about a reaction that produces psychological or physiological consequences detrimental to the organism. The presence of emotional activity has been used as a post facto index to determine the existence of stress. From this perspective, stress would be regarded as the demands placed upon the individual to respond adaptively to a stimulus appraised as noxious.

Theorists who define stress from a response perspective see it as an imbalance between the requirements of an adaptive response and the repertoire of the individual. The greater the fraction of expectancies in a situation, and the greater the perceived discrepancy between demand of the situation, and capacity and the higher the appraised cost of making such a reaction the more stress there will be acting on the individual.

The work of *Selye (1966) first set the model for response theories of stress. *Tache and Selye (1978) stated that 'Stress is the non-specific response of the body to any demand made upon it.' He described stress quite equivocally as the person's response to the demands of his environment. There are three basic themes build by Selye on concept of stress.

(i) The physiological stress response does not depend upon the nature of stressor, and not on the organism in which it evoked. The response syndrome represents a universal pattern of reactions, which protect the person, and preserves its integrity.

(ii) He believes that defense reactions progress in three stages in the exposure to stress is continuous, namely alarm reactions, resistance-bodily changes marking the person's adaptation to the external force and exhaustion.

(iii) Selye's concept of stress is that if these defense responses were severe and prolonged, it would result in disease states. However, Selye did not explicitly include cognitive or emotional factors and their impact on the adaptive processes. It has been observed that some noxious physical conditions do not produce the general adaptation syndrome. It has now been suggested that much of the physiological response is not directly determined by the actual presence of the stressor agent but by its psychological impact on the person.

3.1.3 Transactional Perspective of Stress

In this perspective, stress has been described as part of a complex and dynamic system of transaction between the person and his environment. It emphasizes that stress is an individual perceptual phenomenon rooted in psychological process. This model has been developed largely by *Lazarus and his colleagues (Lazarus and Lanier 1978), (Lazarus and Folkman 1984). According to this view, stress is said to occur in the face of 'Demands that tax or exceed the resources of the system or to put it in slightly different way, demand to which there are no readily available adaptive responses'. The transactional perspective emphasizes 'Cognitive appraisals and coping responses'. A stressful transaction begins with a primary cognitive appraisal that a situation requires an effective response to avoid or reduce physical or psychological threat or harm and a secondary appraisal that no completely effective response is immediately available. It becomes a source of stress only when the focal person appraises it as to be threat for him and to exceed his capability to deal with it. The person makes the best response possible, actively defines, and shapes stressful transactions by means of his cognitive appraisals and coping responses.

The concept of stress is bound to the person and is subjective experience. The physical and psychosocial situations become stressors via cognitive appraisal and interpretation of the threat situations by the focal person. Lazarus's model begins when the person evaluates a particular event, situation, or demand. After

perceiving the situation, the focal person makes two types of appraisal at his cognitive level; primary and secondary appraisals.

In primary appraisals, the individual evaluates the threats or loss likely to happen. Further, in secondary appraisal the individual appraises his capability, resources, and deals with the confronting situation. The severity of the felt stress is determined by the degree of imbalance between Cognitively Appraised Demand or threat (CAD) and Cognitively Appraised Supplies of the human and physical resources (CAS). A stress reaction in the individual is the joint effect of his psychic and somatic dispositions and the stress provoking quality of situational condition. *Appley and Trumbell (1967) state that stressfulness of stimulus exposure or event is dependent upon the pattern of stimulus organism interaction in a particular time and a particular place.

*McGrath (1976) has defined stress as "An environmental situation perceived as presenting a demand which threatens to exceed person's capacities and resources for meeting it under conditions where he expects a substantial differential in the rewards and the costs for meeting the demands versus not meeting it."

*Cox (1978) has defined stress as 'Stress can only be sensibly defined as a perceptual phenomenon arising from a comparison between the demand on the person and his ability to cope. An imbalance in this mechanism, when coping is important gives rise to the experience of stress, and to stress response.'

The main confusion over the definition of stress has arisen because of disciplinary or conceptual bias. In physics, stress has a meaning or force which action on a body produces strain or deformation. In physiology, the various changes in the physiological function in response to evocative agent denote stress. In psychology, stress refers to a state of the organism resulted from some interaction with the environment. In psychophysiology, stress is that stimulus which imposes detectable strain that cannot be easily accommodated by the body and so presents in impairing effects on health or/and behaviors. Thus, psycho physiologists hold that stress can only be considered in terms of both stimulus and

response, and influence of mild stress on health may become evident as either physical signs or mental symptoms or both.

The stress researchers in various disciplines have used such terms as systematic stress, biological stress, psychological stress, physiological, psychological, and sociological levels of stress and social psychological stress to refer to the concept of stress. The limiting adjectives if used may help in identifying

a) The concept in which the term is used: For instance, stress when used in primarily psychological contexts is not necessarily equivalent to systematic stress.

b) The discipline of researcher and the nature of stimuli considered as stressor: For instance physical and humoral stimuli are primarily studied in physiology and psychobiology (systematic stress) and psychological stimuli in psychology.

c) The response relevant to scientists: For instance, Physiologist, primarily concern with physiological changes, psycho physiologists with health, and behaviour, and psychologists with deviation at the psychological and behavior level.

*Ram Chandra Rao (1983) has highlighted the origin of stress in ancient Indian thought. Tracing it back to the 'Samakhya' and 'Yoga' systems he pointed out two Sanskrit words 'Klesa' and 'Dukha' which correspond not only to the concept of stress in common use but also to an extent to the concept in its technical sense. The concept of 'Klesa' has its origin in the root 'Khis' which means to torment' to cause pain or to afflict. The 'Klesa' is not a mental process but is a set of 'hindering load' on mental process. Thus the concept 'Klesa' system views 'Dukha' to signify the stress that the individual experiences in the course of his interaction with the world around him.

On the basis of a review of ancient Indian literature, Rao concluded that the conceptual model of appraisal of the self (Asmita), the object (Raga), and the threat (Dwesha). In fact, the cognitive appraisal constitutes the functional framework for the conceptual model of stress not only in 'Samakhya-Yoga' system but also in 'Vedanta' and 'Buddhism'. He has referred to three types of

stress, which 'Samkhya' speaks Adhyatmik (personal), 'Adhibhoutik' (situational), and Adhidavic (Environmental).

3.1.4 Occupational Stress

Stress at work resulting from increasing complexities of work and its divergent demand, has become a prominent and pervading feature of the modern organizations. The researchers in the area of organizational psychology and management have used the term job stress to denote employee's mental state aroused by a job situation or a combination of job situations perceived as presenting excessive and divergent demands. Some stress researchers have emphasized the role of job situations in their definition of job occupational stress. *Caplan Cobb and French (1975) have accordingly defined occupational stress as "Any characteristic of job environment which poses a threat to the individual" *Copper and Marshall (1976) have expressed that "By occupational stress is meant negative environmental factors or stressors associated with a particular job."

Some other stress researchers have tried to define it in terms of interaction between worker and work environment. The stressfulness of job situation or a factor is determined not only by the divergent or by threatening demands of the situation and evaluates it with reference to his own capability and characteristic. The definition proposed by *Margolis, Kores and Quinn (1974) falls in this category. They defined stress as "A condition at work interaction with workers characteristics to disrupt his psychological or physiological homeostasis."

*Selye, Beehr and Newman (1978) described job stress as "A condition wherein job related factors interact with the worker to change (disrupt or enhance) his psychological conditions such that the person is forced to deviate from normal functioning."

*Parasuraman and Alluto (1981) also reported that job demands constraints and job related events or situations were not in themselves stressful, but that they may be capable of producing psychological stress and strain, depending upon personal attributes and other factors.

*Allen, Hilt, and Green (1982) have defined "Occupational stress disruption, in individual is psychological or/and physiological homeostasis that force them to deviate from normal functioning in interaction with their job and work environment."

Consistent with recent conceptualization, stress denotes the psychological state experienced by an employee when faced with demands, constraints and/or opportunities that have important but uncertain outcomes by *Beehr and Bhagat (1985), Schuler(1980).

3.1.5 Person-Environment Fit Perspective of Occupational Stress

P-E Fit perspective of stress proposed by *French, Rodgers and Cobb(1974) will explains the concept of stress .According to this theory poor fit or misfit between employee and his work and its environment results in stress and psychological and health strains. The theory is based on the assumption that people vary in their requirements, demands, and incentives. When there is poor fit between the characteristics of the employee and of the job, P-E fit theory predicts the employee's well-being will be affected. In this theory, the fit is not unilateral. It is rather bilateral fit between employee and his job. Both should satisfy each other demands or expectations. Poor or insufficient supply from either side would cause stress.

(i) One form involves the discrepancy between the needs and aspirations of the employee and the supplies in the job and environment to meet his needs and goals. A good P-E fit occurs when the supplies in the environment (money, support from superiors and colleagues, opportunities to satisfy needs for affiliation, power, and achievement) are sufficient to satisfy the motives of the employee.

(ii) The second form involves the relationship between the requirements and demands of the job and the abilities of the employee to meet those demands. If the demands of the job exceed the abilities of the employees or do not match with the temperament and interests of the employee, it will cause stress and result in psychological strain. It supplies for the discrepancies between demand and

abilities the individuals will experience stress. P-E fit theory emphasis the casual relationship between misfit and strains.

Though the exact contents and process of the relationship of the two is not very clear, it is assumed that severity of the strains caused from misfit is determined by the following factors:

a) Needs which are not being satisfied.

b) Abilities to meet the job demands.

c) The generic and socio-cultural background of the employee.

d) Defense and coping precise positions.

e) Situational constraints on particular responses.

In fact, the degree of P-E fit can be determined objectively or subjectively. Objective, P-E fit refers to fit between the objective person and the objective environment; fit independent of individual's perception of it.

Subjective P-E fit refers to the fit between subjective person and the subjective environment; the individual in perception of P-E fit. P-E fit represents the interaction of the person and the environment rather than an outcome which each cause.

According to *Ross and Altmair (1994) occupational stress is the result of interaction of work conditions with characteristics of the worker such that demands of the work exceeds the ability of the worker to cope with them. They have also defined occupational stress in the P-E fit framework.

*McGrath has described occupational stress as an environmental situation perceived as presenting a job demand, which seems to exceed the capacity and resources of the employee to meet or deal with it. However, the nature and severity of occupational stress may be more adequately and conveniently understood observing physical and psychological symptoms, which occur in the employee under the condition of job stress.

*Beehr and Newman (1976) have outlined three categories of these symptoms:

a) Psychological Symptoms

Those emotional and cognitive problems occur under conditions of job stress. Psychological symptoms of occupational stress include job dissatisfaction, disliking for the job, depression, anxiety, boredom, frustration, isolation, and resentment. Having these problems, the employee is less; able to cope with job problems in ways that would improve his work condition and enhance his mental outlook.

b) Physical Symptoms

Though it is difficult to know how much these physical symptoms have been caused by a particular job stress versus other aspects of employees life, it has been established that consistent job stress links with certain physical symptoms of occupational stress are cardiovascular diseases, gastrointestinal problems, allergies and skin diseases, headaches and respiratory diseases.

c) Behavioral Symptoms

The behavioral symptoms of job stress can be classified in two categories. The first category of the symptoms belongs to the focal employees, while the other belongs to the organization. The employee-centered symptoms are avoidance of work, increased intake of alcohol or drugs, overeating or under eating, aggression towards co-workers or family members, and interpersonal problems in general. The organization related symptoms of job stress include absenteeism, leaving the job, accident proneness, and decrease in work efficiency.

Empirical research on social psychological factors in stress has been somewhat inconclusive. Nevertheless *McGrath (1976) has adduced following six general themes or propositions about job stress from the available research literature.

a) Subjectively experienced stress is contingent upon the person's perception of the situation. The subjectively experienced stress is greatly influenced by the person's interpretation of the objective or external stress situation.

b) Past experience can operate to affect the level of subjectively experienced stress from a given situation or to modify reactions to that stress.

c) Positive and negative reinforcements can operate to reduce or enhance the level of subjectively experienced stress from a given situation.

d) There is a non-linear, perhaps inverted U-shaped, relationship between degree of stress and level or quality of performance.

e) The nature of task in which person is involved. The relationship of task to the stress condition influences the direction and shape of relationship between experienced stress and performance.

f) The presence or absence of and the activities of other persons in the situation influence both the subjectively experienced stress and behavior in response to stress.

3.1.6 Organizational Role Stress

The concept of "role" is the key concept in understanding the integration of the individual in a system. The first requirement in linking individual and organization is to locate the individual in the total set of ongoing relationship and behaviors comprised of a number of positions and specific roles associated with these positions. *Katz and Kahn (1966) have accordingly extended that an organization is a system of roles. Position or office is essentially a relational concept, defining one position in terms of its relationship to other and to the system as a whole. Each position in the organization is associated with a set of activities, which constitute the role being performed by the person occupying that position. In fact, no role is totally independent and sufficient in itself.

Performance of one's role is determined also by the performance of interpersonal connectedness within which that role-behavior takes place. This implies that roles are not tied to any specific milieu or setting, but to other transcending setting. A role is normally enacted in relation to many other offices/positions in the organization. It may be directly related to certain others. It is less directly to still others, and only remotely concerned to remaining offices in the organization. These offices make up the 'role set' for that particular role.

The people occupying various positions in the role set have a stake in role performance of the focal person. They develop beliefs and attitudes about what the focal person should and should not do as part of his role. These prescriptions

and proscriptions held by the members of a role set are designated as 'role expectation.'

The members of role set in expectations as communicated directly or indirectly to the focal person; evaluate role performance of a person. These communicated expectations are referred to as 'sent role'. Thus, we may define job role as "A set of specific normative activities, associated with a position, to be performed in the framework of expectations, prescriptions, and proscriptions, held by the members of the role set."

Normally, performance of a role satisfies various needs of its occupant. Sometimes it becomes a potential source of stress too for the role-occupant. The problem the role-occupant faces today is that of managing the complex structures of roles by achieving an integration of one's self with the system of other roles as well as integration of various roles a person may be playing.

Interest in organizational role stress has increased a great deal in recent years. *Kahn, Wolfe, Quinn, Sonek, and Rosenthal (1964) were the earliest to draw attention to organizational stress in general and role stress in particular. These researchers, after systematic exploration identified two basic sources of role stress i.e. role conflict and role ambiguity.

3.1.6.1 Role Conflict

Role conflict arises when various members of the role set, hold quite different or conflicting role expectations towards a focal person. They may impose pressures on that focal person toward different kinds of behavior at a time. To the extent that these different role pressures (expectations) give rise to role forces within him, he will experience a psychological conflict. Actual degree of objective role conflict depends on the configuration of role pressures actually exerted by the role senders (members of the role set) on the role occupant.

*Kahn et al (1964) have described six types of role conflicts, namely sent-role conflict, intra-sender conflict, inter-sender conflict, inter-role conflict, person-role conflict, and role overload.

a) Sent Role Conflict: It is defined as the simultaneous occurrence of two or more set of pressures such that compliance with one would make it more difficult

to comply with other. In its extreme form, compliance with one set of pressures makes the compliance with another set completely impossible; the two set of pressures are mutually contradictory.

b) Intra-Sender Conflict: It arises when a single member of the role set holds opposing expectations, for example, a supervisor instructs his subordinates to work faster and to improve the quality of product.

c) Inter-Sender Conflict: It denotes the role conflict resulting from opposing role expectations from two or more members of role set. Pressures from one role sender are in conflict with the pressures exerted by other role senders e.g. management wants the workers to stick to their duty while the labors union calls for a strike.

d) Inter-Role Conflict: It occurs when role pressures associated with membership in an organization or institution are in conflict with expectations stemming from membership in other group or institutions; for example, family responsibilities of a person conflict with his job responsibilities.

e) Person-Role Conflict: It exists when there is conflict between needs and values of an employee and the demands of his job role. It can occur when role requirements violate moral values of an employee. In another case of person, role conflict the person's needs and aspiration may lead to behaviors, which are unacceptable to the members of his role set.

f) Role Overload: It is a very prevalent form of role conflict in industrial organizations. Overload could be regarded as a kind of inter-sender conflict in which various role senders may hold quite legitimate expectations that a person performs a wide variety of tasks, all of which are mutually compatible in the abstract. It may be virtually impossible for the focal person to complete all of them within a given time limit. He is likely to experience overload as a conflict of priorities. He must decide which pressure to comply with and which to hold off. If it is impossible to deny any of the pressures, he may be taxed beyond the limits of his abilities. This overload involves a kind of person-role conflict and is perhaps best regarded as a complex, emergent type, combining aspects of inter-sender and person-role conflict.

3.1.6.2 Role Ambiguity

Much of the role conflict can be thought of as a kind of inadequate role sending lack of agreement or co-ordination among role senders. Another pattern of inadequacy in role sending, causing stress constitutes role ambiguity. Each member of an organization must have certain kinds of information at his disposal in order to perform his job adequately and smoothly. He must also know the potential consequences of his role performance and non-performance for himself, his role sender and for the organization in general. Non – availability of the adequate information about the above mentioned job-aspect causes role stress to the focal employee.

Actually, role ambiguity is a direct function of the discrepancy between the information available to the employee and that, which is required for adequate performance of his job role. It may be noted that each of the above-mentioned forms of role ambiguity may exhibit a reciprocal causal relationship with dimensions of role conflict. Thus, even though role conflict and role ambiguity are conceptually distinguishable types of role stress, one should not necessarily expect their empirical indices to be unrelated.

Besides the objective or organizational causes of role ambiguity, there may be subjective counterparts of ambiguity. The subjective or experienced ambiguity is a state of the focal person. It is the expected consequence of objective ambiguity, but the relationship is less than perfect.

Employees with tendency of intolerance for ambiguity and need for cognition-a need for clear, orderly and meaningful cognitive experience are likely to experience more ambiguity and therefore more anxiety and strain.

The extent to which required information are communicated clearly and consistently to a focal person will tend to induce in him an experience of certainty with respect to his role requirements and his position in the organization. To the extent such information is lacking the focal person will experience ambiguity. The relationship between the objective ambiguity and the intensity of the ambiguity experienced by the person are modified by his various personal attributes.

*Kahn and Quinn (1970) suggested that role ambiguity may be regarding activities, responsibilities, personal style and norms. They have also suggested that four different kinds of role are likely to experience ambiguity roles new to the organization, roles in expanding or contracting organizations, roles in organization exposed to frequent changes in demand, and roles on process. On the basis of its causes the role stress are classified under three main headings:

i) Expectation generated stress includes role conflict and role ambiguity.

ii) Expectation resources discrepancies include role overload, responsibility, authority dilemma, and inadequate technical information.

iii) Stresses result from interaction between role and personal characteristics of the focal person.

Another important potential stressor associated with one's organizational role, besides role conflict and ambiguity is responsibility for people (Cooper and Marshall 1976). Increased responsibility for people frequently meant that one has to spend more time on interaction with others, maintaining co-ordination, attending meetings and in consequence more time in trying to meet deadline pressures and schedules. It has been noted that physical stress was linked to the level of responsibility. It has also been observed that responsibility for people was related to heavy smoking, diastolic blood pressure, serum cholesterol level, and symptoms of coronary heart disease. Lack of participation in decision-making, lack of management support, having to keep pace with increasing standards of performance and coping with rapid technological change have also been mentioned as potential role stressors by Cooper and Marshall.

3.1.6.7 Approach to the Study of Occupational Stress

There has been a lot of controversy regarding the actual meaning of the concept of stress. The basic reason behind this controversy was that stress researchers in different disciplines have different referents for the term stress. Even if everyone used the term with the same meaning, there would still be differences in approaches to the study and stress.

There are at present at least four approaches to studying and treating occupational stress. These four approaches typically focus on the stressors of job

life and consequent strains. These approaches also recommend different target and types of treatment for alleviating the problems that have resulted from job stress.

The following Table No. 3.1 outlines the four identified approaches to the study of occupational stress *(Behr and Frank 1987)

Table No. 3.1: Approaches to the study of occupational stress

Approach	Typical	Typical Outcome	Typical Primary Target of Treatment
Medical	Physical	Physical Strain	Individual
Clinical or Counseling Psychology	Psychological	Psychological Strain	Individual
Engineering Psychology	Physical	Job Performance	Organization
Organizational Psychology	Psychological	Psychological Strain	Organization

The medical approach, having its root in the trading of *Conon and Selye, focus on physical causes and consequences of job stress. The typical primary target of treatment of this approach is individual. Here the treatment of the focal person is done through application of medication. This approach did not develop for primary interest in occupational or workplace, through it is applied to them.

The psychological approach to occupational stress emphasizes psychological causes and consequences of stress. The approach is labeled as clinical or counseling psychology approach and involves the treatment of depression or anxiety through counseling or psychotherapy. This approach also like medical approach was not developed specifically for dealing with the stress prevailing in the workplace.

The third approach engineering psychology, adapted to the study of occupational stress focus on physical characteristics of the work and workplace as

stressors and as job performance as the typical outcome (strain). This approach has implication for the physical design of the work and workplace as treatment. In this approach, the typical primary target of treatments remains the organization not the individual.

The organizational psychology approach accepts that psychological variable prevailing in the organizations cause psychological strains. In this approach, typical target of treatment is making necessary changes or modifications in the organization or the characteristics of workplace. This approach was developed with specific interest in workplace stress.

3.2 Sources of Occupational Stress

Though occupational stress initially arises from constituent factors of job and its psychophysical environment, these factors are not inherently stressors. In fact, personal characteristics of the employee and his cognitive appraisal of the job factors in the framework of his capacity and resources determine the extent of stress, which he would experience from a job factor or situation. This is the reason that we can only hypothetically predict the potency of the job factors or situations for causing stress, but we cannot categorize or generalize any work-setting variable as a universal stressor. However, some job factors or work conditions such as extreme heat or cold, chronic dangers, demotion, loss of job and others are likely to cause stress to majority of the workers. Stress resulted from these factors also vary from one worker to another. The pressures caused from the job factors, in fact are mediated by the personal characteristic of the focal worker. Moreover, certain psychological and behavioral specialties of the employee have also become consistent sources of stress to him. Thus, we can broadly classify all the sources of occupational stress in two categories i.e. individual characteristics and work setting variables.

3.2.1 Individual Characteristics

Personality characteristics of the employees are one of the most prominent factors, which interfere with their job behavior. Employee's responses to work demands and pressures are largely influenced by their personality characteristics, and psychological and behavioral patterns, such as belief and values, aspiration

and expectancy, need structure, attributes, focus of control, personality traits, coping skill, cognitive patterns and others. An important personal characteristic, which influences the experience of stress, is "sense of control." Control refers to the perception by the individual worker that his or her action results in expected outcomes, particularly those that are important for the workers. Sense of control has been found to have significant effect on people's response to stress. "Sense of control"(ability to self-pace in work) over task and work environment cause fewer symptoms of stress *(Frankenheuser and Johnson 1986). Individuals with hardy personality are likely to experience less stress and strain because of these characteristics of commitment, and capability of control and facing challenges (Kobosa 1979). Low level of tolerance and patience, rigidity, low-self-esteem, high anxiety, intra-psychic conflicts, external locus of control and certain cognitive patterns enhance employee's susceptibility to experience more stress as well as strain.

Personality traits of employees play a significant role in determining the severity of job stress experienced by them. Though personality characteristics and traits are generally not the source of stress, they mediate the stress and moderate the strains. High anxiety is a frequent source as well as a promoter of stress. Anxiety has also been reported as an immediate outcome of felt stress. In the last three decades, anxiety and stress have become the topic of intense interest among psychologists and laymen. Anxiety has been variously defined as a vague fear associated with the emotions of terror, alarm, fright, panic, and dread. It has also been characterized by the feeling of uncertainty and helplessness in the adverse situation. These feeling and emotions associated with anxiety cause stress and also enhance the severity of stress by influencing their cognitive appraisals.

Indication of the relationship of anxiety to stress, *Spielberg (1979) has stated that in a transaction between person and environment, stressors are linked to anxiety reaction, by perception of threat in international model of anxiety. *(Endler 1975, 1980) stress has been defined as a situational variable, the perception of which is influenced by the individual's predisposition to react to stress in turn increased anxiety. The perception of stress in turn increases the level

of anxiety of the focal person. Trait anxiety is an abiding predisposition and is a relatively stable characteristic, which influence individual's behavior to a great extent. Trait anxiety refers to people's disposition or tendency to perceive a wide range of situations with differential elevations in state anxiety is a source of stress as well as an elevator of the stress and a resultant of felt stress.

Employee's locus of control has been noted to determine the degree of occupational stress experienced by them. In a number of studies, external focus of control has been reported to be associated with higher degree of stress and anxiety. In a study on a sample of banking personnel, *Srivastava and Krishna (1992) noted that employees with external focus of control experience comparatively higher degree of occupational stress and lower job satisfaction. Employees with external locus of control have also been found to be more alienated from work setting and less involved in their job. Employee's job attribution also determines the extent of stress they experience in their job life. In a recent study *Gupta(1999) note's that employees attributing to their efforts, nature of job activities work conditions and managerial policy for their success and failures in job life experienced higher role stress as compared to those who attributed to chance or luck for their achievements and failures at work.

Besides mediating the effect of stressors, certain behavioral patterns become direct source of stress. Type A Behavioral patterns *(Friedman and Rosen man, 1974) are the examples of such behavioral sources of occupational stress. Type A Behavioral Patterns such as drive to achieve more and more aggressive striving, high competitiveness, high hostility, hyper alertness, rapid pace in themselves cause stress and become risk factors in certain somatic problems particularly coronary heart disease. Type B people may be resentful and suspicious of others and may easily be angered by people in their environment. In order to achieve more and more, these people ignore the feelings of others.

Employee's age, sex, health, status, experience, designation, position, family background, marital status, and socio-cultural background have also been found to influence the experience of occupational stress. Variety of social supports (such as emotional, tangible, informational and esteem supports) have

also been reported by stress researchers as dominant mediators of the experiences of occupational stress, as well as moderator (buffer) of the relationship between occupational stress and consequent strains. Cognitive coping has also been reported as mediating the experience of strains. Intellectualization, rationalization, and reversal of effect moderate the severity of stress, while cognitive avoidance and denial might bring temporary relief from the stress but cause severe strain in long term.

3.2.2 Work setting variable

3.2.2.1 Job Role

Job Role is a major source of satisfaction as well as frustration for the employee. Certain characteristics or inadequacies of job role have been noted as prominent source of occupational stress. Researchers have applied "role theory" to understanding stress problems at work and for examining how role pressures occur when an employee's expectation and demands of the organization vary. Like role ambiguity and role conflict, role overload and role-under load have also been noted as occupational stressors. Pareek (1981) on the basis of theoretical speculation and statistical analysis has identified the following ten situations of role stress.

a) Inter Role Distance: Individual occupies more than one role at a time. His occupational role may come into conflict with family or social rule. These conflicts among different roles represent inter-role distance.

b) Role Stagnation: This kind of stress is the result of the gap between demands of previous role and new role effectively. With the advance of an individual, his role also grows and demand is made on the individual because of the change in role. The need for taking on his new role requires growth. This becomes an acute problem especially when an individual enters new roles after occupying a role for a long period.

c) Role Expectation Conflict: This type of stress arises when two or more members of one's role set, impose opposing expectations on the role occupant; and he is confused as to whom to please. Stress is created if the same member holds opposing expectations towards the focal person.

d) Role Erosion: This type of role stress is the function of the role occupant feeling that some functions, which should properly be the part of his role, are transferred to or being performed by some other. This can happen when the role occupant performs the functions but the credit goes to someone else.

e) Role Overload: When the role occupant feels that there are too many expectations from the significant members in his role set, he experiences role overload. There are two aspects of this stress: quantitative and qualitative. The former refers to having "too much to do" while latter refers to "too difficult to do."

f) Role Isolation: This situation of role stress arises from psychological distance between the occupant's role and other roles in the same role set. The main criteria of role isolation are frequency of interaction with other roles in the role set. In the absence of strong linkage, the stress of role isolation may be high. The gap between the desired and the existing linkage would indicate the degrees of role isolation.

g) Personal Inadequacy: Role stress arises when the role occupant feels that he does not have the necessary skills and training for effectively performing the function expected from his role. This is found to happen when proper placements are not made and the organization does not impart periodic training to enable the employees to cope with the fast changes both within and outside the organization.

h) Self-Role Distance: When the expectations from one's role go against his self-concept, he feels this kind of stress. This is essentially a conflict arising out of incongruence between personal attributes of an employee and the attributes required for his job role.

i) Role Ambiguity: It arises when the individual is not clear about various expectations people have from his role. Role ambiguity may also be due to lack of information regarding role and its enactment by the role occupant.

j) Resource Inadequacy: This type of role stress is evident when the role occupant feels that he is not provided with adequate resources for smoothly performing the functions expected from his role.

3.2.2.2 Job Characteristics and Attributes

Characteristics of the job are a very common source of employee's satisfaction, frustrations, and stress. Task complexity and difficulty, quantitative and qualitative demands of the job and employee's controllability over task are the frequent sources of occupational stress. The pace at which an employee is required to do work is one of the characteristics of the job causing stress to the employee. This pace may be controlled either by a machine or by a human being. The employee might control the pacing itself. If there is machine pacing, the employee has to become a machine, which causes stress to the employee. Another source of stress integral to this system is the lack of control over the work progress. The pressure of repetitive work in machine pacing system gradually becomes a continuous source of stress to the worker.

Another important characteristic of the job is its attributes, which refers to the extent of opportunity it provides to satisfy various need of the employees, such as autonomy, social interaction, power and autonomy, use of knowledge , abilities and other attributes. If the job lacks enrichment and provides little opportunity to satisfy these needs, jobs become stressful to their incumbents.

3.2.2.3 Physical Work Conditions and Technology

Another set of factors in work setting which cause stress are related to qualities of physical work environment and technology. Inadequate taxing or hazardous physical conditions at work, such as insufficient or excessive lighting, continued loud noise, extreme cold or heat, fluctuation in temperature, crowded workplace and others. These physical qualities of work environment cause direct sensory stress and indirect psychological stress through their potentiality for causing negative health consequences.

Technical limitations, rapid change in technology, inadequate technical management, incongruence among task, technology and organizational structure, inadequate man-machine system and mechanization of men are the potential sources of stress prevailing in work setting.

3.2.2.4 Performance Feedback and Reward System

Performance feedback is another important factor, which enhances employee's motivation and performance, but causes dissatisfaction and stress if it is inadequate or absent. If the feedback is not given at adequate time or if it is less frequent, it is likely to cause stress to the concerned worker.

Reward or incentives, which employees receive for their work, also play an important role in enhancing employee's motivation and performance. But if it is not adequate, it is likely to cause frustration and stress to the employees. The reward for better or exceptional job performance includes monetary compensation or benefits, recognition, appreciation, privilege and promotion. These non-financial rewards are usually more effective in improving employee's motivation and performance level. If the employees feel they are not being adequately proportionately or timely rewarded for their performance, they are likely to encounter stress. These rewards become less effective or ineffective if they are not given at the proper time.

3.2.2.5 Interpersonal Relations at work

The quality of interpersonal relationship at work plays a dominant role in determining employee's job behavior and job stress. It has been consistently linked to job stress *(Payne 1980). *Kets de Vries (1984) reported that at least three types of interpersonal relationships have been studied; relationship with co-workers, relationship within work groups and supervisors buffers job stress and consequent strains. The poor or strained interpersonal relationships at work are associated with the feeling of threat for the employees. Poor-co-worker relationship is associated with low trust, low supportiveness and no interest or unwillingness to listen *(French and Captain, 1973).

Those workers who report a greater amount of group echoism are more able to cope with stress on the job (Kats de Vries 1984). Relationships with supervisor or leaders are equally important in determining the amount of job stress. Certain aspects of this relationship have been identified as potentially affecting job stress. Poor-relationship between workers and supervisor does not cause stress only to the workers but also to the supervisor to a considerable extent.

Another potentially stressful relationship within the workplace is observed in interactions with customers or clients. This relationship often presents a primary focus on the work an employee does. One group of employees who have been identified as being at risk for experiencing job stress are those who are involved in providing service to others *(Schuler 1984) for example the medical personnel having more contact with patient, report high level of emotional exhaustion. *(Maslach and Jackson 1981).

3.2.2.6 Organization Structure and Climate

Besides the role and job characteristics, certain features of the structure, climate and culture of the organization also cause severe psychological stress to its members. The potential effects of the structure of an organization on individual performance and job attitudes have only recently been studied and better understood. The extent to which individual employees are involved in direction and decision making in their work leads to the definition of two kinds of organizational structures : Centralize (tall organization) and decentralized (flat organization). It is generally observed that the structure, which allows employees more decision making power, produces less stress. *Ivancevich and Donnelly (1975) in their study noted that employees in flat organization reported less job stress and more job satisfaction.

These differential effects might be linked to the fact that decision making enhances the meaningfulness in employees find in work and provide the employees with a greater sense of autonomy, responsibility, certainty, control and ownership *(Schuler 1980, Cooper 1987). Climate and culture of the organization has been found to be the source of satisfaction and stress. Culture of the organization is defined as to refer to the beliefs and expectations shared by the members of the organizations. An important stress that results from organizational culture is the existence of competition. For instance, as organizations decline, especially in relation to downsizing and budget cut, five job stressors emerge, namely feeling of job insecurity, work overload because of unrealistic deadlines, underutilization of employees skill, promotional obstacles and intra and inter group competitions. *(Jick 1985)

Many workers felt stress due to power struggles or office politics prevailing in the organization. Office politics is said to be an important factor in a number of organizational practices viz. promotions and transfers, allocation of supplies or equipment, division of authority and co-ordination between high-level managers. Managers who are engaged in power games and political alliances can place stressful expectations and demands on subordinates *(Matteson and Ivancevich 1987).

*Cooper and Melhuish (1980) reported "relationship within the organization" and "poor organizational climate" to be causing stress and health strains among executives. In a study *Srivastava (1990) found that inadequate organizational climate was positively correlated with the symptoms of mental ill health among its employees.

Another factor of organizational climate, which might cause stress to its employees, involves territory or personal space or area of activities within which an employee works *(Ivancevich and Matteson 1980). Territoriality has been identified as a powerful stressor for workers *(French and Caplan 1973). Territoriality causes stress by arousing the feeling of alienation or isolation in new or distant department.

3.2.2.7 Occupational Stress in Public and Private Sector Organization

Structure and climate of the public and private sector organization markedly differ, and so far likely to cause different amount of stress to its members. In a study * Pestonjee and Singh (1978) noted that managers in the private enterprise rated higher on role stress. Similar results were revealed in the studies, conducted by *Singh (1987), Sharma and Shudershan (1983) and Singh (1987). But in a study *Banerjee (1989) observed public sector employees experiencing comparatively more job stress.

In an extensive study of *Srivastava (1990) examined the effect of overall nature (structure, systems, climate and culture) of the organization on employee's occupational stress. To test the hypothesis, employees operating in public and private sector organizations were compared with regard to their occupational stress.

Employees belonging to the public sector organization experienced markedly higher stress stemming from most of the components of their job, such as role ambiguity, role conflict, group pressures, and responsibility for persons, supervision, and control, under participation, powerlessness, poor-peer-relations, unpredictability, unprofitability, low status, strenuous work conditions, and intrinsic impoverishment. Surprisingly no significant difference could be observed between the employees of the two enterprises so far as the stress of role overload was concerned. It was noted that powerlessness, under participation, and low-profitability were among the predominant job stressor for the public sector employees. Whereas the private sector employees perceived responsibility for persons, low profitability and role overload as prominent job stressors. On the other hand, intrinsic improvement, low status, and poor peer-relation were related quite low as job stressor and by the employees in both types of organizations.

3.2.2.8 Organizational Change

Organizations in the global market place are continuously changing. These consistent changes in organizational structure and its functioning are the results of advancements in technology, economic constraints, and relational competitions. Although most of these changes are necessary and long overdue, the downside includes the risk of huge cost in terms of increased health care expense, lost productivity and lower level of job satisfaction. This cost may be directly attributed to the distress that is created when an organization's employees encounter consistent changes. These changes at organizational level cause stress at individual level. As a response to the struggling economy, intense foreign competitions and need to compete on global basic, organizations have been right-sized, re-engineered, and restructured on a massive scale. The organizational change occurs when the company alters the way it does business such as computerizing the processes and entering a new market or product line. In the environment of organizational change, the employees are being required to adapt to the changes in order to accommodate or facilitate the needs of the organization (Lawler 1994).

In a changing environment, employees are in a consistent state of slush, uncertainty, and insecurity, which lead to occupational stress. These changes stress, the employees by forcing them to function in a different manner and in different environment.

*Johnson and Sarason (1979) have argued that change, depending upon how it is perceived, is one of the primary causes of stress, and organizational change can be extremely stressful due to the feeling of insecurity it evokes. However, the relationship between organizational change and employees stress has not been extensively investigated. Individual's psychological, cognitive, and perceptual process play an important role in mediating the experience of and reactions to the stress of organizational change. They have suggested to understand the stress of organizational change in the framework of "Cognitive-Affective stress Property" (CAP) construct proposed by *Wofford and Daly (1997").

3.2.3 Other Sources of Occupational Stress

*McGrath (1976) has suggested the following six sources of occupational stress:

a) Task based stress (for example, difficulty, ambiguity, load, and other).

b) Role based stress (for example, conflict, ambiguity, load, and other).

c) Stress intrinsic to behavior setting (for example, effect of crowding or under staffing, and other).

d) Stress arising from the physical environment itself (for example, extreme hot/cold, hostile forces, and other).

e) Stress arising from social environment in sense of interpersonal relations (For example, interpersonal disagreement, privacy, isolation, and other).

f) Stress within the person system, which the focal person brings with him to the situation (for example, anxiety, perceptual style, motivation experience, and other).

*Cooper and Marshall (1976) have described the following seven categories of the sources of managerial stress.

a) Factors intrinsic to the job: Work overload, under load, poor physical working conditions, time pressures, having too many decisions to make.

b) Career development: Over promotion, under-promotion, lack of job security, fear of redundancy, thwarted ambition.

c) Role in the organization: Role ambiguity, role conflict, and responsibility for people.

d) Relationship at work: Poor relations with boss, colleagues and subordinates, lack of trust and supportiveness, difficulties in delegating responsibilities.

e) Organizational structure and climate : Lack of effective consultation, restrictions on behavior, poor communication, no sense of belonging, and little or no participation in decision-making.

f) Extra organizational sources: Family problems, conflict of personal belief with that of company, conflict of company with family demands, marriage patterns and relocation and mobility.

g) Characteristics of the individual: Type A personality, extremes of competitiveness, striving for achievement, impatience, haste, hyper-alertness, low self esteem, lack of ability to cope or adapt to stress situation etc.

*Gross (1970) classified organizational stressors under three categories namely organizational careers, task, and organization structure.

*Landy and Trumbo (1976) have reported job insecurity, excessive competition, hazardous working conditions, and task demands.

Large or unusual working hours as major sources of job stress. Factors intrinsic to job i.e. pace-repetitive work, lack of opportunities to use valued skills and abilities, and high costs and penalties for mistake have been indicated as stressors in the work setting *(Kornhauser 1665; Buck 1972).

Time constraint *(Hall and Lawler, 1970) heavy workload (Buck 1972), excessive and inconvenient work hours *(Kornhauser, 1965; Mott et al 1972) have also been reported as sources of job stress.

*Quick and Quick (1979) have emphasized the role of interpersonal factors in creating stress at work. Conflict between individuals because of

incompatible goals or substantives issues on the one hand, and emotional issues on the other create stress.

Small groups may apply pressure upon their members for conformity to norms that are in conflict with member's needs, values, and standards. These pressures cause occupational stress.

*Parasuraman and Alluto (1981) proposed an integrated model for investigating simultaneously the relationship of contextual task and role-related variables to stressors; inter-unit conflict, technical problems, efficiency problems, role frustrations, staff shortage, and too many meetings in the work environment. They reported that job demands, constraint, and job related events or situations were not in themselves stressful, but that they may be capable of producing psychological stress, and strain depending on personal attributes and other co-existing factors.

*Srivastava and Singh (1981) identified twelve factors, which cause occupational stress, such as role overload, role ambiguity, role conflict, group pressures, and low profitability for people, intrinsic impoverishment, strenuous work conditions, poor peer-relations, and powerlessness.

Besides the stressors prevailing in work setting a number of non-work stress *(Bhagat et al., 1985) posit that total amount of stress and strain experience by a person is a function of both work and non-work stresses. Non-work domain is composed of a number of life domains including family, leisure, recreational, community, social, political, religious roles.

*Crouter (1984) in a study noted that female employees with young children were "at risk" and experienced negative spillover from family responsibility to work, as reflected in tardiness and absenteeism, inattention and inefficiency and inability to accept new responsibilities at work.

*Davidson and Cooper (1988) reported work-family interface to be a major source of stress for female managers and employees.

In a study, *Srivastava and Krishna (1991) observed that female in "dual career couples" with part-time job experienced lesser role stress and maintained better mental health as compared to those who were in full time employment.

Disturbed life patterns of miscellaneous stress *(Neves 1969), stressful life events *(Dohernwend and Dohernwend 1974), and demands of the husband and children of working women (Waldron 1978) have been reported as off-the job source of occupational stress.

Researchers have noted that life stresses were associated with decreased life satisfaction and increased job strain, job alienation and turnover *(Bhagat et. al. 1985; Sarason and Johnson 1979).

All the occupational stressors identified by stress researchers have been summarized below in less than two major categories; objectively defined and subjectively defined job stressors.

a) Objectively Defined Job Stressors

Physical hazards, chronic dangers, pollution, noise, inadequate man-machine design, unusual/non-standard working hours, technical limitations, change in shift patterns, deadlines, and time pressure.

Properties of work and work setting are new work setting, machine pacing, work overload, lack of training, inadequate intrinsic rewards, inadequate extrinsic rewards, poor management-labor relations, job insecurity, territoriality (alienation, isolation), organizational structure, poor organizational climate, negative organizational attitude, inter and intra-group competitions, job complexity, qualitative workload, autocratic leadership, crowding, discrimination in resources and demand, changes in job, loss of job/employment, qualitative changes in job, over promotion, transfer of job locus, null changes, and job/career transition.

b) Subjectively Defined Job Stressors

Occupational role, role ambiguity, role conflict, less control over work processes, responsibility for people, responsibility for things, low participation, feedback and communication problems, self-role distance, role stagnation, resource inadequacy ,role erosion, inter-role distance, and role isolation.

c) Miscellaneous

Strained relationship with supervisor, inadequate support from supervisor, strained relationship with co-workers, conflict with subordinates, ambiguity about

future, inequality of pay, quantity-quality conflict, building, and maintaining career, and lesser opportunity for advancement.

d) Off-the job stressors

Stressful life events, Demands of husband and children, Work family conflict, and Spillover effect of non-work stressors.

3.3 Consequences of Occupational Stress

3.3.1 Nature

Stress has been generally denoted as an undesirable and a negative force causing disruption in psychological and physiological homeostasis of the focal person. In a situation of severe stress, human constitution and capacities are taxed severely and his overall effectiveness is distorted.

Majority of stress researchers have concluded that stress gives rise to negative emotional experiences causing significant deterioration in individual's adjustment, behavioral effectiveness and health.

3.3.2 Consequences

The nature of the response to stress was first studied by *Walter Cannon (1914) and in mid-1920 by Hans Selye. These two physiologists have made significant contribution to the understanding of stress response and effect of its mismanagement.

More recently, there has been an important focus on the health consequences of stress in the workplace, both out of concern for individuals and organizations. This concern is founded on the idea that the intense or persistent stimulation of the stress response can result in a host of health problems.

Researches in organizational stress have dominantly focused on emotional, behavioral and health outcomes of the stress experience at work. *(Brief, Schuler and Van Sell, 1981; Cooper and Marshall 1976; Ivancevich and Matteson 1980). Thus, prolonged severe stress affects the focal person at psychological as well as physiological levels.

At mid level, stress may arouse the individual for improved performance and problem solving, but starts hampering performance when its intensity reaches a disruptive level, which varies with the characteristics of the focal person and the

task being performed. Physiological consequences of stress include increase in serum and cholesterol levels, blood pressure, heart rate, adrenalin levels, and respiratory rates. With prolonged high level of stress a variety of psychosomatic diseases may occur. Various dimensions of job behavior such as performance, job satisfaction, absenteeism, and turnover are also affected by the stresses of job life.

*Schuler (1980) sub-merged all the consequences of job stress under three general categories: physiological, psychological, and behavioral symptoms.

a) Physiological Symptoms – Researchers in health and medical sciences have concluded that stress could create changes in metabolism, increased heart and breathing rate, increased blood pressure and bring on headaches and induce heart attack.

b) Psychological Symptoms – Job related stress could cause job dissatisfaction, tension, anxiety, irritation, boredom, and procrastination.

c) Behavioral Symptoms – Behaviorally related symptoms of stress include changes in productivity absenteeism and turnover as well as changes in eating habits, increased smoking, or consumption of alcohol and sleep disorders.

Holt (1982) enlisted its following consequences. He classified them as Strains and Illnesses.

a) Strains

Table No. 3.2: Strains

Psychological Effects	Behavioral and Social Effects
Job dissatisfaction	Strikes
Boredom, anxiety, depression, irritation	Early retirement
Low occupational and self-esteem	Burnout
Alienation from organization	High rate of smoking and caffeine intake
Tension, experienced conflict	Use of drugs or alcohol on the job
Fatigue	Absenteeism
Low satisfaction with Life	Disrupted performance of social roles
Sexual maladjustment	Interference with friendship and socializing
	Accidents and errors
	Distortion in interpersonal relations

b) Illness

Table No. 3.3: Illness

Somatic-Physiological Effects	Psychological Effects
1) Heart disease	Mental illness
2) Hyper-tension	Depression
Cerebral accident	Neurotic Symptoms
3) Peptic ulcer	Mass psychogenic illness
4) Arthritis	Suicide
5) Dermatitis, other skin afflictions	Emotional outburst
6) Diabetes	

Various consequences of occupation stress have been classified in two categories, namely Job-behavioral outcomes and health outcomes or strain**.** Job behavioral outcomes include Job dissatisfaction, Disruption in performance, High rate of absenteeism and Low level of job involvement. Health outcomes or strain includes somatic and mental health. In Job behavioral Outcomes, Job satisfaction is the most common and useful outcome measure of occupational stress. The stresses of job life develop negative attitudes about various aspects of the job in the focal employee, which ultimately generate the feeling of job dissatisfaction in the employees. The relationship between job stress and job satisfaction was initially examined by *Kahn and his associates (1964). They reported that job stress arising from role conflicts, role ambiguity, and role overload, results into significant deterioration in job satisfaction of the focal employees.

In several studies, for example, samples of managers, engineers, office assistants and schoolteachers and other, inverse relationship between role stress and job satisfaction was noted; however, role ambiguity was observed to be comparatively more effective in causing deterioration in job satisfaction of the employees.

*Keller (1975) noted that role conflict and role ambiguity were differently related to various dimensions of job satisfaction. Role conflict was negatively related with satisfaction with supervision, pay, and promotion but not with co-workers and work itself.

*Caplan, Cobb, and French (1975) reported that stresses arising from underutilization of skills and abilities, low participation in decision-making, job insecurity and poor social report from supervisors and co-workers cause dissatisfaction.

*Jadish (1984) , Srivastava and Jagdish (1986) reported (1984) that stress arising from various aspects of job, such as role conflict, role ambiguity, role overload, under participation, intrinsic impoverishment, poor-peer relations, unprofitability, insecurity, group-pressures, supervisory style and other negatively correlate with employee's job satisfaction.

*Walshok (1981) examined the sex difference in the degree of negative relationship between job stress and satisfaction. The result indicated that women and men showed quite different levels of job satisfaction for the same jobs.

3.3.3 Occupational Stress and Performance

It is generally assumed and observed that there exists a negative relationship between stress and performance. But in fact, the effect of stress on performance varies with the degree of stress and the nature of the task performed. It has been established that high level of job stress causes deterioration in job performance * (McGrath 1976; Behr and Newman 1978). At the same time it has also been reported that very low or no stress is associated with low performance level. In absence of stress the individual lacks arousal and so the motivation to perform.

*Hinkle (1973) has accordingly suggested, "To be alive is to be under stress." The best-known and most thoroughly documented pattern in stress-performance literature is the inverted 'U' shaped relationship * (McGrath 1976; Anderson, 1976; Keller 1981).

Moderate level of stress simulates the body and increases its ability to react. In a situation a moderate stress individuals often perform their task better, more intensively or more rapidly.

Besides the degree of stress, certain kinds of stressors have been noted to be functional to the performance. *Hall and Lawler (1971) reported that job

pressures involving time, financial responsibility, and quality factors were related to positive organizational outcome.

*Burke (1976) observed that stresses arising from excessive responsibility, large workload, making decisions that affect others were positively related to job satisfaction and so to the performance.

*Mathew (1986) has advocated that particular types of stress are essential for being active. *McGrath (1976) has postulated that stress-performance relationship would be of different nature in conditions when

a) Task itself is a source of stress (for example, a difficult or complicated task).

b) The task is being performed under stressful conditions.

In conditions where task is difficult, in relation to the capability of the focal person-then the more difficult (stressful) it is, the poorer would be the performance. There would be an inverse relationship between stress and performance effectiveness. In contract, in second condition when the task is being performed when other contextual stressors are operating, the availability of the task, as an attention and effort absorber reduces the stressful effects of other stressful conditions.

3.3.4 Occupational Stress and Absenteeism and Turnover

Occupational stress has been observed to be associated with alienation and high rate of absenteeism and turnover of the employee. These job behaviors have been identified as symptoms of stress. *(Akerstedt 1976, Schuler 1980, Randall and Altmaier 1984). Though absenteeism and turnover represent attempts to cope with occupational stress, since both behaviors allow the employees to withdraw from successful situations, they cost a lot to the organization. These costs include the money it will take to recruit, select, and train a new employee. Additional costs are seen in the decrease of products and the raw employee replaces an experienced employee, the cost incurred are in terms of the increased amount of time it takes to supervise the new employee. Absenteeism affects not only productivity but it also serves to reduce an employee's level of motivation and thus exacerbate already existing problems. *(Matteson and Ivancevich 1987).

Despite the literature on turnover, there is little empirical data to support assertion that stress management programmers reduce job turnover *(Murphy 1985).

Turnover and absenteeism is interdependent. Employees may show higher rate of absence before they actually leave. Turnover usually is a gradual process. People do not leave the jobs all of sudden, they begin to think about leaving and evaluate options before they quit. Turnover might also be determined by employees' assessment of their ability to find other jobs.

3.3.5 Occupational Stress and Accidents and Mortality

Accidents on the job have been a subject of research, much of it is an inconclusive attempt to identify accident proneness. However, not empirically established, occupational stress is assumed to be associated with accident and mortality rates. Thereafter no definite demonstrations show that industrial accidents are caused by occupational stress, but enough the indications from adequately complex research, warrant further careful study of accidents as the resultant of stressful conditions impinging upon dissatisfied employees.

Accidents and errors, with harm to self *(Theurell 1974) and accidents causing harm to others *(Colquhoun 1976) are noted to be caused by job stress. In some studies on air traffic, control reviewed by *Carump (1979), it was found that the relationship between occupational stress and consequent effects infer positive relationship between stress and accidents. It has long been known that mortality rate differs across occupations *(Cobb and Rose 1973, Sales and House 1971) indicating the vital significance of occupational stress. Research on death in general or as suicide, as dependent variable, is usually of a large scale.

Studies of suicide rates by occupation and other demographic classifications have found that such stress-like or strain-like inferred variables of job life are weaknesses of social organizations and are significantly associated with self-destructive acts or attempts.

3.3.6 Occupational Stress and Job Involvement

Though job involvement is a relatively new concept it has gained much importance because of its pivotal role of providing link between productivity and employees' needs and quality of working life. After the pioneering work of

*Lodhal and Kejner (1965) a good number of studies have been made by the researchers to explore the components, correlates and behavioral consequences of job involvement.

In the early stage, job involvement was considered as one of the components of job satisfaction. The later researchers have established that job involvement is a separate and independent construct though it is positively related with job satisfaction in most of the causes. * Weissnherg and Gruenfeld (1968) examined the relationship between job involvement and job satisfaction. The result of the investigation indicated a positive relationship between the two. Lawler and Hall (1970) and Cumming and Bigelow (1976) also reported positive correlation between job involvement and job satisfaction.

Since the job stress experience by an employee is a product of interaction between environment (job) and personal (employee) characteristics, employee's job attitudes and job involvement are very likely to interact with their occupational stress. Though not so many, some studies have been made by organizational psychologists in India and abroad to explore the relationship between job involvement and job stress.

*Tosi and Tosi (1974) investigated the relationship between role conflict and role ambiguity and various measures of job involvement in a sample of high-level managers. The study yielded negative correlation between role ambiguity and role conflict and the measures of job involvement. It was suggested that organizational level should to be taken into account when studying the relationship between these two variables.

*Behr, Walsh and Taber (1976) examined the effect of role stress on individually and organizationally valued stress. The results indicated that role overload was positively correlated with job involvement and other organizationally valued outcomes. Two other role stressors (i.e. role conflict and role ambiguity) were found to put adverse effect on both individually and organizationally valued outcomes including job involvement.

Among Indian researcher *Madhu and Hargopal (1976) and Hargopal and Ravikumar (1979) examined the relationship of stress stemming from role conflict

and role ambiguity with job involvement. The investigation revealed significant negative relationship between role stress and job involvement.

*Hargopal (1980) examined the moderating effect of personality variable; ego-strength, submissiveness and dominance on the relationship of role stress and job involvement. The results indicated that role stress negatively correlated with job involvement of employees with high ego-strength. It was also noted that role conflict and role ambiguity negatively correlate with job involvement of the employees of dominant nature.

*Srivastava and Sinha (1983) examined the effect of ego-strength and job involvement on the experience of role stress i.e. role overload, role conflict and role ambiguity in a sample of middle management personnel. The result of the study indicated that high level of ego-strength and job involvements mitigate the employee's role stress arising from role overload and role ambiguity. Job involvement was found to be significantly negatively correlated with role overload and role ambiguity but with role conflict.

*Srivastava examined the (1990) relationship between occupational stress and job involvement of the employees operating in public and private sector organizations. Employee's occupational stress was associated through occupational stress Index while the extent of their involvement in the job was estimated by employing Job Involvement scale.

3.3.7 Occupational Stress and Organizational Effectiveness

Occupational stress affects not only different aspects of job behavior of the individual employee, but also ultimately results in a noticeable deterioration in overall effectiveness of the organization.

*Beehr (1978) suggested that it would be more fruitful to study the effect of stress on both the individual and the organization simultaneously and diachronically.

3.3.8 Health Outcomes of Occupational Stress

One of the most important reasons of why the stress has generated so much of interest is that stress is involved in the etiology of both somatic and psychological illness. It has been largely accepted by stress researchers that high

and consistent stress is unpleasant and dysfunctional and causes significant deterioration in physical and psychological well-being of the focal persons.

3.3.9 Occupational Stress and Physical Health

The relationship between mind and body has fascinated philosophers and scientists throughout the course of history. It was believed that a person's mental state and physical activities were parts of the individual as a whole. Consciousness, feeling, and thoughts have been conceived of as an epiphenomenon of physical process. Three hypothetical constructs formed the foundation of psychosomatic diseases and medicine. Presently, existing research in psycho-immunology, neuron-endocrinology, neurophysiology is encouraging stress researchers to take new a look at the mind-body relationship, particularly at the issue of how psychological stress causes pathological changes in body function which if intense or chronic lead to various types of somatic diseases.

*Selye's (1966) (1983) elucidation of the body's response to stress has led to a better understanding of the biochemical an atomic and neurohormonal change that accompany adoption to stress. However, brain itself identifies threats, activities altering appraisals and coping processes and integrates body reaction with feeling all parts of the body experience a major stress response.

Following regions are particularly vulnerable to be affected by the experience of stress *(Zegans, 1982).

a) Hypothalamic – pituitary– endocrine axis.

b) Autonomic nervous system-adrenal medulla.

c) Immune system.

d) Reticular activating system.

e) Involuntary and strained muscle system.

f) Cognitive-affective integrating centers of the brain.

Stress can cause disease by

a) Lowering the immune response.

b) Creating endocrine problems through hyper-activity or hypo-activity.

c) Altering the balance of autonomic control, resulting in changes in cardiovascular, respiratory secretary, and visceral system.

d) Altering sleep patterns with attendant impaction protein metabolism, hormone secretion and other vegetation functions.

e) Changes in peptide release in extra CNS sites.

f) Affecting neuron transmitter, neuron modulator, and neuron endocrine functions of the brain.

*Rahe and his associates (1964), Rahe (1968) Holmes and Rahe (1967) examined whether changes in individual's life, which require them to make behavioral readjustments, statistically correlate with the onset of Illness. The psycho physiological studies indicate that naturally occurring and experimentally induced stress evoke significant alternations in the functioning of most bodily tissues, organs, and systems.

These changes in their team lead to a lowering of the body's resistance to diseases by suppressing the immune system. The greater the magnitude of such life events, the greater is a number of investigators have reported the risk of acquiring illness of a serious nature.

*Halt (1982) has classified two categories.

a) Physiological strains relatively minor side effects of occupational stresses.

b) Illness and mortality impairing effect of occupational stresses on health causing illnesses.

*Holt (1982) has enlisted following strains and illnesses and mortality observed correlated with occupational stress.

a) Physiological strains

(i)   High pulse rate and blood pressure (Caplan 1975).

(ii)   High serum cholesterol, high and low-density le proteins (Chadwiek 1980).

(iii)   High serum cholesterol, thyroid hormones, serum uric acid (Caplan et.al.1975).

(iv)   Catachdamine excretion (Fronkenhaeuser and Gardell 1978).

(v)   High electrocardiogram (serum et.al. 1973).

(vi)   Disrupted sleep, bowel function, eating habits. (Mott 1976).

(vii)   Somatic complaints (Caplan et.al.1975).

b) Illness and Mortality

(i)   Heart disease (Glass 1977).

(ii)   Hypertension (Cobb Rose 1973).

(iii)   Cerebral stroke (work in Americal 1973).

(iv)   Peptic ulcer (Cobb and Rose 1973).

(v)   Arthritis (Cobb 1979).

(vi)   Diabetes mellitus (Cobb and Rose 1973).

(vii)   General diffuse sickness (Mechanic 1974).

(viii) Total rate of illness (Hinkle 1974, Rahe et.al.1974).

(ix)   Mortality rate (Colligan et. al. 1997).

One of the most common and fatal resultants of occupational stress are coronary heart diseases. Growing body of evidence indicates that perhaps one half of all the cardiac deaths results not from blockage of coronary arteries, as it is the case of heart attack but from the condition known as "sudden cardiac death" in which death is believed to result from sudden and serious cardiac rhythm disturbances.

In organizational set up the study on the relationship between stresses of job life and coronary heart disease (HD) was initiated by Caplan (1971). Further studies were done by other variables such as personality type, social support, work motivation in these studies a positive relationship was observed between severe occupational stress and risks for CHD. It was also revealed that the relationship between stress and risk for CHD is moderated by personality type, work motivation of the focal person and the social support perceived by him while in the situation of stress.

Even cancer has been reported to be associated with stress. In western countries, about 75% of lung cancers are attributed to smoking. To the extent that organizational stress increases smoking behavior it will increase lung cancer and other tobacco-related cancers such as bladder cancer, stomach cancer, and cancer of mouth, throat, and lungs.

Literature on stress and cancer provides evidence suggesting that stressful events are associated with appearance of a variety of cancers including breast

cancer, uterine cancer and lung cancer *(Tache et.al. 1979, Cooper 1984). Stress appears to have a direct effect on decreasing the immune response, which might otherwise control a small cancer * (McClelland 1985).

3.3.10 Occupational Stress and Mortality

Numerous strides reviewed by different stress researchers have associated work overload, job dissatisfaction, job insecurity, role conflict, interpersonal strains, and variety of other work stresses with classic symptoms of stress such as headache, heartburn and generalized fatigue.

3.4 Management of Occupational Stress

Though stress has become an inevitable part of people's life in present day world, it is not entirely uncontrollable and unmanageable. The individual cannot remain in the state of stress, he certainly makes some sort of adaptive behavior to cope with or get rid of the stressful situations. It might be fight or flee. Since their origin, the human beings have been encountering the situations of stress and strain. These coping efforts were not well planned and systematic. In present era of stress and anxiety, when the cost of stress has markedly increased the stress researchers and practitioners have concentrated on evolving systematic techniques for the management of the stresses of life in general and job life in particular. It has become a legitimate field of endeavor and is evolving quickly. The field of stress management has progressed substantially after Lehrer and Wool folk published first edition of Principles and Practice of stress Management in 1984. Like the term psychotherapy, the term stress management is a global concept and involves quite a mix of techniques. The term can be broken into a number of operational steps or phases. Various stress researchers and practitioners have differently classified stress management interventions. Some have classified them on the basis of stages of the process of stress while others have classified them on the basis of orientation or location of the intervention programmers i.e. individual and work settings. Some practitioners have classified them in two categories; Individual Interventions and Group Intervention. While others have grouped them into cognitive behavioral and physiological interventions.

*Mathney and his associates (1986) classified individual interventions for stress as

a) Preventive interventions response to alleviate stress as it is initially perceived.

b) Combative coping strategies for mitigating stressors already underway.

In fact, the preventive interventions include three types of strategies; psychological or cognitive behavioral and physiological.

*Murphy (1987) classified the approaches to the problem of stress management into three categories:

i) Organizational change (eliminating the source of stress by altering features of the organization or job tasks.)

ii) Individual centered techniques (education workers to prevent or reduce distress).

Currently most of the writers on stress management refer to one of the following three forms of stress management practices:

a) **Employees Assistance Programmes:** This has provisions for employees counseling services by the organization (Murphy 1988)

b) **Stress Management Training (SMT) :** The SMT includes training courses designed to provide employees with skill for coping with their job stressors, including techniques such as Meditation, bio-feedback, stress reduction *(Newton 1992).

c) **Stress Reduction Interventions:** It includes interventions designed to change the level or form of job stressor experienced by employees usually through job redesigning or work reform.

For the present discussion different interventions, strategies and techniques of the management of occupational stress have been classified in five categories in an order of their operational stage. Though this categorization has been made on the basis of different stages of stress management, they are not absolutely separate from each other. Rather they are interlinked in the form of different stages of a process with an ultimate objective to effectively manage the stresses of job life and the consequent strains. One category of stress management

strategies may be combined with the strategies of other categories in order to achieve better results.

There are different stress management strategies at individual level as well as organizational level. In day-to-day life, instead of taking treatment on stress, the use preventive strategies can be made eliminating organizational stressors, coping with occupational stress etc. We will look at the following different stress management strategies.

1) Prevention of Occupational Stress

a) At individual level

   i) Cognitive intervention strategies

   ii) Behavioral intervention strategies

  iii) Physiological intervention strategies

b) At organizational level

2) Eliminating or mitigating organizational stressors

3) Coping with occupational stress

4) Moderating occupational stress and consequent strains

5) Therapeutic treatment of stress disorders

3.4.1 Prevention of Occupational Stress

Since prevention is always better than cure, it would be the best part of stress management, if the occurrences of the circumstances or situations likely to cause stress were prevented to the possible extent at initial stage. Although some situations of stress are inevitable, part of occupational life or beyond control, effective interventions could be made at individual as well as organizational level to prevent the stressors or experience of stress.

3.4.1.1 At Individual Level

Since stress is a very subjective experience, it can be most effectively and conveniently prevented or dealt with through individual efforts. Most of the recent studies on stress management have proved the merits of individual-oriented techniques in preventing or reducing workers distress. (Murphy 1984). The individual – oriented interventions are more popular than organizational change

approaches due to both logistic and conceptual factors e.g. Individual-oriented programmes:

i) Are less or inexpensive and can be established and evaluated quickly without major disruption of work routines.

ii) Address the issue of individual difference in perception and reactions to stress.

iii) Can readily be incorporated into existing employee's assistance and other company training programs.

At individual level, stresses of job life can be prevented by making necessary restructuring and modifications in employee's cognitive and behavior patterns and by lowering their physiological arousals and stress reactions.

3.4.1.1.1 Cognitive Interventions Strategies

Stress circumstances do not take their toll from a passive individual but from an individual who imbues stressful situations with personal meaning and struggles to control or master these situations.

According to transactional mode of stress (Lazarus 1996, Lazarus and Folkman 1984) experience that the reactions to stress largely depend upon focal person's cognitive appraisal of the stressful situation.

In primary cognitive appraisal of the stressful situation, an employee evaluates severity of the situation and the threats imposed by it. The severity of stress is determined by the employees estimation of how much appears to be at stake in the transaction in terms of their values, motives, or commitments. At the same time, the focal person also evaluates (secondary appraisal) his capabilities and readily available resources to deal with the demands of the confronting situations. The final structure of the stress situation is based upon an equation that takes into account the amount and the probabilities of damage inherent in the threat as opposed to the individual's capacity to deal with it.

The basic principle of cognitive model of stress reactions elaborates, "One's cognitive structure of a situation is an active and continuing process that includes successive appraisals of the external situations, and the risks, costs and gains of a particular response. When the individual's vital interest appears to be at stake, the cognitive process provides a highly selective conceptualization.

Depending upon the content of the cognitive cost ell action, the behavioral inclination may be a desire to flee, attack, approach or avoid.

Whether the method image of the stress situation is broad, skewed or narrow, clear or blurred, actual or distorted depends upon the characteristics of the cognitive set. These cognitive sets determine which aspects are to be magnified, which to be minimized and which to be excluded.

*Kendall and Bennie (1983) suggested the following four guiding principles for cognitive-behavior techniques:

a) Individuals do not respond directly to their environment, they respond to their own cognitive interpretation of the environment.

b) Cognitions (thoughts), emotions, and behaviors (actions) are actually interrelated.

c) The prediction and understanding of negative cognitions and behaviors are enhanced by paying attention to a person's expectancies, beliefs, and attributions.

d) It is possible and desirable to integrate cognitive approaches to correcting problems with performance based and behavioral contingency management.

The employees can cognitively prevent, moderate, or tolerate the stresses of job life by:

a) Increasing objectivity in perception and evaluation of stressors and probable strains.

b) Avoiding misinterpretations, distortions, and exaggerations of a situation.

c) Increasing perspective seeing the situations in a broader vista, obtaining a more relative concept of magnitude and seriousness of the situation of stress.

d) Intellectualization, analytical orientation towards threat of the whole situation.

e) Rationalization providing plausible reason why situation should be upsetting.

f) Avoid thinking –thinking about the things not relevant to the stressful aspects of the situation.

g) Cognitive avoidance of the situation.

*Srivastava (1997) has prepared an inventory, in the form of rating scale of stress resistant cognitive-behavioral patterns which can be conveniently used as a tool in cognitive intervention programme. The employees may be trained to

develop these cognitive patterns in order to prevent, moderate, or cognitively cope with their occupational stress.

The inventory consists of following stress-resistant cognitive patterns.

a) Consider difficult, adverse, or demanding job situation as an inevitable part of job life.

b) Perceive stressful job situation as a temporary phase of the job.

c) Rationalize the situation of stress and its consequences.

d) Consider the demanding situation as an opportunity to learn, develop new skills and to enhance self-confidence.

e) Take the excessive job demands as a challenge.

f) Access the severity of your job stresses with reference to the others who are facing with similar or more severe stresses in their jobs.

g) Objectively think about why this situation of stress should not have arisen.

h) Believe that life is a mixture of sorrow and happiness.

i) Think that time itself takes care of such situations.

j) Accept the situations of stress thinking that there is nothing you cannot to change then.

k) While dealing with the situation of stress, think about its positive outcomes.

l) Believe that every problem ultimately has some remedy.

m) Keep in mind that no one is totally free from stresses.

n) Accept the situations of stress as realities of life.

o) React to the hardships of job life with optimistic and positive effects.

p) Remind yourself that job is not everything.

q) Believe in Geeta's philosophy that "your right is to do your job only, not to the fruit thereof. "

r) Accept the situations of stress as God's will.

s) Have faith in God and his kindness.

*Ivancevich and Matteson (1987) have suggested "tolerance of stressors" at cognitive level as a primarily preventive technique. The employees can prevent or moderate the job stress by modifying their cognitive appraisal or by perspective taking "cognitive restructuring" and "cognitive rehearsing". The cognitive

appraisal technique involves teaching employees to assess the severity of the stressor by considering the perspective in which they view a particular stress situation.

More specially, employees are encouraged to ask themselves certain questions when a negative event is encountered. The focal employee should objectively analyze the actual causes of the occurrence of the situation of stress, and estimate its worst possible consequences. He must also think over the strategies to cope with stressful situation as well as the consequent outcomes. In addition, the employee might gain a new perspective by considering if any positive result might be associated with the negative event.

The "cognitive restructuring" technique of stress management is based on the premise that many people believe that other people or events are responsible for how they feel. The resulting belies can be irrational and quite often lead to increased stress. The aim of this intervention is to help employees cope with stress by changing their beliefs or cognitions.

One model that has been proposed to understand this relationship is the A-B-C model where 'A' represents the Activating event and 'C' denotes the Consequences (feeling and behavioral) that occur in relation concerns changing the 'B' component of the models, 'B' denotes the Belief that occurs between the activating event and consequences.

*Matteson and Ivancevich (1987) noted the importance of keeping in mind that the objective of the cognitive restructuring is not to magically make people feel good about unpleasant events. Rather, the goal is to tolerate stressors by replacing negative feelings with neutral ones or at least less negative ones.

Cognitive appraisal and cognitive restructuring are designed to help people tolerate stressors after they occur. A related technique "cognitive rehearsal "involves helping employees tolerate stressors by anticipating them before they occur. This technique calls for visualizing a potentially stressful event before it occurs and practicing or rehearsing how to respond to the imagined situation. This rehearsal should occur while the employee is relaxed and might include appraisal or restructuring as outlined above. By rehearsing to respond, the employee gets

mentally prepared to face and deal with the situations of stress, which might occur in future.

3.4.1.1.2 Behavioral Intervention Strategies

Since individual's thoughts, feelings, and actions are interrelated, the individual who has developed stress-resistant cognitive patterns would also adopt certain behavior patterns, which help him preventing or coping with the situations of stress.

By making some specific modifications in their habits, behavioral patterns and acquiring coping skills, the employees can prevent or moderate the stresses of their job life to a considerable extent e.g. the employees with Type A orientation can prevent or moderate their occupation stress by modifying their behavior patterns and by developing some behavior patterns of Type B orientation. Though modifications of certain existing dominant behavior patterns are quite a difficult task, the employees can do so, to a considerable extent through self-imposed behavior modification method. The stress management practitioner can train the employees to learn the stress-resistant behavior patterns and coping skills.

Following is an inventory of some stress-resistant behavioral patterns suggested by the author (1997):

a) Increase self-esteem and the level of tolerance and patience.

b) Do not be rigid in your ways of functioning, attitudes, and decisions.

c) Recognize and potential sources of stress in your job.

d) Do things at work in a planned and systematic manner.

e) Try to separate and maintain co-ordination among your job and other roles.

f) Avoid doing many things simultaneously.

g) Set your priorities for job activities.

h) Do work efficiently but avoid competitions.

i) Work on changing or modifying the style, methodology, and policies, which caused the situation or experience of stress.

j) Devote more time and energy to your job.

k) Discuss the problems with supervisor or land other competent colleagues or superiors.

l) Try to maintain good relationship with your superiors, colleagues, and subordinates and have a few dependable friends.

m) Throw yourself into your job and work harder and sincerely.

n) Avoid time pressures and role overloading being regular and making proper distribution of the time for your job activities.

o) Avoid taking responsibilities or committing beyond your capability and resources.

p) Do not try to reach the perfection level in all routine job activities.

q) Be sincere, but do not be over enthusiastic all the time in discharging your duties.

r) Frankly tell your limitations and inabilities.

s) Try to find out complete or durable solutions to the job related problems.

t) Try to nip the problems in the bud.

u) Be a realist; aspire within the framework of your capabilities and resources.

v) Do not poke your nose in others or irrelevant affairs.

w) Try to overload rather than to react to the irritating situations or behavior of people at work.

x) Before doing something, consider all its possible consequences.

y) If there is no way out, do your best to get out of the situation gracefully.

   *Bhandarker and Singh (1986) evolved action plan for preventing or reducing managerial stress at individual organizational and social levels. At individual level, stress can be prevented by

a) Cultivating belief in self.

b) Developing inner-directed personality.

c) Developing self-coping mechanism by adopting the strategy of owning up to stress.

d) Relying on genuine problem solving strategies, and

e) Cultivating positive habit based on interests, such as yoga, meditation, sports, and breathing exercise.

   *Singer (1966) long back suggested the following steps to avoid job tension at individual level.

a) Recognize the requirements of your job role.

b) Maintain perspective.

c) Keep a balance between work and recreation, and

d) Identity and accept your emotional needs.

3.4.1.1.2.1 Innovation Intervention Program: (IIP)

In the framework of behavioral (action) intervention for prevention of occupation stress, *Bunce and West (1996) evolved "Innovation Intervention Program" for prevention of or coping with the stresses of job life. This program involves alternatively dealing with the problems, which might cause strain. Herein employees at their own level innovate the strategies to change environmental pressure, barrier, or procedures to prevent or reduce the stress at work. These innovations not only make the work environment less stressful but also lead to the introduction of procedures, which enhance productivity and quality of work.

Bunce and West examined the effectiveness of IPP. The IPP opened with an overview of the subjects, with particular attention to the causes and manifestations of occupational strain. The program went on to introduce the concept of innovation coping. Participants having identified work-related stresses were encouraged to develop innovative responses to those stressors through group discussion and individual action planning. The subjects were made aware of the factors, which might help or hinder innovation. These factors included individual, group and organizational factors, as well as those intrinsic to the job and associated with working relations, which might influence the initiation and introduction of innovation. The study revealed that interventions promoting innovative responses reduced work related stress and improved innovation among the subjects.

3.4.1.1.2.2 Changing Stress-Inducing Behavior Patterns

This is basically a stress-preventive strategy and helps in combating the existent stressful situations. It has been empirically established that some specific personality and behavior patterns increases individual's susceptibility to experience more stress and consequent strains. *Mathney et al (1986) have suggested that by making necessary alternation in behavioral patterns, employees

can prevent stress to a considerable extent one useful construct in understanding this strategy is the Type A Behavior Pattern (Friedman and Rosen man 1974). The individuals diagnosed as being Type A are comparatively more competitive, hard driving, intense, have high need for control, have sense of time urgency, impatient, aggressive and hostile. These individuals are at a high risk for negative stress reactions. Treatment of the individuals exhibiting this behavioral pattern has been the subject of a great deal of research, but specific findings, which lead to treatment, have not been conclusive. It is not very clear as to which aspects of behavioral, psychological, or emotional functioning make them vulnerable to physical **st**rains. Thus, there is no clear direction for an intervention. Behavioral patterns become the part of one's personality as it is structured because of contribution of the factors like heredity, personality traits, motivational structure, and socio-cultural environment. It can be changed or modified at an early stage of an individual's development. However, efforts have been made to implement stress management for Type A individuals.

*Suinn (1982) has developed, a behavior modification program for heart patients, which included the training in muscle relaxation, identifying varying degrees of muscle tension, general relaxation and using imaginary to practice behavior incompatible with Type A behavior.

An extensive treatment programme has been extended by *Roskies (1987) in her book stress Management for Healthy Type A. The Table No. 3.4 reveals the programme has been divided into 8 modules as follows.

Table No. 3.4: Programme

Sr. No.	Modules	Skills to be taught
1.	Introduction to the programme	General Overview
2.	Relax : Learning to control physical stress response	Self monitoring of physical and emotional tension; Progressive muscle relaxation
3.	Control yourself: learning to control behavioral stress responses	Self monitoring of behavioral sign tension; in compatible behaviors, delay, communication skills
4.	Think productively: learning to control cognitive stress responses	Self monitoring of self-talk, cognitive restructuring

Sr. No.	Modules	Skills to be taught
5.	Be prepared: learning to anticipate and plan for predictable stress situations.	Identification of recurrent stress triggers, stress inoculation training
6.	Cool it: Learning emergency breaking in unpredictable stress situation.	Identification of signs of heightened tension; application of physical behavioral and cognitive controls; anger control
7.	Building stress resistance: learning to plan for rest and recuperation.	Identification of pleasurable activities; problem solving
8.	Protecting your investment: stress management as a lifelong investment	Relapse prevention

3.4.1.1.2.3 Stress Inoculation Training

This technique of stress management, developed by *Meichenbaum (1977) combines the cognitive and behavioral strategies stress inoculation training focuses on altering the way individual processes information about a stressful situation and identifies ways of reaction to it *(Ivancevich and Matheson 1988). This approach has been used to help people with a variety of stress reactions including anger, anxiety, and fear. The Table No. 3.5 reveals the three stages of stress inoculation training.

Table No. 3.5: Stage of Stress Inoculation Training

Sr. No.	Stage	Stage
1.	Preparation	Educating the employee about the relationship between maladaptive thoughts and behavioral patterns, and convincing him that he can cope with the situations of stress
2.	Skill Training	Helping the employee confront stressful situations by using coping skill he already has or by developing new coping skills.
3.	Application Training	Getting the employee to practice and apply newly developed skills.

These techniques improve the means by which an individual can tolerate stressors by following on the relationship between thoughts and actions. These techniques serve as powerful tools in assisting employees to recognize that they can help controlling stress conditions by changing their thinking.

3.4.1.1.2.4 Developing Coping Skills and Resources

The first intervention among combative strategies to be taken up at an individual level focuses on developing coping resources. In fact, the preventive interventions help in developing coping resources to some extent. Assertiveness is a preventive strategy, but it becomes a combative strategy when it is used to deal with already existing problem. Acquisition of social skill is another source of coping. Research findings suggest that social support is effective in combating stress *(Wells 1984).

Social support reduces employee's stress in three ways:

a) Social support can directly enhance health by satisfying social needs for affiliation, approval, appreciation, and security.

b) Social support can reduce inter-person tension at work and directly affects the level of stress.

c) Social support buffers the relationship of occupational stress and consequent strains.

Time management has been found to be another useful method for helping workers in developing coping responses. The employees can prevent as well as combat with the stresses of role overload and conflicts through effective management of his time and prioritization of job activities or duties.

3.4.1.1.2.5 Start a Stress Journal

A stress journal can help you identify the regular stressors in your life and the way you deal with them. Each time you feel stressed, keep track of it in your journal. As you keep a daily log, you will begin to see patterns and common themes. Write down:

a) What caused your stress (make a guess if you are unsure?)

b) How you felt, both physically and emotionally

c) How you acted in response

d) What you did to make yourself feel better

3.4.1.1.2.6 Look at how you currently cope with Stress

Think about the ways you currently manage and cope with stress in your life. Your stress journal can help you identify them. Are your coping strategies healthy or unhealthy, helpful or unproductive? Unfortunately, many people cope with stress in ways that compound the problem.

3.4.1.1.2.7 Unhealthy Ways of Coping with Stress

These coping strategies may temporarily reduce stress, but they cause more damage in the long run:

a)   Smoking

b)   Drinking too much

c)   Overeating or under eating

d)   Zoning out for hours in front of the TV or computer

e)   Withdrawing from friends, family, and activities

f)   Using pills or drugs to relax

g)   Sleeping too much

h)   Procrastinating

i)   Filling up every minute of the day to avoid facing problems

j)   Taking out your stress on others (lashing out, angry outbursts, physical violence)

3.4.1.1.2.8 Learning Healthier ways to Manage Stress

If your methods of coping with stress are not contributing to your greater emotional and physical health, it is time to find healthier ones. There are many healthy ways to manage and cope with stress, but they all require change. You can either change the situation or change your reaction. When deciding which option to choose, it is helpful to think of the four As: avoid, alter, adapt, or accept.

Since everyone has a unique response to stress, there is no "one size fits all" solution to managing it. No single method works for everyone or in every

situation, so experiment with different techniques and strategies. Focus on what makes you feel calm and in control.

3.4.1.1.2.9 Dealing with Stressful Situations: The Table No. 3.6 reveals that The Four A's

Table No. 3.6: The Four A's

Sr. No.	Change the situation	Change your reaction
1.	**A**void the stressor	**A**dapt to the stressor
2.	**A**lter the stressor	**A**ccept the stressor

3.4.1.1.2.10 Stress Management Strategies

There are different strategies to avoid unnecessary stress, Alter the situation, Adapt to the stressor, accept the things that you cannot change, Make time for fun and relaxation, Adopt a healthy lifestyle etc. The same will be considered as follows:

Stress Management Strategy No.1: Avoid unnecessary stress

Not all stress can be avoided, and it is not healthy to avoid a situation that needs to be addressed. You may be surprised, however, by the number of stressors in your life that you can eliminate.

a) Learn how to say "no" – Know your limits and stick to them. Whether in your personal or employees life, refuse to accept added responsibilities when you are close to reaching them. Taking on more than you can handle is a surefire recipe for stress.

b) Avoid people who stress you out – If someone consistently causes stress in your life and you cannot turn the relationship around, limit the amount of time you spend with that person or end the relationship entirely.

c) Take control of your environment – If the evening news makes you anxious, turn the TV off. If traffic has got you tense, take a longer but less-traveled route. If going to the market is an unpleasant chore, do your grocery shopping online.

d) Avoid hot-button topics – If you get upset over religion or politics, cross them off your conversation list. If you repeatedly argue about the same subject with the

same people, stop bringing it up or excuse yourself when it is the topic of discussion.

e) Pare down your to-do list – Analyze your schedule, responsibilities, and daily tasks. If you have got too much on your plate, distinguish between the "should" and the "musts." Drop tasks that are not truly necessary to the bottom of the list or eliminate them entirely.

Stress Management Strategy No.2: Alter the situation

If you cannot avoid a stressful situation, try to alter it. Figure out what you can do to change things so the problem does not present itself in the future. Often, this involves changing the way you communicate and operate in your daily life.

a) Express your feelings instead of bottling them up. If something or someone is bothering you, communicate your concerns in an open and respectful way. If you do not voice your feelings, resentment will build and the situation will likely remain the same.

b) Be willing to compromise. When you ask someone to change their behavior, be willing to do the same. If you both are willing to bend at least a little, you will have a good chance of finding a happy middle ground.

c) Be more assertive. Do not take a backseat in your own life. Deal with problems head on, doing your best to anticipate and prevent them. If you have an exam to study for and your chatty roommate just has home, say up front that you only have five minutes to talk.

d) Manage your time better. Poor time management can cause a lot of stress. When you are stretched too thin and running behind, it is hard to stay calm and focused. However, if you plan and make sure you do not overextend yourself, you can alter the amount of stress you are.

Stress Management Strategy No.3: Adapt to the stressor

If you cannot change the stressor, change yourself. You can adapt to stressful situations and regain your sense of control by changing your expectations and attitude.

a) Reframe problems. Try to view stressful situations from a more positive perspective. Rather than fuming about a traffic jam, look at it as an opportunity to pause and regroup, listen to your favorite radio station, or enjoy some alone time.

b) Look at the big picture. Take perspective of the stressful situation. Ask yourself how important it will be in the long run. Will it matter in a month? A year? Is it really worth getting upset over? If the answer is no, focus your time and energy elsewhere.

c) Adjust your standards. Perfectionism is a major source of avoidable stress. Stop setting yourself up for failure by demanding perfection. Set reasonable standards for yourself and others, and learn to be okay with "good enough."

d) Focus on the positive. When stress is getting you down, take a moment to reflect on all the things you appreciate in your life, including your own positive qualities and gifts. This simple strategy can help you keep things in perspective.

Adjusting Your Attitude

How you think can have a profound effect on your emotional and physical well-being. Each time you think a negative thought about yourself, your body reacts as if it were in the throes of a tension-filled situation. If you see good things about yourself, you are more likely to feel good; the reverse is also true. Eliminate words such as "always," "never," "should," and "must." These are telltale marks of self-defeating thoughts.

Stress Management Strategy No.4: Accept the things you cannot change

Some sources of stress are unavoidable. You cannot prevent or change stressors such as the death of a loved one, a serious illness, or a national recession. In such cases, the best way to cope with stress is to accept things as they are. Acceptance may be difficult, but in the long run, it is easier than railing against a situation you cannot change.

a) Do not try to control the uncontrollable. Many things in life are beyond our control— particularly the behavior of other people. Rather than stressing out over them, focus on the things you can control such as the way you choose to react to problems.

b) Look for the upside. As the saying goes, "What does not kill us makes us stronger." When facing major challenges, try to look at them as opportunities for personal growth. If your own poor choices contributed to a stressful situation, reflect on them and learn from your mistakes.

c) Share your feelings. Talk to a trusted friend or make an appointment with a therapist. Expressing what you are going through can be very cathartic, even if there is nothing you can do to alter the stressful situation.

d) Learn to forgive. Accept the fact that we live in an imperfect world and that people make mistakes. Let go of anger and resentments. Free yourself from negative energy by forgiving and moving on.

Stress Management Strategy No.5: Make time for fun and relaxation

Beyond a take-change approach and a positive attitude, you can reduce stress in your life by nurturing yourself. If you regularly make time for fun and relaxation, you will be in a better place to handle life's stressors when they inevitably come.

Healthy ways to relax and recharge

a) Go for a walk.

b) Spend time in nature.

c) Call a good friend.

d) Light scented candles.

e) Take a long bath.

f) Sweat out tension with a good workout.

g) Write in your journal.

h) Play with a pet.

i) Savor a warm cup of coffee or tea.

j) Work in your garden.

k) Get a massage.

l) Curl up with a good book.

m) Listen to music.

n) Watch a comedy.

o) Join gym

Do not get so caught up in the hustle and bustle of life that you forget to take care of your own needs. Nurturing yourself is a necessity, not a luxury.

a) Set aside relaxation time. Include rest and relaxation in your daily schedule. Do not allow other obligations to encroach. This is your time to take a break from all responsibilities and recharge your batteries.

b) Connect with others. Spend time with positive people who enhance your life. A strong support system will buffer you from the negative effects of stress.

c) Do something you enjoy every day. Make time for leisure activities that bring you joy, whether it be stargazing, playing the piano, or working on your bike.

d) Keep your sense of humor. This includes the ability to laugh at yourself. The act of laughing helps your body fight stress in a number of ways.

Stress Management Strategy No.6: Adopt a healthy lifestyle

You can increase your resistance to stress by strengthening your physical health.

a) Exercise regularly. Physical activity plays a key role in reducing and preventing the effects of stress. Make time for at least 30 minutes of exercise, three times per week. Nothing beats aerobic exercise for releasing pent-up stress and tension.

b) Eat a healthy diet. Well-nourished bodies are better prepared to cope with stress, so be mindful of what you eat. Start your day right with breakfast, and keep your energy up and your mind clear with balanced, nutritious meals throughout the day.

c) Reduce caffeine and sugar. The temporary "highs" caffeine and sugar provide, often end in with a crash in mood and energy. By reducing the amount of coffee, soft drinks, chocolate, and sugar snacks in your diet, you will feel more relaxed and you will sleep better.

d) Avoid alcohol, cigarettes, and drugs. Self-medicating with alcohol or drugs may provide an easy escape from stress, but the relief is only temporary. Do not avoid or mask the issue at hand; deal with problems head on and with a clear mind.

e) Get enough sleep. Adequate sleep fuels your mind, as well as your body. Feeling tired will increase your stress because it may cause you to think irrationally.

3.4.1.1.2.11 Stress Management Activities

Stress management is an essential part of our lives these days. It is necessary to find ways and means of dealing with stress. Some stress management activities that could help are:-

a) Regular exercise (this includes breathing exercises)

b) Eating and sleeping well

c) Music therapy

d) Yoga

e) Meditation

f) Going for a walk with a friend

g) Progressive muscle relaxation (tense and relax all the muscles in your body)

h) Sex - it not only relieves tension but de-stress you too.

i) Pamper yourself - take a break from your daily activities. Do something different and out of the ordinary.

j) Do something you really enjoy. Make the time to read a book, watch a play, paint or even spend an evening with your family. Distracting yourself always helps to relieve stress.

Stress can often cause your life to spin out of control. The best way to manage stress is to first identify the reason behind it. The next step is to keep it in perspective. Use the following stress management tips to handle stress:

a) Know yourself and your limits - It is ok to say no at times, far better than saying yes and being stressed later.

b) Reach out for help - Do not keep it all bottled up inside. Talk to a close friend.

c) Take charge of yourself - your emotions, thoughts, and schedule.

d) Keep a stress journal - it will be an outlet for stress as well as a record of what stresses you out.

We learn time management. Time management is the art of arranging one's schedule so as to work effectively and productively. This is necessary for everyone - whether you are a housewife, student, manager, or clerk. Planning is essential for good time management as is organizing one's day in order to get the maximum out of it.

The time management strategies are often focused on two areas: knowledge or information acquisition and skill development. For effective time

management, the employees should have adequate knowledge of job responsibilities, duties, and authorities.

The employee must be trained how to allocate time among his different duties at work. By maintaining the log of time spent on different duties, the employee can allocate/reallocate the time in proper and convenient manner.

Besides the management of time, the employee should also determine the priorities for his different job activities. It is often seen that in absence of schedules and priorities majority of the workers spent more than fifty percent of their time in non-productive activities. Completing the given task in time has no meaning sometimes if their priority has not been taken into consideration. Effective time management training should include instructions and exercises that encourage workers to schedule and prioritize duties of their jobs. Besides the priorities at work, employees should also determine the priorities among their roles on and off the job. The employees should also take into consideration their career goals and values in determining the priorities. Finally, time management interventions should also help them in identifying time robbers such as meetings, visitors, paperwork, trouble shooting, phone calls etc. The employees should also be trained to conserve time, to control time and to make time by adopting convenient methods and behavioral change.

3.4.1.1.2.12 Monitoring Stressors and Stress Symptoms

One of the primarily preventive strategies, as suggested by *Mathney et.al(1994) is focusing on the symptoms of job stress. The employees can avoid stress to a possible extent, if they become aware of potential stressors of job life and the symptoms, which lead to stress reaction. One technique under this category of strategy is to maintaining a stress diary which is a personal record of the events that happen before a negative stress response *(Ivancevich and Matteson)(1980).

The employees would enter in the log a specific description of the events along with a description of the feelings and thoughts that resulted from the event. The individual would also note the time of day when he noticed these symptoms or feelings. Along with the symptoms, the focal employee would also enter in the

diary the events, which have caused these symptoms of stress. The employee must be advised to keep the log for an extended period. The practitioner should help the individual in analyzing the results of the stress diary. The analysis should identify the themes of patterns that point to specific kind of stress responses in relation to specific events, so that specific intervention should be planned in the light of pattern of relationship between stressors and specific responses to them. Based on the case of an employee specific the counselor has suggested interventions stress situations and symptoms in Table No. 3.7 are as follows.

Table No. 3.7: Symptoms and Interventions

Stress Situation/symptoms	Interventions
Muscle Tension	Review progressive muscle relaxation exercise with employees.
Stress reactions	Examine the relationship between employees of the boss preceded by meeting and develop strategy to improve it.
Consistent pattern not completing work that was planned for a given day.	Discuss time management skills. See whether daily goals being set are realistic.

3.4.1.1.2.13 Developing Personal Resource

Another preventive strategy suggested by *Mathney et. al. (1986) involves the development of certain behavioral skills, which prepare the employees to cope with stressful situations when they occur. The specific strategies, which are included in this category, are training in social skills and problem solving skills that help employees cope with social interactions, which might lead to stress. By developing their skills, the individual prevents the occurrence of stressful situations Researchers have developed interventions for social skills training for enabling the employees to prevent the experience of stress arising from "social anxiety." These skills help an individual in interacting more conveniently with each others.

*Jaremko (1983) developed a program for socially anxious individuals, which includes training, initiating, and maintaining conversations, making and refusing requests, making and receiving criticisms, giving and receiving complements, and interpreting non-verbal uses in the behavior of others.

"Assertiveness training"is another important component of social skill training. The training helps the individuals in responding in a straightforward manner with regard to what they believe, feel, and wish. Another important subset of social skills to prevent the social stresses is "problem solving skills" *(Mathney et. al. 1986). These skills help the individual to respond with some action that will reduce the stressfulness of a situation.

The employees may be trained to develop the skills, which would help them to be more creating or pro-active in reaching solution to stressful situations. Effective communication and negotiation skills also help the employee in dealing with certain stressful social or interpersonal situations.

3.4.1.1.2.14 Making adjustment Between Work-family Roles

Among the combating stress management strategies, particularly for single parents and dual career couples is to make adjustments between job and family lives. It is a practical and easy intervention. Intervention should be made to help the employees to make good adjustment between the demands of job, marital and family roles. Organizations are only beginning to respond to the needs of changing workplace. It is role of human service practitioners to help individuals cope with stresses they encounter when their work and family lives conflict.

One possible intervention strategy is to offer guidance and training to individuals who attempt to balance the demand of work and home life. Effective communication skills will be helpful for dual career couples who cope with two partners' careers. Similarly, negotiation and assertiveness training would prove beneficial for the parents who try to propose an alternative work schedule to accommodate childcare needs.

Time management skills might help a single parent in coping with demands of work and home. Interviewing several hundred people, *Dynerman and Hayes (1991) have compiles a series of practical suggestions for planning

work-home interface stressors, negotiating flexible work options and dealing with jobs after a creative work schedule or situation has been developed.

3.4.1.1.3 Physiological Intervention Strategies

Physiological strategies for prevention of stress have also been noted as effective interventions and their popularity is consistently increasing all over the world. It is an established fact that human body prepares itself to respond to stresses by changing certain bodily functions such as heart rate, blood flow, muscle tensions etc. These physiological changes can lead to the symptoms of stress if they are prolonged. Stress management practitioners have suggested a set of interventions, which help individuals in preventing the negative effects of stress by lowering physiological arousal, such as deep breathing, progressive muscle relaxation, physical exercise, biofeedback, autogenic training, yoga, and meditation.

3.4.1.1.3.1 Deep Breathing

A very simple but useful technique for lowering down the physiological arousal is deep breathing. The individual must be advised to breathe more deeply from the abdomen, instead of shallow (thoracic) breaths, which are associated with stress response. Physiological arousal is affected by this technique because of the close association between breathing centre and reticular activating system (RAS) in the brain. *Matteson and Ivancevich (1987) reported that the RAS controls neuron muscular functioning and thus deep breathing leads to relaxation in the neuromuscular system. Mason (1980) noted positive results of the invention of deep breathing.

3.4.1.1.3.2 Progressive Muscle Relaxation

It is an extension to the technique of deep breathing developed long back by *Jacobson (1938). In the technique of progressive muscle relaxation, the individual assumes a comfortable position and begins to breathe deeply. Then the individual relaxes groups of muscles one at a time, beginning with the feet muscles. Jacobson argues that through this technique the mind gets relaxed because the relaxed muscles are associated with a decrease in emotional tension. He recommended practicing this exercise twice a day for 15 to 20 minutes.

3.4.1.1.3.3 Aerobic Exercise

Physical exercise is another effective and popular means of preventing stress-effects by lowering arousal in recent years. Besides the health benefits, physical exercise has been found to result in psychological well being. Stress is said to be triggered by a "fight or flight" response (the alarm stage of the General Adaption Syndrome) which includes changes in heart rate, blood pressure, hormonal secretion, and muscle tension. *Matteson and Ivancevich (1987) explains that the purpose of the fight or flight response is to prepare the body for action.

In many stressful situations, action does not follow exposure to the stressor. Thus, exercise can act as a release for these physical processes. Research has shown that routine vigorous activity is an effective strategy for preventing the negative effects of stress regarding the preventive effect of exercise on stress response.

*Jette (1984) has concluded that three variables are important i.e. type, frequency and duration of exercise. The type of exercise that produces the most effects is aerobic exercise (jogging, cycling, talking with friends, and swimming). Aerobic exercise refers to repetitive movement of large muscle groups in which energy is derived from aerobic metabolism.

In terms of frequency, this exercise should be done normally 3-4 times a week. The duration of these exercise sessions should be about 30-40 minutes at 50-60 percent of maximal working capacity. Compliance is an important factor in physical exercise and its effects.

Strategies such as goal setting and use of distraction or dissociation during exercise may improve compliance.

*Martin and Dubbert (1987) have suggested that exercise program should

a) Be convenient

b) Use group exercise formats

c) Use a participant/supervisor

d) Emphasize individual responsibility for exercise

e) Enforce the exercise habit

f) Use generalization training

g) Use continued feedback and testing.

With regard to psychological effects of exercise, investigations have reported that both acute exercise and chronic exercise lead to improvement in mood, such as decrease anxiety and depression and increased feeling of vigor. (Boutcher and Landers 1989 and Roth and Holmes 1987). These exercises have been reported to prevent or resist the experience of stress.

The primary rationale for examining the effects of exercise and stress response stemmed from the fact that improved physical fitness reduces autonomic ally mediated cardiovascular responses to physical stress; therefore it is assumed that responses to psychological stress might likewise be reduced.

Research in human subjects suggests that acute exercise reduces stress and certain physical response to stress such as blood pressure and cardiovascular reactivity. In addition to its effect on physiological responses to stress, exercise has also been found to affect subjective mood states. Results of the investigations suggest that both acute and chronic exercise may reduce anxiety and depression. In another study, psychological tension was significantly reduced by moderate or intense exercises. Swimming has also been noted to reduce anger, tension, depression, and confusion and an increase in vigor.* (Berger and Owen 1983").

Biofeedback (Electromyography)

In general, biofeedback system operates by detecting changes in the biological environment of the affected person by means of visual and auditory signals. The individual using this precise and immediate information engages in a trial and error strategy of testing in order to make change in signals in the desired direction. By biofeedback as a guide, the individual learns in relatively short order how to control the biological response system generating the biofeedback signals. Biofeedback essentially involves three stages.

The first stage is acquiring awareness of the maladaptive response. By means of biofeedback, the client learns that certain thoughts as well as bodily events influence the response in question. Next guided by the biofeedback signals,

the individual learns to control the response. Finally, the client learns to transfer the control into day-to-day life.

Biofeedback as a technique of stress management developed out of the work in the field of psychology and physiology. In psychology work with laboratory animals in operant conditioning studies led to the discovery that animals could be trained to control certain autonomic bodily functions. This observation was extended to human beings, where it was found that receiving immediate feedback of information on physiological factors could lead to individuals learning to control visceral parameters including brain waves, heart rate, muscle tension, body temperature, stomach acidity, and blood pressure.

Using this methodology biofeedback has been involved in treating disease and in reducing physiological symptoms associated with stress. Special equipment is used to alert the individual to physiological changes. To monitor these changes sensors are attached to the body. The most common of these sensors are electrical sensors used to detect myocardial activity, muscle tension and brainwave activity.

Two types of feedback have been developed; operant conditioning and augmented feedback. Operant conditioning feedback involves using physiological information as reinforced to bring about the desirable physiological changes. Augmented biofeedback is more commonly used as a technique for stress management, which involves providing the individual with continuous feedback about physiological functioning *(Brown 1984).

Biofeedback has been found to be effective in helping individuals in restoring their bodies to non-stressed states. In their study *Matteson and Ivancevich (1987) found that biofeedback training reduced chronic tension, headache and significantly decrease the interference of stress-related symptoms.

However, other studies have not found significant positive results of biofeedback training. It is time consuming and costly method. Better results could be obtained spending the money and effort on other conventional stress management intervention.

3.4.1.1.3.4 Autogenic Training and Stress Management

The German neurologist Schultz is credited with the development of Autogenic Training (AT) which he described as a self-hypnotic procedure. The term "autogenic" derived from the Greek words auto and genos, can aptly be translated as "self exercised or self-induction therapy. The rejected psychoanalysis is promising treatment for psychosomatic disturbances. He was of the opinion that "it is complete non-sense to shoot with psychoanalysis guns after symptom sparrow." The development of AT as a novel technique appears to be based on two sources: Schultz's own experience with clinical hypnosis and Vogt's observation in brain research. This method has been described as "psycho-physiological self control therapy "or" psycho physiologic" form of psychotherapy, which the patient carries out himself by using passive concentration upon certain combination of psycho physiologically, adapted stimuli. AT is a unique as an autonomic self-regulation therapy with emphasis on "self-control". Schultz believed that the self-regularly capacities and ultimately the self-healing powers of body might be left alone to do its work.

The objective of AT is to permit self-regulation in either direction (i.e. deep relaxation or augmentation of a physiological activity) through "passive concentration" or "self-hypnosis." In this method, the trainee concentrates on his sensations in a passive manner, without trying to bring about change. The trainee is instructed to concentrate on inner sensations rather than environmental stimuli. Here the trainee is instructed not to force for concentration but to allow sensation to happen. He must be simply an observer rather than a manipulator.

3.4.1.1.3.5 Autogenic Biofeedback Training

*Elmer Green and Alyee who confounded and developed the autogenic biofeedback treatment methods decided to pursue their interest in the development of human awareness and volition in order to develop ways of teaching people to become conscious of and to learn control of normally unconscious physiological and psychological processes.

Autogenic training, a system of psychosomatic self-regulation, permits the gradual acquisition of autonomic control. The biofeedback training refers to a

collection of techniques useful in accelerating psychosomatic self-regulation. Autogenic biofeedback training integrates these two self-regulatory techniques. It provides a methodology combining the best features of each. This integrative method has wide range applications in medicine psychology and education. Green developed a plan to study control of conscious processes through their physiological correlates in autonomic nervous function.

Autogenic biofeedback training has begun to emerge on a variety of topics, including deep relaxation, voluntary control of internal psychological and physiological states, self-regulation, and healing, creativity, migraine, headaches and anxiety and tension reduction.

3.4.1.1.3.6 Yoga and Meditation

Yoga and transcendental meditation are the systems of Indian philosophy and practice. These techniques have been in use in India since ancient times as the techniques of relief from stress and for improvement in physical and psychological health. In contemporary societies, the people all over the world have realized importance and need of yoga. It is being used as preventive as well as therapeutic technique. Yoga has now become a popular technique for stress management.

The word "Yoga" means union of human being and universal energy. It teaches the means by which one can learn to communicate with the "Absolute" or with universal (Patel 1993).

Human beings consist of both material and non-material entities. The material entity is physical body with all its organs and the non-material entities are soul and mind. Yoga attempts to bring within its perspective all the three sides of human life i.e. body, mind, and soul. The physical dimension of human life also includes the natural elements such as air, water, food and sunshine without which humans cannot sustain physical life and a healthy body is necessary to house the inner soul. Yoga by presenting us with various values, techniques and disciplines, teaches us ways of establishing harmony among various sides of life *(Patel 1993).

Different types of yoga have been developed by Indian yogis, such as "Hatha Yoga" the physical path for the development of the body. 'Gyan Yoga' the intellectual path. 'Bhakti Yoga' devotional path, 'Karma Yoga' the path of practical actions for the unfolding of the mind and realization of the soul. The different paths for developing the mind are based on the fact that the mind has three different aspects i.e. knowing, feeling and willing.

In some people, intellect predominates in other emotion and in still others action. For intellectuals, the yoga of knowledge (Gyan) is prescribed; for emotional people, the devotional path "(Bhakti yoga) of love and faith, and for the people of action, the yoga based on daily action (karma) is prescribed. However, this does not mean that intellect, emotion, and action are exclusive of one another. Although one quality dominates in each individual and the individual can thus benefit from adopting the suitable path, it is important to allow crosscurrents from other systems to intermingle. In "Raja Yoga", all the systems converge.

3.4.4.1.1.3.6.1 Hatha Yoga

The main components of Hatha Yoga are

a) Regulation of mind and the body through different breathing exercises;

b) Over 200 balanced physical postures to exercise every muscle in the body in order to prevent skeletal muscular deterioration, to tone up all organs in the body and insure their healthy functioning.

c) Exercise for awakening "Kundalini" reservoir of energy believed to be situated at the base of the spinal cord and making this energy towards higher power.

3.4.1.1.3.6.2 Gyan Yoga

This path leads to knowledge of one's self. 'Who am I ?' is the problem the person of knowledge must solve. According to yoga philosophy, ignorance is the cause of pain and misery in life. The lack of discrimination between temporary and permanent, real and unreal, truth and untruth, the self and non-self is at the roots of illness and diseases. Intellectual exercise involves learning to discriminate between each of these through the process of self-analysis. It is something like cognitive approach in psychological terminology.

The first step in Gyan yoga is asking "Am I my body?". Here one should realize that "I" does mean "my physical body" because "I" exists when even some organs of my body or sensations are lost. So the "self" or "I" is not the body but it is the centre of consciousness. The second step involves asking, "Am I my mind?" Am I what my mind thinks or feels, desires, hates, likes, dislikes, fears, sympathizes, hostiles or other thought or feelings? According to Gyan Yoga, I does mean mind or feelings and emotions because some people (yogis) withdraw from all experiences of the outer would and from all emotions but the sense of self-existence still remains there. It is possible to disassociate one's self from the body and the mind through yoga.

The faint recognition of dispassionate pure consciousness is the essence of self-knowledge. When the knowledge of self is realized, following six attainments are thought to be achieved. *(Siddhantalankar and Taraporevala 1969).

a) The agitation and passion of the mind subside, and the mind finds rest in peace and harmony.

b) With knowledge of the spiritual entity separate from the physical body, it becomes possible to control body-pain and pleasure, heat, cold and other.

c) There is willing acceptance of one's worldly possessions as well as of the person's one is associated with in life. One should accept willingly whatever one gets after making the necessary efforts.

d) One attains endurance of the hardship of life with a smiling face.

e) One develops an abiding faith and confidence in the design of the grand plan of the universe by the supreme power.

f) Steadfastness, firmness of purpose, constancy, and resolution comprise a settled condition of the mind.

3.4.1.1.3.6.3 Bhakti Yoga

The essence of the Bhakti yoga or devotional path is love and sacrifice. It is an emotion of heart. The relationship between the devotee and the object of devotion between the soul and the personal God is like the relationship between love and beloved. The devotional path involves concentration on the object of devotion with constancy and faith. "Concentration" means that one is required to

enter the cord of the object of devotion and love until one feels totally merged into it and feels one with it. One completely loses the sense of his separate identity. This theme has been described in Bhagavad Gita as "Mayyev Mana Aaditswa, Mayi Buddhi Niveshaya", which means "Fix your mind on ME and establish your intellect in Me alone". (Bhagawad Gita – XII:8). Constancy here means always day and night and every single moment. The third element of devotion is "faith". It is not blind faith, but the faith that comes from factual and truthful experience. The devotee surrenders consciousness to the "Super Consciousness", all thoughts, feelings and actions are surrendered to God.

3.4.1.1.3.6.4 Karma Yoga

The law of "Karma" is the spiritual counterpart of the physical law of the cause and effect. According to this principle, human beings are inextricably bound up in the wheel of cause and effect by their past and present actions. The time span covers not only this life but also past and future lives. Persons who are suffering through what they see as no fault of their won are likely to believe that it is injustice and may rebel against God. But according to law of karma there is no point accusing God or fate for apparent injustice. Goods and evils acquired through deeds by the soul throughout many incarnations are manifested as enduring characteristics from one incarnation to another, being modified by further karmas.

According to the philosophy of karma, what we are in the present life is determined by what we have acted in previous lives and what we do in present life will decide our future in this life as well as in lives to come. As the human soul passes through form one life to another, it learns to recognize the pain that comes from wrong actions and happiness that comes from right and good actions. We are not awarded for our good deeds, but we receive our rewards through by characteristics and qualities we acquire. People often do not believe that they remember the experience of past lives. But karma yoga philosophy insists that these experiences, though not remembered, are not lost to us. They become part of the material of which our minds are composed and are indelibly imprinted on the

fabric of our character. They exist in the form of our feelings, characteristics, inclinations, likes, dislikes, affinities, and repulsions.

According to karma yoga philosophy, we should strive to make our actions good, honest, and desirable without expecting fruits thereof. It is expectations, which bring sorrow or give frustration if not fulfilled. Attachment is the cause of every suffering and frustrations. The only way to get rid of sorrow is non-attachment.

The law of karma teaches to share and care, be compassionate and kind, and reach out to others for the ultimate good of our souls and destinies. By practicing karma yoga, employees can largely prevent, moderate, or cope with their stressors at cognitive as well as behavior level.

3.4.1.1.3.6.5 Raja yoga

Raja yoga is an integration of all systems of yoga and denoted as a kind of yoga. The exponent of this yoga was Patanjali. He extended teaching to fight against the afflictions of humankind over 2000 years ago. It has an "eightfold spiritual path" involving eight steps namely:

a) "Yama" or the five abstentions (i.e. abstentions from violence, lying, stealing, sexuality, and greed).

b) "Niyama" or five observances (i.e. purification, contentment, self-discipline, studiousness, and surrender to God).

c) "Aasanas" or balanced exercise postures

d) "Pranayam" or regulation of breath

e) "Pratyahara" or withdrawal of senses

f) "Dharana" or concentration

g) "Dhyana" or contemplation

h) "Samadhi" or the meditative state

The most important ingredient in the practice of this yoga is faith. The physical postures in the yoga involve learning to control, regulate, and become aware of one's physical existence.

During the various exercise, breathing bears a certain relationship to the sequence of the body movements. One is required to give complete mental

attention to each movement, to the exclusion of everything else. Through practice, this awareness is heightened to such an extent that it falls in the field of consciousness. By regularly practicing concentration on body movements, the practitioner gradually strengthens his own personality and different body functions become more integrated with one another as well as with personality.

Regulation breathing enables one to reach the innermost consciousness. Te stage of the withdrawal of the senses involves deep muscle relaxation of the body. The reason for observing this rule is to cut down on visceral impulses going to the brain. The next three stages-concentration, contemplation, and meditative state together form the practice of meditation.

3.4.1.1.3.6.6 Meditation

Meditation has been part of most of Eastern and Western cultures and religions. It is probably the oldest method of yoga. Recently medical people have realized that it can be used without any religious connotation in the promotion of health.

Meditation involves taking a comfortable position sitting, lying down or standing. But sitting is the most useful and common posture. It then involves being in a quiet environment, regulation the breath, adopting a physically relaxed and mentally positive attitude, and dwelling single minded upon an object.

The object of the concentration in meditation does not have to be physical. It can be an idea or image, it can be mental repetition of a word or phrase (mantra); it can be observing one's own thoughts, perception, or reaction; or it can be concentrating on some bodily-generated rhythm. In religious practice, the object of concentration if God. As the deeper state of concentration is developed, the process becomes more intimate and compelling. The mind that holds an idea becomes held by it. Again, this power of subconscious can be used to build character. It is actually a state of the greatest silence, an experience of bliss. Another way to describe, meditation is an experience, a state of being.

The practical advantages of meditation are that we can function more efficiently, feel more complete in ourselves, and realize more of our potentials. We feel closer to ourselves and are better able to relate to others. Our personality

structure is strengthened and becomes more integrated. We are able to think and express ourselves with more clarity. We are more effective in our works and clear in our goals.

Other physiological advantages include induction of oxygen consumption, respiratory rate, and cardiac output (indication metabolic rest); a marked decrease in blood lactate level (reduction in anxiety); increase in electrical resistance of the skin (indication autonomic rest) and increase in alpha brainwaves (indication mental rest)* (Wallace and Benson 1972).

3.4.1.1.3.6.7 Meditation in Action

In this approach, at frequent intervals during the day, if we observe our mind to see what it is doing, it becomes clear that mind is busy with dreaming, daydreaming, and fantasies of the future. Such useless activities waste time and energy and lower the quality of our work. By learning to concentrate on everyday tasks as if it that was the most important thing at that moment and by understanding that each task is a part of the total harmony with the universe, we become closer to reality. When a person is completely engrossed in whatever he or she is doing, he is meditating in the action.

3.4.1.1.3.6.8 Practical Instruction for Meditation

*Patel (1993) has suggested following instructions for the practice of meditation.

a) Meditate where the distraction of noise, movement, light and activity of other people are within tolerance level.

b) Ensure your physical and mental comfort. Do not practice at least for two hours after a meal. It is beneficial to practice twice a day, for about 15 to 20 minutes each time.

c) Adopt a poised posture. The eyes should be closed and the body should be relaxed.

d) Breathe through the nostrils and down into abdomen. Breathing should be regular, slow, and rhythmical.

e) Dwell single-mindedly on an object of meditation. This can be a physical object, a word or phrase repeated mentally or aloud.

f) Passive awareness is very important. You must develop a passive and relaxed attitude towards distraction. You will find that thoughts and images will flit in and out of your mind. Each time you become conscious that your mind has wandered away, just bring it back to the subject of your meditation. Do this as many times as is necessary. Always maintain relaxed and passive attitude. As you become more experienced, distracting thoughts and images will lessen. Accept that they are inevitable and maintain an attitude of indifference to them. Maintain is received if you keep thinking about meditation.

e) Practice regularly, with practice it becomes easier to still in mind.

Among the modern forms of meditation, "Transcendental Meditation" is most widely known and studied. It may be more accurately described as "transitional" because it retains certain cultic features such as "puja". Among the clinically oriented meditation techniques "clinically standardized meditation" *(Carrington 1975) and the "Respiratory one method" *(Benson 1975) have been the most widely used to date. These techniques were devised with clinical objectives in mind and are strictly non-cultic. The "Clinically standardized meditation" is relatively permissive technique and may be subjectively experienced as almost effortless. In this method, the trainee selects a sound from a standard list of sounds and then repeats this sound mentally, without internally linking the sound to the breathing pattern or pacing it in any structured manner.

In respiratory one method, the trainee repeats the work "one" to himself mentally and at the same time intentionally linking this word with each exhalation. Thus, it is a relatively disciplined form of meditation with two objects the chosen word and the breath.

Buddhist "mindfulness" meditation is also a common non-concentrative method. It is more difficult method to learn. Success of the trained depends more on the individual expertise and personality of the trainer.

3.4.1.1.3.7 **Relaxation**

The state associated with Transcendental Meditation (TM) is achieved when physical and mental relaxation is at a peak. A meditation technique developed by Benson"(1975) is similar to TM. In this technique, the individual

assumes a comfortable position and begins deep breathing. The individual focuses passive attention on a single word, although not a sacred word, as is the "Mantra" in TM.

Relaxation is a form of meditation, a state of concentration. By using the mind to focus upon an object, images, or thoughts, one cancels out all distraction associated with everyday life and counterbalances the stress response. Relaxation response has four elements

a) A quiet environment- to turn off external distractions.

b) A comfortable position-sitting or kneeling with back straight, no tight clothing.

c) As object thought or image to dwell upon (repetition of a word or sound such as "one" focusing upon breathing or saying "I am relaxed").

d) A passive attitude allowing an emptying of distracting thoughts.

With regular practice once or twice a day for 10-15 minutes, the following results are possible. During relaxation, you will experience.

a) A decrease in the rate of metabolism, a restful state with a drop in heart rate and respiratory rate.

b) A marked decrease in the body's oxygen consumption.

c) A decrease in blood pressure.

d) A decrease in muscle tension.

After relaxation, you may notice carry over effects including

a) Lower response to stress-less anxiety.

b) Better coping abilities.

c) A new found acceptance of self, more tolerant of own weakness or limitations.

d) Improved learning ability, better presentation and recall.

e) A sense of calm, of being collected a quieter philosophical attitude.

The above-mentioned techniques, though difficult to learn have been found to be quite effective in preventive the psychosomatic problems (such as hypertension, blood pressure, coronary heart diseases, asthma etc.) and coping with the stresses of day-to-day life by increasing resistance and lower down the arousal. However, these techniques have not been frequently used as intervention in the management of occupational stress.

Though it is difficult to adopt these methods, it can be a great help in preventing and coping with the stresses of job life and adapting to the consequent strains. The practice of these exercised by the employees can lower down their physiological arousals and prepares their body to respond to stress by changing certain bodily functions such as heart rate, blood pressure, muscle tension which can produce stress symptoms if they are prolonged.

3.4.1.1.3.8 Psycho Education Preventive Program

By combing physiological, behavioral, and cognitive preventive interventions, *Kagan and Watson (1944) developed the psycho educational preventive model for prevention or reduction of job stress. This model, instead of reducing environmental stressors, encompasses the human function. They proposed the following taxonomy of psycho educational interventions for preventing or reducing stress, which includes from controlling one's physiological reaction, to skill to influence others, to self-awareness:

a) Physiological Reactions: Experience of stress can be prevented or reduced by improving ability to control one's own physiological reactions to environmental events likely to cause stress. These physiological reactions include progressive muscle relaxation, training, meditation, nutrition and others.

b) Skill for coping with people: Stress reduction is also assumed to occur through increased confidence and skills to have an impact on and change other people rather than changing one self. The method to cater these abilities and skills include assertiveness, training, and preventive training to cope with stress caused by unexpected or threatening interpersonal events in the environment.

c) Self and interpersonal awareness: Stress can also be reduced through increased self-understanding and self-awareness of cognitive and affective reactions to interpersonal events. These skills may be developed through insight therapy, cognitive-affective therapy, stress management, and interpersonal process recall.

3.4.1.2 Stress Prevention at Organization Level

The situation, which cause or are likely to cause stress to the employees can also be prevented by adopting certain precautionary and corrective

interventions at organizational level. The executives of the organization, who are concerned with their own stress as well as of other employees of different levels, must identify the problem sources or causes of stress and nip them in bud by taking necessary precaution and by adopting corrective interventions to the feasible extent at organization level.

At initial organizational level, selection of suitable personnel and their proper training in the framework of the job requirement can largely help in preventing or mitigating the job stress likely to be caused by a misfit between employee and his job demands and from job difficulty. While selecting employees, their needs, values, and attitudes should also be assessed, besides the assessment of their skills and aptitudes. The manager in collaboration with of technical experts may also prevent the job factors and work environment, which could create stress. Proper job design and job enrichment can also prevent job stress or keep its level within desirable limits.

Proper training of new employees also can prevent the experience of stress in work setting. Training has been identified as an important component of interventions to deal with occupational stress. Several areas of training should be pursued with regard to stress management; helping individual's cope, teaching mangers about the importance of job design and inform workers about the job factors that increase the risk of psychological disorders.

Managers should also identify the potential sources of stress in work environment and make efforts to remove correct or control them to the maximum possible extent through effective corrective interventions. At this level, job roles can be clearly defined and allocated in order to prevent or minimize the stress likely to arise from role ambiguities and role conflicts. Stress or role overload can be dealt with by reducing role demands and job rotation.

Improvement in interpersonal relations at work afford the greatest difficult. However, interpersonal compatibility should be taken into consideration in assignments and promotions of employees in order to avoid socio psychological stress in work environment. Management may foresee the potential conflicts and pressures: and adapt necessary measures to avoid them. Supportive

supervision and interpersonal relations at work also can prevent the occurrence of the situations of interpersonal stress.

Organizational role is a prominent and frequent cause of stress experienced by most of the employees. Various types of inadequacies, ambiguities, and conflicts in job role result severe stress to its occupants.

3.4.1.2.1 Socialization and Orientation of New Employees

When a new employee joins in organization, he is faced with the task of becoming adjusted to new work environment. This period of employee's socialization has a great potential for stress.

*Mattson and Ivancevich (1987) noted three stages through which individual must pass as they enter the organization: getting in, breaking in, and setting in. In the first stage the employee faces new environment and demands. In the stage of breaking in the individual learns about the organization including relationship with co-workers, new job tasks, role clarification, bureaucratic procedures etc. Finally, in setting in phase of socialization, employees come to resolve two types of conflict the conflicting demand of work and others in the environment and the conflicting demands of on the job and off the job lives.

During this period the new employees must completes three important task building an organizational role identity, learning about new superiors and other employees and deciphering the reword system and organizational norms.

Anticipatory, socialization, programme proposed by *Kramer (1974) includes new employees. This program is based on the assumption that stress results from the gap between the expectation the new employees have and the reality of the jobs they encounter.

3.4.1.2.2 Improving Organizational Structure and Climate

Structure and climate of the organization largely influence job behavior of its members as well as its overall effectiveness. A variety of job stress can be easily prevented by improving organizational behavior.

*Rass and Altmaier (1994) have mentioned three intervention strategies for dealing with stress arising from inadequate organization structure and climate decentralization, participative decision making and climate survey.

3.4.1.2.3 Decentralization

The organization with high centralization of power or authority is likely to cause more stress to its members. Strategies for promoting decentralization within organizations have become increasingly popular in recent years.

*Schuler and Sethi (1984) have suggested changing communication patterns and networks within organizations and developing work groups as the effective techniques of decentralization.

In autonomous work group wherein the team had control of pace of their work, rest breaks and allocation of work assignments showed better task identity development and less emotional distress among the workers *(Wall and Clegg 1981).

3.4.1.2.4 Participative Decision Making

Another intervention strategy is participative decision making. It is also related to decentralization and involves creating systems and communication channels in the organization in such a manner that employers of all levels are involved in making important decisions. Being involved in the process of decision-making employees feel a greater sense of influences and control and, so experience lesser ambiguity and destress.

The effectiveness of the participative decision making intervention would depend upon two conditions.

i) Management should be committed to the philosophy of participative decision-making.

ii) The kind of decisions that are offered for employee's participation.

Employees will feel that they have some say only if they are asked to offer salient input on issues that affect their daily works.

3.4.1.2.5 Climate Survey

It is the third organizational structure improvement method associated with stress management. This intervention is also known as attitude survey, opinion survey or employee reaction surveys. These surveys are designed to elicit employee's reactions and preferences to help management in developing strategies that might improve organizational effectiveness and employee's

satisfaction. Management identifies the inadequate and non-congenial aspects of organizational climate and makes possible effort to offer feedback.

3.4.1.2.6 Career Planning and Management

A number of stressors have been identified for the employees as they move beyond the period when they enter the workplace. These stressors are related to the mid-career development of employees.

*Ross and Altmaier (1994) have suggested evolving intervention strategies, which help in avoiding the stresses employees experience in course of their career development. Today a more advanced conceptualization of career development is needed because of the drastic changes taking place, such as structural changes within organization, demographic changes in the workforce, and changes in the nature of work with rapidly advancing technology.

*Hall (1986) has presented a useful mode in understanding the intervention in the stresses associated with career development. He explains career development as being comprised of two components: career planning and career management. Career management is the responsibility of the organization and includes employee's selection, training, job rotation, performance appraisal, and promotion.

Career planning is the responsibility of the employees and involves the activities of self-assessment, career choice, choice of organization, preparation of career plan and monitoring career opportunities. The practitioners can help combating stress by focusing individual on those career activities within their control. Through seminar, testing, individual counseling, a practitioner can assist the employee for being cautious and active about their career and life planning to take more active role in these activities.

3.4.1.2.7 Career Management Programs

*Pestonjee and Muncherji (1991) have also discussed about the relationship between career paths and health of execution and suggested the ways to avoid stress and strains caused from career development. Crucial points in career development occur at key times during the individual's life i.e. about the age of thirty, during forties, and again in late fifties. Each career stage is

characterized by different issues and problems. Career management programs to help employees cope with the problems arising out of career development should be run by the HRD department of the organization. The programmers vary greatly in scope and content, but most of them involve effort to

a) Help employees assess their own career strengths.

b) Set priorities and specific career goals.

c) Provide information on different career paths and alternatives within the organization.

d) Offer employees yearly reviews of their progress towards these goals by managers.

In addition, special workshops and technical training opportunities are often pars of such programs. *Pestonjee and Muncherji (1991) have also suggested intervention. Strategies for those employees also who are on the verge of their retirement? This involves a gradual reorientation away from their careers and work towards leisure time activities. It requires careful planning to meet the special challenges faced by retired workers such as loss of status, reduced earning, reduced feeling of accomplishment and a loss of social relations. The employee should try to take a practical view of these major changes and try to adjust to them. The organization should try to re-employ a few capable individuals. Special training programs on post superannuation phase of the career are also vital.

3.4.1.2.8 Stress Audit

Restoring (1992) has suggested 'Stress Audit' as a proactive intervention which an organization can adopt to manage stress of managerial personnel. When an organization decides to have a scientific look at the mental-cum-physical health status of its executives, it is called a stress audit. A stress audit refers to the attempt an organization to study, explore, and control the various types of stress which the executives experience. In stress audit, a systematic study is made of the dominant stressors prevalent in the organization, its divisions, and departments. A stress audit includes collection of data pertaining to organizational climate, role stress, job satisfaction, job analysis, and others.

CHAPTER 4
OBJECTIVES AND THEORETICAL OUTLINE

4.1 Introduction

An individual is composed of body and mind. The human takes in various stimuli with the help of eyes, ears, nose, tongue, and skin, which are the sensory organs. On the other hand, Mind feels various emotions, good or bad. Technically mind is a current of thoughts. According to philosophers like Aristotle, Socrates there is two types of mind:

1. Subjective Mind   2. Objective Mind

Subjective mind gives our thoughts a definite dimension, direction, an aspiration, aim, ambition while objective mind is without aim. When subjective mind governs objective mind, it always leads to good things, good happenings. For example, Let us consider an example of a diabetic patient .Whenever some sweet is served in front of him , his objective mind will tell him to eat it because he likes it, while subjective mind will remind him not to eat, since it is harmful to your health. In simple words, stress management is the management of the subjective and objective minds.

4.2 Objectives

For the research purpose, the following objectives were to be set-

1) To study the demographic profile of software employees in Pune region.
2) To measure stress and study the nature of the life style lived by software employees in Pune region.
3) To assess the stress level of software employees, using the occupational stress index.
4) To assess components of the job life which cause stress in some way or the other, such as role overload, role ambiguity, role conflict, group and political pressure, responsibility for subordinates, poor participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions, and unprofitability of software employees in Pune region.

5) To assess the nature of symptoms of stress of software employees in Pune region.

6) To assess the stress management techniques used by software employees.

7) To study the relationship between demographic profile of software employees and use of stress management techniques.

4.3 Theoretical outlines

4.3.1 Stress

Stress is a mental disturbance. Stress is the state when one gets disturbed due to happenings of world; perceptions, emotions and thoughts. Stress is simply the body's non-specific response to any demand made on it. Stress is something that happens to your body whenever you deal with any situation. Stress is defined as a feeling of emotional or physical tension. Emotional stress usually occurs when situations are considered difficult or unmanageable. Stress is always internal never external. It does not depend on external circumstances. It is just an individual's attitude.

Stress may be defined as "A state of psychological and / or physiological imbalance resulting from the disparity between situational demand and the individual's ability and / or motivation to meet those demands." Dr. Hans Selye, one of the leading authorities on the concept of stress, described stress as "The rate of all wear and tear caused by life." Stress can be positive or negative. Stress can be positive when the situation offers an opportunity for a person to gain something. It acts as a motivator for peak performance. Stress can be negative when a person faces social, physical, organizational, and emotional problems.

There have been many different definitions of what stress is, whether used by psychologists, medicine, management consultants, or others. There seems to have been something approaching an open warfare between competing definitions: Views have been passionately held and aggressively defended. What complicates this is that intuitively we all feel that we know what stress is, as it is something we have all experienced. A definition should therefore be obvious except that it is not.

One problem with a single definition is that stress is made up of many things: It is a family of related experiences, pathways, responses, and outcomes caused by a range of different events or circumstances. Different people experience different aspects and identify with different definitions.

Hans Selye (one of the founding fathers of stress research) identified another part of this problem when he saw that different types of definition operate in different areas of knowledge. To a lawyer or a linguist, words have very precise, definite, and fixed meanings. In other fields, ideas and definitions continue evolving as research and knowledge expands.

Selye's view in 1956 was that "Stress is not necessarily something bad – it all depends on how you take it. The stress of exhilarating, creative successful work is beneficial, while that of failure, humiliation, or infection is detrimental." Selye believed that the biochemical effects of stress would be experienced irrespective of whether the situation was positive or negative. Since then, ideas have moved on. In particular, the harmful biochemical and long-term effects of stress have rarely been observed in positive situations.

4.3.2 Causes of Stress

In our daily life, stress is bound to come. Now a day's life is very fast and stressful. People from all walks of life, all age groups face stress. So why do we find that people from software industry are more stressed out? Why can't they cope up with their stress?

The cause behind workplace stress is the quality of work, not the time spent working. So it is possible to work like that and still retain your enthusiasm and energy. It is all a matter of correct attitude and having the right support system and the deserved incentives. Workplace stress is not linked to clocking in more hours. Rather, the culprit for stress in the office is workplace climate.

According to Prevention of Crime branch (PCB) as many as 529 people committed suicide in the city in 2007. Comparatively , 582 and 506 cases were reported in 2006 and 2005 respectively. Annual survey for 2007 says that around 161 took the extreme step due to family problems, 116 due to prolonged illness, 33 due to mental disturbance, 25 due to drug addiction, 16 due to unemployment

and 14 following failed love relationship. Meanwhile, reasons like sudden change in economic conditions, marital problems and children related problems too played a role in certain cases. The incidents of suicides were due to drug addiction, unemployment, job pressure, and inferiority complex. Now even educated youngsters are taking the last recourse. The recent deaths of two software employees are an indicator of the changing trend. Mr. X a techie with Software Company ended his life by jumping from the seventh floor of the office building citing his inability to cope with work pressure. After gathering information, neither did he have any problem with one nor did he have any quarrel with any of his superiors but probably, he was bored with the mechanical life he was leading. He was unable to spare quality time for himself due to the work pressure. Niranjan Phadake, an IT professional and a social activist, feels that stress is the single most important factor behind suicides among techies Employees are promoted to middle and higher-level management position on the strength of their technical background. They may be technically sound, but are not necessarily good at managing people. This leads to undue stress which at times results in them taking the extreme step. Proper training in inter-personal relationship management is necessary.

Assistant commissioner of police crime Sangramsingh Nishandar believes work pressure is a major cause. Sometimes pressure coupled with family problems leads to suicidal tendencies among the youth. But apart from work pressure, at times the inability to do the things which one actually wants to also leads to frustration. This is observed in Mr. X case. Sometimes, personality traits and mood swings could drive an individual to end his life.

Mr. Y another software employee who hanged himself. The police have been recording the statement of his friend, who says he was a reserved person. He hardly spoke to people and had only two friends in the city. Even with them, he interacted only regarding work. Investigation has revealed that there was no apparent work pressure.

Mr. Z software employee was facing depression, inferiority complex , a negative thinking inabilities at work, anxiety, boredom, fear, not enjoying life,

and high level of stress due to pressure from the boss, dislike of job-role and not feeling satisfied not receiving proper salary and no job satisfaction according to his abilities.

Mr. M a software engineer in his mid thirty's was quite happy with his job in a well-known software company. After working for a year, he landed in a mental health institute for drugs-induced psychosis problem. Mr. A another software employee working in a company did not take to drugs. However, he had to take the Electro Convulsive Therapy for treating his severe form of depression.

According to Mental Health Experts in the city, both are among the highly educated employees whose lives have been adversely affected due to high stress at work. According to Chahitanya Mental Health Care Center ,Pune(CMHC) the number of patients from the Software Industry sectors have been rising. Anxiety-struck, depressed, drug addicts and psychotic are some common forms of illnesses software employees are suffering from and the only answer to save oneself from these illnesses is serious lifestyle change, feels Sushupti Rony programme coordinator of CMHC. The new health policy needs to consider a serious lifestyle change. Most of the times, it is the sedentary lifestyle that leads to physical ailments first and then to mental illnesses. A careful study has shown that there is no single cause for this. Many factors play a key role in this matter.

a) **Time**

We often find that people from Software Industry have long working hours. They work for as many as 12 hours a day. There is no fixed time of returning home. Due to high competitive nature of this industry, they always try to put in their best at work. They always want to excel at work. Due to this, the body's basic physical requirements are not fulfilled. That causes stress among these Software Employees.

b) **Lack of rest and lack of nutritious food**

Due to erratic working hours, people do not get enough rest. Late nights at work and reduction of their sleeping time are the grounds because of which the body is already fatigued. To top it, the software employees are in the habit of eating fast and junk food frequently. Taking coffee/tea repeatedly further reduces

their appetite. As a result, the body does not get its requirement of food. To overcome the long working hours, these software industry employees attend parties on weekends, instead of relaxing and resting. They think that partying is a way to make up for their time loss. This however has an opposite effect on the functioning of both body and mind. A healthy body houses a healthy mind. So if one's body is not fit enough to take pressures, how will the mind work efficiently?

c) **A highly competitive work environment and over ambitious workers**

Software employees get very fat pay packages in software industries in particular and in outsourcing companies and at call centers. Therefore, the job demands a lot of work. One has to constantly deliver in order to stay on top. They have to constantly meet deadlines. One sees co-workers as competitors. Therefore, there is no friendliness at work. There is always a cutthroat competition. This makes them more and more ambitious to attain high goals at a very young age.

d) **Materialistic**

Software employees in software industry seldom stick to one job. They are constantly on the lookout for better jobs and better payments. Therefore, they are not grounded. They are financially paid well. You can see these people living in luxurious houses, having fancy cars, wearing only branded stuff and so on. Financial freedom has given them access to many high profile things that a common person cannot have. So they are always thinking in terms of material gain. They tend to became highly materialistic which makes them to be always "on the more" from one to another job. This means loss of stability and steadiness, which makes them stressed.

e) **Working Women**

As in any other field, working women are more stressed out than their male counterparts as they have to balance both work and home.

These are just few of the causes of stress. After going deeper into this subject, it will be realized that there is more to it. Finally, it depends on an

individual's response to situations. Different people deal in different ways to the same situations, so the level of stress is different.

The disadvantages of stress in our daily life are because of stress body uses its reserves. There is feeling of fatigue and anxiety of being pressurized. If no corrective action is taken one undergoes various disease manifestations. For example Hypertension, Ischemic heart disease, Stomach ulcers, Personality Change.

4.3.3 Stress Management

It may be understood, that there is nothing you can do about stress. The bills will not stop coming, there will never be more hours in the day and your career, and family responsibilities will always be demanding. You have of course more capacity to control than you might think. In fact, the simple realization that you are in control of your life is the foundation of stress management. Managing stress is all about taking charge: of your thoughts, emotions, schedule, and the way you deal with problems.

Stress management starts with identifying the sources of stress in your life. This is not as easy as it sounds. Your true sources of stress are not always obvious, and it is all too easy to overlook your own stress-inducing thoughts, feelings, and behaviors. Sure, you may know that you are constantly worried about work deadlines. However, maybe it is your procrastination, rather than the actual job demands, that leads to deadline stress.

To identify your true sources of stress, look closely at your habits, attitudes, and excuses. Until you accept responsibility for the role, you play in creating or maintaining it, your stress level will remain outside your control.

The scope of the present research study is aiming specially at studying stress management and getting into a spiritual life. In order to work efficiently, management of stress in a proper way is very important. Stress management refers to a set of programs or techniques intended to help people deal more efficiently with stress. There are two types of stress management

a) Short term stress management   b) Long term stress management

In short-term stress management, you just have to use your intellectual capacity to manage stress. Here it is assumed that stress will be there any time, you accept it and manage your subjective and objective mind to come out of it.

In long-term stress management, you will keep yourself away from stress. In the worst circumstances, you will always be calm and will look for solutions to every problem. This will be possible by Yoga, Pranayam, and /or Meditation.

Sometimes stress can be very useful because it encourages us to learn new and effective ways of dealing with change.

Various measures of stress management are as follows:

i)   Eat nutritious food.

ii)   Sleep at least 7-8 hours every day.

iii)   Exercise at least 3-4 times a week.

iv)   Do not smoke or drink.

v)   Organize time efficiently.

vi)   Contact family members about domestic problem.

vii)   Spend time to talk to friends.

viii)   Listen to music.

ix)   Watch spiritual movies silently.

x)   At least once a week go out and have a fun.

xi)   Enjoy an outings, Have a party with a lot of fun at least once in a month.

xii)   Keep some private time, at least 15 minutes for your own self every day.

xiii)   Open up and talk about your feelings such as anger, sorrow, and frustration.

xiv)   Practice extra relaxation technique, for example Yoga, Pranayam, and Meditation.

xv)   Cultivate hobbies – schedule joy.

xvi)   Lastly more important is to focus on a spiritual plane; you will find the results beneficial.

According to Mukta Puntambekar, deputy director of the Muktangan de-addiction center, "Not only should a time compulsion be laid out in the new

health policy, but the proposed IT health policy also makes compulsory, the appointments of counselors and dieticians in companies."

A recent study conducted by psychologist at the Health and Safety Laboratory in Stockport, UK says people who are spiritual have a positive outlook in life and experience less workplace stress. People who are spiritual are less anxious at work, healthier, and less likely to take sick leave. They feel that their life has more meaning, thus making them feel good about themselves.

Psychologist Dr. Minnu Bhonsale said that the newspaper TODAY, has quoted a lot of people are thinking of workplace spirituality, as the office is where we spend most of waking hours. It is a place where we eat, nap, make friends, and also work out, with a lot of offices offering gymnasium for their employees.

Spirituality is different for different people; it arises from your connection to yourself and with others, your personal value system, and your search for meaning in life. Fashion Choreographer Achal Sachdev said that to her spirituality was being in touch with her divine self and being in a state where she has aware of her thoughts and actions. Whenever she was going off track, it instantly helped her to regain control. Daily meditation and living in the **present moment** releases day-to-day stress and make her a happier person. She often stressed herself by over-analyzing a work situation and later introspect what caused it. However, spirituality has helped her believe that everything happened for the greater good.

Routine stress could affect your career. The newspaper Pune Times tells you to deal with it by keeping the talk simple, take a break, and help others to help yourself.

Therefore, importance of the study is if software employees implement the efforts they have taken to manage their stress, they would live a happy life. They would know the real meaning of life and would give time to their family. They would even work better and make more profits. Most important of all is that their soul will be free and in peace. Then the organization would have the best software workers.

4.3.4 Software Industry

Software Industry has become one of the most significant growth catalysts for the Indian economy. In addition to fuelling India's economy, this industry is also positively influencing the lives of its people through an active direct and indirect contribution to the various socio-economic parameters such as employment, standard of living, and diversity among others. The industry has played a significant role in transforming India's image from a slow moving bureaucratic economy to a land of innovative entrepreneurs and a global player in providing excellent technology solution and business services. The Industry has helped India to transform from a rural and agricultural based economy to a knowledge-based economy. The efforts of the Industry towards the holistic development of the Indian economy and society will continue making a positive impact and changing lives as it has done so far. Further, the industry has acted as a socially responsible corporation playing and active role in regional technology and innovation to transform client business and enhancing the overall brand image of India (Strategic Review 2011, National Association of Software, and Services Companies (NASSCOM)).

Software technology is an emerging industry in Pune. Several software industry giants such as Wipro Ltd, Tata Consultancy Services, Infosys, Cognizant Technology Solutions, Symantec, and Oracle have made large investments in Pune and are hiring employees on a large scale.

One of the biggest challenges that software industry have been facing over recent years is the inability to attract and retain quality human resources. Several surveys have been showing high staff turnover rates in the software industry. One of the practical solutions to overcome this problem is to create job satisfaction and organizational commitment among the employees committed and that satisfied employees are normally high performers and contribute towards organizational productivity. The rapid changes in the software industry compelled modern organization to focus on employee's satisfaction of their work force to perform better, reduce employee turnover and derive competitive advantages.

Software employees are predominately considered highly qualified and relatively young individuals and are engaged in highly demanding and open-ended work. Barrett (2001) has expressed them as "knowledge workers","Symbolic analysts," and "new employees." These terms quite literally reflect the nature of their work. According to Aleenson (1995), distinguishing the concept of "knowledge work" on the basis of particular companies or group of workers is problematic. However, the pattern of organization of work and the management connected with software employees can identify their work as being "knowledge intensive." The major job tasks of these employees are system analysis, software design, programming, and testing. In addition, they may also be required to get into direct contact with the user's problems. Since the majority of the work done by them is performed in teams, they have to be decent communicators and need to cooperate well (for example, Bernie et al., 1998). Thus, the work cannot be cast as being high status as it ranges from routine to cutting edge (Barrett, 2001). Nevertheless, a high level of occupational identification was found among software employees (Bernie et al., 1998).

Software employees are thought to have high qualification. They deemed to be engaged in demanding and open-ended work that is carried out in low bureaucratic working environment (Kunda, 1992 and Alvesson , 1995), Drucker (2001) validated that due to intrinsic job satisfaction and commitment which are characteristics of software work and its work force, lenient forms of its management trust have been advocated for 'knowledge work' in general.

Research conducted by Deetz states that software workers require a very low degree of supervision as they partly derive identity from their profession. This sense of identity in turn may motivate them to perform better in their work and act as a kind of normative control *(Kunda , 199; and Knippenberg ,2000). Furthermore , unlike other traditional occupation, they do not need a single qualification route of entry which enforces the sense of employees identification. A study conducted by *Kunda (1992) said that engineers of high-tech companies reported the presence of a high commitment among them. However, this commitment is not likely to extend to loyalty for the organization even more due

to the presence of tight labor markets. Similarly, the practice of having project-based teams also leads to a situation in which many employees identify more with their teams rather than with their employers *(Mark and Lockyer, 2004).

CHAPTER 5
HYPOTHESIS

5.1 Introduction

In software industry, software employees are working under stress because of role overload, role ambiguity, role conflict, unreasonable group and political pressure, responsibility for subordinates, poor participation, powerlessness, poor peer relations, intrinsic impoverishment, law status, strenuous working condition, unprofitability. Stress is a gift to human being of the modern society. From the olden days, there are stress management techniques to suit human being's nature, likes, hobbies, status, and their physical, mental, emotional, spiritual level, and financial status.

After discussion with different software employees about the use of stress management techniques, twenty-five different stress management techniques are mentioned here. They are yoga, pranayama, meditation, aerobics, exercising in the gymnasium, having a massage, taking a walk, spending time with oneself, spending time with their family, indoor/outdoor sports, listening to music, outings, partying, web surfing, spending time with their friends, watching movies, talking to their loved one, reading, consuming alcohol, smoking, keeping eyes closed for some time, trekking, use of medicine, psychological treatment, collection of stamps/coins, and other stress management techniques.

There are some stress management techniques, which will give you short-term relief, and some will give you long term relief. Some stress management techniques will give you temporary relief; some will give you permanent relief. After implementing stress management techniques, life will become blissful.

Yoga, pranayam, and meditation reduce stress. They are much useful in the process of de-stressing. Pranayama brings total control on stress. Yoga, pranayama, meditation, aerobics along with having a massage and exercising in the gymnasium, and spending time with oneself like reading, taking a walk, spending time with their friends and family and other are stress management

techniques used by the software employees. The same is stated in the five hypotheses for the present study.

5.2 Hypothesis

Keeping the literature review in mind, the following hypotheses were formulated to achieve each of the objectives in the descriptive study. To test the following hypothesis we had to set different hypothesis to test significant relationship between different demographic variables such as different features of software employees with use of stress management techniques.

H_0 : The yoga practice; one of the stress management techniques will not enable the software employees to reduce stress.

H_1 : The yoga practice; one of the stress management techniques will enable the software employees to reduce stress.

H_0 : Pranayam (The breath control exercises); one of the stress management techniques will not help the software employees to reduce stress.

H_2 : Pranayam (The breath control exercises); one of the stress management techniques will help the software employees to reduce stress.

H_0 : Meditation (Concentration) as another stress management technique will not help software employees to reduce stress.

H_3 : Meditation (Concentration) as another stress management technique will help software employees to reduce stress.

H_0 : Aerobics along with having a massage and exercising in the gymnasium as a stress management technique will not help software employees to reduce stress.

H_4 : Aerobics along with having a massage and exercising in the gymnasium as a stress management technique will help software employees to reduce stress.

H_0 : Spending time with oneself as a stress management technique will not enable software employees to reduce stress.

H_5 : Spending time with oneself as a stress management technique will enable software employees to reduce stress.

The present study will compile data to be used as supportive evidence to validate the hypothesis.

On the basis of responses to the queries about the individual features of the software employees and responses to the techniques such as yoga, pranayam, meditation, aerobic along with having a massage and exercising in gymnasium and spending time with oneself. The hypothesis mentioned above will be verified and validated.

CHAPTER 6
RESEARCH METHODOLOGY

This chapter deals with the research procedures applied in conducting the present study. For convenience, the research methodology has been discussed under the following sub heads:

6.1 Locale of the study

6.1.1 District under study

Pune district is chosen as locale of the study. This has been done with the intention that Maharashtra is a major state of the country; Pune district contains major software industries. Therefore, software employees from Pune have an important role to play in the development of the state as well as the country.

District Pune is deliberately selected for this study as the researcher hails from this place. This helped the investigator to collect the necessary information accurately and regularly. The researcher being from the same place could easily hold dialogues and discussions with both during pilot study and final data collection.

6.1.2 Selection of Software Employees

322 Software employees had been selected for the research study.

6.1.3 Variables and their operational features

In view of this, the socio-economic features of software employees in the present study are opeartionalized in terms of independent variables like

1) Age, 2) Gender, 3) Educational qualifications, 4) Faculty of education, 5) Location (native place), 6) Type of company, 7) Designation, 8) Level of position, 9) Number of years of experience, 10) Income status, 11) Type of family, and 12) Marital status.

The following are the dependent variables relating to stress management techniques, which are

1)Yoga, 2) Pranayama, 3) Meditation, 4) Spending time with their family, 5) Indoor/outdoor sports, 6) Listening to music, 7) Outings, 8) Partying, 9) Web

surfing, 10) Spending time with their friends, 11) Taking a walk, 12) Watching movies, 13) Talking to their loved ones, , 14) Reading , 15) Consuming alcohol, 16) Smoking, 17) Keeping eyes closed for some time, 18) Spending time with oneself, 18) Trekking, 19) Collection of stamps/coins, 20) Exercising in gymnasium, 21) Having a massage, 22) Aerobics, 23) Taking medicine, 24) Psychological treatment, and 25) Other stress management techniques.

These are also dependent variables relating to causes of stress like role overload, role ambiguity, role conflict, unreasonable group/political pressure, responsibility for subordinates, poor participation, powerlessness, poor peer relation, intrinsic impoverishment, low Status, strenuous working condition, and unprofitability.

Operational Features of the Variables

Independent Variables

Age

Age is defined as the chronological age of respondents in the form of number of years completed in Table No. 6.1.

Table No. 6.1: Age

Age-group (Years)	Score Assigned
Less than 25	1
26-35	2
Greater than or equal to 36	3

Gender

Gender is a status variable, which shows gender of the respondents in the study. It is measured on the basis of the response of individual software employees to which they belong, For example in terms of male and female in Table No. 6.2.

Table No. 6.2: Gender

Gender	Score assigned
Male	1
Female	2

Educational Qualification

Educational Qualification is scored on the basis of the response of individual software employees to which they belong, in terms of Graduate, Post graduate and Doctorate. The scores are assigned in Table No. 6.3.

Table No. 6.3: Educational Qualification

Educational Qualification	Score assigned
Graduate	1
Post graduate	2
Doctorate	3

Faculty of Education

Faculty of Education is scored on the basis of the response of individual software employees to which they belong, for example in terms of Arts, Commerce, Science, and Computer Science. The scores are assigned in Table No. 6.4.

Table No. 6.4: Faculty of Education

Faculty	Score assigned
Arts	1
Commerce	2
Science	3
Computer Science	4

Location

Location, which is birthplace, is scored based on the response of individual software employees to which they belong, in terms of rural area and urban area where they born. The scores are assigned in Table No. 6.5.

Table No. 6.5: Location

Location	Score assigned
Rural	1
Urban	2

Type of Company

Type of Company is scored on the basis of the response of the individual software employees to which they belong, in terms of Multi National Company

(MNC), Private Organization, Government, and Small Scale Industry. The scores are assigned in Table No. 6.6.

Table No. 6.6. : Type of Company

Type of Company	Score assigned
Multi National Company (MNC)	1
Private Organization	2
Government Organization	3
Small Scale Industry	4

Number of years of experience

Number of years of experience is defined as the chronological number of years the respondents have worked in the industry in Table No. 6.7.

Table No. 6.7: Experience

Position Level	Score assigned
0-4	1
5-8	2
9+	3

Level of Position

Level of Position is scored on the basis of the response of individual software employees to which they belong, For example in terms of higher level management, middle level management and lower level management. The scores are assigned in Table No. 6.8.

Table No. 6.8: Level of Position

Level of Position	Score assigned
Higher	1
Middle	2
Lower	3

Designation

Designation is scored on the basis of the response of individual software employees to which they belong in terms of Technical Person, Manager, Designer, Developer, Technical Support, HR, BPO, Tester (QA) and other. The scores are assigned in Table No. 6.9.

Table No. 6.9: Designation

Working As	Score assigned
Technical Person	1
Manager	2
Designer	3
Developer	4
Technical Support	5
HR	6
BPO	7
Tester(QA)	8
Other	9

Income Status

Income Status is scored on the basis of response of individual software employees to which they belong in terms of low, middle and high. The scores are assigned in Table No. 6.10.

Table No. 6.10: Income Status

Income Status	Score assigned
Low	1
Middle	2
High	3

Working for

Working for is scored on the basis of the response of individual software employee to which they belong in terms of working for money, passion, career and to achieve something. The scores are assigned in Table No. 6.11.

Table No. 6.11: Working for

Working for	Score assigned
Money	1
Passion	2
Career	3
To achieve something	4

Goal

Goal is scored on the basis of the response of individual software employees to which they belong, i.e. in terms of Yes and No. The scores are assigned in Table No. 6.12.

Table No. 6.12: Goal

Goal	Score assigned
Yes	1
No	2

Good Future

Good future is scored on the basis of the response of individual software employees to which they belong in terms of Yes and No. The score are assigned in Table No. 6.13.

Table No. 6.13: Good Future

Good future	Score assigned
Yes	1
No	2

Economic and Social Requirement

Economic and Social requirement is scored on the basis of the response of individual software employees to which they belong in terms of Yes and No. The scores are assigned in Table No. 6.14.

Table No. 6.14: Economic and Social requirement

Economic and Social Requirement	Score assigned
Yes	1
No	2

Key Role

Key role is scored on the basis of the response of individual Software Employee to which they belong, i.e. in terms of Yes and No. The score are assigned in Table No. 6.15.

Table No. 6.15: Key Role

Key Role	Score assigned
Yes	1
No	2

Type of Family

Family composition is scored based on type of family. The scores are assigned in Table No. 6.16.

Table No. 6.16: Type of Family

a)Family Type	Score assigned
Joint Family	1
Nuclear Family	2

Marital Status

Marital Status is scored based on the basis of the response of individual software employee to which they belong in terms of married, unmarried or divorced. The scores are assigned as in Table No. 6.17.

Table No. 6.17: According to Marital Status

b)According to Marital Status	Score assigned
Married	1
Unmarried	2
Divorced	3

Spouse Working

If Marital Status is shown married then 'Spouse working' is scored on the basis of the response of individual software employee to which they belong in terms of Yes or No. The scores are assigned as in Table No. 6.18.

Table No. 6.18: Spouse working

i)Spouse working	Score assigned
Yes	1
No	2

Household activities

If Marital Status is shown married then household activities is scored on the basis of the response of individual software employee to which they belong in terms of never, always, sometimes or often. The scores are assigned as in Table No. 6.19.

Table No. 6.19: Household activities

ii) House hold activities	Score assigned
Never	1
Always	2
Sometimes	3
Often	4

Daily activities

If married employee then daily activities is scored on the basis of the response of individual software employee to which they belong, in terms of never, always, sometimes or often. The scores are assigned as in Table No. 6.20.

Table No. 6.20: Daily activities

iii) Daily activities	Score assigned
Never	1
Always	2
Sometimes	3
Often	4

Caring Children

If Marital Status is shown married and have a children then caring is scored on the basis of the response of individual software employee to which they belong, in terms of never, always, sometimes or often. The scores are assigned as in Table No. 6.21.

Table No. 6.21: Caring Children

1) Caring	Score assigned
Never	1
Always	2
Sometimes	3
Often	4

Home Activities

If Marital Status is shown married and having children then home activities is scored on the basis of the response of individual software employee to which they belong, in terms of never, always, sometimes or often. The scores are assigned as in Table No. 6.22.

2) Home Activities	Score assigned
Never	1
Always	2
Sometimes	3
Often	4

Managing Home and Office

If Marital Status is shown married and having children then managing home and office is scored on the basis of the response of individual software employee to which they belong, in terms of never, always, sometimes or often. The scores are assigned as in Table No. 6.23.

Table No. 6.23: Managing Home and office

iv)Managing office and home	Score assigned
Never	1
Always	2
Sometimes	3
Often	4

Pressure

If employee is married and having children then pressure on individual is scored on the basis of the response of individual software employee to which they belong, in terms of never, always, sometimes or often. The scores are assigned as in Table No. 6.24.

Table No. 6.24: Pressure

v)Pressure	Score assigned
Never	1
Always	2
Sometimes	3
Often	4

The responses to the individual features of the software employees will be used as a supporting evidence for the validation of the five hypothesis of the present study.

Dependent Variables

There are following dependent variables:

Yoga, pranayama, meditation, spending time with their family, indoor/outdoor sports, listening to music, outings, partying, web surfing, spending time with their friends, taking a walk, watching movies, talking to their loved ones, reading , consuming alcohol, smoking, keeping eyes closed for some time, spending time with oneself, trekking, collection of stamps/coins, exercising in gymnasium, having a massage, aerobics, taking medicine, psychological treatment, and other stress management techniques. The other dependents variables are role overload, role ambiguity, role conflict, unreasonable group/political pressure, responsibility for subordinates, poor participation, powerlessness, poor peer relation, intrinsic impoverishment, low status, strenuous working condition, and unprofitability.

The responses to the dependent variables will be used to validate appropriately all the five hypothesis of the present study.

6.2 Data Collection Procedure and Statistical Technique Used

Data Collection

The necessary evidence has been collected in line with the objectives of the study. The researcher individually approaches all the 322 software employees. Through meticulous personal contact, all the respondents have answered questionnaire with the help of the structured schedule developed for the study.

Keeping in view the convenience of software employees, several visits have been made for the collection of data during the course of investigation. Every care is taken for maintaining accuracy of implementation and wherever possible suitable crosschecking is done.

Ex-student from the institute where researcher was employed did help in acquiring the research data.

Period of Investigation

In a span of 16 months from January 2012 to October 2013, the data was collected.

Methodology

The questionnaires consist of four parts. Part I represents demographic variables, which gives personal information of software employees. Part II consists of questionnaire regarding work stress due to their life style. Part III consists of occupational stress index, which will find out various occupation stresses amongst software employees. Part IV will find out stress symptoms within a particular life style in the job routine and Part IV will find out stress management techniques used by software employees.

I: Personal Information through demographic variables

The first part consists of questions related to demographic variables such as age, gender, educational qualification, faculty of education, type of company, designation, level of position, experience, income status, type of family, and marital status**.**

II: Researcher made the questionnaire on work stress due to life style

Work stress questionnaire made by the researcher. It is used for finding out the pressure from work within the life style in the job routine for software employees. They spend a great deal of time at work which make them anxious and they are unable to cope thus dissatisfied, which added to their stress.

Purpose of the Use of the Tool

By completing the questionnaire, software employees would be able to identify this general area more easily and examine the general impact of stress on their job. This is the first step to deciding how they can change the situation. If they are generally dissatisfied with their job then questions should help them to prioritize the aspects that they need to work on.

Main features of the Tool

The scale consists of 25 items, each to be rated on the five point scale. The items are purely simple one that employees are currently experiencing within their particular life style in the routine of their job, which causes stress in some way or other.

Scoring of Work Stress

The following Table No. 6.25 provides guidelines to score the responses given for the category:

Table No. 6.25: Scores of Work Stress

Categories of response	Scores
Often	5
Sometimes	4
Most of the time	3
Very rarely	2
Never	1

Norms of Work Stress

The range of scores was 25 to 125. Based on the total scores, the level of stress was quantified as follows in the Table No. 6.26.

Table No. 6.26: Norms of Work Stress

Category	Score
Never	25-50
Seldom	51-75
Often	76-100
High	101-125

A low score 25-50 indicates that you have little pressure on you at work and generally feel in control. A range 51-75 indicates a good level of control most of the time. Situations cause stress occasionally. A range 76-100 indicates that you often feel under pressure and out of control. At this level, it is quite likely you will suffer some form of stress. A range 101-125 indicates a high level of pressure and that you feel out of control. You will almost certainly be suffering from stress.

III: Occupational Stress Index (O.S.I.)

Manual of the Occupational Stress Index (O.S.I.) by Dr. A.K. Srivastava and Dr. A. P. Singh Department of Psychology Banaras Hindu University, Varanasi is used for finding out various occupational stress for software employees. Job stress is generally defined times of relationship between person

and environment. To define stress "There is potential for stress when an environmental situation is perceived as presenting demand which threatens to exceed the person's capabilities and resources for meeting it, under conditions where he expects a substantial differential in the rewards and costs from meeting the demand versus not meeting it." *Margolis and Kroes (1974) defined job stress as a condition worth interacting with worker characteristics to disrupt psychological or physiological homeostasis. The causal situations and conditions are job stresses and the disrupted homeostasis is job related strain. The psychological treatments and management scientists have different views about potential psychological and job factors, which cause job stress.

Purpose of the Use of the Tool

The occupational Stress Index purports to measure the extents of stress, which employees perceive arising from various constituents and conditions of their job. However, stress researchers have developed the scales which measure the stress arising exclusively from job roles (Rizzo, et al 1970; Pareek 1981). The tool may conveniently be administered to the employees of every level operating in the context of industries or other non-production organizations. It would prove more suitable for the employees of supervisory level and above.

Main features of the Tool

The scale consists of 46 items, each to be rated on the five point scale. Out of 46 items, 27 are true-keyed and rests 19 are false-keyed. The items relate to almost all relevant components of the job life, which cause stress in some way or other, such as role overload, role ambiguity, role conflict, group, and political pressures, responsibility for subordinates, poor participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions, and unprofitability. These items are related to almost all relevant components of the work life, which cause stress in some way. Occupational stress index covered 12 dimensions.

i) Role overload covers job situation like workload, staff insufficiency, lack of time to care for personal problems, job dissatisfaction etc.

ii) Role Ambiguity is characterized by vague and insufficient information related to job role, poor planning of job, vague expectations of colleague and supervisors.

iii) Role Conflict measures contradictory instructions from higher officers, interference of officials onto working conditions, vague instructions, and insufficient facilities regarding new assignments.

iv) Group and Political Pressures cover the difficulty to adjust with the political or group pressure and formal procedures and policies.

v) Responsibility for Subordinates measures the thrust of responsibility of other persons, the responsibility of other employee's future, and responsibility for the progress of the organization.

vi) Poor Participation covers job areas such as the position of the person in the organization, high or low power, the acceptance of suggestion of the person; for example "My opinion is sought in changing or modifying the working system, implementing and improving conditions."

vii) Powerlessness measures the acceptance of decisions taken by the person among employee's coordination of interests and opinions in making appointments for important posts, one of the examples of an item is "Our interest and opinion are duly considered in making appointment's for important posts".

viii) Poor Peer Relations measures colleague's cooperation in solving administrative and industrial problems, colleagues attempt to defame and malign the employee as unsuccessful; for example, "Some of my colleagues and subordinates try to Defame and malign the person as unsuccessful".

ix) Intrinsic Impoverishment covers monotonous nature of assignments, opportunity to utilize abilities and experience independently, place of suggestion in problem solving; for example ,"My assignments are of monotonous nature".

x) Low status measures nature of the job in Enhancing the social status, the due significance given by higher authorities to the post and work; for example, "Higher authorities do care for my respect."

xi) Strenuous Working Condition measures circumstances in which work has to be done, risky and complicated assignments; for example, "I often feel that this job has made my life cumbersome."

xii) Unprofitability covers about low salary, absence of rewards, and lack of motivation; for example, I get less salary in comparison to the quantum of my work."

The following Table No. 6.27 gives accounts of the items constituting various sub-scales of the O.S.I. along with their indices of internal consistency.

Table No. 6.27: Sub-Scales of O.S.I.

Sub-Scales (Occupational Stressors)	Serial number of the items in the schedule
Role Overload	1,13,25,36,44,46
Role Ambiguity	2,14*,26,37
Role Conflict	3,15*,27,38*,45
Unreasonable group and Political Pressure	4,16,28,39
Responsibility for subordinates	5,17,29
Poor participation	6*,18*,30*,40*
Powerlessness	7*,19*,31*
Poor peer relations	8*,20*,32*,41*
Intrinsic impoverishment	9,21*,33*,42
Low status	10*,22*,34
Strenuous working Condition	12,24,35,43*
Unprofitability	11,23

*False –keyed items

Scoring of Occupational Stress Index

Since the questionnaire consists of both true keyed and false-keyed items, two different patterns of scoring have to be adopted for two types of items. The following Table No. 6.28 provides guideline to score the responses given to two categories of items:

Table No. 6.28: Scores of O.S.I.

Categories of response	Scores	
	For true Keyed	For False keyed
Never / Strongly disagree	1	5
Seldom / Disagree	2	4
Sometimes / Undecided	3	3
Mostly/Agree	4	2
Always/Strongly Agree	5	1

Norms of Occupational Stress Index

Norms have been prepared for the occupational stress index as a whole as well as for its twelve subscales separately on a representative sample of 700 employees of different cadres operating in various production and non-production organization. The distribution of scores on the O.S.I. was found to be slightly skewed in negative direction. To prepare the norms three methods were adopted i.e. normal distribution, percentile point, and division of upper and lower halves.

The scores were divided into three categories. i.e. high, moderate and low, following the principles, of normal distribution. The scores falling above +1 between ±1 and below -1 categorized respectively as to indicate high, moderate, and low levels of occupational stress. The following Table No. 6.29 provides the norms for the raw scores.

Table No. 6.29: Norms of Occupational Stress Index

Sub-Scales	Level of Occupational Stress		
	Low	**Moderate**	**High**
I	6-14	14-22	23-30
II	4-9	10-12	13-20
III	5-12	13-17	18-25
IV	4-9	10-14	15-20
V	3-7	8-11	12-15
VI	4-9	10-12	13-20
VII	3-7	8-11	12-15
VIII	4-8	9-13	14-20
IX	4-9	10-13	14-20
X	3-6	7-11	12-15
XI	4-9	10-12	13-20
XII	2-4	5-7	8-10
Scale as a whole	46-122	123-155	156-230

IV: Managing your reactions: Stress symptoms

Managing your reactions questionnaire prepared by researcher is used for finding out reactions of stress on their body and mind from work communication within a particular life style in the routine of their job for software employees.

Purpose of the Use of the Tool

By completing the questionnaire, if you see stress as a purely negative thing and a barrier to functioning, you will tend to manage only its outer manifestations, its causes, and its effects. If however, you will be able to identify an opportunity to learn more about yourself, and what is important to you, it can become another window into yourself. Stress can be a signal that there is still more to learn about your inner world.

Main features of the Tool

The scale consists of 15 items, each to be rated on the five point scale. The items are purely simple one that employees are currently experiencing some stress-related illness within their particular life style in the routine of their job.

Scoring of Stress Symptoms

The following Table No. 6.30 provides a guideline to score the responses given for category:

Table No. 6.30: Scores of Stress Symptoms

Categories of response	Scores
Strongly disagree	1
Disagree	2
Not sure	3
Agree	4
Strongly agree	5

Norms of Stress Symptoms

The scores were divided into four categories never, seldom, often and high, The following Table No. 6.31 provides the norms for the raw scores.

Table No. 6.31: Norms of Stress Symptoms

Category	Score
Never	15-30
Seldom	31-45
Often	46-60
High	61-75

A low score 15-30 indicates that you are a relaxed person and not likely to be suffering from stress. A range of 31-45 indicates a good level of control most of the time. Some situations cause stress occasionally. Look again at the questions where you have scored the highest. A range of 46-60 indicates that you suffer from stress and are likely to be experiencing some stress-related illnesses. A range of 61-75 indicates a high level of stress. You will most likely to be suffering from some stress-related illness.

V: Stress Management Techniques

The demand upon you and your ability to cope may be real or perceived and maintaining inner stability is determined by how you choose to see things clearly. Whether or not you experience stress depends partly on the how you see it. This cause of many of your stressful reactions is a combination of the situation you are in and the way you perceive it. In this research, you are considering 26 different strategies to get relief whenever you feel stressed. The scores assigned are if you used stress management techniques given below score one otherwise not using technique score zero as in Table No. 6.32.

Table No. : 6.32: Stress Management Techniques

Stress Management Technique	Score assigned	Stress Management Technique	Score assigned
Yoga	1	Reading	1
Pranayama	1	Consuming Alcohol	1
Meditation	1	Smoking	1
Spending time with their family	1	Keeping eyes closed for some time	1
Indoor/Outdoor Sports	1	Spending time with oneself	1
Listening to Music	1	Trekking	1

Stress Management Technique	Score assigned	Stress Management Technique	Score assigned
Outings	1	Collection of stamps/coins	1
Partying	1	Exercising in gymnasium	1
Web surfing	1	Having a massage	1
Spending time with their friends	1	Aerobics	1
Watching Movies	1	Taking medicine	1
Taking a walk	1	Psychological Treatment	1
Talking to their loved ones	1	Other Techniques	1

Statistical Techniques used

The following statistical techniques have been applied in the analysis of the data:

Total

Total = The sum of all responses

Mean

Mean = The average of all responses

Percentage

$$Percentage = \frac{The\ sum\ of\ all\ the\ responses}{Total\ number\ of\ all\ the\ responses} \times 100$$

Chi Square test

The chi-square test is a statistical measure used to determine if categorical data shows dependency or the two classifications are independent. It can also be used to make comparison between theoretical populations and actual data when categories are used. Thus, the chi-square test is applicable to test i) Test the goodness of fit; ii) Test the significance of association between two attributes; iii) Test the relationship between greater than two attributes.

6.3 Data Analysis and Result of Data

Research methodology

For the current study, responses are collected from the software employees of the most prominent software industry based companies in Pune. For reasons of confidentiality, the names of the organizations are not disclosed. These

organizations are selected, based on convenience sampling. The study was conducted in Pune, a metropolis situated in Maharashtra in the south central region of India with a large and diverse population.

Quantitative Survey Questionnaire

A survey questionnaire to measure the variables of stress, role overload, role ambiguity, role conflict, unreasonable group, and political pressures, responsibility for subordinates, poor participation, powerlessness, poor peer relationship, intrinsic impoverishment, low status, strenuous working conditions ,unprofitability, to collect demographic characteristics of the respondents has been designed. The measures were designed by interviewing various software employees and after carrying out pilot study self-prepared questionnaire were given and "The Occupational Stress Index" was adopted by from Dr. A. K. Srivastava and Dr. A.P. Singh Department of psychology Banaras Hindu University, Varanasi.

In order to gain an objective view, precaution against faulty assumptions was taken, and care was taken to detect flaws in questionnaire, consultation with software employees during pilot tests was conducted by administering the questionnaire to 50 software employees. The questionnaire was also given to expert in the research field for their feedback on the questionnaire. The respondents as well as experts have given their feedback on the following issues:

Based on the findings of the pilot study, the questionnaire has been modified to suit the present research. The questionnaire consisted of five parts. The part I measured the demographic variables (the anchors and values were Yes =1 ; and No = 2, The four point interval scale was presented as Never =1 ; Always = 2; Sometimes = 3; Often = 4), The part II measured their life style and routine of job by using the five-point Likert type scale (the anchor and the values were Often=5; Sometimes = 4; Most of the Time = 3; Very rarely = 2; Never =1) , the part III measured the nature and conditions of their job i.e. causes of stress by using the five-point Likert type scale (the anchor and the values are Strongly agree=5; Agree = 4; Undecided = 3; Disagree = 2; Strongly disagree =1) , the part IV measures the symptoms of stress by using the five-point Likert type scale

(the anchor and the values are Strongly agree=5; Agree = 4; Undecided = 3; Disagree = 2; Strongly disagree =1) and the part V measures different type of stress management techniques they used.

Sample Size

To satisfy and meet the objectives of the study, both qualitative and quantitative techniques have been used. The study has been conducted in the software industry companies situated in Pune. The sample size was of 322 software employees who have been divided into nine categories viz. technical person, manager, designer, developer, technical support, HR, BPO, tester (QA), and other. Samples have been selected based on sampling method.

Both primary and secondary data have been collected for the study. The primary data have been collected by conducting a sample survey. A well-prepared structured questionnaire has been designed and executed to collect primary data from the software employees. Participation in the study has been on a voluntary basis and the respondents have been provided with assurances of confidentially and anonymity. Secondary data have been collected from books, journals, magazines, newspaper and from reports.

The primary data collected has been sorted out, classified, tabulated, and analyzed using various statistical tools like mean, percentage, and chi square test.

6.3.1 Data Analysis and Interpretation of data

I) Demographic profile of the respondents

The questionnaire included a segment on the profile of software employees, as information on demographic features is also useful in the formulation of stress management techniques. A demographic profile of the software employees are presented as follows:

Age wise classification of software employees

The Table No. 6.3.1.1 shows the frequency distribution of the age of the respondents by giving its frequency and percentage of age.

Table No. 6.3.1.1 : Respondent's profile according to age

Demographic Variable	Character	Frequency	Percentage (%)
Age	Below 25 years	86	26.71
	26-35	204	63.35
	Above 36 years	32	9.94
	Total	**322**	**100**

Source: Primary Data

Table No. 6.3.1.1 reveals that, it is clear that out of 322 respondents 26.71% came under the age group below 25 years, 63.35% were between 26-35 years, and only 9.94 % were above 36 years. More than 80% of the respondents were young as they belonged to the age groups below 35 years.

Gender wise classification of software employees

The Table No. 6.3.1.2 shows the frequency distribution of the gender of the respondents by giving its frequency and percentage of gender.

Table No. 6.3.1.2 : Respondent's profile according to gender

Demographic Variable	Character	Frequency	Percentage (%)
Genders	Male	240	74.45
	Female	82	25.46
	Total	**322**	**100**

Source: Primary Data

Table No.6.3.1.2 reveals that 74.45% respondents were male while 25.46% were female software employees. About three fourth of the total respondents were male and the remaining one fourth of them were females. The ratio is 3:1 (Male: Female)

Educational qualification wise classification for software employees

The Table No. 6.3.1.3 shows the frequency distribution of the educational qualification of the respondents by giving its frequency and percentage.

Table No. 6.3.1.3 : Respondent's profile according to educational qualification

Demographic Variable	Character	Frequency	Percentage (%)
Educational Qualification	Graduate	187	58.08
	Postgraduate	134	41.61
	Doctorate	01	0.31
	Total	**322**	**100**

Source: Primary Data

In Table No. 6.3.1.3 analysis of educational qualification reveals that the majority of respondents were Graduates (58.08%), Postgraduates were 41.61% and the Doctorates were only 0.31%.

Faculty of education wise classification for software employees

The Table No. 6.3.1.4 shows the frequency distribution of faculty of education to which the respondents belong by giving its frequency and percentage.

Table No. 6.3.1.4 : Respondent's profile according to faculty of education

Demographic Variable	Character	Frequency	Percentage (%)
Faculty	Arts	9	2.79
	Commerce	30	9.31
	Science	100	31.06
	Computer Science	180	55.91
	Other	3	0.93
	Total	**322**	**100**

Source: Primary Data

In Table No. 6.3.1.4 faculty of education, analysis reveals that, a majority of them were Computer Science, which was 55.91%. From the faculty of Science there were 31.06%, the Commerce faculty were 9.31%. There were 2.79% from the faculty of Arts, and rest 0.93% faculties were diplomas and pharmacy.

Location wise classification for software employees

The Table No. 6.3.1.5 shows the frequency distribution of the location of respondents by giving its frequency and percentage.

Table No.6.3.1.5 : Respondent's Profile according to location

Demographic Variable	Character	Frequency	Percentage (%)
Location	Rural	116	36.02
	Urban	206	63.98
	Total	**322**	**100**

Source: Primary Data

The Table No. 6.3.1.5 reveals that, there were 63.98% respondents whose native place in urban area and 36.02% respondents whose native place in rural area.

Type of company wise classification for software employees

The Table No. 6.3.1.6 shows the frequency distribution of the type of company by giving its frequency and percentage.

Table No. 6.3.1.6 : Respondent's profile according to type of company

Demographic Variable	Character	Frequency	Percentage (%)
Type of Company	Multi National Company (MNC)	183	56.83
	Private Limited	131	40.68
	Government	3	0.93
	Small Scale Industry	5	1.56
	Total	**322**	**100**

Source: Primary Data

In Table No. 6.3.1.6, analysis of type of company reveals that the majority of respondents in the study were with MNC (56.83%) followed by those in Private Limited companies (40.98%), Small Scale Industries (1.56%) and the rest 0.93% were in Government organizations. More than 97% of respondents were in multinational companies and private organizations.

Level of position wise classification for software employees

The Table No. 6.3.1.7 shows the frequency distribution of the level of position of respondents by showing its frequency and percentage.

Table No. 6.3.1.7 : Respondent's profile according to level of position

Demographic Variable	Character	Frequency	Percentage (%)
Level of Position	Higher	33	10.25
	Middle	227	70.50
	Lower	62	19.25
	Total	**322**	**100**

Source: Primary Data

The Table No. 6.3.1.7 reveals that, the respondents in the study are with middle-level positions were 70.50%, 19.25% were from lower-level positions while only 10.25% were from the higher managerial level.

Designation wise classification for software employees

The Table No. 6.3.1.8 shows the frequency distribution of the designation of 322 respondents by giving its frequency and percentage.

Table No. 6.3.1.8 : Respondent's profile according to designation

Demographic Variable	Character	Frequency	Percentage (%)
Working As	Technical Person	99	30.75
	Manager	28	8.70
	Designer	25	7.76
	Developer	85	26.40
	Technical Support	32	9.94
	HR	6	1.86
	BPO	20	6.21
	Tester(QA)	12	3.73
	Other	15	4.65
	Total	**322**	**100**

Source: Primary Data

In Table No. 6.3.1.8 designation analysis reveals that, the majority of respondents in the study were in the category of Technical Person (30.75%) followed by Developer (26.40%), Technical Support (9.94%), Manager(8.70%), Designer (7.76%), BPO (6.21%) ,Other designation(4.65%), Tester (3.73%) and the rest 1.86 % are having HR designation.

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Experience wise classification for software employees

The Table No. 6.3.1.9 shows the frequency distribution of the experience of the respondents by giving its frequency and percentage.

Table No. 6.3.1.9 : Respondent's profile according to experience

Demographic Variable	Character	Frequency	Percentage (%)
Number of years in software field	less than 4 years	145	45.03
	05-08	126	39.13
	9+	51	15.84
	Total	**322**	**100**

Source: Primary Data

The Table No. 6.3.1.9 reveals that the majority of respondents in the study are 45.03% had less than or equal to 4 year's experience while 39.13% had 05-08 years experience, and only 15.84% had greater than or equal to 9 years experience.

Income status wise classification for software employees

The Table No. 6.3.1.10 shows the frequency distribution of the income status of the total 322 respondents by giving its frequency and percentage.

Table No. 6.3.1.10 : Respondent's profile according to income status

Demographic Variable	Character	Frequency	Percentage (%)
Income Status	Low	69	21.43
	Middle	226	70.19
	High	27	8.38
	Total	**322**	**100**

Source: Primary Data

The Table No. 6.3.1.10 reveals that the majority of respondents in the study were with medium income status (70.19%) whereas 21.43% have low-income status and only 8.38% of the sample size has high-income status. Less than 10% of the respondents were from the high-income group and more than 90% belonged to low and medium income groups.

Working for wise classification for software employees

The Table No. 6.3.1.11 shows the frequency distribution of the reasons of working for money/passion/career/to achieve something by giving its frequency and percentage.

Table No. 6.3.1.11 : Respondent's profile according to working for

Variable	Character	Frequency	Percentage (%)
Working for	Money	132	40.99
	Passion	31	9.63
	Career	106	32.92
	To achieve something	53	16.46
	Total	**322**	**100**

Source: Primary Data

The Table No. 6.3.1.11 reveals that, 40.99% software employees were working for money, while 32.92% were career oriented, 16.46% employees were wanting to achieve something in life and 9.63% of software employees were very passionate in their job. Out of 322 respondents /software employees, most were in their jobs for money and career.

Achieving the goal by software employees

The Table No. 6.3.1.12 shows the frequency distribution of goal oriented software respondents by giving its frequency and percentage.

Table No. 6.3.1.12 : Respondent's Profile according to achieving the goal

Variable	Character	Frequency	Percentage (%)
Achieving the goal	Yes	238	73.91
	No	84	26.09
	Total	**322**	**100**

Source: Primary Data

The Table No. 6.3.1.12 reveals that, 73.91% software employees had achieved their respective desired goals.

Having future prospectus in this job for software employees

The Table No. 6.3.1.13 shows the frequency distribution according to having future prospectus by giving its frequency and percentage.

Table No. 6.3.1.13 : Respondent's profile according to having future prospectus

Demographic Variable	Character	Frequency	Percentage (%)
Having future prospectus	Yes	268	83.23
	No	54	16.77
	Total	**322**	**100**

Source: Primary Data

The Table No. 6.3.1.13 reveals that, 83.23% software employees believed that their future prospects were very bright.

Fulfilling of economic and social requirement by this job for software employees

The Table No. 6.3.1.14 shows the frequency distribution for fulfilling of economic and social requirement by giving its frequency and percentage.

Table No. 6.3.1.14 : Respondent's profile according to fulfilling of economic and social requirement

Variable	Character	Frequency	Percentage (%)
Fulfilling of economic and social requirement	Yes	228	70.81
	No	94	29.19
	Total	**322**	**100**

Source: Primary Data

The Table No. 6.3.1.14 reveals that, the respondents in the study are software employees who were confident for fulfilling of economic and social requirement. They constitute (70.81%) 228 respondents out of the total 322 respondents.

Playing a key role in the team

The Table No. 6.3.1.15 shows the frequency distribution for playing a key role in the team by giving its frequency and percentage.

Table No. 6.3.1.15 : Respondent's profile according to playing a key role in the team

Variable	Character	Frequency	Percentage (%)
Playing key role in team	Yes	289	89.75
	No	33	10.25
	Total	**322**	**100**

Source: Primary Data

The Table No. 6.3.1.15 reveals that, the respondents in the study are, 89.75% software employees were playing a key role in their team. (289 respondents out of 322 respondents.

Type of family

The Table No. 6.3.1.16 shows the frequency distribution of Type of Family in terms of joint family or nuclear family by giving its frequency and percentage.

Table No. 6.3.1.16 : Respondent's profile according to type of family

Demographic Variable	Character	Frequency	Percentage (%)
Family Type	Yes(joint family)	145	45.03
	No(nuclear family)	177	54.97
	Total	**322**	**100**

Source: Primary Data

The Table No. 6.3.1.16 reveals that, 54.97% (177 respondents) software employees lived in nuclear family while 45.03% were from joint family (145 respondents).

Marital Status

The Table No. 6.3.1.17 shows the frequency distribution of Marital Status by giving its frequency and percentage.

Table No. 6.3.1.17 : Respondent's Profile according to marital status

Demographic Variable	Character	Frequency	Percentage (%)
Marital Status	Married	165	51.24
	Unmarried	156	48.45
	Divorced	1	0.31
	Total	**322**	**100**

Source: Primary Data

The Table No. 6.3.1.17 reveals that, the respondents in the study are software employees. 51.24% software employees were married and 48.45% were unmarried and divorced (0.31%).

Working of spouse status

The Table No. 6.3.1.18 shows the frequency distribution of working of spouse status by giving its frequency and percentage.

Table No. 6.3.1.18 : Respondent's profile according to working of spouse status

Demographic Variable	Character	Frequency	Percentage (%)
Married = Yes Spouse Working	Yes	89	53.94
	No	76	46.06
	Total	**165**	**100**

Source: Primary Data

The Table No. 6.3.1.18 reveals that, the software employees respondents, 165 married respondents 53.94% were working.

Household activities

The Table No. 6.3.1.19 shows the weighted mean of household activities.

Table No. 6.3.1.19 : Respondent's profile according to helping household activities

Demographic Variable	Weighted Mean
Helping Household activities	43

Source: Primary Data

The Table No. 6.3.1.19 reveals that 43-weighted mean respondent was helped in household activities**.**

Helping daily activities to spouse

The Table No. 6.3.1.20 shows the weighted mean of helping daily activities to spouse

Table No. 6.3.1.20 : Respondent's profile according to helping daily activities to spouse

Demographic Variable	Weighted Mean
Helping daily activities to spouse	44.80

Source: Primary Data

The Table No. 6.3.1.20 shows 44 married men helped in daily activities to their spouse.

Children care and academic activities status

The Table No. 6.3.1.21 shows the weighted mean of children care and academic activities status

Table No. 6.3.1.21 : Respondent's profile according to children care and academic activities status

Demographic Variable	Character	Weighted Mean
Having a child/children	Children care and academic activities	28.70

Source: Primary Data

The Table No. 6.3.1.21 shows 28.70-weighted mean of husband who helped looking after children and helped in their studies.

Home activities with happiness status

The Table No. 6.3.1.22 shows the weighted mean of home activities with happiness Status.

Table No. 6.3.1.22 : Respondent's Profile according to Home activities with happiness status

Demographic Variable	Character	Weighted Mean
Having a child/children	Home activities done with happiness	28.70

Source: Primary Data

The Table No. 6.3.1.22 shows 28.70-weighted mean of spouse who reported happiness while doing home activities.

Difficulties in managing both office and home

The Table No. 6.3.1.23 shows the weighted mean of spouse reported difficulties in managing both office and home status

Table No. 6.3.1.23 : Respondent's profile according to difficulties in managing both office and home

Demographic Variable	Weighted Mean
Difficulties in managing both office and home	43

Source: Primary Data

The Table No. 6.3.1.23 shows 43-weighted mean in respect of software employees who had difficulties in managing both office and home.

Getting pressure to balance home and work properly

The Table No. 6.3.1.24 shows the weighted mean score of spouse who were put under pressure trying to balance work and home responsibility.

Table No. 6.3.1.24 : Respondent's profile according to getting pressure to balance home and work properly

Demographic Variable	Weighted Mean
Getting pressure to balance home and work properly	41.80

Source: Primary Data

The Table No. 6.3.1.24 shows 41.80-weighted mean in respect of software employees who get pressure in keeping balance between home and work properly.

II) Life Style

The way you live your life is a key factor in determining the likelihood of your suffering from stress. Today, it is generally understood that lifestyle will have an impact on stress level. The contributory factors are your attitude towards yourself, how you treat other people, the type of work you do, how you go about your day-to-day life, and whether or not you to take exercise, you take time to relax and eat properly. All of these factors will have an impact on how well you cope with the demands placed upon you and the likelihood of suffering from stress.

The following tables show that software employees are experiencing in a particular life style with different components.

Age wise job routine amongst software employees

The Table No. 6.3.1.25 shows the stress experience during the job routine according to age.

Table No. 6.3.1.25: The stress during the job routine according to age

Sr. No.	Particulars	Age <=25		26-35		>= 36	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Routine of lunch	18.00	2	41.53	3	7.27	1
2.	Time for hobbies/fun things	16.33	2	41.27	3	6.60	1
3.	Preference for fast food	16.93	2	41.20	3	6.53	1
4.	Opportunity towards success	18.20	2	40.73	3	6.40	1
5.	Comforts toward job	16.53	2	40.47	3	6.27	1
6.	Appreciation by seniors	16.87	2	40.20	3	5.47	1
7.	Justice in job	17.73	2	40.00	3	7.00	1
8.	Heavy workload	18.00	2	41.20	3	6.33	1
9.	Demands of people	16.93	2	39.13	3	6.47	1
10.	Extension of working days	16.20	2	39.33	3	6.13	1
11.	Extension of working hours	15.27	2	38.27	3	6.20	1
12.	Lack of information	16.13	2	40.80	3	7.33	1
13.	Frustration towards job	17.93	2	41.87	3	7.33	1
14.	Lack of energy	17.67	2	42.13	3	7.13	1
15.	Emotional Strength	17.80	2	41.13	3	7.33	1

Sr. No.	Particulars	Age <=25		26-35		>= 36	
		Weight	Rank	Weight	Rank	Weight	Rank
16.	Imposing of decisions	17.60	2	42.07	3	7.20	1
17.	Stress due to innovations	17.20	2	40.13	3	7.07	1
18.	Deadlines	16.67	2	40.20	3	6.73	1
19.	Team spirit	17.20	2	39.27	3	5.80	1
20.	Insecurities about colleagues	17.47	2	41.20	3	8.47	1
21.	Stress due to reporting to more than one manager	17.07	2	41.00	3	7.73	1
22.	Pressure from seniors	16.80	2	40.47	3	7.87	1
23.	Proving yourself	17.07	2	40.00	3	6.80	1
24.	Happiness about passion in teams	16.73	2	39.80	3	5.27	1
25.	Stressed attitude	17.33	2	41.27	3	6.60	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.25 Ranks were given according to stress level. The low stress level is given rank 1, moderate stress level is given rank 2 and high stress level is given rank 3. Stress was observed in the job routine according to age greater than or equal to 36 were given rank 1, the employees whose age less than or equal to 25 were given rank 2 and in case of the age between 26 and 35 were given rank 3. The interpretation brings out that, it is observed that software employees whose age between 26 and 35 had high stressed.

Gender wise job routine amongst software employees

The Table No. 6.3.1.26 shows that stress during the job routine according to gender.

Table No. 6.3.1.26: The stress during the job routine according to gender

Sr. No.	Particulars	In Male		In Female	
		Weight	Rank	Weight	Rank
1.	Routine of lunch	50.60	2	16.20	1
2.	Time for hobbies/fun things	48.60	2	15.60	1
3.	Preference for fast food	48.27	2	16.40	1
4.	Opportunity towards success	48.47	2	16.87	1
5.	Comforts toward the job	48.60	2	14.67	1
6.	Appreciation by seniors	48.73	2	15.80	1
7.	Justice in job	47.60	2	17.13	1
8.	Heavy workload	49.27	2	16.27	1
9.	Demands of people	47.60	2	14.93	1
10.	Extension of working days	45.87	2	15.80	1
11.	Extension of working hours	44.47	2	15.00	1
12.	Lack of information	48.60	2	15.67	1
13.	Frustration towards job	50.53	2	16.60	1
14.	Lack of energy	49.87	2	17.07	1
15.	Emotional Strength	50.13	2	16.13	1
16.	Imposing of decisions	50.80	2	16.07	1
17.	Stress due to innovations	48.53	2	15.87	1
18.	Deadlines	48.00	2	15.60	1
19.	Team spirit	47.27	2	15.00	1
20.	Insecurities about colleagues	50.20	2	16.93	1
21.	Stress due to reporting to more than one manager	48.93	2	16.87	1
22.	Pressure from seniors	48.93	2	16.20	1
23.	Proving yourself	48.40	2	15.47	1
24.	Happiness about passion in teams	48.27	2	15.53	1
25.	Stressed attitude	49.13	2	16.07	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.26 Ranks were given according to stress level. The low stress level is given rank and more stress level is given rank 2. Stress was observed in

the job routine according to gender with respect to the routine of lunch, time for hobbies/fun things, preference for fast food, opportunity towards success, comforts toward the job, appreciation by seniors, justice in job, heavy workload, demands of people, extension of working days, extension of working hours, lack of information, frustration towards job, lack of energy, emotional strength, imposing of decisions, stress due to innovations, deadlines, team spirit, insecurities about colleagues, stress due to reporting to more than one manager, pressure from seniors, proving yourself, happiness about passion in teams, stressed attitude were low in female as it ranked first and in case of the male it was more as it ranked second. The interpretation brings out that; it was observed males were more stressed than females.

Educational qualification wise job routine amongst software employees

The Table No. 6.3.1.27 shows that stress during the job routine according to educational qualifications.

Table No. 6.3.1.27 : The stress during the job routine according to educational qualification

Sr. No.	Particulars	Graduate		Post Graduate		Doctorate	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Routine of lunch	39.00	3	27.60	2	0.20	1
2.	Time for hobbies/fun things	37.40	3	26.60	2	0.20	1
3.	Preference for fast food	38.47	3	26.00	2	0.20	1
4.	Opportunity towards success	37.53	3	27.60	2	0.20	1
5.	Comforts toward the job	37.00	3	26.07	2	0.20	1
6.	Appreciation by seniors	37.00	3	25.33	2	0.20	1
7.	Justice in job	38.40	3	26.07	2	0.27	1
8.	Heavy workload	39.07	3	26.27	2	0.20	1
9.	Demands of people	37.00	3	25.27	2	0.27	1
10.	Extension of working days	35.27	3	26.20	2	0.20	1
11.	Extension of working hours	33.67	3	25.60	2	0.20	1
12.	Lack of information	36.93	3	27.07	2	0.27	1

Sr. No.	Particulars	Graduate		Post Graduate		Doctorate	
		Weight	Rank	Weight	Rank	Weight	Rank
13.	Frustration towards job	38.60	3	28.33	2	0.20	1
14.	Lack of energy	40.13	3	26.60	2	0.20	1
15.	Emotional Strength	38.73	3	27.33	2	0.20	1
16.	Imposing of decisions	39.47	3	27.40	2	0.27	1
17.	Stress due to innovations	38.00	3	26.13	2	0.27	1
18.	Deadlines	37.20	3	26.13	2	0.27	1
19.	Team spirit	36.80	3	25.27	2	0.20	1
20.	Insecurities about colleagues	39.73	3	27.26	2	0.13	1
21.	Stress due to reporting to more than one manager	39.00	3	26.73	2	0.07	1
22.	Pressure from seniors	38.13	3	26.80	2	0.20	1
23.	Proving yourself	38.07	3	25.73	2	0.07	1
24.	Happiness about passion in teams	36.00	3	25.60	2	0.20	1
25.	Stressed attitude	38.67	3	26.47	2	0.07	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.27 , Ranks were given according to stress level. The low stress level was given rank 1, moderate was given rank 2, and more stress level was given rank 3. Stress observed in the job routine according to educational qualifications with respect to the routine of lunch, time for hobbies/fun things, preference for fast food, opportunity towards success, comforts toward the job, appreciation by seniors, justice in job, heavy workload, demands of people, extension of working days, extension of working hours, lack of information, frustration towards job, lack of energy, emotional strength, imposing of decisions, stress due to innovations, deadlines, team spirit, insecurities about colleagues, stress due to reporting to more than one manager, pressure from seniors, proving yourself, happiness about passion in teams, stressed attitude. The low stress level amongst doctorate were given rank 1, moderate stress level in postgraduate was given ranks 2 and in case of the graduate it is high stress level was given rank 3.

The interpretation brings out that; it is observed that among 322 software employees with doctorate were least stressed, postgraduates were moderately stressed and graduates were most stressed.

Faculty of education wise the job routine amongst software employees

The Table No. 6.3.1.28 shows that stress during the job routine according to the faculty of Education among software employees.

Table No. 6.3.1.28 : The stress during the job routine according to faculty of education

Sr. No.	Particulars	Arts		Commerce		Science	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Routine of lunch	1.94	2	6.20	3	21.60	4
2.	Time for hobbies/fun things	2.00	2	6	3	19.60	4
3.	Preference for fast food	2.00	2	6.27	3	20.53	4
4.	Opportunity towards success	2.07	2	6.47	3	19.93	4
5.	Comforts toward the job	2.07	2	6.27	3	20.20	4
6.	Appreciation by seniors	2.13	2	6.27	3	19.93	4
7.	Justice in job	1.67	2	5.93	3	20.87	4
8.	Heavy workload	2.07	2	6.07	3	21.53	4
9.	Demands of people	1.53	2	5.27	3	20.80	4
10.	Extension of working days	1.87	2	5.93	3	18.87	4
11.	Extension of working hours	1.80	2	5.87	3	18.47	4
12.	Lack of information	1.73	2	5.60	3	20.13	4
13.	Frustration towards job	2.20	2	6	3	20.60	4
14.	Lack of energy	1.93	2	6.93	3	20.87	4
15.	Emotional Strength	2.07	2	5.93	3	19.93	4
16.	Imposing of decisions	1.67	2	6.47	3	21.40	4
17.	Stress due to innovations	1.93	2	6.20	3	20.87	4
18.	Deadlines	1.80	2	6.07	3	19.53	4
19.	Team spirit	1.93	2	5.47	3	19.8	4
20.	Insecurities about colleagues	1.40	2	5.87	3	20.67	4
21.	Stress due to reporting to more than one manager	1.67	2	5.93	3	20.60	4
22.	Pressure from seniors	1.33	2	6.20	3	20.93	4

Sr. No.	Particulars	Arts		Commerce		Science	
		Weight	Rank	Weight	Rank	Weight	Rank
23.	Proving yourself	1.33	2	6.33	3	20.60	4
24.	Happiness about passion in teams	1.87	2	6.40	3	18.87	4
25.	Stressed attitude	2.13	2	6	3	21.20	4

Source: Primary Data

Table No. 6.3.1.28 : The stress during routine of job according to faculty of education (Continued)

Sr. No.	Particulars	Computer		Other	
		Weight	Rank	Weight	Rank
1.	Routine of lunch	36.33	5	0.73	1
2.	Time for hobbies/fun things	36.07	5	0.53	1
3.	Preference for fast food	35.33	5	0.53	1
4.	Opportunity towards success	36.33	5	0.53	1
5.	Comforts toward the job	34.20	5	0.53	1
6.	Appreciation by seniors	33.67	5	0.53	1
7.	Justice in job	35.60	5	0.67	1
8.	Heavy workload	35.47	5	0.40	1
9.	Demands of people	34.53	5	0.40	1
10.	Extension of working days	34.47	5	0.53	1
11.	Extension of working hours	33.13	5	0.47	1
12.	Lack of information	36.20	5	0.60	1
13.	Frustration towards job	37.67	5	0.67	1
14.	Lack of energy	36.47	5	0.73	1
15.	Emotional Strength	37.47	5	0.87	1
16.	Imposing of decisions	36.60	5	0.73	1
17.	Stress due to innovations	34.80	5	0.60	1
18.	Deadlines	35.60	5	0.60	1
19.	Team spirit	34.60	5	0.47	1
20.	Insecurities about colleagues	38.40	5	0.80	1

Sr. No.	Particulars	Computer		Other	
		Weight	Rank	Weight	Rank
21.	Stress due to reporting to more than one manager	36.80	5	0.80	1
22.	Pressure from seniors	35.80	5	0.87	1
23.	Proving yourself	34.80	5	0.80	1
24.	Happiness about passion in teams	34.00	5	0.67	1
25.	Stressed attitude	35.20	5	0.67	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.28 , Ranks were given according to stress level. The rank 1 were very high stress level. The rank 2 were those who come under higher stress level. The rank 3 in the moderate stress level category whereas rank 4 as low stress level and rank 5 as very low stress level. Stress observed the job routine according to faculty of education with respect to the routine of lunch, time for hobbies/fun things, preference for fast food, opportunity towards success, comforts toward the job, appreciation by seniors, justice in job, heavy workload, demands of people, extension of working days, extension of working hours, lack of information, frustration towards job, lack of energy, emotional strength, imposing of decisions, stress due to innovations, deadlines, team spirit, insecurities about colleagues, stress due to reporting to more than one manager, pressure from seniors, proving yourself, happiness about passion in teams, stressed attitude ranges from lowest to highest according to academic faculties such as computer science, ,science , commerce, arts and others and shows ranks from 1 to 5 indicating very high (1), higher (2), moderate (3), low (4) and very low (5) stress levels. The following observation offers the interpretation on the data presented above. It is observed that software employees who have done their studies in faculties other than Arts, Commerce, Science, and Computer Science were highest stressed. Then those software employees who have done their studies in Arts Faculty were higher stressed. The employee who came from

commerce faculty had reported moderate stressed whereas who came from the science faculty reported low stressed. Those software employees who have done their studies in Computer Science Faculty were least stressed.

Location wise the job routine amongst software employees

The Table No. 6.3.1.29 shows that stress during the job routine according to location of native place.

Table No. 6.3.1.29 :The stress during the job routine according to location

Sr. No.	Particulars	Rural Area		Urban Area	
		Weight	Rank	Weight	Rank
1.	Routine of lunch	24.93	1	45.20	2
2.	Time for hobbies/fun things	22.73	1	44.67	2
3.	Preference for fast food	24.00	1	43.73	2
4.	Opportunity towards success	22.67	1	46.53	2
5.	Comforts toward the job	23.73	1	41.13	2
6.	Appreciation by seniors	22.94	1	43.07	2
7.	Justice in job	22.73	1	46.00	2
8.	Heavy workload	24.07	1	44.93	2
9.	Demands of people	23.27	1	42.60	2
10.	Extension of working days	22.27	1	43.00	2
11.	Extension of working hours	21.40	1	42.73	2
12.	Lack of information	21.73	1	46.27	2
13.	Frustration towards job	23.07	1	47.67	2
14.	Lack of energy	23.93	1	46.87	2
15.	Emotional Strength	23.53	1	45.67	2
16.	Imposing of decisions	24.13	1	45.93	2
17.	Stress due to innovations	21.87	1	46.93	2
18.	Deadlines	23.67	1	43.67	2
19.	Team spirit	23.67	1	40.33	2
20.	Insecurities about colleagues	23.87	1	45.13	2
21.	Stress due to reporting to more than one manager	22.73	1	45.33	2
22.	Pressure from seniors	23.27	1	44.80	2
23.	Proving yourself	22.40	1	45.53	2
24.	Happiness about passion in teams	23.20	1	41.27	2
25.	Stressed attitude	23.13	1	45.93	2

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.29 , Ranks were given according to stress levels. The low stress level was given rank 1and high stress level was given rank 2. Stress were observed in the job routine according to area with respect to the routine of lunch, time for hobbies/fun things, preference for fast food, opportunity towards success, comforts toward the job, appreciation by seniors, justice in job, heavy workload, demands of people, extension of working days, extension of working hours, lack of information, frustration towards job, lack of energy, emotional strength, imposing of decisions, stress due to innovations, deadlines, team spirit, insecurities about colleagues, stress due to reporting to more than one manager, pressure from seniors, proving yourself, happiness about passion in teams, stressed attitude were less amongst employees rural area as it rank 1 and in case of the urban area it is more as it is rank 2. The interpretation of the data shows that software employees from rural location were less stressed than from urban.

Type of company wise the job routine amongst software employees

The Table No. 6.3.1.30 shows that stress during the job routine according to type of company.

Table No. 6.3.1.30 :The stress during the job routine according to type of company

Sr. No.	Particulars	Multi National Company		Private Organization		Government Organization		Small Scale Industry	
		Weight	Rank	Weight	Rank	Weight	Rank	Weight	Rank
1.	Routine of lunch	37.87	4	27.20	3	0.40	1	1.33	2
2.	Time for hobbies/fun things	37.27	4	25.13	3	0.53	1	1.27	2
3.	Preference for fast food	36.47	4	26.93	3	0.53	1	0.73	2

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Sr. No.	Particulars	Multi National Company		Private Organization		Government Organization		Small Scale Industry	
		Weight	Rank	Weight	Rank	Weight	Rank	Weight	Rank
4.	Opportunity towards success	37.07	4	26.53	3	0.53	1	1.20	2
5.	Comforts toward the job	35.80	4	25.80	3	0.60	1	1.07	2
6.	Appreciation by seniors	34.73	4	26.27	3	0.67	1	0.87	2
7.	Justice in job	36.93	4	26.13	3	0.73	1	0.93	2
8.	Heavy workload	36.67	4	27.20	3	0.47	1	1.20	2
9.	Demands of people	35.93	4	25.20	3	0.60	1	0.80	2
10.	Extension of working days	35.60	4	25.07	3	0.47	1	0.53	2
11.	Extension of working hours	33.33	4	25	3	0.60	1	0.80	2
12	Lack of information	37.20	4	25.40	3	0.60	1	1.07	2
13.	Frustration towards job	39.60	4	26.40	3	0.53	1	0.60	2
14.	Lack of energy	37.20	4	27.93	3	0.67	1	1.13	2
15.	Emotional Strength	38.20	4	26.60	3	0.53	1	0.93	2
16.	Imposing of decisions	37.07	4	27.80	3	0.73	1	1.27	2
17.	Stress due to innovations	36.93	4	26.20	3	0.33	1	0.93	2
18.	Deadlines	36.07	4	25.93	3	0.60	1	1	2
19.	Team spirit	34.87	4	26	3	0.67	1	0.73	2
20.	Insecurities about colleagues	38.60	4	27.13	3	0.47	1	0.93	2
21.	Stress due to reporting to more than one manager	36.87	4	27.33	3	0.60	1	1	2
22.	Pressure from seniors	37.13	4	26.40	3	0.67	1	0.93	2

Sr. No.	Particulars	Multi National Company		Private Organization		Government Organization		Small Scale Industry	
		Weight	Rank	Weight	Rank	Weight	Rank	Weight	Rank
23.	Proving yourself	36.07	4	26.60	3	0.47	1	0.73	2
24.	Happiness about passion in teams	35.13	3	25.07	2	0.80	1	0.80	1
25.	Stressed attitude	37.20	4	26.47	3	0.67	1	0.87	2

Source: Primary Data

Analysis and Interpretation: In Table No. 6.3.1.30, Ranks were given according to stress level. The rank 1 was for least stress level. The rank 2 was given for low stress level. The rank 3 was given for higher stress level whereas rank 4 for highest stress level. Stress observed in the job routine according to type of company with respect to the routine of lunch, time for hobbies/fun things, preference for fast food, opportunity towards success, comforts toward the job, appreciation by seniors, justice in job, heavy workload, demands of people, extension of working days, extension of working hours, lack of information, frustration towards job, lack of energy, emotional strength, imposing of decisions, stress due to innovations, deadlines, team spirit, insecurities about colleagues, stress due to reporting to more than one manager, pressure from seniors, proving yourself, stressed attitude was highest stress level in Multi National Company(MNC) as it rank 4 , Private Limited had faced higher stress as it rank 3. Small Scale Industry had reported low stress as it rank 2 whereas in case of the Government it had least stress as it rank 1.

Happiness about passion in teams in MNC reported high stress ranked 3, Private Limited reported low stress ranked 2, Government, and Small scales organization reported least stress ranked 1.

It is interpreted that software employees who were working in government sector suffered least stress as it carries low weight and ranked 1 software

employees who were working in Multi National Companies had faced highest stress level as it carries highest weight and ranked 4 in all criteria of stress during the job routine.

Level of position wise the job routine for software employees

The Table No. 6.3.1.31 shows that stress during the job routine according to the level of position in the company.

Table No. 6.3.1.31 : The stress during job routine according to level of position in the company

Sr. No.	Particulars	Higher		Middle		Lower	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Routine of lunch	7.00	1	47.13	3	12.67	2
2.	Time for hobbies/fun things	6.80	1	44.33	3	13.07	2
3.	Preference for fast food	6.67	1	44.47	3	13.53	2
4.	Opportunity towards success	6.47	1	45.53	3	13.33	2
5.	Comforts toward the job	5.87	1	44.73	3	12.67	2
6.	Appreciation by seniors	6.27	1	43.93	3	12.33	2
7.	Justice in job	6.53	1	45	3	13.20	2
8.	Heavy workload	5.93	1	47.20	3	12.40	2
9.	Demands of people	6.47	1	43.27	3	12.80	2
10.	Extension of working days	7.00	1	43	3	11.67	2
11.	Extension of working hours	5.86	1	42.47	3	11.40	2
12.	Lack of information	7.33	1	44.93	3	12.00	2
13.	Frustration towards job	6.80	1	47.47	3	12.87	2
14.	Lack of energy	6.73	1	46.87	3	13.33	2
15.	Emotional Strength	6.47	1	47.33	3	12.47	2
16.	Imposing of decisions	6.73	1	47.27	3	13.13	2
17.	Stress due to innovations	6.73	1	45.67	3	12.00	2
18.	Deadlines	6.60	1	45.20	3	11.80	2
19.	Team spirit	6.40	1	44	3	11.87	2
20.	Insecurities about colleagues	7.20	1	46.87	3	13.07	2

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Sr. No.	Particulars	Higher		Middle		Lower	
		Weight	Rank	Weight	Rank	Weight	Rank
21.	Stress due to reporting to more than one manager	7.27	1	46.07	3	12.47	2
22.	Pressure from seniors	6.87	1	45.60	3	12.67	2
23.	Proving yourself	5.80	1	45.73	3	12.33	2
24.	Happiness about passion in teams	6.00	1	42.87	3	12.93	2
25.	Stressed attitude	6.40	1	46.60	3	12.20	2

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.31, Ranks were given according to stress level. The low stress level was given rank 1, moderate was given rank 2 and highly stress level was given rank 3. Stress observed in the job routine according to level of position in a company with respect to the routine of lunch, time for hobbies/fun things, preference for fast food, opportunity towards success, comforts toward the job, appreciation by seniors, justice in job, heavy workload, demands of people, extension of working days, extension of working hours, lack of information, frustration towards job, lack of energy, emotional strength, imposing of decisions, stress due to innovations, deadlines, team spirit, insecurities about colleagues, stress due to reporting to more than one manager, pressure from seniors, proving yourself, happiness about passion in teams, stressed attitude were less in higher position level as it rank 1 , moderate in lower position level as it rank 2 and middle position level it as more as it rank 3. While offering interpretation, it is observed that software employees whose level of position is higher, they were least stressed. The middle level of position employees were highly stressed while low level of position were moderately stressed.

Designation wise the job routine for software employees

The Table No. 6.3.1.32 shows that stress during the job routine according to designation in a company.

Sr. No.	Particulars	Technical Person		Manager		Designer		Developer	
		Weight	Rank	Weight	Rank	Weight	Rank	Weight	Rank
1.	Routine of lunch	20.27	9	5.87	6	5.60	5	17.73	8
2.	Time for hobbies/fun things	19.73	9	5.53	6	5.40	5	16.67	8
3.	Preference for fast food	19.20	9	5.80	6	5.20	5	16.60	8
4.	Opportunity towards success	20.33	9	5.13	5	5.60	6	16.73	8
5.	Comforts toward the job	19.20	9	5.67	5	5.07	6	15.80	8
6.	Appreciation by seniors	18.40	9	5.27	6	5.20	5	16.67	8
7.	Justice in job	20.00	9	6.33	7	4.60	5	17.67	8
8.	Heavy workload	19.60	9	5.53	6	5.00	5	17.20	8
9.	Demands of people	19.60	9	5.6	6	4.60	5	16.33	8
10.	Extension of working days	18.67	9	6.07	6	4.53	5	17.07	8
11.	Extension of working hours	18.20	9	5.47	6	4.47	5	15.73	8
12.	Lack of information	20.40	9	5.87	7	5.8	6	16.80	8
13.	Frustration towards job	21.20	9	6.27	7	5.33	5	17.80	8
14.	Lack of energy	20.40	9	6.4	7	5.13	5	17.07	8
15.	Emotional Strength	20.60	9	6.4	7	4.8	5	17.67	8
16.	Imposing of decisions	20.87	9	6.47	6	4.93	5	16.93	8
17.	Stress due to innovations	20.33	9	6.13	6	4.93	5	15.60	8
18.	Deadlines	19.80	9	5.8	6	4.6	5	16.13	8
19.	Team spirit	18.40	9	5.73	6	4.73	5	15.93	8
20.	Insecurities about colleagues	21.33	9	6.6	7	4.27	5	18.87	8
21.	Stress due to reporting to more than one manager	22.33	9	6.07	7	4.47	5	16.53	8
22.	Pressure from seniors	20.20	9	6.67	7	4.47	5	17.60	8

Sr. No.	Particulars	Technical Person		Manager		Designer		Developer	
		Weight	Rank	Weight	Rank	Weight	Rank	Weight	Rank
23.	Proving yourself	19.80	9	5.53	7	4.47	5	16.26	8
24.	Happiness about passion in teams	17.80	9	5.46	6	4.8	5	16.20	8
25.	Stressed attitude	20.67	9	5.8	6	4.93	5	16.27	8

Source: Primary Data

Table No. 6.3.1.32 :The stress during the job routine according to designation (Continued)

Sr. No.	Particulars	Technical Support		HR		BPO		Tester		Any Other	
		Weight	Rank	Weight	Rank	Weight	Rank	Weight	Rank	Weight	Rank
1.	Routine of lunch	6.40	7	1.20	1	4.33	4	2.27	2	3.13	3
2.	Time for hobbies/fun things	6.13	7	1.07	1	3.67	4	2.53	2	3.47	3
3.	Preference for fast food	6.73	7	1.00	1	4.80	4	2.07	2	3.27	3
4.	Opportunity towards success	6.33	7	1.13	1	4.00	4	2.47	2	3.60	3
5.	Comforts toward the job	6.60	7	1.20	1	4.13	4	2.47	2	3.13	3
6.	Appreciation by senior	5.93	7	1.27	1	4.40	4	2.60	2	2.80	3
7.	Justice in job	5.60	6	1.20	1	3.93	4	2.40	2	3.00	3
8.	Heavy workload	7.13	7	1.20	1	4.60	4	2.13	2	3.13	3
9.	Demands of people	6.27	7	1.13	1	3.80	4	2.13	2	3.07	3
10.	Extension of working days	5.53	7	0.93	1	3.47	4	2.27	2	3.13	3
11.	Extension of working hours	6.07	7	0.93	1	4.00	4	2.07	2	2.53	3
12.	Lack of information	5.60	5	1.20	1	3.33	4	2.20	2	3.07	3
13.	Frustration towards job	6.20	6	1.33	1	3.87	4	2.47	2	2.67	3
14.	Lack of energy	6.33	6	1.20	1	4.80	4	2.40	2	3.20	3

Sr. No.	Particulars	Technical Support		HR		BPO		Tester		Other	
		Weight	Rank	Weight	Rank	Weight	Rank	Weight	Rank	Weight	Rank
15.	Emotional Strength	6.20	6	1.07	1	3.67	4	2.80	2	3.07	3
16.	Imposing of decisions	7.07	7	1.07	1	4.27	4	2.40	2	3.13	3
17.	Stress due to innovations	6.00	7	1.20	1	4.53	4	2.53	2	3.13	3
18.	Deadlines	6.47	7	1.13	1	4.2	4	2.46	2	3.00	3
19.	Team spirit	6.67	7	1.47	1	3.93	4	2.2	2	3.20	3
20.	Insecurities about colleagues	6.13	6	1.13	1	3.47	4	2.33	2	3.00	3
21.	Stress due to reporting to more than one manager	5.73	6	1.27	1	3.60	4	2.47	2	3.33	3
22.	Pressure from seniors	5.80	6	1.13	1	3.80	4	2.20	2	3.27	3
23.	Proving yourself	6.40	6	1.40	1	4.07	4	2.07	2	3.67	3
24.	Happiness about passion in teams	6.27	7	1.53	1	4.00	4	2.73	2	3.00	3
25.	Stressed attitude	6.73	7	1.20	1	3.87	4	2.33	2	3.40	3

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.32, Ranks were given according to stress level. The rank 1 was given for the least stress level. The rank 2 was given for very low stress. The rank 3 was given for low stress, the rank 4 was given for somewhat moderate stress, the rank 5 was given for moderate stress, the rank 6 was given for high moderate stress, 7 for high stress, rank 8 for very high stress and 9 for extremely high stress level.

1) In the job routine, the stress was observed according to designation in a company with respect to the routine of lunch, time for hobbies/fun things, preference for fast food, opportunity towards success, comforts toward the job, appreciation by seniors, justice in job, heavy workload, demands of people, extension of working days, extension of working hours, lack of information, frustration towards job, lack of energy, emotional strength, imposing of decisions,

stress due to innovations, deadlines, team spirit, insecurities about colleagues, stress due to reporting to more than one manager, pressure from seniors, proving yourself, happiness about passion in teams, and stressed attitude. The stress ranges from highest to lowest according to designation of a company as technical person, developer; technical support, manager, designer, BPO, other designation, tester, and HR were shown ranks from 9 to 1 respectively.

2) The stress was observed in the job routine according to designation in a company with respect to the opportunity towards success, comforts toward the job. The stress level from highest to lowest according to designation of a company as technical person, developer ,technical support, designer, manager, BPO ,other designation , tester and HR and were given ranks from 9 to 1.

3) The stress was observed in the job routine according to designation in a company with respect to the justice in job, heavy workload, demands of people, extension of working days, extension of working hours, frustration towards job, lack of energy, emotional strength, insecurities about colleagues, stress due to reporting to more than one manager, pressure from seniors, proving you. The stress level from highest to lowest according to designation of a company as technical person, developer , manager, technical support, designer, BPO ,other designation , tester and HR and were given ranks from 9 to 1.

4) The stress observed in the job routine according to designation in a company with respect to the lack of information was as   stress ranges from highest to lowest according to designation of a company as technical person, developer , manager, designer, technical support, BPO ,other designation , tester and   HR were given ranks from 9 to 1.

The interpretation is that it is observed that software employees who have the designation of technical person were extremely high stressed and those who have the designation of HR were least stressed whereas developer, manager/technical support, designer, BPO, other designation, tester comes after technical person in descending order of the stress level.

Number of years of experience wise the job routine for software employees

The Table No. 6.3.1.33 shows that stress during the job routine according to number of years of experience of software employees.

Table No. 6.3.1.33 : The stress during the job routine according to experience

Sr. No.	Particulars	0-4 years		05-08		9+years	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Routine of lunch	29.73	3	25.80	2	11.27	1
2.	Time for hobbies/fun things	28.13	3	25.27	2	10.80	1
3.	Preference for fast food	28.73	3	25.20	2	10.73	1
4.	Opportunity towards success	28.73	3	26.07	2	10.53	1
5.	Comforts toward the job	28.67	3	24.80	2	9.80	1
6.	Appreciation by seniors	28.67	3	24.47	2	9.40	1
7.	Justice in the Job	29.80	3	24.33	2	10.60	1
8.	Heavy workload	29.87	3	25.67	2	10.00	1
9.	Demands of people	28.20	3	24.47	2	9.87	1
10.	Extension of working days	27.53	3	24.27	2	9.87	1
11.	Extension of working hours	26.00	3	23.60	2	9.87	1
12.	Lack of information	26.67	3	27.00	2	10.60	1
13.	Frustration towards job	29.80	3	25.60	2	11.73	1
14.	Lack of energy	31.00	3	25.07	2	10.87	1
15.	Emotional Strength	29.40	3	25.53	2	11.33	1
16.	Imposing of decisions	30.27	3	25.60	2	11.27	1
17.	Stress due to innovations	28.33	3	25.07	2	11.00	1
18.	Deadlines	28.33	3	24.93	2	10.33	1
19.	Team spirit	29.07	3	23.13	2	10.07	1
20.	Insecurities about colleagues	29.87	3	25.07	2	12.20	1
21.	Stress due to reporting to more than one manager	29.00	3	25.80	2	11.00	1
22.	Pressure from seniors	29.53	3	24.33	2	11.27	1
23.	Proving yourself	28.87	3	24.27	2	10.73	1

Sr. No.	Particulars	0-4 years		05-08		9+years	
		Weight	Rank	Weight	Rank	Weight	Rank
24.	Happiness about passion in teams	28.60	3	23.73	2	9.47	1
25.	Stressed attitude	29.87	3	25.33	2	10.00	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.33, Ranks were given according to stress level. The low stress level was given rank 1, moderate stress level was given rank 2 and high stress level as rank 3. Stress observed in the job routine according to number of years of experience in a company with respect to the routine of lunch, time for hobbies/fun things, preference for fast food, opportunity towards success, comforts toward the job, appreciation by senior, justice in job, heavy workload, demands of people, extension of working days, extension of working hours, lack of information, frustration towards job, lack of energy, emotional strength, imposing of decisions, stress due to innovations, deadlines, team spirit, insecurities about colleagues, stress due to reporting to more than one manager, pressure from seniors, proving yourself, happiness about passion in teams, stressed attitude was low amongst employees who have more than or equal to 9 years experience is rank 1 , moderate in number of years of experience between 5 to 8 years is rank 2 , and high stress level seen in experience less than or equal to 4 years is rank 3 only. While offering interpretation, it is observed that software employees whose experience is high, they were least stressed than those whose experience is less.

Income status wise the job routine for software employees

The Table No. 6.3.1.34 shows that stress during the job routine according to income status of software employees.

Table No. 6.3.1.34 : The stress during the job routine according to income status

Sr. No.	Particulars	Low		Middle		High	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Routine of lunch	13.93	2	47.20	3	5.67	1
2.	Time for hobbies/fun things	13.47	2	44.87	3	5.87	1
3.	Preference for fast food	14.60	2	44.60	3	5.47	1
4.	Opportunity towards success	14.07	2	45.40	3	5.87	1
5.	Comforts toward the job	13.47	2	44.40	3	5.40	1
6.	Appreciation by seniors	13.73	2	43.07	3	5.73	1
7.	Justice in job	15.26	2	43.87	3	5.60	1
8.	Heavy workload	13.20	2	47.07	3	5.27	1
9.	Demands of people	13.33	2	43.53	3	5.67	1
10.	Extension of working days	12.80	2	43.33	3	5.53	1
11.	Extension of working hours	12.20	2	41.67	3	5.60	1
12.	Lack of information	12.93	2	46.07	3	5.27	1
13.	Frustration towards job	14.00	2	47.40	3	5.73	1
14.	Lack of energy	14.40	2	46.93	3	5.60	1
15.	Emotional Strength	14.93	2	46.47	3	4.87	1
16.	Imposing of decisions	14.26	2	47.27	3	5.60	1
17.	Stress due to innovations	14.00	2	45.40	3	5.00	1
18.	Deadlines	13.07	2	45.33	3	5.20	1
19.	Team spirit	13.40	2	43.67	3	5.20	1
20.	Insecurities about colleagues	14.53	2	47.60	3	5.00	1
21.	Stress due to reporting to more than one manager	14.47	2	45.73	3	5.60	1
22.	Pressure from seniors	13.87	2	46	3	5.27	1
23.	Proving yourself	13.53	2	45.33	3	5.00	1
24.	Happiness about passion in teams	13.80	2	42.47	3	5.53	1
25.	Stressed attitude	13.60	2	46.47	3	5.13	1

Source: Primary Data

Analysis and Interpretation: In Table No. 6.3.1.34, Ranks were given according to stress level. The low stress level was given rank 1, moderate stress level was given rank 2 and high stress level was given rank 3. Stress observed in the job routine according to income status in a company with respect to the routine of lunch, time for hobbies/fun things, preference for fast food, opportunity towards success, comforts toward the job, appreciation by senior, justice in job, heavy workload, demands of people, extension of working days, extension of working hours, lack of information, frustration towards job, lack of energy, emotional strength, imposing of decisions, stress due to innovations, deadlines, team spirit, insecurities about colleagues, stress due to reporting to more than one manager, pressure from seniors, proving yourself, happiness about passion in teams, stressed attitude was least in high income status ranked 1, moderate in low income status ranked 2, and high stress level in middle-income status as it ranked 3. While offering interpretation, it is observed that software employees whose income status is high, they were least stressed than those whose income status is low. The middle-income status software employees were highly stressed.

Type of family wise the job routine for software employees

The Table No. 6.3.1.35 shows that stress during the job routine according to type of family amongst software employees.

Table No. 6.3.1.35: The stress during the job routine according to type of family

Sr. No.	Particulars	Joint		Nuclear	
		Weight	Rank	Weight	Rank
1.	Routine of lunch	29.53	1	37.27	2
2.	Time for hobbies/fun things	29.40	1	34.80	2
3.	Preference for fast food	28.87	1	35.80	2
4.	Opportunity towards success	30.13	1	35.20	2
5.	Comforts toward the job	29.60	1	33.67	2
6.	Appreciation by seniors	28.27	1	34.27	2
7.	Justice in job	29.73	1	35	2
8.	Heavy workload	29.07	1	36.47	2
9.	Demands of people	28.07	1	34.47	2
10.	Extension of working days	27.60	1	34.07	2

Sr. No.	Particulars	Joint		Nuclear	
		Weight	Rank	Weight	Rank
11.	Extension of working hours	26.67	1	33.07	2
12.	Lack of information	29	1	35.27	2
13.	Frustration towards job	30.73	1	36.40	2
14.	Lack of energy	30.67	1	36.27	2
15.	Emotional Strength	29.33	1	36.93	2
16.	Imposing of decisions	31.33	1	35.80	2
17.	Stress due to innovations	29.40	1	35	2
18.	Deadlines	29.40	1	34.20	2
19.	Team spirit	28.40	1	33.87	2
20.	Insecurities about colleagues	29.40	1	37.73	2
21.	Stress due to reporting to more than one manager	30.13	1	35.67	2
22.	Pressure from seniors	29.40	1	35.73	2
23.	Proving yourself	28.20	1	35.67	2
24.	Happiness about passion in teams	27.73	1	34.07	2
25.	Stressed attitude	29.13	1	36.07	2

Source: Primary Data

Analysis and Interpretation: In Table No. 6.3.1.35, Ranks were given according to stress level. The low stress level was given the rank 1 and high stress level was given as the rank 2. Stress observed in the job routine according to type of family with respect to the routine of lunch, time for hobbies/fun things, preference for fast food, opportunity towards success, comforts toward the job, appreciation by seniors, justice in job, heavy workload, demands of people, extension of working days, extension of working hours, lack of information, frustration towards job, lack of energy, emotional strength, imposing of decisions, stress due to innovations, deadlines, team spirit, insecurities about colleagues, stress due to reporting to more than one manager, pressure from seniors, proving yourself, happiness about passion in teams, stressed attitude. The stress level was low in joint family as it rank 1, high in nuclear family as it rank 2. While offering interpretation, it is observed that software employees who are coming from nuclear family were highly stressed compared to those coming from joint family.

Marital status wise the job routine for software employees

The Table No. 6.3.1.36 shows that stress during the job routine according to marital status of software employees.

Table No. 6.3.1.36: Stress during the job routine according to marital status

Sr. No.	Particulars	Married		Unmarried		Divorced	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Routine of lunch	34	3	32.60	2	0.20	1
2.	Time for hobbies/fun things	33.60	3	30.40	2	0.20	1
3.	Preference for fast food	33.13	3	31.33	2	0.20	1
4.	Opportunity towards success	33.47	3	31.67	2	0.20	1
5.	Comforts toward the job	32.80	3	30.27	2	0.20	1
6.	Appreciation by seniors	31.87	3	30.53	2	0.13	1
7.	Justice in job	33.13	3	31.33	2	0.27	1
8.	Heavy workload	33.87	3	31.47	2	0.20	1
9.	Demands of people	31.53	3	30.80	2	0.20	1
10.	Extension of working days	32.33	3	29.13	2	0.20	1
11.	Extension of working hours	31.40	3	27.87	2	0.20	1
12.	Lack of information	34.80	3	29.27	2	0.20	1
13.	Frustration towards job	34.93	3	32	2	0.20	1
14.	Lack of energy	35.13	3	31.60	2	0.20	1
15.	Emotional Strength	34.20	3	31.87	2	0.20	1
16.	Imposing of decisions	34.80	3	31.80	2	0.27	1
17.	Stress due to innovations	34.13	3	30.07	2	0.20	1
18.	Deadlines	32.87	3	30.53	2	0.20	1
19.	Team spirit	31.13	3	30.93	2	0.20	1
20.	Insecurities about colleagues	35.53	3	31.33	2	0.27	1
21.	Stress due to reporting to more than one manager	33.93	3	31.67	2	0.20	1
22.	Pressure from seniors	34.73	3	30.20	2	0.20	1
23.	Proving yourself	33.13	3	30.53	2	0.20	1

Sr. No.	Particulars	Married		Unmarried		Divorced	
		Weight	Rank	Weight	Rank	Weight	Rank
24.	Happiness about passion in teams	30.93	3	30.73	2	0.13	1
25.	Stressed attitude	33.20	3	31.80	2	0.20	1

Source: Primary Data

Analysis and Interpretation: In Table No. 6.3.1.36, Ranks were given according to stress level. The low stress level was given rank 1, moderate stress level was given rank 2 and high stress level was given rank 3. Stress observed in the job routine according to marital status with respect to the routine of lunch, time for hobbies/fun things, preference for fast food, opportunity towards success, comforts toward the job, appreciation by seniors, justice in job, heavy workload, demands of people, extension of working days, extension of working hours, lack of information, frustration towards job, lack of energy, emotional strength, imposing of decisions, stress due to innovations, deadlines, team spirit, insecurities about colleagues, stress due to reporting to more than one manager, pressure from seniors, proving yourself, happiness about passion in teams, stressed attitude. The stress level was less in divorced employees as it ranks 1, moderate in unmarried ranked 2 and high in married ranked 3 only. While offering interpretation, it is observed that software employees who are divorced, they were less stressed than unmarred. The employees, who are married, were highly stressed.

Working for money/passion/career/to achieve something in the job routine for software employees

The Table No. 6.3.1.37 shows that status of stress during the job routine according to working for money/passion/career/to achieve something amongst software employees.

Table No. 6.3.1.37: The stress status during the job routine according to working for

Status	Money		Passion		Career		Achieve		Total	
Never	1	(0.72)	0	(0)	0	(0)	1	(1.89)	2	(0.62)
Seldom	66	(47.83)	15	(60)	65	(61.32)	27	(50.94)	173	(53.73)
Often	68	(49.28)	10	(40)	41	(38.68)	24	(45.28)	143	(44.41)
High	3	(2.17)	0	(0)	0	(0)	1	(1.89)	4	(1.24)
Total	138	(100)	25	(100)	106	(100)	53	(100)	322	(100)

(Figures in parenthesis indicate percentage of respective values)

Table No. 6.3.1.37 reveals that the stress level amongst software employees according to their level of stress.

47.83% software employees who worked for money were seldom stressed and 49.28% software employees were often stressed category,

60% software employees who are passionate about their job were seldom stressed and 40% software employees were often stressed category,

61.32% software employees who are career oriented were seldom stressed and 38.68% software employees were often stressed category,

50.94% software employees who have to achieve something were seldom stressed and 45.28% software employees were often stressed category.

Goal achievement in the job routine for software employees

The Table No. 6.3.1.38 shows that status of stress during the job routine according to goal achievement while working for money/passion/career/to achieve something amongst software employees.

Table No. 6.3.1.38: The stress level during the job routine according goal achievement

Status	Yes	No	Total
Never	1 (0.42)	1 (1.19)	2 (0.62)
Seldom	131 (55.04)	42 (50)	173 (53.73)
Often	102 (42.86)	41 (48.81)	143 (44.41)
High	4 (1.68)	0 (0)	4 (1.24)
Total	238 (100)	84 (100)	322 (100)

(Figures in parenthesis indicate percentage of respective values)

Table No. 6.3.1.38 reveals that distribution of software employees according to their stress status.

55.04% software employees who are achieving goal while working for money/passion/career/to achieve something in the job routine were seldom stressed and 42.86% software employees were often stressed.

50% software employees who are not achieving goal while working for money/passion/career/to achieve something in the job routine were seldom stressed and 48.81% software employees were often stressed.

It is observed that those software employees who are goal oriented working for money, passionate, career oriented and also money oriented were less stressed than those who were not internal motivated.

Software employees having a bright future in routine of job reported

The Table No. 6.3.1.39 shows that status of stress amongst those software employees who have bright future in the job routine.

Table No. 6.3.1.39: The stress level during the job routine among software employees having a bright future

Status	Yes	No	Total
Never	2 (0.75)	0 (0)	2 (0.62)
Seldom	145 (54.10)	28 (51.85)	173 (53.73)
Often	117 (43.66)	26 (48.15)	143 (44.41)
High	4 (1.49)	0 (0)	4 (1.24)
Total	268 (100)	54 (100)	322 (100)

(Figures in parenthesis indicate percentage of respective values)

Table No. 6.3.1.39 reveals that distribution of software employees according to stress status.

54.10% software employees who are having a bright future in the job routine were seldom stressed and 43.66% software employees were often in the stressed category.

51.85% software employees with no promising future in routine of job were seldom stressed and 48.15% software employees having no promising future been often stressed.

Fulfilling of economic and social requirement in the job routine for software employees

The Table No. 6.3.1.40 shows that status of stress of software employees who are fulfilling their economic and social requirement in the job routine.

Table No. 6.3.1.40: The stress status during the job routine
by fulfilling their economic and social requirement

Status	Yes	No	Total
Never	2 (0.88)	0 (0)	2 (0.62)
Seldom	119 (52.19)	54 (57.45)	173 (53.73)
Often	104 (45.61)	39 (41.49)	143 (44.41)
High	3 (1.32)	1 (1.06)	4 (1.24)
Total	228 (100)	94 (100)	322 (100)

(Figures in parenthesis indicate percentage of respective values)

Table No. 6.3.1.40 reveals that stressed among software employees according to stress status.

52.19% software employees who were fulfilling their economic and social requirement in the job routine were seldom stressed and 45.61% software employees were often stressed.

57.45% software employees who were not fulfilling their economic and social requirement in the job routine were seldom stressed and 41.49% software employees were often stressed.

Playing a key role in the team in the job routine for software employees

The Table No. 6.3.1.41 shows that status of stress among software employees who are playing a key role in the team in the job routine.

Table No. 6.3.1.41: The stress level during the job routine
by playing a key role in the team

Status	Yes	No	Total
Never	2 (0.69)	0 (0)	2 (0.62)
Seldom	154 (53.29)	19 (57.58)	173 (53.73)
Often	129 (44.64)	14 (42.42)	143 (44.41)
High	4 (1.38)	0 (0)	4 (1.24)
Total	289 (100)	33 (100)	322 (100)

(Figures in parenthesis indicate percentage of respective values)

Table No. 6.3.1.41 reveals that distribution of software employees according to status of stress.

53.29% software employees who are playing a key role in the team in the job routine were seldom stressed and 57.58% software employees have reported often stressed.

44.64% software employees who are not playing a key role in the team in the job routine were seldom stressed and 42.42% software employees were often stressed category.

Spouse working in the job routine for software employees

The Table No. 6.3.1.42 shows that status of stress among software employees whose spouses were holding job.

Table No. 6.3.1.42: The stress level during the job routine
by spouse working

Status	Yes	No	Total
Never	1 (1.12)	1 (1.20)	2 (1.16)
Seldom	51 (57.30)	42 (50.60)	93 (54.07)
Often	36 (40.45)	38 (45.78)	74 (43.02)
High	1 (1.12)	2 (2.41)	3 (1.74)
Total	89 (100)	83 (100)	172 (100)

(Figures in parenthesis indicate percentage of respective values)

Table No. 6.3.1.42 reveals that distribution of software employees according to stress status.

57.30% married software employees whose spouses are held job was seldom stressed and 40.45 % were in the often-stressed category.

50.60% married software employees whose spouse are not held job were seldom stressed while 45.78 % were often stressed.

Helping household activities in the job routine for software employees

The Table No. 6.3.1.43 shows that status of stress among software employees who are helping household activities in the job routine.

Table No. 6.3.1.43: The stress level during the job routine by helping household
activities

Status	Never	Always	Sometimes	Often	Total
Never	0 (0)	0 (0)	2 (2.30)	0 (0)	2 (1.11)
Seldom	5 (83.33)	41(56.16)	44 (50.57)	8 (57.14)	98 (54.44)
Often	1 (16.67)	31(42.47)	40 (45.98)	5 (35.71)	77 (42.78)
High	0 (0)	1(1.37)	1 (1.15)	1 (7.14)	3 (1.67)
Total	6 (100)	73(100)	87(100)	14 (100)	180 (100)

(Figures in parenthesis indicate percentage of respective values)

Table No. 6.3.1.43 reveals that distribution of software employees according to stress status.

83.33% married software employees, not involved in household activities in the job routine were seldom stressed, while others 16.67 % were often stressed.

56.16% married software employees, who always helping household activities in the job routine were seldom stressed while 42.47 % were often stressed.

50.47% married software employees, who sometimes helping household activities in the job routine were seldom stressed, while 45.98 % were often stressed.

57.14% married software employees, who often helping household activities in the job routine were seldom stressed, while 35.71 % were often stressed.

Helping in daily activities at home in the job routine

The Table No. 6.3.1.44 shows that status of stress among software employees who are helping in daily activities at home in the job routine.

Table No. 6.3.1.44: The stress level during the job routine by helping in daily activities at home

Status	Never	Always	Sometimes	Often	Total
Never	0 (0)	0 (0)	2 (2.35)	0 (0)	2 (1.18)
Seldom	4 (80)	33(55)	44 (51.76)	9 (45)	90 (52.94)
Often	1 (20)	26(43.33)	38 (44.71)	10(50)	75 (44.12)
High	0 (0)	1(1.67)	1 (1.18)	1 (5)	3 (1.76)
Total	5 (100)	60 (100)	85(100)	20 (100)	170 (100)

(Figures in parenthesis indicate percentage of respective values)

Table No. 6.3.1.44 reveals the distribution of software employees according to stress status.

80% married software employees, not helping in daily activities at home in the job routine were seldom stressed while 20% were often stressed.

55% married software employees who always helping in activities at home in the job routine were seldom stressed while others 43.33% were often stressed.

51.76% married software employees who sometimes helping in daily activities at home in the job routine were seldom stressed while others 44.71% software employees reported often stress.

45% married software employees who often helping in daily activities at home were seldom stressed while 50% of others software employees were often stressed.

Caring for children and their academic activities; in the job routine for software employees reported

The Table No. 6.3.1.45 shows that status of stress among software employees by caring for children and their academic activities in the job routine.

Table No. 6.3.1.45: The stress level by caring for
children and their academic activities in the job routine

Status	Never	Always	Sometimes	Often	Total
Never	0 (0)	2 (2.56)	0 (0)	0 (0)	2 (1.64)
Seldom	1 (50)	47(60.26)	17 (53.13)	4 (40)	69 (56.56)
Often	1 (50)	27(34.62)	15 (46.88)	5(50)	48 (39.34)
High	0 (0)	2(2.56)	0 (0)	1 (10)	3 (2.46)
Total	2 (100)	78 (100)	32(100)	10 (100)	122 (100)

(Figures in parenthesis indicate percentage of respective values)

Table No. 6.3.1.45 reveals the distribution of software employees according to stress status.

50% married software employees having children; not caring for their children nor taking their studies in the job routine were seldom stressed while other 50% were often stressed.

60.26% married software employees and having children, always helping caring, and taking, their studies in the job routine were seldom stressed while other 34.62% software employees were often stressed.

53.13% married software employees and having children, they are sometimes helping in children caring, and their studies in the job routine were seldom stressed while other 46.88 % reported often stressed.

40% married software employees having children taking their studies and often caring for children during job routine were seldom stressed while 50 % software employees were often stressed.

Happily helping in the home activities in the job routine

The Table No. 6.3.1.46 shows that status of stress among software employees helping home activities happily in the job routine.

Table No. 6.3.1.46: The stress level during the job routine of those helping happily in the home activities

Status	Never	Always	Sometimes	Often	Total
Never	0 (0)	1 (1.33)	1 (2.86)	0 (0)	2 (1.61)
Seldom	3 (75)	41(54.67)	22 (62.86)	5 (50)	71 (57.26)
Often	1 (25)	31(41.33)	12 (34.29)	4(40)	48 (38.71)
High	0 (0)	2(2.67)	0 (0)	1 (10)	3 (2.42)
Total	4 (100)	75 (100)	35(100)	10 (100)	124 (100)

(Figures in parenthesis indicate percentage of respective values)

Table No. 6.3.1.46 reveals the distribution of software employees according to stress status.

75% married software employees not helping happily in home activities in the job routine were seldom stressed while other 25% were often stressed.

54.67% married software employees who always helping happily in home activities in the job routine was seldom stressed while other 41.33% software employees reported often stress.

62.86% married software employees who sometimes helping happily in home activities in the job routine were seldom stressed while other 34.29% software employees were often stressed.

50% married software employees who often helping happily in home activities in the job routine were seldom stressed while other 40% reported often stress.

Difficulties in managing both office and home activities in job routine for software employees

The Table No. 6.3.1.47 shows that status of stress among software employees in managing both office and home activities in the job routine.

Table No. 6.3.1.47: The stress level during the job routine in difficulties in office and home managing both activities

Status	Never	Always	Sometimes	Often	Total
Never	1 (4.17)	0 (0)	1 (0.86)	0 (0)	2 (1.16)
Seldom	8 (33.33)	13 (54.17)	69 (59.48)	6 (66.67)	96 (55.49)
Often	15 (62.50)	10 (41.67)	44 (37.93)	3 (33.33)	72 (41.62)
High	0 (0)	1 (4.17)	2 (1.72)	0 (0)	3 (1.73)
Total	24 (100)	24 (100)	116 (100)	9 (100)	173 (100)

(Figures in parenthesis indicate percentage of respective values)

Table No. 6.3.1.47 reveals the distribution of software employees according to stress status.

33.33% married software employees who never had difficulties in managing both office and home activities in the job routine reported to be seldom stressed while other 62.50% were often stressed category.

54.17% married software employees who always had difficulties in managing both office and home activities in the job routine reported to be seldom stressed while other 41.67% software employees reported to be often stress.

59.48% married software employees who sometimes had difficulties in managing both office and home activities in the job routine reported to be seldom stressed while other 37.93% reported to be often stress.

66.67% married software employees who often had difficulties in managing both office and home activities in the job routine reported to be seldom stressed while 33.33 % software employees reported to be often stressed.

Pressure to balance home and work in the job routine for software employees

The Table No. 6.3.1.48 shows that status of stress among software employees having pressure to balance home and work in the job routine.

Table No. 6.3.1.48: The stress level during the job routine having pressure to balance home and work

Status	Never	Always	Sometimes	Often	Total
Never	1 (4.76)	0 (0)	1 (0.93)	0 (0)	2 (1.15)
Seldom	7 (33.33)	24(61.54)	63 (58.88)	2 (28.57)	96 (55.17)
Often	13 (61.90)	13(33.33)	42 (39.25)	5(71.43)	73 (41.95)
High	0 (0)	2(5.13)	1 (0.93)	0 (0)	3 (1.72)
Total	21 (100)	39 (100)	107(100)	7 (100)	174 (100)

(Figures in parenthesis indicate percentage of respective values)

Table No. 6.3.1.48 reveals the distribution of software employees according to stress status.

33.33% married software employees who had no pressure to balance home and work activities in the job routine reported to be seldom stressed while other 61.90 % were often stressed category.

61.54% married software employees who were always under pressure to balance both home and work in the job routine reported to be seldom stress while other 33.33% software employees reported to be in the often stress category.

58.88% married software employees who were sometimes under pressure to balance home and work in the job routine reported to be seldom stress while 39.25% software employees reported to be in the often stress category .

28.57% married software employees who were often under pressure to balance both home and work in the job routine reported to be seldom stress while other 71.43 % software employees reported to be in the often stress category.

III) **Various Components and Conditions of Job: Causes of Stress**

Various components and conditions of job such as nature of job, conditions of job, own experience and feelings about the job become causes for stress. Studies have shown certain occupations to be more stressful than others, and certain aspects within each occupation to cause stress. Most people know someone who has changed their job because he/she found his/her current job too stressful. Look at your job and see if any aspects of it are a source of stress such as role overload, role ambiguity, role conflict, group, and political pressures, responsibility for subordinates, poor participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions, and unprofitability. Pressure from your work commitments is one of the most common causes of stress. You spend a great deal of your time at work and if you feel anxious and unable to cope or dissatisfied, this will add to your stress. So think objectively about your job and parts of it you find difficult, are there certain tasks or responsibilities that make you anxious? The following table's reveal gender wise, educational qualification wise, faculty of education, type of company, level of position, designation, income status, number of years of experience, type of family, and marital status which were causes of stress.

Age wise causes of stress for software employees

The Table No. 6.3.1.49 shows that causes of stress during the job routine according to age.

Table No. 6.3.1.49 : Causes of stress according to **age**

Sr. No.	Particulars	Years<=25		26-35		36+	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	High workload	20.27	2	48.33	3	7.73	1
2.	Lack of information	16.53	2	40.33	3	5.53	1
3.	Contradictory instructions	17.00	2	38.87	3	4.73	1
4.	Adjustments to change of decisions	16.47	2	41.87	3	5.73	1
5.	Responsibility for employees	15.93	2	42.60	3	6.87	1
6.	**Suggestions implemented**	**15.27**	**2**	**36**	**1**	**5.80**	**3**

Sr. No.	Particulars	Years<=25		26-35		36+	
		Weight	Rank	Weight	Rank	Weight	Rank
7.	**Decisions followed**	15.13	2	35.27	1	5.87	3
8.	**Work with people I liked**	15.80	2	38.33	1	5.93	3
9.	Assignments of monotonous nature	18.53	2	43.60	3	6.00	1
10.	**The self is respected by higher authorities**	14.93	2	35.40	1	5.80	3
11.	Comparison between salary and work	19.33	2	44.53	3	5.93	1
12.	Work during tense circumstances	17.13	2	38.93	3	5.33	1
13.	Insufficient resources and excessive work	17.60	2	40.60	3	6.07	1
14.	**Objectives are clear and planned**	14.67	2	37.80	1	5.67	3
15.	**Work-role quite clear and adequately planned**	14.73	2	35.20	1	6.27	3
16.	Working unwillingly	16.07	2	38.27	3	5.73	1
17.	Responsibility for the future of employees	16.27	2	41.67	3	6.67	1
18.	**Cooperation to solve industrial problems**	16.53	2	39.67	1	6.27	3
19.	**Suggestions for the training of employees**	15.47	2	38	1	6.20	3
20.	**Defamation and maligning as unsuccessful**	17.20	2	44.27	1	6.73	3
21.	**Opportunity to utilize the abilities independently**	15.20	2	36	1	6.53	3
22.	**Enhancing the social status**	14.47	2	35.60	1	5.53	3
23.	Efficient performance not rewarded	17.87	2	44.60	3	6.67	1
24.	Risky and complicated assignments	19.93	2	48.53	3	7.67	1
25.	Dispose of work hurriedly due to excessive work load	16.33	2	40.93	3	6.00	1
26.	Unable to perform duties smoothly	15.33	2	38.27	3	6.00	1
27.	Lack of clear instructions	15.87	2	38.33	3	5.40	1
28.	Extra efforts are taken to maintain group-conformity	20.40	2	46	3	7.33	1

Sr. No.	Particulars	Years<=25		26-35		36+	
		Weight	Rank	Weight	Rank	Weight	Rank
29.	Responsibility for progress and prosperity of the organization	20.40	2	47.87	3	7.87	1
30.	**Opinions sought in framing important polices of the department**	**16.40**	**2**	**38.27**	**1**	**6.40**	**3**
31.	**Opinions duly considered while making appointments**	**16.00**	**2**	**37.20**	**1**	**6.47**	**3**
32.	**Co-operation of colleagues in solving industrial problems**	**14.07**	**2**	**32.87**	**1**	**5.60**	**3**
33.	**Ample opportunities**	**14.00**	**2**	**32.93**	**1**	**6.67**	**3**
34.	Lack of significance by higher authority	16.33	2	37.80	3	5.13	1
35.	Life cumbersome due to job	18.13	2	40.53	3	5.47	1
36.	Lack of efforts in solving personal problem	19.40	2	43.67	3	6.33	1
37.	Unclear expectations by higher authority	17.00	2	38.33	3	5.27	1
38.	**Attachment to official instructions**	**14.00**	**2**	**36.07**	**1**	**5.33**	**3**
39.	Violate the formal and administrative procedure	15.53	2	37.47	3	4.73	1
40.	**Opinion are sought for changing working system**	**16.33**	**2**	**38.53**	**1**	**6.60**	**3**
41.	**Sufficient mutual co-operation and Team spirit**	**15.20**	**2**	**33.67**	**1**	**5.47**	**3**
42.	Suggestions are not accepted while solving problems	15.53	2	40.67	3	4.93	1
43.	**Working conditions are satisfactory as per welfare**	**14.20**	**2**	**33.87**	**1**	**5.67**	**3**
44.	Work that ought to be done by others	18.80	2	42.40	3	6.53	1
45.	Unable to implement new procedures in the place of the already existing procedure	18.47	2	43.87	3	5.80	1
46.	Unable to carry out assignments satisfactorily due to lack of time and excessive workload	16.27	2	40.53	3	5.67	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.49, Ranks were given according to the stress level. The low stress level is ranked 1, moderate stress level is ranked 2, and high stress level is ranked 3. The data is interpreted as follows:

1) The stress were observed in the nature of job, conditions of job, own experience and feelings about the job according to age with respect to the high workload, lack of information, contradictory instructions , adjustments to change of decisions , responsibility for employees , assignments are monotonous in nature, comparison between salary and workload, work during tense circumstances, insufficient resources and excessive work, working unwillingly, responsibility for the future of employees, efficient performance not rewarded, risky and complicated assignments, disposing of assignment hurriedly due to excessive work load, unable to perform duties smoothly, lack of clear instructions, more worked to maintain group-conformity, responsibility for progress and prosperity of the organization, lack of significance by the higher authority, life cumbersome due to the job, lack of efforts to personal problem, unclear expectations from higher authority, violate the formal and administrative procedures, suggestions are not expected in solving competent problems, work that ought to be done by others, unable to implement the new procedures in the place of the existing procedure, unable to carry out assignments satisfactorily due to lack of time and excessive workload. Those software employees, which are above 36 years of age reported least stress and are ranked 1. Below 25 years of age reported to be moderately least stressed and have been ranked 2 and those in between 26 to 35 have been reported to be most stress and have been ranked 3.

2) In Table No. 6.3.1.49 **,** Ranks has been given are according to stress level. The low stress level is ranked 3. Moderate is ranked 2 and high stress level is ranked 1 which are shown in bold letters in the above table, which are false-keyed items. The data was interpreted as suggestions implemented and decisions followed , work with people I liked, the self is respected by higher authorities ,objectives are clear and planned, work-role quite clear and adequately planned, cooperation to solve industrial problems, suggestions given to the training of employees,

defaming and maligning the software employee as unsuccessful, opportunity to utilize the abilities independently, enhancing the social status, opinions sought for framing important polices of the department, opinions considered in making appointments, co-operation of colleagues in solving industrial problems, ample opportunities, attachment to official instructions, opinions sought in changing working system, sufficient mutual co-operation and team spirit, working conditions are satisfactory as required by welfare. The stress was less between the ages of 26 and 35, which is ranked 1, it was moderate for those the ages below or equal to 25 and in the case of ages more or equal to 36 the stress was more as it ranked 3.

Gender wise causes of stress for software employees

The Table No. 6.3.1.50 shows that the causes of stress during the job routine according to the gender.

Table No. 6.3.1.50 : Causes of stress according to gender

Sr. No.	Particulars	In Male		In Female	
		Weight	Rank	Weight	Rank
1.	High workload	57.27	2	19.07	1
2.	Lack of information	46.80	2	15.60	1
3.	Contradictory instructions	45.60	2	15.00	1
4.	Adjustments to change of decisions	48.27	2	15.80	1
5.	Responsibility for employees	49.40	2	16.00	1
6.	**Suggestions implemented**	**42.27**	**1**	**14.80**	**2**
7.	**Decisions followed**	**41.80**	**1**	**14.47**	**2**
8.	**Work with people I liked**	**44.27**	**1**	**15.80**	**2**
9.	Assignments of monotonous nature	50.60	2	17.53	1
10.	**The self is respected by higher authorities**	**41**	**1**	**15.13**	**2**
11.	Comparison between salary and work load	52.53	2	17.27	1
12.	Work during tense circumstances	45	2	16.40	1
13.	Insufficient resources and excessive work	46.73	2	17.53	1
14.	**Objectives are clear and planned**	**43.20**	**1**	**14.93**	**2**
15.	**Work-role quite clear and adequately planned**	**41.47**	**1**	**14.73**	**2**

Sr. No.	Particulars	In Male		In Female	
		Weight	Rank	Weight	Rank
16.	Working unwillingly	44.07	2	16	1
17.	Responsibility for the future of employees	48.53	2	16.07	1
18.	**Cooperation to solve industrial problems**	**47.00**	**1**	**15.47**	**2**
19.	**Suggestions for the training of employees**	**44.93**	**1**	**14.73**	**2**
20.	**Defaming and maligning the software employees as unsuccessful**	**51.53**	**1**	**16.67**	**2**
21.	**Opportunity to utilize once abilities independently**	**43.13**	**1**	**14.60**	**2**
22.	**Enhancing the social status**	**41.07**	**1**	**14.53**	**2**
23.	Seldom rewards for my efficient performance	51.47	2	17.67	1
24.	Risky and complicated assignments	56.20	2	19.93	1
25.	Dispose of work hurriedly due to excessive work load	47.20	2	16.07	1
26.	Unable to perform duties smoothly	43.53	2	16.07	1
27.	Lack of clear instructions	45.20	2	14.40	1
28.	Efforts done more than usual to maintain group-conformity	54.33	2	19.40	1
29.	Responsibility for progress and prosperity of the organization	56.67	2	19.47	1
30.	**Opinions sought in framing important polices of this department**	**45.87**	**1**	**15.20**	**2**
31.	**Opinions duly considered while making appointments**	**44.47**	**1**	**15.20**	**2**
32.	**Co-operation of colleagues in solving industrial problems**	**39.00**	**1**	**13.53**	**2**
33.	**Ample opportunities**	**40.00**	**1**	**13.60**	**2**
34.	Lack of significance by higher authority	45.20	2	14.07	1
35.	Life cumbersome due to job	48.27	2	15.87	1
36.	Lack of efforts in solving personal problem	51.87	2	17.53	1
37.	Unclear expectations by higher authority	45.53	2	15.07	1
38.	**Attachment to official instructions**	**41.40**	**1**	**14.00**	**2**
39.	Violate the formal and administrative procedure	42.47	2	15.27	1
40.	**Opinion sought in changing working system**	**46.27**	**1**	**15.20**	**2**
41.	**Sufficient mutual co-operation and Team spirit**	**40.87**	**1**	**13.47**	**2**

Sr. No.	Particulars	In Male		In Female	
		Weight	Rank	Weight	Rank
42.	Suggestions are not accepted while solving problems	46.13	2	15.00	1
43.	**Working conditions are satisfactory as per welfare**	**39.73**	**1**	**14.00**	**2**
44.	Work that ought to be done by others	49.47	2	24.13	1
45.	Unable to implement new procedures in the place of the already existing procedure	50.47	2	23.00	1
46.	Unable to carry out assignments satisfactorily due to lack of time and excessive workload	46.40	2	23.53	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.50, Ranks were given according to stress level. The low stress level is ranked 1 and high stress level is ranked 2. The data was interpreted as follows:

1) The stress were observed as in the nature of job, conditions of job, own experience and feeling about job according to gender with respect to the high workload , lack of information , contradictory instructions , adjustments to change of decisions , responsibility for the future of employees , assignments of monotonous nature, comparison between salary and work, work during tense circumstances, insufficient resources and excessive work, working unwillingly, responsibility of future of employees, seldom rewards for my efficient performance, risky and complicated assignments, dispose of work hurriedly due to excessive work load, unable to perform duties smoothly, lack of clear instructions, efforts done more than usual to maintain group-conformity, responsibility for progress and prosperity of the organization, lack of significance by higher authority, life cumbersome due to job, lack of efforts in solving personal problem, unclear expectations by higher authority, violate the formal and administrative procedure, suggestion are not in solving competent problems, work that ought to be done by others , unable to implement new procedures in the place of the already existing procedure , unable to carry out assignments satisfactorily

due to lack of time and excessive workload. The stress level amongst the female software employees is less and is ranked 1 as compared to the male stress which is ranked 2.

2) In Table No. 6.3.1.50 **,** Ranks are given according to stress level. The low stress level is ranked 2 and high stress level is ranked 1 which is shown in bold letters in the above table, which are false-keyed items. The data was interpreted as suggestions implemented, decisions followed , work with people i liked, the self is respected by higher authorities ,objectives are clear and planned, work-role quite clear and adequately planned, cooperation to solve industrial problems, suggestions to the training of employees, defame and malign the person as unsuccessful, opportunity to utilize the abilities independently ,enhancing the social status, opinions sought in framing important polices of this department, opinions duly considered in making appointments ,co-operation of colleagues in solving industrial problems, ample opportunities, attachment due official instructions, opinion is sought in changing working system, sufficient mutual co-operation and team spirit, working conditions are satisfactory as per welfare requirement the stress level is less in males as it ranked 1 and in case of the female employees it is more as it ranked 2.

Educational qualification wise causes of stress for software employees

The Table No. 6.3.1.51 shows the causes of stress during the job routine according to the educational qualification. The interpretations are as follows:

Table No. 6.3.1.51 : Causes of stress according to educational qualification

Sr. No.	Particulars	Graduate		Post Graduate		Doctorate	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	High workload	44.53	3	31.47	2	0.33	1
2.	Lack of information	35.87	3	26.40	2	0.13	1
3.	Contradictory instructions	34.13	3	26.33	2	0.13	1
4.	Adjustments to change of decisions	36.93	3	26.87	2	0.27	1

Sr. No.	Particulars	Graduate		Post Graduate		Doctorate	
		Weight	Rank	Weight	Rank	Weight	Rank
5.	Responsibility for employees	37.47	3	27.67	2	0.27	1
6.	**Suggestions implemented**	**33.60**	**1**	**25.60**	**2**	**0.13**	**3**
7.	**Decisions followed**	**33.47**	**1**	**24.67**	**2**	**0.13**	**3**
8.	**Work with people I liked**	**34.93**	**1**	**26.07**	**2**	**0.27**	**3**
9.	Assignments of monotonous nature	38.87	3	29.07	2	0.20	1
10.	**The self is respected by higher authorities**	**34.20**	**1**	**23.40**	**2**	**0.13**	**3**
11.	Comparison between salary and work load	40.60	3	29.13	2	0.07	1
12.	Work during tense circumstances	34.53	3	26.67	2	0.20	1
13.	Insufficient resources and excessive work load	37.33	3	26.67	2	0.27	1
14.	**Objectives are clear and planned**	**34.07**	**1**	**24.80**	**2**	**0.33**	**3**
15.	**Work-role quite clear and adequately planned**	**32.67**	**1**	**25.93**	**2**	**0.13**	**3**
16.	Works unwillingly	34.40	3	25.47	2	0.20	1
17.	Responsibility for the future of employees	36.33	3	28	2	0.27	1
18.	**Cooperation to solve industrial problems**	**36.60**	**1**	**26.33**	**2**	**0.33**	**3**
19.	**Suggestions to the training of employees**	**34.07**	**1**	**27.13**	**2**	**0.33**	**3**
20.	**Defame and malign the person as unsuccessful**	**39.20**	**1**	**29.47**	**2**	**0.33**	**3**
21.	**Opportunity to utilize the abilities independently**	**32.33**	**1**	**26.67**	**2**	**0.33**	**3**
22.	**Enhancing the social status**	**31.73**	**1**	**26**	**2**	**0.13**	**3**
23.	Seldom rewards for my efficient performance	40.07	3	28.93	2	0.13	1
24.	Risky and complicated assignments	43.93	3	32.13	2	0.07	1
25.	Dispose of work hurriedly due to excessive work load	36.07	3	27.13	2	0.07	1
26.	Unable to perform duties smoothly	33.33	3	25.93	2	0.33	1

Sr. No.	Particulars	Graduate		Post Graduate		Doctorate	
		Weight	Rank	Weight	Rank	Weight	Rank
27.	Lack of clear instructions	32.87	3	26.60	2	0.13	1
28.	Efforts done more than usual to maintain group-conformity	41.93	3	31.53	2	0.27	1
29.	Responsibility for progress and prosperity of the organization	44.60	3	31.27	2	0.27	1
30.	**Opinions sought in framing important polices of this department**	**35.60**	**1**	**26.40**	**2**	**0.13**	**3**
31.	**Opinions duly considered while making appointments**	**35.27**	**1**	**25.73**	**2**	**0.13**	**3**
32.	**Co-operation of colleagues in solving industrial problems**	**31.20**	**1**	**23.47**	**2**	**0.13**	**3**
33.	**Ample opportunities**	**31.20**	**1**	**24.53**	**2**	**0.13**	**3**
34.	Lack of Significance by higher authority	33	3	26.13	2	0.13	1
35.	Life cumbersome due to job	35.87	3	28.20	2	0.07	1
36.	Lack of efforts in solving personal problem	39.20	3	29.93	2	0.27	1
37.	Unclear expectations by higher authority	34.47	3	26.07	2	0.07	1
38.	**Attachment to official instructions**	**32.80**	**1**	**24.33**	**2**	**0.13**	**3**
39.	Violate the formal and administrative procedure	31.73	3	25.93	2	0.07	1
40.	**Opinion sought in changing working system**	**35.60**	**1**	**27.47**	**2**	**0.13**	**3**
41.	**Sufficient mutual co-operation and Team spirit**	**32.20**	**1**	**24.20**	**2**	**0.07**	**3**
42.	Suggestions are not accepted while solving problems	34.87	3	26.20	2	0.07	1
43.	**Working conditions are satisfactory as per welfare**	**31.47**	**1**	**24.67**	**2**	**0.13**	**3**
44.	Work that ought to be done by others	39.87	3	27.60	2	0.27	1
45.	Unable to implement new procedures in the place of the already existing procedure	38.73	3	29.13	2	0.27	1
46.	Unable to carry out assignments satisfactorily due to lack of time and excessive workload	35.07	3	27.13	2	0.27	1

Source: Primary Data

Analysis and Interpretation:

1) In Table No. 6.3.1.51, Ranks were given according to stress level. The low stress level is ranked 1, medium level is ranked 2 and high stress level is ranked 3. The data is interpreted as stress observed in the nature of job, conditions of job, own experience and feeling about job according to educational qualification with respect to the high workload , lack of information , contradictory instructions , adjustments to change of decisions , responsibility for the future of employees, assignments of monotonous nature, comparison between salary and work, work during tense circumstances, insufficient resources and excessive work, working unwillingly , responsibility for future of employees, efficient performance not rewarded, risky and complicated assignments, dispose of work hurriedly due to excessive work load, unable to perform duties smoothly, lack of clear instructions, extra efforts are taken to maintain group-conformity, responsibility for progress and prosperity of the organization, lack of significance by the higher authority, life cumbersome due to job, lack of efforts in solving personal problem, unclear expectations by higher authority, violate the formal and administrative procedure, suggestions are not accepted while solving problems, work that ought to be done by others , unable to implement new procedures in the place of already existing procedure, unable to carry out assignments satisfactorily due to lack of time and excessive workload. Stress is less amongst doctorates and it is ranked 1, it is moderate amongst postgraduate and ranked 2 and in case of graduates they came into the category of more stress and are ranked 3.

2) In Table No. 6.3.1.51, Ranks were given according to stress level. The low stress level is ranked 3, medium level is ranked 2 and high stress level is ranked 1 which is shown in bold letters in the above table, which are false-keyed items. The data is interpreted as in suggestions implemented, decisions followed , work with people I liked, the self is respected by higher authorities ,objectives are clear and planned, work-role quite clear and adequately planned, cooperation to solve industrial problems, suggestions to the training of employees, defame and malign the person as unsuccessful, opportunity to utilize the abilities independently

,enhancing the social status, opinions sought in framing important policies of the department, opinions duly considered in making appointments ,co-operation of colleagues in solving industrial problems, ample opportunities, attachment to official instructions, opinion is sought in changing working system, sufficient mutual co-operation and team spirit, working conditions are satisfactory as per welfare requirements. The stress level reported least amongst doctorates and is ranked 1 , the stress level reported moderate in postgraduate as ranked 2 and stress level is most in case of the graduate as it ranked 3.

Faculty of education wise causes of stress for software employees

The Table No. 6.3.1.52 shows that causes of stress during the job routine according to faculty of education.

Table No. 6.3.1.52 : Causes of stress according to faculty of education

Sr. No.	Particulars	Arts		Commerce		Science	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	High workload	1.47	2	7.73	3	24.33	4
2.	Lack of information	1.73	2	5.80	3	19.20	4
3.	Contradictory instructions	1.53	2	5.67	3	18.67	4
4.	Adjustments to change of decisions	1.53	2	6.13	3	20.13	4
5.	Responsibility for employees	1.80	2	6.27	3	20.87	4
6.	**Suggestions implemented**	**1.40**	**4**	**5.53**	**3**	**18.33**	**2**
7.	**Decisions followed**	**1.33**	**4**	**5.20**	**3**	**18.33**	**2**
8.	**Work with people I liked**	**1.40**	**4**	**5.53**	**3**	**19.47**	**2**
9.	Assignments of monotonous nature	2.00	2	6.93	3	21.20	4
10.	**The self is respected by higher authorities**	**1.07**	**4**	**5**	**3**	**18.73**	**2**
11.	Comparison between salary and work	2.07	2	6.53	3	21.73	4
12.	Work during tense circumstances	1.60	2	5.73	3	18.40	4
13.	Insufficient resources and excessive work	1.60	2	6.53	3	20.13	4
14.	**Objectives are clear and planned**	**1.53**	**4**	**5.33**	**3**	**19.40**	**2**

Sr. No.	Particulars	Arts		Commerce		Science	
		Weight	Rank	Weight	Rank	Weight	Rank
15.	**Work-role quite clear and adequately planned**	**1.13**	**4**	**5.20**	**3**	**18.07**	**2**
16.	Working unwillingly	1.40	2	5.33	3	18	4
17.	Responsibility for future of employees	1.87	2	5.87	3	20.13	4
18.	**Cooperation to solve industrial problems**	**2.07**	**4**	**5.33**	**3**	**19.87**	**2**
19.	**Suggestions to the training of employees**	**1.73**	**4**	**5.60**	**3**	**18.80**	**2**
20.	**Defame and malign the person as unsuccessful**	**2.20**	**4**	**5.40**	**3**	**21**	**2**
21.	**Opportunity to utilize the abilities independently**	**1.40**	**4**	**5.13**	**3**	**17.07**	**2**
22.	**Enhancing the social status**	**1.73**	**4**	**5.33**	**3**	**17.13**	**2**
23.	Efficient performance not rewarded	2.00	2	6.67	3	20.60	4
24.	Risky and complicated assignments	2.00	2	7.60	3	22.87	4
25.	Dispose of work hurriedly due to excessive work load	1.73	2	6.20	3	19.00	4
26.	Unable to perform duties smoothly	1.20	2	5.73	3	16.87	4
27.	Lack of clear instructions	1.60	2	5.40	3	17.20	4
28.	Extra efforts are taken to maintain group-conformity	2.07	2	6.73	3	22.33	4
29.	Responsibility for progress and prosperity of the organization	2.07	2	7.27	3	23.73	4
30.	**Opinions sought in framing important polices of this department**	**1.73**	**4**	**5.47**	**3**	**19.07**	**2**
31.	**Opinions duly considered while making appointments**	**1.47**	**4**	**5.47**	**3**	**18.27**	**2**
32.	**Co-operation of colleagues in solving industrial problems**	**1.53**	**4**	**5.13**	**3**	**16.20**	**2**
33.	**Ample opportunities**	**1.33**	**4**	**5.07**	**3**	**17.00**	**2**
34.	Lack of significance by the higher authority	1.73	2	5.80	3	17.53	4

Sr. No.	Particulars	Arts Weight	Arts Rank	Commerce Weight	Commerce Rank	Science Weight	Science Rank
35.	Life cumbersome due to job	1.80	2	5.80	3	18.93	4
36.	Lack of efforts in solving personal problem	1.53	2	6.40	3	21.33	4
37.	Unclear expectations by higher authority	1.53	2	5.40	3	19.00	4
38.	**Attachment to official instructions**	**1.73**	**4**	**5.13**	**3**	**17.93**	**2**
39.	Violate the formal and administrative procedure	1.47	2	5.73	3	17.47	4
40.	**Opinion sought in changing working system**	**1.60**	**4**	**5.40**	**3**	**19.33**	**2**
41.	**Sufficient mutual co-operation and Team spirit**	**1.47**	**4**	**5.47**	**3**	**17.40**	**2**
42.	Suggestions are not accepted while solving problems	1.93	2	6.20	3	18.07	4
43.	**Working conditions are satisfactory as per welfare**	**1.47**	**4**	**5.60**	**3**	**17.47**	**2**
44.	Work that ought to be done by others	1.80	2	6.13	3	22.13	4
45.	Unable to implement new procedures in the place of already existing procedure	1.93	2	6.27	3	21.00	4
46.	Unable to carry out assignments satisfactorily due to lack of time and excessive workload	1.73	2	6.40	3	19.27	4

Source: Primary Data

Table No. 6.3.1.52 : Causes of stress according to faculty of education(Continued)

Sr. No.	Particulars	Computer Weight	Computer Rank	Other Weight	Other Rank
1.	High workload	42.00	5	0.80	1
2.	Lack of information	35.20	5	0.47	1
3.	Contradictory instructions	34.27	5	0.47	1
4.	Adjustments to change of decisions	35.87	5	0.40	1

Sr. No.	Particulars	Computer		Other	
		Weight	Rank	Weight	Rank
5.	Responsibility for employees	35.73	5	0.73	1
6.	**Suggestions implemented**	**31.20**	**1**	**0.60**	**5**
7.	**Decisions followed**	**30.93**	**1**	**0.47**	**5**
8.	**Work with people I liked**	**33.20**	**1**	**0.47**	**5**
9.	Assignments of monotonous nature	37.40	5	0.60	1
10.	**The self is respected by higher authorities**	**30.93**	**1**	**0.40**	**5**
11.	Comparison between salary and work	38.67	5	0.80	1
12.	Work during tense circumstances	35.20	5	0.47	1
13.	Insufficient resources and excessive work	35.40	5	0.60	1
14.	**Objectives are clear and planned**	**31.27**	**1**	**0.60**	**5**
15.	**Work-role quite clear and adequately planned**	**31.47**	**1**	**0.33**	**5**
16.	Working unwillingly	34.87	5	0.47	1
17.	Responsibility for future of employees	35.93	5	0.80	1
18.	**Cooperation to solve industrial problems**	**34.73**	**1**	**0.47**	**5**
19.	**Suggestions to the training of employees**	**33.00**	**1**	**0.53**	**5**
20.	**Defame and malign the person as unsuccessful**	**38.93**	**1**	**0.67**	**5**
21.	**Opportunity to utilize the abilities independently**	**33.53**	**1**	**0.60**	**5**
22.	**Enhancing the social status**	**31.07**	**1**	**0.33**	**5**
23.	Efficient performance not rewarded	39.27	5	0.60	1
24.	Risky and complicated assignments	43.20	5	0.47	1
25.	Dispose of work hurriedly due to excessive work load	35.87	5	0.47	1
26.	Unable to perform duties smoothly	35.40	5	0.40	1
27.	Lack of clear instructions	35.00	5	0.40	1
28.	Extra efforts are taken to maintain group-conformity	41.87	5	0.73	1
29.	Responsibility for progress and prosperity of the organization	42.40	5	0.67	1

Sr. No.	Particulars	Computer		Other	
		Weight	Rank	Weight	Rank
30.	**Opinions sought in framing important polices of this department**	**34.33**	**1**	**0.47**	**5**
31.	**Opinions duly considered while making appointments**	**33.87**	**1**	**0.60**	**5**
32.	**Co-operation of colleagues in solving industrial problems**	**29.27**	**1**	**0.40**	**5**
33.	**Ample opportunities**	**29.67**	**1**	**0.53**	**5**
34.	Lack of significance by the higher authority	33.73	5	0.47	1
35.	Life cumbersome due to job	37.13	5	0.47	1
36.	Lack of efforts in solving personal problem	39.67	5	0.47	1
37	Unclear expectations by higher authority	34.20	5	0.47	1
38.	**Attachment to official instructions**	**30.07**	**1**	**0.53**	**5**
39.	Violate the formal and administrative procedure	32.60	5	0.47	1
40.	**Opinion sought in changing working system**	**34.53**	**1**	**0.60**	**5**
41.	**Sufficient mutual co-operation and Team spirit**	**29.60**	**1**	**0.40**	**5**
42.	Suggestions are not accepted while solving problems	34.33	5	0.60	1
43.	**Working conditions are satisfactory as per welfare**	**28.80**	**1**	**0.40**	**5**
44.	Work that ought to be done by others	37.07	5	0.60	1
45.	Unable to implement new procedures in the place of already existing procedure	38.60	5	0.33	1
46.	Unable to carry out assignments satisfactorily due to lack of time and excessive workload	34.60	5	0.47	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.52, Ranks were given according stress level, The rank 1 are given the highest stress level. The rank 2 are given those who come under

higher stress level. The rank 3 are given for moderate stress level whereas rank 4 is for low stress level and rank 5 is for least stress level.

1) The data was interpreted as stress were observed as in the nature of job, conditions of job, own experience and feeling about job according to faculty of education with respect to the high workload , lack of information , contradictory instructions , adjustments to change of decisions , responsibility for the future of employees , assignments of monotonous nature, comparison between salary and work, work during tense circumstances, insufficient resources and excessive work, working unwillingly , responsibility for future of employees, efficient performance not rewarded, risky and complicated assignments, dispose of work hurriedly due to excessive work load, unable to perform duties smoothly, lack of clear instructions, extra efforts are taken to maintain group-conformity, responsibility for progress and prosperity of the organization, lack of significance by the higher authority, life cumbersome due to job, lack of efforts in solving personal problem, unclear expectations by higher authority, violate the formal and administrative procedure, suggestion are not in solving competent problems, work that ought to be done by others , unable to implement new procedures in the place of already existing procedure, unable to carry out assignments satisfactorily due to lack of time and excessive workload. The stress level grows from lowest to highest according to academic faculties such as Computer science, Science, Commerce, Arts, and others respectively. The ranks from 1 to 5 were indicating highest (1), higher (2), moderate (3), low (4) and least (5) stress levels. The following observation offers the interpretation on the data presented above. It was observed that software employees who have done their studies in faculties other than Arts, Commerce, Science, and Computer Science were highest stressed. Then those software employees who have done their studies in Arts faculty were higher stressed. The employee who came from Commerce faculty had reported moderate stressed whereas who came from the Science faculty reported low stressed. Those software employees who have done their studies in Computer Science faculty were least stressed.

2) In Table No. 6.3.1.52 , The rank 1 are given least stress level. The rank 2 are given for low stress level. The rank 3 are given for moderate stress level whereas rank 4 as higher stress level and rank 5 as highest stress level which is shown in bold letters in the above table, which are false-keyed items. The data are interpreted as suggestions implemented, decisions followed , work with people I liked, the self is respected by higher authorities, objectives are clear and planned, work-role quite clear and adequately planned, cooperation to solve industrial problems, suggestions to the training of employees, defame and malign the person as unsuccessful, opportunity to utilize the abilities independently ,enhancing the social status, opinions sought in framing important polices of this department, opinions duly considered in making appointments, co-operation of colleagues in solving industrial problems, ample opportunities, attachment to official instructions, opinion is sought in changing working system, sufficient mutual co-operation and team spirit, and working conditions. The level of stress is reported from highest to the lowest comparing the faculties in which the software employees were educated. The stress level was least education between computer science from the different faculties for example Computer Science, Science, Commerce, Arts and other faculty and were given ranks 5 to 1 respectively.

Location wise causes of stress for software employees

The Table No. 6.3.1.53 shows that causes of stress during the job routine according to location.

Table No. 6.3.1.53 : Causes of stress according to location

Sr. No.	Particulars	Rural Area		Urban Area	
		Weight	Rank	Weight	Rank
1.	High workload	29.07	1	47.27	2
2.	Lack of information	23.53	1	38.87	2
3.	Contradictory instructions	23.27	1	37.33	2
4.	Adjustments to change of decisions	23.87	1	40.20	2
5.	Responsibility for employees	25.07	1	40.33	2
6.	**Suggestions implemented**	**19.93**	**2**	**37.13**	**1**

Sr. No.	Particulars	Rural Area		Urban Area	
		Weight	Rank	Weight	Rank
7.	**Decisions followed**	**20.60**	**2**	**35.67**	**1**
8.	**Work with people I liked**	**20.93**	**2**	**39.13**	**1**
9.	Assignments of monotonous nature	25.33	1	42.80	2
10.	**The self is respected by higher authorities**	**20.33**	**2**	**35.80**	**1**
11.	Comparison between salary and work	25.00	1	44.80	2
12.	Work during tense circumstances	23.20	1	38.20	2
13.	Insufficient resources and excessive work	25.00	1	39.27	2
14.	**Objectives are clear and planned**	**20.20**	**2**	**37.93**	**1**
15.	**Work-role quite clear and adequately planned**	**19.60**	**2**	**36.60**	**1**
16.	Working unwillingly	21.20	1	38.87	2
17.	Responsibility for future of employees	24.07	1	40.53	2
18.	**Cooperation to solve industrial problems**	**21.53**	**2**	**40.93**	**1**
19.	**Suggestions to the training of employees**	**20.60**	**2**	**39.07**	**1**
20.	**Defame and malign the person as unsuccessful**	**23.87**	**2**	**44.33**	**1**
21.	**Opportunity to utilize the abilities independently**	**20.67**	**2**	**37.07**	**1**
22.	**Enhancing the social status**	**19.07**	**2**	**36.53**	**1**
23.	Efficient performance not rewarded	24.93	1	44.20	2
24.	Risky and complicated assignments	27.47	1	48.67	2
25.	Dispose of work hurriedly due to excessive work load	22.80	1	40.47	2
26.	Unable to perform duties smoothly	21.13	1	38.47	2
27.	Lack of clear instructions	21.47	1	38.13	2
28.	Extra efforts are taken to maintain group-conformity	27.00	1	46.73	2
29.	Responsibility for progress and prosperity of the organization	28.47	1	47.67	2
30.	**Opinions sought in framing important polices of this department**	**20.27**	**2**	**40.80**	**1**
31.	**Opinions duly considered while making appointments**	**20.40**	**2**	**39.27**	**1**

Sr. No.	Particulars	Rural Area		Urban Area	
		Weight	Rank	Weight	Rank
32.	**Co-operation of colleagues in solving industrial problems**	**18.47**	**2**	**34.07**	**1**
33.	**Ample opportunities**	**18.60**	**2**	**35.00**	**1**
34.	Lack of significance by the higher authority	21.13	1	38.13	2
35.	Life cumbersome due to job	23.80	1	40.33	2
36.	Lack of efforts in solving personal problem	26.40	1	43.00	2
37.	Unclear expectations by higher authority	23.07	1	37.53	2
38.	**Attachment to official instructions**	**19.07**	**2**	**36.33**	**1**
39.	Violate the formal and administrative procedure	20.93	1	36.80	2
40.	**Opinion sought in changing working system**	**21.80**	**2**	**39.67**	**1**
41.	**Sufficient mutual co-operation and Team spirit**	**19.73**	**2**	**34.60**	**1**
42.	Suggestions are not accepted while solving problems	21.93	1	39.20	2
43.	**Working conditions are satisfactory as per welfare**	**19.53**	**2**	**34.20**	**1**
44.	Work that ought to be done by others	25.47	1	42.27	2
45.	Unable to implement new procedures in the place of already existing procedure	25.60	1	42.53	2
46.	Unable to carry out assignments satisfactorily due to lack of time and excessive workload	23.20	1	39.27	2

Source: Primary Data

Analysis and Interpretation:

1) In Table No. 6.3.1.53, Ranks were given according to stress level. The low stress level is ranked 1 and high stress level is ranked 2. The data is interpreted as stress observed in the nature of job, conditions of job, own experience and feeling about job according to location with respect to the high workload , lack of information , contradictory instructions , adjustments to change of decisions , responsibility for the future of employees , assignments of monotonous nature,

comparison between salary and work, work during tense circumstances, insufficient resources and excessive work, working unwillingly , responsibility for future of employees, efficient performance not rewarded, risky and complicated assignments, dispose of work hurriedly due to excessive work load, unable to perform duties smoothly, lack of clear instructions, extra efforts are taken to maintain group-conformity, responsibility for progress and prosperity of the organization, lack of significance by the higher authority, life cumbersome due to job, lack of efforts in solving personal problem, unclear expectations by higher authority, violate the formal and administrative procedure, suggestions are not accepted while solving problems, work that ought to be done by others , unable to implement new procedures in the place of already existing procedure, unable to carry out assignments satisfactorily due to lack of time and excessive workload were less in rural area as it ranked 1, and more in urban area as it ranked 2 .

2) In Table No. 6.3.1.53, Ranks are given according to stress level. The low stress level is ranked 2 and high stress level is ranked 1 which is shown in bold letters in the above table, which are false-keyed items. The data are interpreted as suggestions implemented, decisions followed , work with people i liked, the self is respected by higher authorities , objectives are clear and planned, work-role quite clear and adequately planned, cooperation to solve industrial problems, suggestions to the training of employees, defame and malign the person as unsuccessful, opportunity to utilize the abilities independently ,enhancing the social status, opinions sought in framing important polices of this department, opinions duly considered in making appointments ,co-operation   of   colleagues in solving industrial problems, ample opportunities, attachment to official instructions, opinion is sought in changing working system, sufficient mutual co-operation and team spirit, working conditions are satisfactory as per are low in urban area as it ranked 1 , and more in rural area as it ranked 2.

Type of company wise causes of stress of Software Employees

The Table No. 6.3.1.54 shows that causes of stress during the job routine according to type of company.

Table No. 6.3.1.54 : Causes of stress according to type of company

Sr. No.	Particulars	MNC		Private Organization		Govern- ment		Small Scale	
		Weight	Rank	Weight	Rank	Weight	Rank	Weight	Rank
1.	High workload	43.67	4	30.87	3	0.53	1	1.27	2
2.	Lack of information	35.60	4	25.53	3	0.53	1	0.73	2
3.	Contradictory instructions	34.40	4	24.80	3	0.53	1	0.87	2
4.	Adjustments to change of decisions	36.67	4	26.07	3	0.53	1	0.80	2
5.	Responsibility for employees	36.67	4	27.20	3	0.67	1	0.87	2
6.	**Suggestions implemented**	**32.20**	**1**	**23.60**	**2**	**0.40**	**4**	**0.87**	**3**
7.	**Decisions followed**	**31.73**	**1**	**23.07**	**2**	**0.67**	**4**	**0.80**	**3**
8.	**Work with people I liked**	**34.73**	**1**	**23.93**	**2**	**0.53**	**4**	**0.87**	**3**
9.	Assignments of monotonous nature	38.07	4	28.60	3	0.60	1	0.87	2
10.	**The self is respected by higher authorities**	**31.87**	**1**	**22.87**	**2**	**0.53**	**4**	**0.87**	**3**
11.	Comparison between salary and work	39.93	4	28.07	3	0.67	1	1.13	2
12.	Work during tense circumstances	34.33	4	25.80	3	0.40	1	0.87	2
13.	Insufficient resources and excessive work	34.80	4	27.93	3	0.47	1	1.07	2
14.	**Objectives are clear and planned**	**33.47**	**1**	**23.33**	**2**	**0.53**	**4**	**0.80**	**3**
15.	**Work-role quite clear and adequately planned**	**32.67**	**1**	**21.80**	**2**	**0.67**	**4**	**1.07**	**3**
16.	Working unwillingly	34.00	4	24.93	3	0.40	1	0.73	2
17.	Responsibility for future of employees	36.67	4	26.47	3	0.40	1	1.07	2
18.	**Cooperation to solve industrial problems**	**37.13**	**1**	**23.67**	**2**	**0.73**	**4**	**0.93**	**3**

Sr. No.	Particulars	MNC		Private Organization		Government		Small Scale	
		Weight	Rank	Weight	Rank	Weight	Rank	Weight	Rank
19.	**Suggestions to the training of employees**	**34.40**	**1**	**23.87**	**2**	**0.53**	**4**	**0.87**	**3**
20.	**Defame and malign the person as unsuccessful**	**40.13**	**1**	**26.27**	**2**	**0.67**	**4**	**1.13**	**3**
21.	**Opportunity to utilize the abilities independently**	**33.33**	**1**	**22.60**	**2**	**0.67**	**4**	**1.13**	**3**
22.	**Enhancing the social status**	**32.20**	**1**	**21.47**	**2**	**0.67**	**4**	**1.27**	**3**
23.	Efficient performance not rewarded	38.60	4	28.73	3	0.67	1	1.13	2
24.	Risky and complicated assignments	43.53	4	31.07	3	0.67	1	0.87	2
25.	Dispose of work hurriedly due to excessive work load	34.87	4	27	3	0.47	1	0.93	2
26.	Unable to perform duties smoothly	34.60	4	23.53	3	0.53	1	0.93	2
27.	Lack of clear instructions	34.40	4	23.93	3	0.47	1	0.80	2
28.	Extra efforts are taken to maintain group-conformity	41.00	4	30.80	3	0.60	1	1.33	2
29.	Responsibility for progress and prosperity of the organization	42.67	4	31.40	3	0.67	1	1.40	2
30.	**Opinions sought in framing important polices of this department**	**35.13**	**1**	**24.13**	**2**	**0.73**	**4**	**1.07**	**3**
31.	**Opinions duly considered while making appointments**	**34.40**	**1**	**23.47**	**2**	**0.73**	**4**	**1.07**	**3**
32.	**Co-operation of colleagues in solving industrial problems**	**29.80**	**1**	**21.27**	**2**	**0.67**	**4**	**0.80**	**3**
33.	**Ample opportunities**	**31.00**	**1**	**20.93**	**2**	**0.67**	**4**	**1.00**	**3**
34.	Lack of significance by the higher authority	34.20	4	23.93	3	0.47	1	0.67	2

Sr. No.	Particulars	MNC		Private Organization		Government		Small Scale	
		Weight	Rank	Weight	Rank	Weight	Rank	Weight	Rank
35.	Life cumbersome due to job	36.60	4	26.13	3	0.47	1	0.93	2
36.	Lack of efforts in solving personal problem	39.80	4	27.93	3	0.47	1	1.20	2
37.	Unclear expectations by higher authority	34.07	4	25.20	3	0.47	1	0.87	2
38.	**Attachment to official instructions**	**31.47**	**1**	**22.33**	**2**	**0.67**	**4**	**0.93**	**3**
39.	Violate the formal and administrative procedure	32.93	4	23.53	3	0.53	1	0.73	2
40.	**Opinion sought in changing working system**	**34.67**	**1**	**25**	**2**	**0.67**	**4**	**1.13**	**3**
41.	**Sufficient mutual co-operation and Team spirit**	**30.87**	**1**	**21.80**	**2**	**0.60**	**4**	**1.07**	**3**
42.	Suggestions are not accepted while solving problems	34.47	4	25.47	3	0.47	1	0.73	2
43.	**Working conditions are satisfactory as per welfare**	**30.60**	**1**	**21.47**	**2**	**0.60**	**4**	**1.07**	**3**
44.	Work that ought to be done by others	37.73	4	28.40	3	0.53	1	1.07	2
45.	Unable to implement new procedures in the place of already existing procedure	37.87	4	28.80	3	0.60	1	0.87	2
46.	Unable to carry out assignments satisfactorily due to lack of time and excessive workload	34.47	4	26.73	3	0.47	1	0.80	2

Source: Primary Data

Analysis and Interpretation:

1) In Table No. 6.3.1.54, Ranks were given according to stress level. The rank 1 are given for least stress level. The rank 2 are given for low stress level. The rank 3 are given for higher stress level whereas rank 4 as highest stress level. Stress

ranges from lowest to highest according to type of company such as Government, Small Scale Industry, Private Limited and Multinational Company. The data was interpreted as stress observed the nature of job, conditions of job, own experience and feeling about job according to type of company with respect to the high workload , lack of information , contradictory instructions , adjustments to change of decisions , responsibility for the future of employees , assignments of monotonous nature, comparison between salary and work, work during tense circumstances, insufficient resources and excessive work, working unwillingly , responsibility for future of employees, efficient performance not rewarded, risky and complicated assignments, dispose of work hurriedly due to excessive work load, unable to perform duties smoothly, lack of clear instructions, extra efforts are taken to maintain group-conformity, responsibility for progress and prosperity of the organization, lack of significance by the higher authority, life cumbersome due to job, lack of efforts in solving personal problem, unclear expectations by higher authority, violate the formal and administrative procedure, suggestion are not in solving competent problems, work that ought to be done by others , unable to implement new procedures in the place of already existing procedure, unable to carry out assignments satisfactorily due to lack of time and excessive workload were least stressed in government as it ranked 1, Small Scale Industry had reported low stress as it ranked 2, Private Limited had faced higher stress as it ranked 3 and highest in Multi National Company(MNC) as it ranked 4.

2) According to Table No. 6.3.1.54, stress ranges from least to highest according to type of company are as Multinational Company, Private Limited, Small Scale and Government and shows rank 1 to 4 which is shown in bold letters in the above table, they are false-keyed items. The data was interpreted as suggestions implemented, decisions followed , work with people I liked, the self is respected by higher authorities , objectives are clear and planned, work-role quite clear and adequately planned, cooperation to solve industrial problems , suggestions to the training of employees, defame and malign the person as unsuccessful, opportunity to utilize the abilities independently ,enhancing the social status, opinions sought in framing important polices of this department, opinions duly considered in

making appointments ,co-operation of colleagues in solving industrial problems, ample opportunities, attachment to official instructions, opinion is sought in changing working system, sufficient mutual co-operation and team spirit, working conditions are satisfactory as per given norms. The stress level has been numbered from 1 to 4.The level of stress was least and is numbered 1 in Multi National Company (MNC), Private Limited had reported low stress and is numbered 2, Small Scale Industry had faced higher stress and is numbered 3 and highest in Government and is numbered 4.

Level of position wise causes of stress for software employees

The Table No. 6.3.1.55 shows the causes of stress during the job routine according to level of position.

Table No. 6.3.1.55 : Causes of Stress according to level of position

Sr. No.	Particulars	Higher		Middle		Lower	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	High workload	8.47	1	52.60	3	15.27	2
2.	Lack of information	6.13	1	43.67	3	12.60	2
3.	Contradictory instructions	6.27	1	41.53	3	12.80	2
4.	Adjustments to change of decisions	6.73	1	45.20	3	12.13	2
5.	Responsibility for employees	7.47	1	45	3	12.93	2
6.	**Suggestions implemented**	**5.47**	**3**	**41**	**1**	**10.60**	**2**
7.	**Decisions followed**	**5.20**	**3**	**41.20**	**1**	**9.87**	**2**
8.	**Work with people I liked**	**6.13**	**3**	**43.87**	**1**	**10.07**	**2**
9.	Assignments of monotonous nature	6.67	1	47.67	3	13.80	2
10.	**The self is respected by higher authorities**	**5.33**	**3**	**40.27**	**1**	**10.53**	**2**
11.	Comparison between salary and work	6.67	1	49	3	14.13	2
12.	Work during tense circumstances	6.53	1	42.33	3	12.53	2
13.	Insufficient resources and excessive work	6.53	1	44.73	3	13.00	2
14.	**Objectives are clear and planned**	**6.60**	**3**	**40.67**	**1**	**10.87**	**2**

Sr. No.	Particulars	Higher		Middle		Lower	
		Weight	Rank	Weight	Rank	Weight	Rank
15.	**Work-role quite clear and adequately planned**	**5.40**	**3**	**39.67**	**1**	**11.13**	**2**
16.	Working unwillingly	5.60	1	43.20	3	11.27	2
17.	Responsibility for future of employees	7.73	1	44.80	3	12.07	2
18.	**Cooperation to solve industrial problems**	**6.13**	**3**	**44.67**	**1**	**11.67**	**2**
19.	**Suggestions to the training of employees**	**5.93**	**3**	**42.87**	**1**	**10.87**	**2**
20.	**Defame and malign the person as unsuccessful**	**7.27**	**3**	**48.53**	**1**	**12.40**	**2**
21.	**Opportunity to utilize the abilities independently**	**5.80**	**3**	**40.73**	**1**	**11.20**	**2**
22.	**Enhancing the social status**	**5.33**	**3**	**39.80**	**1**	**10.47**	**2**
23.	Efficient performance not rewarded	6.93	1	48.47	3	13.73	2
24.	Risky and complicated assignments	7.33	1	54.13	3	14.67	2
25.	Dispose of work hurriedly due to excessive work load	6.13	1	44	3	13.13	2
26.	Unable to perform duties smoothly	6.40	1	41.53	3	11.67	2
27.	Lack of clear instructions	6.27	1	41.13	3	12.20	2
28.	Extra efforts are taken to maintain group-conformity	7.73	1	51.13	3	14.87	2
29.	Responsibility for progress and prosperity of the organization	7.87	1	53.13	3	15.13	2
30.	**Opinions sought in framing important polices of this department**	**6**	**3**	**44.27**	**1**	**10.80**	**2**
31.	**Opinions duly considered while making appointments**	**6.13**	**3**	**42.33**	**1**	**11.20**	**2**
32.	**Co-operation of colleagues in solving industrial problems**	**5.40**	**3**	**37.93**	**1**	**9.20**	**2**
33.	**Ample opportunities**	**4.93**	**3**	**39**	**1**	**9.67**	**2**
34.	Lack of significance by the higher authority	5.33	1	41.40	3	12.53	2
35.	Life cumbersome due to job	6.60	1	43.40	3	14.13	2
36.	Lack of efforts in solving personal problem	6.80	1	49.20	3	13.40	2

Sr. No.	Particulars	Higher		Middle		Lower	
		Weight	Rank	Weight	Rank	Weight	Rank
37.	Unclear Expectations by higher authority	5.93	1	41.33	3	13.33	2
38.	**Attachment to official instructions**	**5.27**	**3**	**40.47**	**1**	**9.67**	**2**
39.	Violate the formal and administrative procedure	5.87	1	40.07	3	11.80	2
40.	**Opinion sought in changing working system**	**6.33**	**3**	**44.07**	**1**	**11.07**	**2**
41.	**Sufficient mutual co-operation and Team spirit**	**5.73**	**3**	**38**	**1**	**10.60**	**2**
42.	Suggestion are not in solving competent problems	6.07	1	42.20	3	12.87	2
43.	**Working conditions are satisfactory as per welfare**	**5.53**	**3**	**39.20**	**1**	**9**	**2**
44.	Work that ought to be done by others	7.27	1	47.13	3	13.33	2
45.	Unable to implement new procedures in the place of already existing procedure	7.40	1	46.93	3	13.80	2
46.	Unable to carry out assignments satisfactorily due to lack of time and excessive workload	6.80	1	42.33	3	13.33	2

Source: Primary Data

Analysis and Interpretation:

1) In Table No. 6.3.1.55, stress ranges from lowest to highest according to level of position such as low for higher-level position, moderate for lower level position and more for middle level position. The data was interpreted as stress observed the nature of job, conditions of job, own experience and feeling about job according to level of position with respect to the high workload , lack of information , contradictory instructions , adjustments to change of decisions , responsibility for the future of employees , assignments of monotonous nature, comparison between salary and work, work during tense circumstances, insufficient resources and excessive work, working unwillingly , responsibility for future of employees, efficient performance not rewarded, risky and complicated assignments, dispose of work hurriedly due to excessive work load, unable to

perform duties smoothly, lack of clear instructions, extra efforts are taken to maintain group-conformity, responsibility for progress and prosperity of the organization, lack of significance by the higher authority, life cumbersome due to job, lack of efforts in solving personal problem, unclear expectations by higher authority, violate the formal and administrative procedure, suggestions are not accepted while solving problems, work that ought to be done by others , unable to implement new procedures in the place of already existing procedure, unable to carry out assignments satisfactorily due to lack of time and excessive workload. The stress level were less in higher level position as it ranked 1, moderate level position as it ranked 2 and in case of the middle level position it is more as it ranked 3.

2) According to Table No. 6.3.1.55 , stress ranges from lowest to highest according to level of position are as low for middle level position, moderate for lower level position and more for higher level position which is shown in bold letters in the above table, they are false-keyed items. The data is interpreted as suggestions implemented, decisions followed , work with people I liked, the self is respected by higher authorities , objectives are clear and planned, work-role quite clear and adequately planned, cooperation to solve industrial problems, suggestions to the training of employees, defame and malign the person as unsuccessful, opportunity to utilize the abilities independently ,enhancing the social status, opinions sought in framing important polices of this department, opinions duly considered in making appointments ,co-operation   of   colleagues in solving industrial problems, ample opportunities, attachment to official instructions, opinion is sought in changing working system, sufficient mutual co-operation and team spirit, working conditions are satisfactory as per welfare standards. Stress was more in higher-level position and is ranked 3, moderate in the lower level position and is ranked 2 and low in the middle level position and is ranked 1.

Designation wise causes of stress for software employees

The Table No. 6.3.1.56 shows the causes of stress during the job routine according to designation.

Table No. 6.3.1.56 : Causes of stress according to designation

Sr. No.	Particulars	Technical Person		Manager		Designer	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	High Workload	23.60	8	7.47	6	5.33	4
2.	Lack of information	19.67	9	5.47	6	4.80	5
3.	Contradictory instructions	18.13	8	5.60	5	4.67	4
4.	Adjustments to change of decisions	19.60	9	5.60	6	5.20	5
5.	Responsibility for employees	19.87	9	6.53	7	5.27	5
6.	**Suggestions implemented**	**18.13**	**1**	**4.67**	**4**	**4.13**	**5**
7.	**Decisions followed**	**16.80**	**1**	**4.80**	**4**	**3.73**	**5**
8.	**Work with people I liked**	**18.60**	**1**	**5.67**	**4**	**4.60**	**5**
9.	Assignments of monotonous nature	20.87	9	5.93	6	5.53	5
10.	**Self is respected by higher authorities**	**17.53**	**1**	**5.27**	**4**	**4.20**	**5**
11.	Comparison between salary and work	22.27	9	5.60	5	5.73	6
12.	Work during tense circumstances	19.20	8	5.27	5	4.33	4
13.	Insufficient resources and excessive work	19.80	9	5.60	6	4.27	4
14.	**Objectives are clear and planned**	**16.87**	**1**	**5.13**	**4**	**4.60**	**5**
15.	**Work-role quite clear and adequately planned**	**17.27**	**1**	**4.87**	**4**	**4.53**	**5**
16.	Working unwillingly	19.47	9	4.80	6	4.60	5
17.	Responsibility for future of employees	19.80	9	6.93	7	4.93	5
18.	**Cooperation to solve industrial problems**	**18.73**	**1**	**5.73**	**4**	**5.27**	**5**
19.	**Suggestions to the training of employees**	**18.20**	**1**	**5.40**	**4**	**4.60**	**5**
20.	**Defame and malign the person as unsuccessful**	**20.20**	**1**	**5.80**	**4**	**5.60**	**5**
21.	**Opportunity to utilize the abilities independently**	**17.93**	**1**	**4.73**	**5**	**4.93**	**4**
22.	**Enhancing the social status**	**17**	**1**	**4.40**	**4**	**5**	**5**
23.	Efficient performance not rewarded	21.67	8	5.73	5	5.73	5

Sr. No.	Particulars	Technical Person		Manager		Designer	
		Weight	Rank	Weight	Rank	Weight	Rank
24.	Risky and complicated assignments	23.67	9	6.20	6	5.40	5
25.	Dispose of work hurriedly due to excessive work load	20.20	9	5.53	6	5	5
26.	Unable to perform duties smoothly	18.40	9	5.53	6	5.13	5
27.	Lack of clear instructions	18.20	9	5.33	6	4.73	5
28.	Extra efforts are taken to maintain group-conformity	22.33	9	6.60	7	5.67	6
29.	Responsibility for progress and prosperity of the organization	22.93	9	6.80	6	5.53	5
30.	**Opinions sought in framing important polices of this department**	**19.13**	**1**	**5**	**4**	**4.87**	**5**
31.	**Opinions duly considered while making appointments**	**18.13**	**1**	**5.13**	**4**	**4.47**	**5**
32.	**Co-operation of colleagues in solving industrial problems**	**16.13**	**1**	**4.33**	**4**	**4.13**	**5**
33.	**Ample opportunities**	**16.87**	**1**	**4.40**	**4**	**4.27**	**5**
34.	Lack of Significance by the higher authority	18.67	9	4.87	5	5	6
35.	Life cumbersome due to job	19.60	9	4.93	5	5	6
36.	Lack of efforts in solving personal problem	21.07	9	6.07	6	5.53	5
37.	Unclear Expectations by higher authority	19.60	9	5.13	6	4.73	5
38.	**Attachment to official instructions**	**16.87**	**1**	**4.67**	**4**	**4.40**	**5**
39.	Violate the formal and administrative procedure	19.20	9	4.73	6	4.40	5
40.	**Opinion sought in changing working system**	**19.07**	**1**	**5**	**4**	**4.60**	**5**
41.	**Sufficient mutual co-operation and Team spirit**	**16.93**	**1**	**4.47**	**4**	**4.27**	**5**
42.	Suggestions are not accepted while solving problems	19	8	5.13	5	5.13	5
43.	**Working conditions are satisfactory as per welfare**	**16.33**	**1**	**4.67**	**4**	**4.53**	**5**

Sr. No.	Particulars	Technical Person		Manager		Designer	
		Weight	Rank	Weight	Rank	Weight	Rank
44.	Work that ought to be done by others	20.07	9	6.93	7	4.67	5
45.	Unable to Implement new procedures in the place of already existing procedure	20.60	9	6.33	6	5.20	5
46.	Unable to carry out assignments satisfactorily due to lack of time and excessive workload	18.67	9	5.47	6	5.20	5

Table No. 6.3.1.56 : Causes of stress according to designation(Continued)

Sr. No.	Particulars	Developer		Technical Support		HR	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	High Workload	20.53	6	7	5	1.20	1
2.	Lack of information	16.33	8	6.60	7	1.07	1
3.	Contradictory instructions	15.93	7	6.40	6	1	1
4.	Adjustments to change of decisions	16.47	8	7	7	0.87	1
5.	Responsibility for employees	17.13	8	5.87	6	1.07	1
6.	**Suggestions implemented**	**14.67**	**2**	**5.80**	**3**	**0.87**	**9**
7.	**Decisions followed**	**14.73**	**2**	**6.13**	**3**	**1**	**9**
8.	**Work with people I liked**	**15.60**	**2**	**6.67**	**3**	**0.80**	**9**
9.	Assignments of monotonous nature	17.53	8	6.67	7	1.20	1
10.	**Self is respected by higher authorities**	**13.80**	**2**	**6.47**	**3**	**0.80**	**9**
11.	Comparison between salary and work	18.40	8	6.93	7	1.47	1
12.	Work during tense circumstances	16.20	7	6.40	6	0.67	1
13.	Insufficient resources and excessive work	16.80	8	6.67	7	1.07	1
14.	**Objectives are clear and planned**	**15.27**	**2**	**5.67**	**3**	**1**	**9**
15.	**Work-role quite clear and adequately planned**	**14**	**2**	**5.87**	**3**	**0.93**	**9**

Sr. No.	Particulars	Developer		Technical Support		HR	
		Weight	Rank	Weight	Rank	Weight	Rank
16.	Working unwillingly	15.27	8	6.53	7	0.73	1
17.	Responsibility for future of employees	17.13	8	6.60	6	1.07	1
18.	**Cooperation to solve industrial problems**	**16.53**	**2**	**6.40**	**3**	**1.13**	**9**
19.	**Suggestions to the training of employees**	**15.47**	**2**	**5.93**	**3**	**0.93**	**9**
20.	**Defame and malign the person as unsuccessful**	**19.13**	**2**	**6.73**	**3**	**1.60**	**9**
21.	**Opportunity to utilize the abilities independently**	**14.33**	**2**	**6.60**	**3**	**1**	**8**
22.	**Enhancing the social status**	**14.40**	**2**	**5.67**	**3**	**0.93**	**9**
23.	Efficient performance not rewarded	17.80	7	6.53	6	1.20	1
24.	Risky and complicated assignments	21.07	8	7.07	7	1	1
25.	Dispose of work hurriedly due to excessive work load	15.80	8	6.67	7	1.13	1
26.	Unable to perform duties smoothly	15.27	8	6	7	1.27	1
27.	Lack of clear instructions	14.80	8	6.87	7	0.93	1
28.	Extra efforts are taken to maintain group-conformity	19.53	8	7.67	3	1	1
29.	Responsibility for progress and prosperity of the organization	20.80	8	7.27	7	1.13	1
30.	**Opinions sought in framing important polices of this department**	**16**	**2**	**6**	**3**	**1**	**9**
31.	**Opinions duly considered while making appointments**	**16.13**	**2**	**6.27**	**3**	**1.07**	**9**
32.	**Co-operation of colleagues in solving industrial problems**	**13.07**	**2**	**5.87**	**3**	**1.27**	**9**
33.	**Ample opportunities**	**13.33**	**2**	**5.73**	**3**	**0.93**	**9**
34.	Lack of Significance by the higher authority	15.40	8	6.07	7	0.87	1
35.	Life cumbersome due to job	16.67	8	6.80	7	1.20	1
36.	Lack of efforts in solving personal problem	18.40	8	7.33	7	0.73	1

Sr. No.	Particulars	Developer Weight	Developer Rank	Technical Support Weight	Technical Support Rank	HR Weight	HR Rank
37.	Unclear Expectations by higher authority	15.07	8	6.40	7	1	1
38.	**Attachment to official instructions**	**14.47**	**2**	**5.67**	**3**	**1.27**	**9**
39.	Violate the formal and administrative procedure	14.80	8	5.20	7	0.93	1
40.	**Opinion sought in changing working system**	**16.47**	**2**	**6.47**	**3**	**1.20**	**9**
41.	**Sufficient mutual co-operation and Team spirit**	**12.87**	**2**	**5.93**	**3**	**0.93**	**9**
42.	Suggestions are not accepted while solving problems	15.60	7	6.20	6	1.07	1
43.	**Working conditions are satisfactory as per welfare**	**13.13**	**2**	**6.20**	**3**	**1.07**	**9**
44.	Work that ought to be done by others	18.07	8	6.80	6	1.07	1
45.	Unable to Implement new procedures in the place of already existing procedure	17.53	8	7.40	7	1.07	1
46.	Unable to carry out assignments satisfactorily due to lack of time and excessive workload	15.60	8	6.93	7	1	1

Source: Primary Data

Table No. 6.3.1.56: Causes of stress according to designation (Continued)

Sr. No.	Particulars	BPO Weight	BPO Rank	Tester Weight	Tester Rank	Other Weight	Other Rank
1.	High Workload	5.33	4	2.67	2	3.20	3
2.	Lack of information	3.80	4	2.27	2	2.40	3
3.	Contradictory instructions	4.67	4	2.07	2	2.13	3
4.	Adjustments to change of decisions	4.40	4	2.40	2	2.53	3
5.	Responsibility for employees	4.40	4	2.47	2	2.80	3
6.	**Suggestions implemented**	**3.53**	**6**	**2**	**8**	**3.27**	**7**
7.	**Decisions followed**	**3.47**	**6**	**2.27**	**8**	**3.33**	**7**

Sr. No.	Particulars	BPO		Tester		Other	
		Weight	Rank	Weight	Rank	Weight	Rank
8.	**Work with people I liked**	**3.20**	**6**	**2.33**	**8**	**2.60**	**7**
9.	Assignments of monotonous nature	4.53	4	2.87	2	3.00	3
10.	**The Self is respected by higher authorities**	**3.27**	**6**	**1.67**	**8**	**3.13**	**7**
11.	Comparison between salary and work	4.20	4	2.40	2	2.80	3
12.	Work during tense circumstances	4.33	4	2.47	2	2.53	3
13.	Insufficient resources and excessive work	4.73	5	2.33	2	3.00	3
14.	**Objectives are clear and planned**	**4.00**	**6**	**2.73**	**8**	**2.87**	**7**
15.	**Work-role quite clear and adequately planned**	**3.53**	**6**	**1.93**	**8**	**3.27**	**7**
16.	Working unwillingly	3.80	4	2.60	3	2.27	2
17.	Responsibility for future of employees	3.73	4	1.80	2	2.60	3
18.	**Cooperation to solve industrial problems**	**3.13**	**6**	**2.33**	**8**	**3.20**	**7**
19.	**Suggestions to the training of employees**	**3.47**	**6**	**2.27**	**8**	**3.40**	**7**
20.	**Defame and malign the person as unsuccessful**	**3.07**	**6**	**2.87**	**8**	**3.20**	**7**
21.	**Opportunity to utilize the abilities independently**	**3.13**	**6**	**1.93**	**7**	**3.13**	**6**
22.	**Enhancing the social status**	**3.00**	**7**	**2.13**	**8**	**3.07**	**6**
23.	Efficient performance not rewarded	4.33	4	2.53	2	3.60	3
24.	Risky and complicated assignments	5.07	4	3	2	3.67	3
25.	Dispose of work hurriedly due to excessive work load	4.40	4	2.07	2	2.47	3
26.	Unable to perform duties smoothly	3.47	4	2.13	2	2.40	3
27.	Lack of clear instructions	4.07	4	2	2	2.67	3
28.	Extra efforts are taken to maintain group-conformity	5.07	5	2.93	2	2.93	3
29.	Responsibility for progress and prosperity of the organization	5.27	4	2.80	2	3.60	3
30.	**Opinions sought in framing important polices of this department**	**3.20**	**7**	**2.33**	**8**	**3.53**	**6**

Sr. No.	Particulars	BPO		Tester		Other	
		Weight	Rank	Weight	Rank	Weight	Rank
30.	**Opinions sought in framing important polices of this department**	**3.20**	**7**	**2.33**	**8**	**3.53**	**6**
31.	**Opinions duly considered while making appointments**	**3.13**	**7**	**2**	**8**	**3.33**	**6**
32.	**Co-operation of colleagues in solving industrial problems**	**2.80**	**7**	**2**	**8**	**2.93**	**6**
33.	**Ample opportunities**	**3**	**7**	**1.80**	**8**	**3.27**	**6**
34.	Lack of Significance by the higher authority	4.07	4	1.93	2	2.40	3
35.	Life cumbersome due to job	4.67	4	2.27	2	3	3
36.	Lack of efforts in solving personal problem	4.80	4	2.67	2	2.80	3
37.	Unclear Expectations by higher authority	4.60	4	1.87	2	2.20	3
38.	**Attachment to official instructions**	**2.60**	**7**	**2.13**	**8**	**3.33**	**6**
39.	Violate the formal and administrative procedure	3.80	4	2.27	2	2.40	3
40.	**Opinion sought in changing working system**	**3**	**7**	**2.27**	**8**	**3.40**	**6**
41.	**Sufficient mutual co-operation and Team spirit**	**3.73**	**6**	**1.93**	**8**	**3.27**	**7**
42.	Suggestion are not in solving competent problems	4.27	4	1.93	2	2.80	3
43.	**Working conditions are satisfactory as per welfare**	**3.13**	**6**	**1.80**	**8**	**2.87**	**7**
44.	Work that ought to be done by others	4.60	4	2.40	2	3.13	3
45.	Unable to Implement new procedures in place of the already existing procedure	4.87	4	2.47	2	2.67	3
46.	Unable to carry out assignments satisfactorily due to lack of time and excessive workload	4.60	4	2.33	2	2.67	3

Source: Primary Data

Analysis and Interpretation:

1) According to Table No., 6.3.1.56, ranks were given according to stress level. The least stress level is ranked 1, very low stress is ranked 2 , low stress is ranked

3, somewhat moderate is ranked 4, moderate is ranked 5, high moderate is ranked 6 , high rank 7, very high rank 8 and extremely high stress level as rank 9. The stress ranges from lowest to highest according to designation such as shown numbered 1 to 9. The data are interpreted as stress observed in the nature of job, conditions of job, own experience and feeling about job according to designation with respect to the high workload , lack of information , contradictory instructions , adjustments to change of decisions , responsibility for the future of employees , assignments of monotonous nature, comparison between salary and work, work during tense circumstances, insufficient resources and excessive work, working unwillingly , responsibility for future of employees, efficient performance not rewarded, risky and complicated assignments, dispose of work hurriedly due to excessive work load, unable to perform duties smoothly, lack of clear instructions, extra efforts are taken to maintain group-conformity, responsibility for progress and prosperity of the organization, lack of significance by the higher authority, life cumbersome due to job, lack of efforts in solving personal problem, unclear expectations by higher authority, violate the formal and administrative procedure, suggestions are not accepted while solving problems, work that ought to be done by others , unable to implement new procedures in the place of already existing procedure, unable to carry out assignments satisfactorily due to lack of time and excessive workload. The stress ranges from highest to lowest according to designation of a company as Technical Person, Developer ,Technical Support, Manager, Designer, BPO , other designation , tester and HR and the ranks were given from 9 to 1 respectively.

2) According to Table No. 6.3.1.56, ranks were given according to stress level. The extremely high stress level is given rank 1, very high ranked 2 , high stress ranked 3, high moderate ranked 4, moderate ranked 5, somewhat moderate ranked 6 , low stress ranked 7, very low stress ranked 8 and least stress level ranked 9 which is shown in bold letters in the above table, they are false-keyed items. The data is interpreted as suggestions implemented, decisions followed , work with people I liked, the self is respected by higher authorities, objectives are clear and planned, work-role quite clear and adequately planned, cooperation to solve

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industrial problems, suggestions to the training of employees, defame and malign the person as unsuccessful, opportunity to utilize the abilities independently, enhancing the social status, opinions sought in framing important polices of this department, opinions duly considered in making appointments , co-operation of colleagues in solving industrial problems,   ample opportunities, attachment to official instructions, opinion is sought in changing working system, sufficient mutual co-operation and team spirit, working conditions are satisfactory as per welfare. The stress ranges from lowest to highest according to designation of a company as HR, tester, other designation, BPO, Designer, Manager, Technical Support, Developer and   Technical Person and were given ranks from 1 to 9.

Number of years of Experience wise causes of stress for software employees

The Table No. 6.3.1.57 shows that causes of stress during the job routine according to experience.

Table No. 6.3.1.57 : Causes of stress according to experience

Sr. No.	Particulars	0-4 Years		5-8 Years		9+ Years	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	High workload	34.33	3	29.27	2	12.73	1
2.	Lack of information	27.07	3	24.93	2	10.40	1
3.	Contradictory instructions	27.60	3	23.60	2	9.40	1
4.	Adjustments to change of decisions	28.27	3	25.73	2	10.07	1
5.	Responsibility for employees	28.07	3	25.40	2	11.93	1
6.	**Suggestions implemented**	**25.47**	**1**	**22.53**	**2**	**9.07**	**3**
7.	**Decisions followed**	**25.80**	**1**	**21.40**	**2**	**9.07**	**3**
8.	**Work with people I liked**	**27.27**	**1**	**23.47**	**2**	**9.33**	**3**
9.	Assignments of monotonous nature	30.07	3	27.53	2	10.53	1
10.	**The self is respected by higher authorities**	**24.67**	**1**	**22.13**	**2**	**9.33**	**3**
11.	Comparison between salary and work	32.13	3	27.73	2	9.93	1
12.	Work during tense circumstances	27.27	3	24.47	2	9.67	1
13.	Insufficient resources and excessive work	29.33	3	25	2	9.93	1

Sr. No.	Particulars	0-4 Years		5-8 Years		9+ Years	
		Weight	Rank	Weight	Rank	Weight	Rank
14.	**Objectives are clear and planned**	**26.60**	**1**	**22.60**	**2**	**8.93**	**3**
15.	**Work-role quite clear and adequately planned**	**25.07**	**1**	**21.40**	**2**	**9.73**	**3**
16.	Working unwillingly	25.20	3	25.67	2	9.20	1
17.	Responsibility for future of employees	27.40	3	25.33	2	11.87	1
18.	**Cooperation to solve industrial problems**	**27.53**	**1**	**25.07**	**2**	**9.87**	**3**
19.	**Suggestions to the training of employees**	**26.13**	**1**	**23.80**	**2**	**9.73**	**3**
20.	**Defame and malign the person as unsuccessful**	**29.87**	**1**	**28.47**	**2**	**9.87**	**3**
21.	**Opportunity to utilize the abilities independently**	**24.80**	**1**	**22.33**	**2**	**10.60**	**3**
22.	**Enhancing the social status**	**24.33**	**1**	**22.13**	**2**	**9.13**	**3**
23.	Efficient performance not rewarded	29.47	3	28.13	2	11.53	1
24.	Risky and complicated assignments	33.53	3	30.40	2	12.20	1
25.	Dispose of work hurriedly due to excessive work load	26.87	3	26.33	2	10.07	1
26.	Unable to perform duties smoothly	25.40	3	24.27	2	9.93	1
27.	Lack of clear instructions	25.93	3	24.20	2	9.47	1
28.	Extra efforts are taken to maintain group-conformity	32.60	3	29.33	2	11.80	1
29.	Responsibility for progress and prosperity of the organization	34.07	3	29.40	2	12.67	1
30.	**Opinions sought in framing important polices of this department**	**27.73**	**1**	**23.47**	**2**	**9.87**	**3**
31.	**Opinions duly considered while making appointments**	**26.47**	**1**	**23.67**	**2**	**9.53**	**3**
32.	**Co-operation of colleagues in solving industrial problems**	**23.73**	**1**	**20.33**	**2**	**8.47**	**3**
33.	**Ample opportunities**	**23.13**	**1**	**20.87**	**2**	**9.60**	**3**
34.	Lack of Significance by the higher authority	25.73	3	24.13	2	9.40	1

Sr. No.	Particulars	0-4 Years		5-8 Years		9+ Years	
		Weight	Rank	Weight	Rank	Weight	Rank
35.	Life cumbersome due to job	29.00	3	25.13	2	10.00	1
36.	Lack of efforts in solving personal problem	31.47	3	26.80	2	11.13	1
37.	Unclear expectations by higher authority	26.93	3	24.40	2	9.27	1
38.	**Attachment to official instructions**	**25.13**	**1**	**21.93**	**2**	**8.33**	**3**
39.	Violate the formal and administrative procedure	25.33	3	23.27	2	9.13	1
40.	**Opinion sought in changing working system**	**27.67**	**1**	**23.73**	**2**	**10.07**	**3**
41.	**Sufficient mutual co-operation and Team spirit**	**24.60**	**1**	**20.80**	**2**	**8.93**	**3**
42.	Suggestions are not accepted while solving problems	26.27	3	25.20	2	9.67	1
43.	**Working conditions are satisfactory as per welfare**	**23.80**	**1**	**21**	**2**	**8.93**	**3**
44.	Work that ought to be done by others	31.40	3	25.87	2	10.47	1
45.	Unable to implement new procedures in the place of already existing procedure	30.60	3	26.87	2	10.67	1
46.	Unable to carry out assignments satisfactorily due to lack of time and excessive workload	27.00	3	25.60	2	9.87	1

Source: Primary Data

Analysis and Interpretation:

1) According to Table No. 6.3.1.57 stress ranges from lowest to highest according to number of years of experience are as low for greater than or equal to 9 years experience, moderate for experience between 05 to 08 years and more for experience less than or equal to 4 years. The data is interpreted as stress observed the nature of job, conditions of job, own experience and feeling about job according to experience with respect to the high workload, lack of information, contradictory instructions , adjustments to change of decisions , responsibility for the future of employees, assignments of monotonous nature, comparison between salary and work, work during tense circumstances, insufficient resources and

excessive work, working unwillingly, responsibility for future of employees, efficient performance not rewarded, risky and complicated assignments, dispose of work hurriedly due to excessive work load, unable to perform duties smoothly, lack of clear instructions, extra efforts are taken to maintain group-conformity, responsibility for progress and prosperity of the organization, lack of significance by the higher authority, life cumbersome due to job, lack of efforts in solving personal problem, unclear expectations by higher authority, violate the formal and administrative procedure, suggestions are not accepted while solving problems, work that ought to be done by others , unable to implement new procedures in the place of already existing procedure, unable to carry out assignments satisfactorily due to lack of time and excessive workload. The stress reported to be low in greater than or equal to 9 years of experience and ranked 1, moderate stress in experience between 5 to 8 years and is ranked 2 and more stress in case of the those experience less than or equal to 4 years, and ranked 3.

2)   According to Table No. 6.3.1.57 stress ranges from highest to lowest according to number of years of experience are as high for greater than or equal to 9 years experience, moderate for experience between 05 to 08 years and low for experience less than or equal to 4 years. The data are interpreted as suggestions implemented, decisions followed , work with people I liked, the self is respected by higher authorities , objectives are clear and planned, work-role quite clear and adequately planned, cooperation to solve industrial problems, suggestions to the training of employees, defame and malign the person as unsuccessful, opportunity to utilize the abilities independently ,enhancing the social status, opinions sought in framing important polices of this department, opinions duly considered in making appointments ,co-operation of colleagues in solving industrial problems, ample opportunities, attachment to official instructions, opinion is sought in changing   working system, sufficient mutual co-operation and team spirit, working conditions are satisfactory. The stress level was high in experience greater than or equal to 9 years as it ranked 1, moderate in experience between 5 to 8 years it ranked 2 and low in case of the experience less than or equal to 4

years and it ranked 3 which is shown in bold letters in the above table, they are false-keyed items.

Income status wise causes of stress for software employees

The Table No. 6.3.1.58 shows that causes of stress during the job routine according to income status.

Table No. 6.3.1.58 : Causes of stress according to income status

Sr. No.	Particulars	Low		Middle		High	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	High workload	16.53	2	52.53	3	7.27	1
2.	Lack of information	13.73	2	42.87	3	5.80	1
3.	Contradictory instructions	13.47	2	41.40	3	5.73	1
4.	Adjustments to change of decisions	12.87	2	44.80	3	6.40	1
5.	Responsibility for employees	13.87	2	44.53	3	7.00	1
6.	**Suggestions implemented**	**12.80**	**2**	**40.27**	**1**	**4.00**	**3**
7.	**Decisions followed**	**12.00**	**2**	**40.33**	**1**	**3.93**	**3**
8.	**Work with people I liked**	**11.87**	**2**	**43.93**	**1**	**4.27**	**3**
9.	Assignments of monotonous nature	14.33	2	47.93	3	5.87	1
10.	**The self is respected by higher authorities**	**12.00**	**2**	**39.53**	**3**	**4.60**	**1**
11.	Comparison between salary and work	16.53	2	47.93	3	5.33	1
12.	Work during tense circumstances	13.40	2	42.40	3	5.60	1
13.	Insufficient resources and excessive work	14.20	2	44.20	3	5.87	1
14.	**Objectives are clear and planned**	**11.53**	**2**	**41.53**	**3**	**5.07**	**1**
15.	**Work-role quite clear and adequately planned**	**12.13**	**2**	**39.60**	**3**	**4.47**	**1**
16.	Working unwillingly	13.67	2	41.67	3	4.73	1
17.	Responsibility for future of employees	13.60	2	44.27	3	6.73	1
18.	**Cooperation to solve industrial problems**	**13.27**	**2**	**44.47**	**3**	**4.73**	**1**
19.	**Suggestions to the training of employees**	**12.27**	**2**	**42.67**	**3**	**4.73**	**1**

Sr. No.	Particulars	Low		Middle		High	
		Weight	Rank	Weight	Rank	Weight	Rank
20.	**Defame and malign the person as unsuccessful**	**14.27**	**2**	**48.47**	**3**	**5.47**	**1**
21.	**Opportunity to utilize the abilities independently**	**12.33**	**2**	**40.60**	**3**	**4.80**	**1**
22.	**Enhancing the social status**	**11.13**	**2**	**39.73**	**3**	**4.73**	**1**
23.	Efficient performance not rewarded	14.13	2	48.80	3	6.20	1
24.	Risky and complicated assignments	15.53	2	54.33	3	6.27	1
25.	Dispose of work hurriedly due to excessive work load	13.67	2	43.33	3	6.27	1
26.	Unable to perform duties smoothly	13.20	2	40.33	3	6.07	1
27.	Lack of clear instructions	13.20	2	40.33	3	6.07	1
28.	Extra efforts are taken to maintain group-conformity	15.20	2	51.80	3	6.73	1
29.	Responsibility for progress and prosperity of the organization	16.33	2	53.60	3	6.20	1
30.	**Opinions sought in framing important polices of this department**	**13.20**	**2**	**43.07**	**3**	**4.80**	**1**
31.	**Opinions duly considered while making appointments**	**13.20**	**2**	**42.20**	**3**	**4.27**	**1**
32.	**Co-operation of colleagues in solving industrial problems**	**10.80**	**2**	**37.67**	**3**	**4.07**	**1**
33.	**Ample opportunities**	**11.47**	**2**	**38.53**	**3**	**3.60**	**1**
34.	Lack of significance by the higher authority	13.33	2	40.93	3	5.00	1
35.	Life cumbersome due to job	14.07	2	43.93	3	6.13	1
36.	Lack of efforts in solving personal problem	14.47	2	48.60	3	6.33	1
37.	Unclear expectations by higher authority	14.07	2	40.73	3	5.80	1
38.	**Attachment to official instructions**	**11.47**	**2**	**40.20**	**3**	**3.73**	**1**
39.	Violate the formal and administrative procedure	12.33	2	39.67	3	5.73	1
40.	**Opinion sought in changing working system**	**13.73**	**2**	**43.27**	**3**	**4.47**	**1**
41.	**Sufficient mutual co-operation and Team spirit**	**12.00**	**2**	**38.07**	**3**	**4.27**	**1**

Sr. No.	Particulars	Low		Middle		High	
		Weight	Rank	Weight	Rank	Weight	Rank
42.	Suggestions are not accepted while solving problems	13.27	2	42.40	3	5.47	1
43.	**Working conditions are satisfactory as per welfare**	**10.53**	**2**	**38.87**	**3**	**4.33**	**1**
44.	Work that ought to be done by others	15.13	2	46.87	3	5.73	1
45.	Unable to implement new procedures in the place of already existing procedure	15.27	2	45.87	3	7.00	1
46.	Unable to carry out assignments satisfactorily due to lack of time and excessive workload	13.53	2	42.20	3	6.73	1

Source: Primary Data

Analysis and Interpretation:

1) According to Table No. 6.3.1.58 stress ranges from lowest to highest according to income status are low for high-income status, moderate for low-income status and more for middle-income status. The data were interpreted as stress observed in the nature of job, conditions of job, own experience and feeling about job according to income status with respect to the high workload , lack of information , contradictory instructions , adjustments to change of decisions , responsibility for the future of employees , assignments of monotonous nature, comparison between salary and work, work during tense circumstances, insufficient resources and excessive work, working unwillingly , responsibility for future of employees, efficient performance not rewarded, risky and complicated assignments, dispose of work hurriedly due to excessive work load, unable to perform duties smoothly, lack of clear instructions, extra efforts are taken to maintain group-conformity, responsibility for progress and prosperity of the organization, lack of significance by the higher authority, life cumbersome due to job, lack of efforts in solving personal problem, unclear expectations by higher authority, violate the formal and administrative procedure, suggestions are not accepted while solving problems, work that ought to be done by others , unable to implement new procedures in the place of already existing procedure, unable to

carry out assignments satisfactorily due to lack of time and excessive workload. The stress is low in high income status and is ranked 1, moderate in low income status and is ranked 2 and more in case of the medium income status and is ranked 3.

2)   According to Table No. 6.3.1.58 stress ranges from lowest to highest according to income status are as low for middle-income status, moderate for low-income status and more for high-income status. The data are interpreted as suggestions implemented, decisions followed , work with people I liked, the self is respected by higher authorities ,   objectives are clear and planned, work-role quite clear and adequately planned, cooperation to solve industrial problems, suggestions to the training of employees, defame and malign the person as unsuccessful, opportunity to utilize the abilities independently ,enhancing the social status, opinions sought in framing important polces of this department, opinions duly considered in making appointments ,co-operation   of   colleagues in solving industrial problems, ample opportunities, attachment to official instructions, opinion is sought in changing working system, sufficient mutual co-operation and team spirit, working conditions are satisfactory. The stress level is more in high income status and it ranked 3, moderate in low income status and ranked 2 and low in case of the middle income status and ranked 1.

IV) Stress Symptoms

You might take the advice of your doctor or friend to rest more, take a holiday, eat better food, meditate. Such approaches certainly help, but they do not get to the root of the problem. Stress is more than a simple cause-effect reaction. The inner dimension of this process- your expectations, beliefs, perceptions, and needs is also a central element in the equation. This opens up another way of handling stress.

If you see stress as a purely negative thing and a barrier to functioning, you will tend to manage only its outer manifestations, its causes, and its effects. If however, you see it is an opportunity to learn more about yourself, and what is important to you, it can become another window into yourself. Stress can be a signal that there is still more to learn about your inner world.

The following table shows that some indications of stress during the job routine by gender wise, educational qualification, designation wise, and others.

Age wise classification of stress symptoms during the job routine

The Table No. 6.3.1.59 is showing the stress symptoms during the job routine according to age.

Table No. 6.3.1.59 : Stress symptoms during the job routine according to age

Sr. No.	Particulars	<= 25 years		26-35 years		36+years	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Nervousness	14.60	2	34.53	3	5.07	1
2.	Headache	16.00	2	33.80	3	4.40	1
3.	High blood pressure	17.00	2	38.33	3	5.67	1
4.	Worries about money and job	18.93	2	44.40	3	6.53	1
5.	Sweating on cold days	14.60	2	35.47	3	4.33	1
6.	Heart rate and increase in respiratory rate	14.80	2	37.60	3	4.47	1
7.	Stomach problem	14.47	2	36.33	3	5.33	1
8.	Worried or upset by things	17.93	2	41.07	3	6.20	1

Sr. No.	Particulars	<= 25 years		26-35 years		36+years	
		Weight	Rank	Weight	Rank	Weight	Rank
9.	Tired frequently	16.60	2	37.80	3	5.47	1
10.	As happy as other people seem to be	19.33	2	43.53	3	6.87	1
11.	Difficulties are getting higher and unable to overcome them	15.47	2	35.93	3	4.93	1
12.	Worries about something that really didn't matter	17.93	2	41.73	3	6.27	1
13.	Sometimes feel useless	14.67	2	36.53	3	5.07	1
14.	Inclines to react badly	14.60	2	34.80	3	4.87	1
15.	Lack of sleep due to worries	16.20	2	35.60	3	4.47	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.59, Ranks are given according to stress where symptoms are less, it is ranked 1, moderate is ranked 2 and more is ranked 3. In Table No. 6.3.1.59, Stress symptoms during the job observed are nervousness, headache, high blood pressure , worrying about money and job , sweating on cold days , heart rate and increase in respiratory rate, stomach problem, worried or upset by things, tired frequently, difficulties are getting higher and unable to overcome them, not happy as other people seem to be, facing more problems, and unable to overcome them, worrying about something that really didn't matter, sometimes feel useless, inclined to react badly, lack of sleep due to worries. Stress level are less in software employees in age greater than or equal to 36 and is ranked 1, moderate in age less than or equal to 25 and is ranked 2 and more in case of the age between 26 and 35 and is ranked 3. The interpretation of the data presented is that the Table No. 6.3.1.59 reveals that stress symptoms are less in software employees who are equal and greater than 36, moderate in those ages less than or equal to 25 and more in ages between 26 and 35 of software employees.

Gender wise classification of stress symptoms during the job routine

The Table No. 6.3.1.60 is showing the stress symptoms during the job routine according to gender.

Table No. 6.3.1.60 : Stress symptoms during the job routine according to gender

Sr. No.	Particulars	In Male		In Female	
		Weight	Rank	Weight	Rank
1.	Nervousness	40.73	2	13.47	1
2.	Headache	39.53	2	14.67	1
3.	High pressure	45.00	2	16.00	1
4.	Worries about money and job	53.00	2	16.87	1
5.	Sweat on cool days	41.07	2	13.33	1
6.	Heart poundings and shortness of breath	43.07	2	13.80	1
7.	Stomach problem	42.13	2	14.00	1
8.	Worried or upset by things	47.20	2	18	1
9.	Tired frequently	43.20	2	16.93	1
10.	As happy as other people seem to be	51.60	2	18.13	1
11.	Difficulties are getting higher and unable to overcome them	42.07	2	14.27	1
12.	Worrying about something that really didn't matter	48.07	2	17.87	1
13.	Sometimes feel useless	41.93	2	14.33	1
14.	Inclines to react badly	40.13	2	14.13	1
15.	Lack of sleep due to worries	41.67	2	14.60	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.60, Ranks are given according to stress where symptoms are less and is given ranked 1 and more is ranked 2. Stress symptoms during the job observed nervousness, headache, high pressure , worries about money and job , sweat on cool days , heart poundings and shortness of breath, stomach problem, worried or upset by things, tired frequently, as happy as other people seem to be, difficulties are getting higher and unable to overcome them, worrying about something that really didn't matter, sometimes feel useless , inclines to react badly, lack of sleep due to worries. The stress level is less in

women and is ranked 1 and in case of men it is ranked 2. It is interpreted that the Table No. 6.3.1.60 reveals that stress symptoms observed are more in male software employees than female.

Education qualification wise classification of stress symptoms during the job routine

The Table No. 6.3.1.61 shows the stress symptoms during the job routine according to educational qualification.

Table No. 6.3.1.61 : Stress symptoms during the job routine according to educational qualification

Sr. No.	Particulars	Graduate		Post Graduate		Doctorate	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Nervousness	30.27	3	23.80	2	0.13	1
2.	Headache	30.73	3	23.33	2	0.13	1
3.	High pressure	34.27	3	26.60	2	0.13	1
4.	Worries about money and job	38.93	3	30.67	2	0.27	1
5.	Sweat on cool days	31.20	3	23.07	2	0.13	1
6.	Heart poundings and shortness of breath	32.47	3	24.27	2	0.13	1
7.	Stomach problem	30.53	3	25.47	2	0.13	1
8.	Worried or upset by things	36.27	3	28.67	2	0.27	1
9.	Tired frequently	33.33	3	26.53	2	0.27	1
10.	As happy as other people seem to be	39.73	3	29.73	2	0.27	1
11.	Difficulties are getting higher and unable to overcome them	31.20	3	24.93	2	0.20	1
12.	Worrying about something that really didn't matter	37.47	3	28.33	2	0.13	1
13.	Sometimes feel useless	31.07	3	25.07	2	0.13	1
14.	Inclines to react badly	31.00	3	23.13	2	0.13	1
15.	Lack of sleep due to worries	32.33	3	23.80	2	0.13	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.61 , Ranks are given according to stress symptoms. The less stress symptoms is reported rank 1, where more stress symptoms was ranked

2 and most as ranked 3. In Table No. 6.3.1.61, Stress symptoms during the job observed are nervousness, headache, high pressure , worries about money and job , sweat on cool days , heart poundings and shortness of breath, stomach problem, worried or upset by things, tired frequently, as happy as other people seem to be, difficulties are getting higher and unable to overcome them, worrying about something that really didn't matter, sometimes feel useless , inclines to react badly , lack of sleep due to worries. The stress level reported less in doctorate and is ranked 1 ,moderate in postgraduate and is ranked 2 and most in graduate it is more as it ranked 3. The interpretation of the data presented is that the Table No. 6.3.1.61 reveals that stress symptoms have less in those software employees who were done doctorate, moderate in postgraduate and more in graduate software employees.

Faculty of education wise classification of stress symptoms during the job routine

The Table No. 6.3.1.62 shows the stress symptoms during the job routine according to faculty of education.

Table No. 6.3.1.62 : Stress symptoms during the job routine according to faculty of education

Sr. No.	Particulars	Arts		Commerce		Science	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Nervousness	1.53	2	5.27	3	15.40	4
2.	Headache	1.53	2	5.67	3	15.40	4
3.	High pressure	1.80	2	6	3	17.93	4
4.	Worries about money and job	1.93	2	6.80	3	21.07	4
5.	Sweat on cool days	1.53	2	6	3	16.60	4
6.	Heart poundings and shortness of breath	1.47	2	4.87	3	18.00	4
7.	Stomach problem	1.80	2	5.53	3	15.67	4
8.	Worried or upset by things	2.33	2	6.47	3	18.80	4
9.	Tired frequently	1.60	2	5.73	3	17.93	4
10.	As happy as other people seem to be	1.53	2	6.60	3	21.47	4

Sr. No.	Particulars	Arts		Commerce		Science	
		Weight	Rank	Weight	Rank	Weight	Rank
11.	Difficulties are getting higher and I am unable to overcome them	1.53	2	5.53	3	16.87	4
12.	Worrying about something that really didn't matter	1.73	2	6.60	3	19.60	4
13.	Sometimes feel useless	1.27	2	4.93	3	15.73	4
14.	Inclines to react badly	1.60	2	4.80	3	16.27	4
15.	Lack of sleep due to worries	1.67	2	5.20	3	17.33	4

Table No. 6.3.1.62 : Stress symptoms during the job routine according to faculty of education (Continued)

Sr. No.	Particulars	Computer Science		Other	
		Weight	Rank	Weight	Rank
1.	Nervousness	31.60	5	0.40	1
2.	Headache	31.33	5	0.27	1
3.	High pressure	34.93	5	0.33	1
4.	Worries about money and job	39.40	5	0.67	1
5.	Sweat on cool days	29.80	5	0.47	1
6.	Heart poundings and shortness of breath	32.13	5	0.40	1
7.	Stomach problem	32.87	5	0.27	1
8.	Worried or upset by things	37.33	5	0.27	1
9.	Tired frequently	34.60	5	0.27	1
10.	As happy as other people seem to be	39.67	5	0.47	1
11.	Difficulties are getting higher and unable to overcome them	32.07	5	0.33	1
12.	Worrying about something that really didn't matter	37.47	5	0.53	1
13.	Sometimes feel useless	33.80	5	0.53	1
14.	Inclines to react badly	31.13	5	0.47	1
15.	Lack of sleep due to worries	31.80	5	0.27	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.62, Ranks are given according to stress level. The highest stress level is given rank 1, higher stress level is given rank 2, moderate stress level is given rank 3, lower stress level is given rank 4 and least stress level as rank 5 .

In Table No. 6.3.1.62, Stress symptoms during the job are observed nervousness, headache, high pressure , worries about money and job , sweat on cool days , heart poundings and shortness of breath, stomach problem, worried or upset by things, tired frequently, as happy as other people seem to be, difficulties are getting higher and unable to overcome them, worrying about something that really didn't matter, sometimes feel useless , inclines to react badly , lack of sleep due to worries. The software employees educated in the faculty of computer science were the least stressed and ranked 5. Next came the software employees were educated in the faculty of science who reported to be in the less stress category were put in the rank 4. The employees were educated in the faculty of commerce reported to be moderately stress were put in rank 3. The software employees educated in the faculty of arts reported to be higher stress and put in the category of rank 4. Those software employees who were educated in faculties other than the mentioned above reported the highest stress and were put in rank 5. The Table No. 6.3.1.62 reveals that stress symptoms are more in amongst software employees who had their faculty of education whereas it is progressively more observed in Arts, Commerce, Science faculty respectively, and the least symptoms in Computer Science faculty.

Location wise classification of stress symptoms during the job routine

The Table No. 6.3.1.63 is shows the stress symptoms during the job routine according location.

Table No. : 6.3.1.63 : Stress symptoms during the job routine according to location

Sr. No.	Particulars	Rural Area		Urban Area	
		Weight	Rank	Weight	Rank
1.	Nervousness	18.47	1	35.73	2
2.	Headache	19.07	1	35.13	2
3.	High pressure	22.00	1	39.00	2

Sr. No.	Particulars	Rural Area		Urban Area	
		Weight	Rank	Weight	Rank
4.	Worries about money and job	23.53	1	46.33	2
5.	Sweat on cool days	19.93	1	34.47	2
6.	Heart poundings and shortness of breath	20.93	1	35.93	2
7.	Stomach problem	19.80	1	36.33	2
8.	Worried or upset by things	22.53	1	42.67	2
9.	Tired frequently	21.40	1	38.73	2
10.	As happy as other people seem to be	25.67	1	44.07	2
11.	Difficulties are getting higher and unable to overcome them	19.93	1	36.40	2
12.	Worrying about something that really didn't matter	24.00	1	41.93	2
13.	Sometimes feel useless	19.60	1	36.67	2
14.	Inclines to react badly	19.53	1	34.73	2
15.	Lack of sleep due to worries	21.33	1	34.93	2

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.63, Ranks are given according to stress symptoms as less is given rank 1 and more as rank 2. In Table No. 6.3.1.63, Stress symptoms during the job observed nervousness, headache, high pressure , worries about money and job , sweat on cool days , heart poundings and shortness of breath, stomach problem, worried or upset by things, tired frequently, as happy as other people seem to be, difficulties are getting higher and unable to overcome them, worrying about something that really didn't matter, sometimes feel useless , inclines to react badly , lack of sleep due to worries is less in rural area and is given rank 1 and more in case of the urban area and it ranked 2. The interpretation of the data presented is that the Table No. 6.3.1.63 reveals that Stress Symptoms were less in software employees who are from rural location and more from urban location.

Type of company wise classification of stress symptoms during the job routine

The Table No. 6.3.1.64 shows the stress symptoms during the job routine according to type of company/organization.

Table No.: 6.3.1.64 : Stress symptoms during the job routine according to type of company/organization

Sr. No.	Particulars	MNC		Private Organization	
		Weight	Rank	Weight	Rank
1.	Nervousness	30.60	4	28.20	3
2.	Headache	28.47	4	28.20	3
3.	High pressure	34.40	4	31.40	3
4.	Worries about money and job	40.33	4	32.07	3
5.	Sweat on cool days	30.07	4	28.80	3
6.	Heart poundings and shortness of breath	31.60	4	30.67	3
7.	Stomach problem	33.13	4	26.27	3
8.	Worried or upset by things	36.40	4	31.20	3
9.	Tired frequently	34.20	4	28.40	3
10.	As happy as other people seem to be	38.60	4	35.13	3
11.	Difficulties are getting higher and unable to overcome them	31.87	4	30.07	3
12.	Worrying about something that really didn't matter	37.07	4	33.60	3
13.	Sometimes feel useless	32.53	4	27.60	3
14.	Inclines to react badly	29.93	4	29.80	3
15.	Lack of sleep due to worries	29.40	3	29.93	4

Table No.: 6.3.1.64 : Stress symptoms during the job routine according to type of company/organization (Continued)

Sr. No.	Particulars	Government Organization		Small Scale Industry	
		Weight	Rank	Weight	Rank
1.	Nervousness	0.47	1	0.73	2
2.	Headache	0.47	1	0.87	2
3.	High pressure	0.47	1	0.73	2
4.	Worries about money and job	0.47	1	1.00	2
5.	Sweat on cool days	0.47	1	0.67	2

Sr. No.	Particulars	Government Organization		Small Scale Industry	
		Weight	Rank	Weight	Rank
6.	Heart poundings and shortness of breath	0.47	1	0.93	2
7.	Stomach problem	0.47	1	0.87	2
8.	Worried or upset by things	0.47	1	0.93	2
9.	Tired frequently	0.47	1	0.67	2
10.	As happy as other people seem to be	0.47	1	1.13	2
11.	Difficulties are getting higher and unable to overcome them	0.47	1	0.73	2
12.	Worrying about something that really didn't matter	0.47	1	1.00	2
13.	Sometimes feel useless	0.47	1	0.60	2
14.	Inclines to react badly	0.47	1	0.87	2
15.	Lack of sleep due to worries	0.40	1	0.73	2

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.64, Ranks are given according to stress symptoms as it ranges from lowest to the highest, which is ranked 1 to 4. In Table No. 6.3.1.64, Stress symptoms during the job observed were nervousness, headache, high pressure , worries about money and job , sweat on cool days , heart poundings and shortness of breath, stomach problem, worried or upset by things, tired frequently, as happy as other people seem to be, difficulties are getting higher and unable to overcome them, worrying about something that really didn't matter, sometimes feel useless , inclined to react badly. The stress symptoms were reported least in Government offices and is ranked 1, Small Scale industry software employees were having low stress symptoms and ranked 2, then the who were working in Private companies ranked 3 which were reporting moderate symptoms and last came the software employees who working in Multinational Company had facing highest stress symptoms and are ranked 4.

The Table No. 6.3.1.64 reveals that Stress Symptoms were less in software employees who are in Government Organization whereas it grows those are

working in Small Scale Industry then Private Organization and more those who were working in Multi National Company.

Level of position wise classification of stress symptoms during the job routine

The Table No. 6.3.1.65 shows the stress symptoms during the job routine according to level of position.

Table No. : 6.3.1.65 : Stress symptoms during the job routine according to level of position

Sr. No.	Particulars	Higher		Middle		Lower	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Nervousness	5.67	1	37.07	3	11.47	2
2.	Headache	5.47	1	37.07	3	11.67	2
3.	High pressure	6.67	1	41.20	3	13.13	2
4.	Worries about money and job	7.27	1	47.87	3	14.73	2
5.	Sweat on cool days	5.47	1	37.27	3	11.67	2
6.	Heart poundings and shortness of breath	5.93	1	39.20	3	11.73	2
7.	Stomach problem	5.93	1	38.33	3	11.87	2
8.	Worried or upset by things	7.07	1	44.20	3	13.93	2
9.	Tired frequently	6.60	1	40.53	3	13	2
10.	As happy as other people seem to be	6.47	1	48.33	3	14.93	2
11.	Difficulties are getting higher and unable to overcome them	5.73	1	37.87	3	12.73	2
12.	Worrying about something that really didn't matter	6.40	1	45.47	3	14.07	2
13.	Sometimes feel useless	5.13	1	39.60	3	11.53	2
14.	Inclines to react badly	4.87	1	37.67	3	11.73	2
15.	Lack of sleep due to worries	6.00	1	37.20	3	13.07	2

Source: Primary Data

Analysis and Interpretation:

It is observed in Table No. 6.3.1.65, ranks are given according Stress Symptoms. The low is given rank 1, moderate rank 2 and more rank 3.

In Table No. 6.3.1.65, Stress symptoms during the job were observed nervousness, headache, high pressure , worries about money and job , sweat on

cool days , heart poundings and shortness of breath, stomach problem, worried or upset by things, tired frequently, as happy as other people seem to be, difficulties are getting higher and unable to overcome them, worrying about something that really didn't matter, sometimes feel useless , inclines to react badly , lack of sleep due to worries is less in higher level position and ranked 1, moderate in lower level position and is given rank 2 and in case of the middle level position it is more as it ranked 3.

The Table No. 6.3.1.65 reveals that Stress Symptoms were less in software employees who were in the higher-level position, moderate in low position level and more in the middle position level.

Designation wise classification of stress symptoms during the job routine

The Table No. 6.3.1.66 shows the stress symptoms during the job routine according to designation.

Table No. : 6.3.1.66 : Stress symptoms during the job routine according to designation

Sr. No.	Particulars	Technical Person		Manager		Designer	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Nervousness	16.20	8	4.73	6	4.87	5
2.	Headache	16.20	8	4.60	6	4.47	5
3.	High pressure	19.47	8	5.13	6	5.07	5
4.	Worries about money and job	21.33	8	6.07	6	6.33	5
5.	Sweat on cool days	16.40	8	5.27	6	4.60	5
6.	Heart poundings and shortness of breath	18.13	8	5.20	6	4.73	5
7.	Stomach problem	16.53	8	5.47	6	5.20	5
8.	Worried or upset by things	19.80	8	5.87	6	5.40	5
9.	Tired frequently	18.47	8	5.07	6	4.80	5
10.	As happy as other people seem to be	21.13	8	5.20	6	5.47	5
11.	Difficulties are getting higher and unable to overcome them	17.13	8	4.73	6	5.00	5
12.	Worrying about something that really didn't matter	20.20	8	5.07	6	5.40	5

Sr. No.	Particulars	Technical Person		Manager		Designer	
		Weight	Rank	Weight	Rank	Weight	Rank
13.	Sometimes feel useless	17.73	8	4.27	6	5.07	5
14.	Inclines to react badly	16.47	8	4.33	6	5.00	5
15.	Lack of sleep due to worries	17.73	8	4.33	6	4.80	5

Table No. : 6.3.1.65 : Stress symptoms during the job routine according to designation(Continued)

Sr. No.	Particulars	Developer		Technical Support		HR	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Nervousness	14.40	7	18.60	9	0.87	1
2.	Headache	13.93	7	19.47	9	0.73	1
3.	High pressure	15.87	7	23.93	9	0.73	1
4.	Worries about money and job	18.33	7	31.87	9	1.07	1
5.	Sweat on cool days	13.27	7	16.53	9	0.73	1
6.	Heart poundings and shortness of breath	14.13	7	18.27	9	0.67	1
7.	Stomach problem	14.60	7	21.60	9	1.00	1
8.	Worried or upset by things	16.87	7	28	9	0.93	1
9.	Tired frequently	16.07	7	22.60	9	0.73	1
10.	As happy as other people seem to be	18.67	7	29.80	9	1.27	1
11.	Difficulties are getting higher and unable to overcome them	14.53	7	16.73	9	0.93	1
12.	Worrying about something that really didn't matter	17.27	7	29	9	1.13	1
13.	Sometimes feel useless	14.73	7	21.53	9	0.87	1
14.	Inclines to react badly	14.67	7	15.67	9	0.80	1
15.	Lack of sleep due to worries	13.47	7	17.13	9	0.87	1

Table No. : 6.3.1.65 : Stress symptoms during the job routine according to designation(Continued)

Sr. No.	Particulars	BPO		Tester		Other	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Nervousness	3.13	4	2	2	2.73	3
2.	Headache	4.27	4	2.07	2	2.60	3
3.	High pressure	4.80	4	2.20	2	2.47	3
4.	Worries about money and job	4.67	4	2.80	2	3.27	3
5.	Sweat on cool days	4.87	4	1.87	2	2.33	3
6.	Heart poundings and shortness of breath	4.13	4	1.93	2	2.73	3
7.	Stomach problem	3.40	4	2.33	2	2.53	3
8.	Worried or upset by things	4.53	4	2.27	2	2.87	3
9.	Tired frequently	4.47	4	2.07	2	2.67	3
10.	As happy as other people seem to be	4.87	4	2.67	2	3.33	3
11.	Difficulties are getting higher and unable to overcome them	4.47	4	1.87	2	2.67	3
12.	Worrying about something that really didn't matter	4.67	4	2.40	2	3.20	3
13.	Sometimes feel useless	3.00	4	2.20	2	2.60	3
14.	Inclines to react badly	3.87	4	2	2	2.13	3
15.	Lack of sleep due to worries	5.00	4	2.20	2	2.47	3

Source: Primary Data

Analysis and Interpretation

In Table 6.3.1.66, Ranks are given according to stress symptoms. The least stress symptoms is given rank 1, very low rank 2, low rank 3, somewhat moderate rank 4, moderate rank 5, high moderate rank 6, high rank 7, very high rank 8 and extremely high as rank 9. In Table No. 6.3.1.66, Stress symptoms during the job were observed nervousness, headache, high pressure , worries about money and job , sweat on cool days , heart poundings and shortness of breath, stomach problem, worried or upset by things, tired frequently, as happy as other people seem to be, difficulties are getting higher and unable to overcome them, worrying about something that really didn't matter, sometimes feel useless , inclines to react badly , lack of sleep due to worries ranges from least to extremely high

which ranged from rank 1 to rank 9 as HR, Tester, other , BPO, Designer, Manger, Developer, Technical Person and Technical Support respectively.

The Table No. 6.3.1.66 reveals that stress symptoms were observed in ascending order that is least to extremely high in software employees who are working on designation as HR, tester, BPO, designer, manager, developer, technical person, and technical support that were least in HR person and extremely high in technical support.

Experience wise classification of stress symptoms during the job routine

The Table No. 6.3.1.67 shows the stress symptoms during the job routine according to experience.

Table No. : 6.3.1.67 : Stress Symptoms during the job routine according to experience

Sr. No.	Particulars	0-4 Years		5-8 Years		9+ Years	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Nervousness	25.13	3	21.93	2	7.13	1
2.	Headache	26.20	3	20.73	2	7.27	1
3.	High pressure	28.07	3	24.33	2	8.60	1
4.	Worries about money and job	31.67	3	27.80	2	10.40	1
5.	Sweat on cool days	25.73	3	21.53	2	7.13	1
6.	Heart poundings and shortness of breath	25.93	3	22.87	2	8.07	1
7.	Stomach problem	25.07	3	23	2	8.07	1
8.	Worried or upset by things	29.60	3	26.40	2	9.20	1
9.	Tired frequently	27.53	3	24.27	2	8.33	1
10.	As happy as other people seem to be	33.00	3	26.73	2	10.00	1
11.	Difficulties are getting higher and unable to overcome them	26.00	3	22.80	2	7.53	1
12.	Worrying about something that really didn't matter	30.60	3	26.07	2	9.27	1
13.	Sometimes feel useless	25.87	3	22.93	2	7.47	1
14.	Inclines to react badly	25.07	3	21.53	2	7.67	1
15.	Lack of sleep due to worries	27.40	3	20.80	2	8.07	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.67, Ranks are given according to Stress symptoms. The low is given rank 1, moderate is given rank 2 and high as rank 3. In Table No. 6.3.67, Stress symptoms during the job observed were nervousness, headache, high pressure , worries about money and job , sweat on cool days , heart poundings and shortness of breath, stomach problem, worried or upset by things, tired frequently, as happy as other people seem to be, difficulties are getting higher and unable to overcome them, worrying about something that really didn't matter, sometimes feel useless , inclines to react badly , lack of sleep due to worries were low whose experience is greater than or equal to 9 years as it ranked 1, moderate in experience between 5 to 8 years as it ranked 2 and more in case of the experience less than or equal to 4 years as it ranked 3. The interpretation of data shows that it is observed that stress symptoms were low in software employees whose experience is more, and stress symptoms were more in whose experience is less.

Income status wise classification of stress symptoms during the job routine

The Table No. 6.3.1.68 shows the stress symptoms during the job routine according to income status.

Table No. : 6.3.1.68 : Stress symptoms during the job routine according to Income status

Sr. No.	Particulars	Low		Middle		High	
		Weight	Rank	Weight	Rank	Weight	Rank
1.	Nervousness	11.07	2	37.73	3	5.40	1
2.	Headache	12.07	2	36.73	3	5.40	1
3.	High pressure	13.33	2	41.47	3	6.20	1
4.	Worries about money and job	15.33	2	48.13	3	6.40	1
5.	Sweat on cool days	12.07	2	36.67	3	5.67	1
6.	Heart poundings and shortness of breath	12.13	2	39.13	3	5.60	1
7.	Stomach problem	10.87	2	39.67	3	5.60	1
8.	Worried or upset by things	13.87	2	44.80	3	6.53	1
9.	Tired frequently	12.73	2	41.67	3	5.73	1
10.	As happy as other people seem to be	15.13	2	48.80	3	5.80	1

Sr. No.	Particulars	Low		Middle		High	
		Weight	Rank	Weight	Rank	Weight	Rank
11.	Difficulties are getting higher and I am unable to overcome them	12.47	2	38.53	3	5.33	1
12.	Worrying about something that really didn't matter	14.40	2	45.47	3	6.07	1
13.	Sometimes I feel useless	12.40	2	39	3	4.87	1
14.	Inclines to react badly	11.87	2	37.27	3	5.13	1
15.	Lack of sleep due to worries	13.40	2	37.13	3	5.73	1

Source: Primary Data

Analysis and Interpretation:

In Table No. 6.3.1.68, Ranks were given according to stress symptoms. The low is given rank 1, moderate is given rank 2 and high as rank 3. In Table No. 6.3.1.68, Stress symptoms during the job were observed nervousness, headache, high pressure , worries about money and job , sweat on cool days , heart poundings and shortness of breath, stomach problem, worried or upset by things, tired frequently, as happy as other people seem to be, difficulties are getting higher and unable to overcome them, worrying about something that really didn't matter, sometimes feel useless , inclines to react badly , lack of sleep due to worries was low in high income status and it ranked 1, moderate in low income status and it ranked 2 and more in case of the middle income status and it ranked 3. The interpretation of data shows that it is observed that stress symptoms were low in software employees whose income status is high, moderate in low-income status and more in middle-income status.

V) Stress Management Techniques

Identify the major causes of stress in your life at this time. This will be easier if you think of the various aspects of your life. The self-imposed stressors are mainly the ones that you create in your mind-your perceptions about yourself and your abilities. You can find out current stressors in your life. Try to identify the underlying causes of stress and develop a plan of action to tackle it. This might be quite difficult and painful but it is crucial if you wish to move on in your life. You can prioritize your stress and you can think about how best to manage them .You may have to live with an event such as the death of a loved one but you do not have to live with a negative self-image, or a difficult work relationship.

What do you do now when you are suffering from stress? We all develop some strategies that we use when faced with a stressful situation- yoga, pranayama, meditation, spending time with their family, indoor/outdoor sports, listening to music, outings, partying, web surfing, spending time with their friends, watching movies, taking a walk, talking to their loved ones, reading , consuming alcohol, smoking, keeping eyes closed for some time, spending time with oneself, trekking, collection of stamps/coins, exercising in gymnasium, having a massage, aerobics, taking some medicine, psychological treatment and other stress management techniques. These are all pro actions and ones, which you should recognize and develop.

This exercise is the first stage to developing a plan to help reduce your levels of stress. Often it is not until we are faced with the cold facts that we take action. We can go through many years of suffering from before we realize the impact it is having on us and on our lives. Stress can be doing us damage without us even noticing it. For example, Years of working late and coming home after the children have gone to bed may have become a part of life but is it what you really want and are you prepared for the effects it may have in the future? It may not be until the children have grown up and left home that you realize what you have missed and the damage to your relationship that has been done by working late for so many years. Use this exercise to really help you change your life. It is

up to you to take responsibility and make the changes; nobody else will do it for you. The following tables show different component wise percentage of Stress Management Techniques used to reduce stress:

Age wise classification for software employees

The Table No. 6.3.1.69 is showing age wise percentage amongst software employees of Stress Management Techniques used to reduce stress:

Table No. 6.3.1.69: Age wise percentage of stress management techniques used to reduce stress

Sr. No.	Particulars	<=25 Years		26-35 Years		36+Years	
		Frequency	%	Frequency	%	Frequency	%
1.	Yoga	15	18.07	55	66.27	13	15.66
2.	Pranayama	19	25.33	44	58.67	12	16.00
3.	Meditation	19	25.00	48	63.16	9	11.84
4.	Spending time with their family	29	15.85	127	69.40	27	14.75
5.	Indoor/Outdoor sports	23	22.12	69	66.35	12	11.54
6.	Listening to music	56	31.82	100	56.82	20	11.36
7.	Outings	31	24.03	78	60.47	20	15.50
8.	Partying	33	28.70	69	60.00	13	11.30
9.	Web surfing	29	32.22	58	64.44	3	3.33
10.	Spending time with their friends	45	27.61	97	59.51	21	12.88
11.	Watching movies	51	33.12	89	57.79	14	9.09
12.	Taking a walk	22	19.64	74	66.07	16	14.29
13.	Talking to their loved ones	41	27.33	96	64.00	13	8.67
14.	Reading	20	18.35	75	68.81	14	12.84
15.	Consuming alcohol	6	13.04	35	76.09	5	10.87
16.	Smoking	11	29.73	21	56.76	5	13.51
17	Keeping eyes closed for some time	19	21.59	62	70.45	7	7.95
18	Spending time with oneself	18	23.08	50	64.10	10	12.82
19.	Trekking	4	11.11	25	69.44	7	19.44
20.	Collection of stamps/coins	3	20.00	12	80	0	0

Sr. No.	Particulars	<=25 Years		26-35 Years		36+Years	
		Frequency	%	Frequency	%	Frequency	%
21.	Exercising in gymnasium	26	37.14	39	55.71	5	7.14
22.	Having a massage	13	25.00	35	67.31	4	7.69
23.	Aerobics	7	23.33	20	66.67	3	10.00
24.	Taking medicine	6	24.00	16	64.00	3	12.00
25.	Psychological treatment	5	16.13	25	80.65	1	3.23
26.	Other	4	25.00	11	68.75	1	6.25

Source: Primary data

Analysis and Interpretation:

Analysis: The Table No. 6.3.1.69 shows

a) 18.07% of software employees age less than or equal to 25, 66.27% were between 26 and 35, and 15.66% were greater than or equal to 36 practiced Yoga to reduce stress (H_1).

b) 25.33% of software employees age less than or equal to 25, 58.67 % were between 26 and 35, and 16% were greater than or equal to 36 used Pranayama as a stress management technique (H_2).

c) 25% of software employees age less than or equal to 25, 63.16% were between 26 and 35, and 11.84% were greater than or equal to 36 used Meditation to get relief from stress (H_3).

d) 15.85% of software employees age less than or equal to 25, 69.40% were between 26 and 35, and 14.75% were greater than or equal to 36 used Spending time with family which is a part of spending time with oneself, (H_5)

e) 22.12% of software employees age less than or equal to 25, 66.35% were between 26 and 35, and 11.54% were greater than or equal to 36 used Indoor/Outdoor sports which is a part of spending time with oneself, (H_5)

f) 31.82% of software employees age less than or equal to 25, 56.82% were between 26 and 35, and 11.36% were greater than or equal to 36 used Listening to music to get relief from stress which is a part of spending time with oneself, (H_5)

g) 24.03% of software employees age less than or equal to 25, 60.47% were between 26 and 35, and 15.50% were greater than or equal to 36 used Outings to relax which is a part of spending time with oneself, (H_5)

h) 28.70% of software employees age less than or equal to 25, 60% were between 26 and 35, and 11.30% were greater than or equal to 36 used Partying to get de-stress which is a part of spending time with oneself, (H_5)

i) 32.22% of software employees age less than or equal to 25, 64.44% were between 26 and 35, and 3.33% were greater than or equal to 36 used Web Surfing which is a part of spending time with oneself, (H_5)

j) 27.61% of software employees age less than or equal to 25, 59.51% were between 26 and 35, and 12.88% were greater than or equal to 36 used Spending Time With Friends which is a part of spending time with oneself, (H_5)

k) 33.12% of software employees of age less than or equal to 25, 57.79% were between 26 and 35, and 9.09% were greater than or equal to 36 used Watching movies which is a part of spending time with oneself, (H_5)

l) 19.64% of software employees age less than or equal to 25, 66.07% were between 26 and 35, and 14.29% were greater than or equal to 36 used Taking a walk which is a part of spending time with oneself, (H_5)

m) 27.33% of software employees age less than or equal to 25, 64% were between 26 and 35, and 8.67% were greater than or equal to 36 used Talking to their loved ones which is a part of spending time with oneself, (H_5)

n) 18.35% of software employees age less than or equal to 25, 68.81% were between 26 and 35, and 12.84% were greater than or equal to 36 used Reading which is a part of spending time with oneself, (H_5)

o) 13.04% of software employees age less than or equal to 25, 76.09% were between 26 and 35, and 10.87% were greater than or equal to 36 used Consuming alcohol which is a part of spending time with oneself, (H_5)

p) 29.73% of software employees age less than or equal to 25, 56.76% were between 26 and 35, and 13.51% were greater than or equal to 36 used Smoking which is a part of spending time with oneself, (H_5)

q) 21.59% of software employees age less than or equal to 25, 70.45% were between 26 and 35, and 7.95% were greater than or equal to 36 used Keeping eyes closed for some time which is a part of spending time with oneself, (H_5)

r) 23.08% software employees of age less than or equal to 25, 64.10% between 26 and 35, and 12.82% greater than or equal to 36 used Spending time with oneself, (H_5)

s) 11.11% of software employees age less than or equal to 25, 69.44% between 26 and 35, and 19.44% greater than or equal to 36 used Trekking which is a part of spending time with oneself, (H_5)

t) 20% of software employees age less than or equal to 25, 80% were between 26 and 35, and no one of age greater than or equal to 36 used Collection of stamps/coins which is a part of spending time with oneself, (H_5)

u) 37.14% of software employees age less than or equal to 25, 55.71% were between 26 and 35, and 7.14% were greater than or equal to 36 used Exercising in gymnasium which is a part of spending time with oneself, (H_4)

v) 25% of software employees age less than or equal to 25, 67.31% were between 26 and 35, and 7.69% were greater than or equal to 36 used Having a massage which is a part of spending time with oneself, (H_4)

w) 23.33% of software employees age less than or equal to 25, 66.67% were between 26 and 35, and 10% were greater than or equal to 36 used Aerobics which is a part of spending time with oneself, (H_4)

x) 24% of software employees less than or equal to 25, 64% were between 26 and 35, and 12% were greater than or equal to 36 used Taking medicine which is a part of spending time with oneself, (H_5)

y) 16.13% of software employees age less than or equal to 25, 80.65% were between 26 and 35, and 3.23% were greater than or equal to 36 took consultancy of Psychological treatment which is a part of spending time with oneself (H_5) and

z) 25% of software employees below the age of 25 and 68.75% were between the ages of 26-35, and 6.25% were above the age of 36 used the stress management techniques of spending time with oneself. (H_5)

Interpretation for software employees whose ages were less than or equal to 25 years:

1) 37.14% software employees were using working out in the gymnasium to reduce stress. (H_4)

2) 33.12% software employees were using watching movies as a stress management technique to reduce stress. (H_5)

3) 32.22% software employees were spending time in web surfing to reduce stress a good technique for stress management. (H_5)

4) 31.82% software employees were listening to music to reduce stress, a one of the good techniques for stress management. (H_5)

5) 29.73% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and harm the body in the future. (H_5)

6) 28.70 % software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

7) 27.61 % software employees were spending time with friends to reduce stress, also a good technique for stress management. (H_5)

8) 27.33% software employees were talking to their loved ones to reduce stress, so it is good technique for stress management. (H_5)

9) 25.33% software employees were practising pranayama to reduce stress, so it is also a good technique for stress management which gives direction to a healthy spiritual life.(H_2)

10) 25% software employees were practicing Meditation to reduce stress, a good technique for stress management, which gives them a healthy blissful spiritual life. (H_3)

11) 25% software employees were having a massage to reduce stress, a good technique for stress management but will give temporary relief. (H_4)

12) 25% software employees reported other techniques to reduce stress. (H_5)

13) 24.03% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

14) 24% software employees were taking medicine to reduce stress, not a good technique for stress management may have side effects on the body. (H_5)

15) 23.33% software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

16) 23.08 % software employees were spending time with oneself to reduce stress, also good technique for stress management. (H_5)

17) 22.12% software employees were playing indoor/outdoor sports to reduce stress, a healthy technique for stress management. (H_5)

18) 21.59% software employees were keeping eyes closed sometimes to reduce stress, also a good technique for stress management. (H_5)

19) 20% software employees were collecting stamps/coins to reduce stress, a good technique for stress management. (H_5)

20) 19.64% software employees were taking a walk as stress management technique to reduce stress. (H_5)

21) 18.35% software employees have a habit of reading to reduce stress, a good technique for stress management. (H_5)

22) 18.07% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

23) 16.13% software employees were taking psychological treatment to reduce stress. It will give you temporary relief but will give short-term effect. (H_5)

24) 15.85% software employees were spending time with family to reduce stress, a one of the good techniques for stress management. (H_5)

25) 13.04% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief but will harm the body in the future. (H_5)

26) 11.11% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

Interpretation for software employees whose ages were between 26-35 years:

1) 80.65% software employees were taking psychological treatment to reduce stress. It will give you temporary relief and will give short term effect. (H_5)

2) 80% software employees were collecting stamps/coins to reduce stress, a good technique for stress management. (H_5)

3) 76.09% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief, which might harm the body in the future. (H_5)

4) 70.45% software employees were keeping eyes closed sometimes to reduce stress, also a good technique for stress management. (H_5)

5) 69.44 % software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

6) 69.40% software employees were spending time with family to reduce stress, a one of the good techniques for stress management. (H_5)

7) 68.81% software employees have a habit of reading to reduce stress, a good technique for stress management. (H_5)

8) 68.75% software employees reported other techniques to reduce stress. (H_5)

9) 67.31% software employees were interested in massage to reduce stress, a good technique for stress management, which will give temporary relief. (H_4)

10) 66.67% software employees were doing aerobics to reduce stress, a good technique for stress management. (H_4)

11) 66.35% software employees were playing indoor/outdoor sports to reduce stress, a healthy technique for stress management. (H_5)

12) 66.27% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

13) 66.07% software employees were used technique of stress management taking a walk to reduce stress, a good technique for stress management. (H_5)

14) 64.44% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

15) 64.10% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

16) 64% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

17) 64% software employees were taking medicine to reduce stress, not a good technique for stress management. There are many side effects, which might harm the body in the future. (H$_5$)

18) 63.16% software employees were doing meditation to reduce stress, also a good technique for stress management and which will be giving healthy blissful spiritual life. (H$_3$)

19) 60.47% software employees were going for outings to reduce stress, a good technique for stress management. (H$_5$)

20) 60% software employees were going for partying to reduce stress, a good technique for stress management. (H$_5$)

21) 59.51 % software employees were spending time with their friends to reduce stress, a good technique for stress management. (H$_5$)

22) 58.67%software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H$_2$)

23) 57.79% software employees were watching movies to reduce stress, a good technique for stress management. (H$_5$)

24) 56.82% software employees were listening to music to reduce stress, a one of the good techniques for stress management. (H$_5$)

25) 56.76% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and it may harm the body in the future. (H$_5$)

26) 55.71% software employees were exercising in gymnasium to reduce stress, also healthy technique for stress management. (H$_4$)

Interpretation for Age greater than or equal to 36 years:

1) 19.44% software employees were going for trekking to reduce stress, a good technique for stress management. (H$_5$)

2) 16% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H$_2$)

3) 15.66% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_1)

4) 15.50% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

5) 14.75% software employees were spending time with their family to reduce stress, a good technique for stress management. (H_5)

6) 14.29% software employees were taking a walk as to reduce stress, a good technique for stress management. (H_5)

7) 13.51% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief, which might harm the body in the future. (H_5)

8) 12.88% software employees were spending time with their friends to reduce stress, a good technique for stress management. (H_5)

9) 12.84% software employees have a habit of reading to reduce stress, a good technique for stress management. (H_5)

10) 12.82% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

11) 12% software employees were taking medicine to reduce stress, not a good technique for stress management. There are many side effects, which might harm the body. (H_5)

12) 11.84% software employees were doing meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

13) 11.54% software employees were playing indoor/outdoor sports to reduce stress, a healthy technique for stress management. (H_5)

14) 11.36% software employees were listening to music to reduce stress, a one of the good techniques for stress management. (H_5)

15) 11.30% software employees were going for partying to reduce stress, a good technique for stress management. (H_5)

16) 10.87% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief but harm the body in the future. (H_5)

17) 10% software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

18) 9.09% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

19) 8.67%software employees were talking to their loved one to reduce stress, a good technique for stress management. (H_5)

20) 7.95% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

21) 7.69% software employees were interested in massage to reduce stress, a good technique for stress management. (H_4)

22) 7.14% software employees were exercising in gymnasium to reduce stress, also a good technique for stress management. (H_4)

23) 6.25% software employees whose age greater than or equal to 36 years used other techniques to reduce stress. (H_5)

24) 3.33% software employees were spending time in web surfing to reduce stress. (H_5)

25) 3.23% software employees were taking psychological treatment to reduce stress; it will give you temporary relief but will give short-term effect. (H_5)

26) Not a single software employee was collecting stamps/coins to reduce stress.

Gender wise classification of software employees

The Table No. 6.3.1.70 is showing gender wise percentage of Stress Management Techniques used to reduce stress:

Table No. 6.3.1.70 : Gender wise percentage of stress management techniques used to reduce stress

Sr. No.	Particulars	Male		Female	
		Frequency	%	Frequency	%
1.	Yoga	58	24.17	25	30.49
2.	Pranayama	49	20.42	28	34.15
3.	Meditation	53	22.08	23	28.05
4.	Spending time with their family	136	56.67	47	57.32
5.	Indoor/Outdoor sports	90	37.50	14	17.07
6.	Listening to music	126	52.50	50	60.98
7.	Outings	98	40.83	31	37.80
8.	Partying	94	39.17	21	25.61
9.	Web surfing	68	28.33	22	26.83
10.	Spending time with their friends	125	52.08	38	46.34
11.	Watching Movies	112	46.67	42	51.22
12.	Taking a walk	79	32.92	33	40.24
13.	Talking to their loved one	102	42.50	48	58.54
14.	Reading	80	33.33	29	35.37
15.	Consuming alcohol	43	17.92	3	3.66
16.	Smoking	35	14.58	2	2.44
17.	Keeping eyes closed for some time	68	28.33	20	24.39
18.	Spending time with oneself	58	24.17	20	24.39
19.	Trekking	31	12.92	05	6.10
20.	Collection of stamp/coins	14	5.83	01	1.22
21.	Exercising in gymnasium	61	25.42	09	10.98
22.	Having a massage	40	16.67	12	14.63
23.	Aerobics	18	7.50	12	14.63
24.	Taking medicine	20	8.33	05	6.10
25.	Psychological treatment	29	12.08	02	2.44
26.	Other	9	3.75	07	8.54

Source: Primary Data

Analysis and Interpretation:

Analysis: The Table No. 6.3.1.70 shows

a) 30.49% females and 24.17% males used Yoga (H_1),

b) 34.15% females and 20.42% males used Pranayama (H_2),

c) 28.05% females and 22.08 % males used Meditation (H_3),

d) 57.12% females and 56.67% males used Spending time with family,

e) 17.07% females and 37.50% males used Indoor/Outdoor sports,

f) 60.98% females and 52.50% males used Listening to music,

g) 37.80% females and 40.83% males used Outings,

h) 25.61% females and 39.17% males used Partying,

i) 26.83% females and 28.33% males used Web surfing,

j) 46.34% females and 52.08% males used Spending time with their friends,

k) 51.22% females and 46.67% males used Watching movies,

l) 40.24% females and 32.92% males used taking a walk,

m) 58.54% females and 42.50% males used Talking to their loved ones,

n) 35.37% females and 33.33% males used Reading,

o) 3.66% females and 17.92% males used Consuming alcohol,

p) 2.44% females and 14.58% males used Smoking,

q) 24.39% females and 28.33% males used Keeping eyes closed for some time,

r) 24.39% females and 24.17% males used Spending time with oneself,

s) 6.10% females and 12.92% males used Trekking,

t) 1.22% females and 5.83% males used Collection like stamps/coins,

u) 10.98% females and 25.42% males used Exercising in gymnasium, (H_4)

v) 14.63% females and 16.67% males used having a massage, (H_4)

w) 14.63% females and 7.50% males used Aerobics (H_4),

x) 6.10% females and 8.33% males used Taking medicine,

y) 2.44% females and 12.08% males take consultancy of Psychological treatment

z) 8.54% females and 3.75% males used other techniques as stress management techniques to reduce stress.

Items 4 to 17 and 24 to 26 referred as (H_5)

Interpretation for Male Gender:

1) 56.67% male software employees spent time with their family to reduce stress, a good techniques for stress management.

2) 52.50% male software employees were listening to music to reduce stress, another good technique for stress management.

3) 52.08% male software employees spent time with their friends to reduce stress, which is also technique of stress management.

4) 46.67% male software employees were watching movies to reduce stress, a good technique for stress management

5) 42.50% male software employees were talking to their beloved ones to reduce stress, a good technique for stress management.

6) 40.83% male software employees were going for outings to reduce stress, a good technique for stress management.

7) 39.17% male software employees were going for partying to reduce stress, a good technique for stress management.

8) 37.50% male software employees are playing indoor/outdoor sports to reduce stress, so it is good technique for stress management.

9) 33.33% male software employees have a habit of reading to reduce stress, a good technique for stress management.

10) 32.92% male software employees were taking a walk as to reduce stress, a technique for stress management.

11) 28.33% male software employees spent time in web surfing to reduce stress, a good technique for stress management.

12) 28.33% male software employees were keeping eyes closed some time to reduce stress, also a good technique for stress management.

13) 25.42% male software employees were doing work outs in gymnasium to reduce stress, also a healthy technique for stress management. (H_4)

14) 24.17% male software employees were practising yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

15) 24.17% male software employees spent time with oneself to reduce stress, also a good technique for stress management.

16) 22.08% male software employees were practising meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

17) 20.42% male software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

18) 17.92% male software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief, which might harm the body.

19) 16.67% male software employees were interested in massage to reduce stress, a healthy technique for stress management. It will give you temporary relief. (H_4)

20) 14.58% male software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and might harm the body in the future.

21) 12.92% male software employees were going for trekking to reduce stress, a good technique for stress management.

22) 12.08% male software employees were taking psychological treatment to reduce stress, which will give you temporary relief and short-term effect.

23) 8.33% male software employees were taking medicine to reduce stress, not a good technique for stress management may have side effects on the body.

24) 7.5% male software employees were doing aerobics to reduce stress, also a healthy technique for stress management. (H_4)

25) 5.83% male software employees were collecting stamps/coins to reduce stress, also a good technique for stress management.

26) 3.75% male software employees were used other techniques to reduce stress. The unmarked 20 items refer to (H_5) which were Spending time with oneself.

Interpretation for the Female Gender:

1) 60.98% female software employees were listening to music to reduce stress, one of the joyful technique for stress management.

2) 58.54% female software employees were talking to their loved ones to reduce stress, one of the good techniques for stress management.

3) 57.32% female software employees spent time with their family to reduce stress, a one of the good technique for stress management.

4) 51.22% female software employees were watching movies to reduce stress, a good technique for stress management

5) 46.34% female software employees were spending time with their friend to reduce stress, a good technique for stress management.

6) 40.24% female software employees were taking a walk to reduce stress, a good technique for stress management.

7) 37.80% female software employees were going for outings to reduce stress, a good technique for stress management.

8) 35.37% female software employees have a habit of reading to reduce stress, a good technique for stress management.

9) 34.15% female software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

10) 30.49% female software employees were doing yoga to reduce stress, also a good technique for stress management and which were giving healthy blissful life. (H_1)

11) 28.05% female software employees were doing meditation to reduce stress, also a good technique for stress management and which were giving healthy blissful spiritual life. (H_3)

12) 26.83% female software employees were spending time in web surfing to reduce stress, a good technique for stress management.

13) 25.61% female software employees were going for party to reduce stress, a good technique for stress management.

14) 24.39% female software employees were keeping eyes closed sometimes to reduce stress, also a good technique for stress management.

15) 24.39% female software employees were spending time with oneself to reduce stress, also a good technique for stress management.

16) 17.07% female software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management.

17) 14.63% female software employees were interested in massage to reduce stress, a good technique for stress management. (H_4)

18) 14.63% female software employees were doing aerobics to reduce stress, also a healthy technique for stress management. (H_4)

19) 10.98% female software employees were exercising in gymnasium to reduce stress, also healthy technique for stress management. (H_4)

20) 8.54% female software employees were used other techniques to reduce stress.

21) 6.1 % female software employees were going for trekking to reduce stress, a good technique for stress management.

22) 6.1% female software employees were taking medicine to reduce stress, not a good technique for stress management. There may be many side effects on the body in the future.

23) 3.66 % female software employees were drinking alcohol to reduce stress, not a good technique for stress management, which might harm the body in the future.

24) 2.44 % female software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and may harm the body in the future.

25) 2.44 % female software employees were taking psychological treatment to reduce stress, which will have a short-term effect.

26) 1.22 % female software employees were collecting stamps/coins to reduce stress, also a good technique for stress management.

The unmarked 20 items refer to (H_5) concerning Spending time with oneself.

Educational qualification wise classification for software employees

The Table No. 6.3.1.71 is showing Educational Qualification wise percentage of stress management techniques used to reduce stress:

Table No. 6.3.1.71: Educational qualification wise percentage of stress management techniques used to reduce stress

Sr. No.	Particulars	Graduates		Post Graduates		Doctorates	
		Frequency	%	Frequency	%	Frequency	%
1.	Yoga	47	25.13	35	26.12	1	100
2.	Pranayama	51	27.27	25	18.66	1	100
3.	Meditation	45	24.06	30	22.39	1	100
4.	Spending time with their family	105	56.15	77	57.46	1	100
5.	Indoor/Outdoor sports	61	32.62	43	32.09	0	0
6.	Listening to music	103	55.08	72	53.73	1	100
7.	Outings	76	40.64	52	38.81	1	100
8.	Partying	66	35.29	49	36.57	0	0
9.	Web surfing	49	26.20	40	29.85	1	100
10.	Spending time with their friends	94	50.27	68	50.75	1	100
11.	Watching Movies	91	48.66	63	47.01	0	0
12.	Taking a walk	63	33.69	48	35.82	1	100
13.	Talking to their loved ones	88	47.06	61	45.52	1	100
14.	Reading	59	31.55	50	37.31	0	0
15.	Consuming alcohol	21	11.23	25	18.66	0	0
16.	Smoking	22	11.76	15	11.19	0	0
17.	Keeping eyes closed for some time	44	23.53	44	32.84	0	0
18	Spending time with oneself	50	26.74	28	20.90	0	0
19.	Trekking	21	11.23	14	10.45	1	100
20.	Collection of stamps/coins	2	1.07	13	9.70	0	0
21.	Exercising in gymnasium	42	22.46	27	20.15	1	100
22.	Having a massage	47	25.13	25	18.66	1	100
23.	Aerobics	51	27.27	14	10.45	0	0
24.	Taking medicine	45	24.06	11	8.21	0	0
25.	Psychological treatment	105	56.15	22	16.42	1	100
26.	Other	61	32.62	4	2.99	0	0

Source: Primary Data

Analysis and Interpretation:

Analysis: The Table No. 6.3.1.71 shows

a) 100% doctorates, 26.12% postgraduates, and 25.13% graduates software employees were practiced Yoga (H_1),

b) 100% doctorates, 18.66% postgraduates, and 27.27% graduates were used Pranayama to get relief from stress (H_2),

c) 100% doctorates, 22.39% postgraduates, and 24.06% graduates were used Meditation as a stress management technique (H_3),

d) 100% doctorates, 57.46% postgraduates, and 56.15% graduates were used Spending time with family to reduce stress (H_5),

e) 32.09% software employees postgraduates, 32.62% graduates were used Indoor/Outdoor sports to reduce stress (H_5),

f) 100% doctorates, 53.73% postgraduates, and 55.08% graduates were listening to music as a stress management technique (H_5),

g) 100% doctorates, 38.81% postgraduates, and 40.64% graduates were used Outings (H_5),

h) 36.57% postgraduates, and 35.29 % graduates were used Partying (H_5),

i) 100% doctorates, 29.85% postgraduates, and 26.2% graduates software employees were used Web surfing (H_5),

j) 100% doctorates, 50.75% postgraduates, and 50.27 % graduates were used Spending time with their friends (H_5),

k) 47.01% postgraduates, and 48.66 % graduates were used Watching movies (H_5),

l) 100% doctorates, 35.82% postgraduates, and 33.69 % graduates were taking a walk to reduce stress (H_5),

m) 100% doctorates, 45.52% postgraduates, and 47.06% graduates were used talking to their loved ones as technique of stress management (H_5),

n) 37.31% postgraduates, and 31.55% graduates were habit of Reading to de-stress (H_5),

o) 18.66% postgraduates, and 11.23% graduates were used Consuming alcohol (H_5),

p) 11.19% postgraduates and 11.76% graduates were smoking to relax from stress (H_5),

q) 32.84% postgraduates and 23.53% graduates were used Keeping eyes closed for some time (H_5),

r) 20.9% postgraduates and 26.74% graduates were used Spending time with oneself to become stress free (H_5),

s) 100% doctorates, 10.45% postgraduates, and 11.23% graduates were used Trekking (H_5),

t) 9.7% postgraduates, and 1.07% graduates were used Collection of stamps/coins (H_5),

u) 100% doctorates, 20.15% postgraduates, and 22.46% graduates software employees were used Exercising in gymnasium to reduce stress (H_4),

v) 100% doctorates, 18.66% postgraduates, and 25.13% graduates were used technique Having a massage for stress management (H_4),

w) 10.45% postgraduates and 27.27% graduates were used Aerobics (H_4),

x) 8.21% postgraduates and 24.06 % graduates used Taking medicine (H_5),

y)100% doctorates, 16.42% postgraduates, and 56.15% graduates were taking Psychological treatment to reduce stress (H_5) and

z) 2.99% postgraduates and 32.62 % of graduates were used other techniques to reduce stress (H_5).

Interpretation for Educational Qualification as a Graduate:

1) 56.15% graduate software employees spent time with their family to reduce stress, which is one of the good techniques of stress management. (H_5)

2) 56.15% graduate software employees were taking psychological treatment to reduce stress. It will give you temporary relief. (H_5)

3) 55.08% graduate software employees were listening to music to reduce stress, a one of the good technique for stress management. (H_5)

4) 50.27% graduate software employees were spending time with their friends to reduce stress, a one of the good technique for stress management. (H_5)

5) 48.66% graduate software employees were watching movies to reduce stress, as a technique of stress management. (H_5)

6) 47.06% graduate software employees were talking to their loved ones to reduce stress. (H_5)

7) 40.64% graduate software employees were going for outings to reduce stress, also one of technique of stress management. (H_5)

8) 35.29% graduate software employees were going for partying to reduce stress (H_5)

9) 33.69% graduate software employees were taking a walk as to reduce stress. (H_5)

10) 32.62% graduate software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

11) 32.62% graduate software employees were used other techniques to reduce stress. (H_5)

12) 31.55 % graduate software employees have a habit of reading to reduce stress, a good technique for stress management. (H_5)

13) 27.27 % graduate software employees were doing pranayama to reduce stress, also good technique for stress management, which are giving healthy spiritual life. (H_2)

14) 27.27 % graduate software employees were doing aerobics to reduce stress, also healthy technique for stress management. (H_4)

15) 26.74% graduate software employees were spending time with oneself to reduce stress, also a best technique for stress management. (H_5)

16) 26.20% graduate software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

17) 25.13% graduate software employees were doing yoga to reduce stress, also good technique for stress management and which are giving healthy blissful life. (H_1)

18) 25.13% graduate software employees were interested in massage to reduce stress, a good technique for stress management. (H_4)

19) 24.06% graduate software employees were doing Meditation to reduce stress, also a good technique for stress management, which are giving healthy blissful spiritual life. (H_3)

20) 24.06% graduate software employees were taking medicine to reduce stress, not a good technique for stress management. There are many side effects, which might harm the body. (H_5)

21) 23.53% graduate software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

22) 22.46% graduate software employees were doing workouts in gymnasium to reduce stress. (H_4)

23) 11.76% graduate software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and it may harm the body in the future. (H_5)

24) 11.23% graduate software employees were consuming alcohol to reduce stress, not a good technique for stress management, may harm the body in the future. (H_5)

25) 11.23% graduate software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

26) 1.07% graduate software employees were collecting stamps/coins to reduce stress, also a good technique for stress management. (H_5)

Interpretation for Educational Qualification as a Postgraduate:

1) 57.46% postgraduate software employees spent time with their families to reduce their stress, a one of the good techniques for stress management. (H_5)

2) 53.73% postgraduate software employees were listening to music to reduce stress, one of the good techniques for stress management. (H_5)

3) 50.75% postgraduate software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

4) 47.01% postgraduate software employees were watching movies to reduce stress, (H_5)

5) 45.52% postgraduate software employees were talking to their loved ones to reduce stress, a good technique for stress management.(H_5)

6) 38.81% postgraduate software employees were having outings to reduce stress, a one of the good techniques for stress management. (H_5)

7) 37.31% postgraduate software employees have a habit of reading to reduce stress, a good technique for stress management. (H_5)

8) 36.57% postgraduate software employees were going for partying to reduce stress, a good technique for stress management. (H_5)

9) 35.82% postgraduate software employees were taking a walk to reduce stress, a good technique for stress management. (H_5)

10) 32.84% postgraduate software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

11) 32.09% postgraduate software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

12) 29.85% postgraduate software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

13) 26.12% postgraduate software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

14) 22.39% postgraduate software employees were doing meditation to reduce stress, also good technique for stress management, which are giving healthy blissful spiritual life. (H_3)

15) 20.90% postgraduate software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

16) 20.15% postgraduate software employees were doing workouts in gymnasium to reduce stress, also a healthy technique for stress management. (H_4)

17) 18.66% postgraduate software employees were doing pranayama to reduce stress, also a good technique for stress management, which are giving healthy spiritual life. (H_2)

18) 18.66% postgraduate software employees were consuming alcohol to reduce stress, not a good technique for stress management, may harm the body in the future. (H_5)

19) 18.66% postgraduate software employees were interested in having a massage to reduce stress, also a good technique for stress management, which will give them temporary relief. (H_4)

20) 16.42% postgraduate software employees were taking psychological treatment to reduce stress; it will give you temporary relief and short-term effect. (H_5)

21) 11.19% postgraduate software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and may harm the body in the future. (H_5)

22) 10.45% postgraduate software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

23) 10.45% postgraduate software employees were going for trek to reduce stress, also a good technique for stress management. (H_5)

24) 9.70% postgraduate software employees were collecting stamps/coins to reduce stress, also a good technique for stress management. (H_5)

25) 8.21% postgraduate software employees were taking medicine to reduce stress, which is not a good technique for stress management but Taking medicine could also have side effects on your body. (H_5)

26) 2.99% postgraduate software employees were used other techniques to reduce stress. (H_5)

Interpretation for Educational Qualification as a Doctorate:

1) 100 % Doctorate software employees were doing yoga, meditation, pranayama spending time with their family, listening to music , outings, web surfing, spending time with their friends, taking a walk, talking to their loved ones, trekking, exercising in gymnasium, having a massage, taking psychological treatment to reduce stress, thus these are the best techniques of stress management.

2) None of doctorate software employees were using indoor/outdoor sports, partying, watching movies, reading , consuming alcohol, smoking, keeping eyes closed for some time, spending time with oneself, collection of stamps/coins, aerobics, taking medicine and other techniques; as techniques of stress management.

Faculty of education wise classification for software employees

The Table No. 6.3.1.72 is showing the faculty of education wise percentage of stress management techniques used to reduce their stress:

Table No. 6.3.1.72 : Faculty of education wise percentage of stress management techniques used to reduce stress

Sr. No.	Particulars	Arts		Commerce		Science	
		Frequency	%	Frequency	%	Frequency	%
1.	Yoga	4	44.44	3	10.00	28	28
2.	Pranayama	4	44.44	5	16.67	24	24
3.	Meditation	1	11.11	2	6.67	26	26
4.	Spending time with their family	7	77.78	15	50.00	52	52
5.	Indoor/Outdoor sports	2	22.22	9	30.00	32	32
6.	Listening to music	4	44.44	14	46.67	49	49
7.	Outings	3	33.33	12	40.00	40	40
8.	Partying	5	55.56	12	40.00	29	29
9.	Web surfing	3	33.33	3	10.00	28	28
10.	Spending time with their friends	2	22.22	13	43.33	44	44
11.	Watching Movies	6	66.67	11	36.67	42	42
12.	Taking a walk	4	44.44	5	16.67	31	31
13.	Talking to their loved ones	4	44.44	11	36.67	39	39
14.	Reading	5	55.56	5	16.67	28	28
15.	Consuming alcohol	2	22.22	5	16.67	16	16
16.	Smoking	3	33.33	8	26.67	16	16
17.	Keeping eyes closed for some time	4	44.44	6	20.00	19	19
18.	Spending time with oneself	2	22.22	8	26.67	24	24
19.	Trekking	2	22.22	0	0	6	6
20.	Collection of stamps/ coins	0	0	0	0	1	1
21.	Exercising in gymnasium	2	22.22	8	26.67	16	16
22.	Having a massage	3	33.33	3	10.00	16	16
23.	Aerobics	2	22.22	1	3.33	7	7
24.	Taking medicine	1	11.11	1	3.33	8	8
25.	Psychological treatment	0	0	1	3.33	4	4
26.	Other	0	0	2	6.67	7	7

Source: Primary Data

Table No. 6.3.1.72 : Faculty of education wise percentage of stress management techniques used to reduce stress(Continued)

Sr. No.	Particulars	Computer		Other	
		Frequency	%	Frequency	%
1.	Yoga	47	26.11	1	33.33
2.	Pranayama	43	23.89	1	33.33
3.	Meditation	45	25.00	2	66.67
4.	Spending time with their family	107	59.44	2	66.67
5.	Indoor/Outdoor sports	59	32.78	2	66.67
6.	Listening to music	107	59.44	2	66.67
7.	Outings	71	39.44	3	100
8.	Partying	68	37.78	1	33.33
9.	Web surfing	55	30.56	1	33.33
10.	Spending Time With their Friends	102	56.67	2	66.67
11.	Watching Movies	94	52.22	1	33.33
12.	Taking a walk	69	38.33	3	100
13.	Talking to their loved ones	94	52.22	2	66.67
14.	Reading	69	38.33	2	66.67
15.	Consuming alcohol	23	12.78	0	0
16.	Smoking	10	5.56	0	0
17.	Keeping eyes closed for some time	58	32.22	1	33.33
18.	Spending time with oneself	44	24.44	0	0
19.	Trekking	27	15.00	1	33.33
20.	Collection of stamps/coins	14	7.78	0	0
21.	Exercising in gymnasium	43	23.89	1	33.33
22.	Having a massage	29	16.11	1	33.33
23.	Aerobics	20	11.11	0	0
24.	Taking medicine	15	8.33	0	0
25.	Psychological treatment	26	14.44	0	0
26.	Other	7	3.89	0	0

Source: Primary Data

Analysis and Interpretation:

Analysis: The Table No. 6.3.1.72 shows

a) 44.44% from Arts faculty, 33.33% from other faculty, 28% from Science faculty, 26.11% from Computer Science, 10% from Commerce faculty used Yoga as a stress management technique (H_1),

b) 44.44% from Arts faculty, 33.33% from other faculty, 24% from Science, 23.89% from Computer Science, 16.67% from Commerce faculty were using Pranayama to reduce stress (H_2),

c) 66.67% from other faculty, 26% from Science, 25% from Computer Science, 11.11% from Arts faculty, 6.67% from Commerce faculty used Meditation to reduce stress (H_3),

d) 77.78% from Arts faculty, 66.67% from other faculty, 59.44% from Computer Science, 52 % from Science, 50% from Commerce faculty used Spending time with their family to de-stress (H_5),

e) 66.67% from other faculty, 32.78% from Computer Science, 32% from Science, 30% of Commerce, and 22.22% from Arts faculty used indoor/outdoor Sports (H_5),

f) 66.67% from other faculty, 59.44% from Computer Science, 49% from Science, 46.67% of Commerce, and 44.44% from Arts faculty used Listening to Music as a stress management technique (H_5),

g) 100% from other faculty, 39.44% from Computer Science, 40% from Science, 40% from Commerce and 33.33% from Arts faculty used Outings (H_5),

h) 55.56% from Arts faculty, 40% of Commerce, 37.78% from Computer Science, 33.33% from other faculty and 29% from Science faculty used Partying (H_5),

i) 33.33% from Arts faculty, 33.33% from other faculty, 30.56% from Computer Science, 28% from Science, and 10% from Commerce faculty used Web Surfing (H_5),

j) 66.67% from other faculty, 56.67% from Computer Science, 44% from Science, 43.33% of Commerce, and 22.22% from Arts faculty used Spending Time with their Friends (H_5),

k) 66.67% from Arts faculty, 52.22% from Computer Science, 42 % from Science, 36.67% of Commerce, and 33.33% from other faculty used Watching Movies to reduce stress (H_5),

l) 100% from other faculty, 44.44% from Arts faculty, 38.33% from Computer Science, 31% from Science, 16.67% from Commerce faculty were taking a walk to reduce stress (H_5),

m) 66.67% from other faculty, 52.22% from Computer Science, 44.44% from Arts faculty, 39% from Science, and 36.67% from Commerce faculty were talking to their loved ones as a stress management technique (H_5),

n) 66.67% from other faculty, 55.56% from Arts faculty, 38.33% from Computer Science, 28 % from Science, and 16.67 % from Commerce faculty used Reading as a habit to reduce stress (H_5),

o) 22.22% from Arts faculty, 16.67% of Commerce, 16% from Science, and 12.78% from Computer Science faculty used Consuming alcohol (H_5),

p) 33.33% from Arts faculty, 26.67% of Commerce, 16 % from Science, and 5.56 % from Computer Science faculty used Smoking (H_5),

q) 44.44% from Arts faculty, 33.33% from other faculty, 32.22% from Computer Science, 20% from Commerce, and 19% from Science faculty used Keeping eyes closed for some time (H_5),

r) 26.67% of Commerce, 24.44% from Computer Science, 24% from Science, and 22.22% from Arts faculty used Spending time with oneself (H_5),

s) 33.33% from other faculties, 22.22% from Arts faculty, 15% from Computer Science, and 6% from Science faculty used Trekking (H_5),

t) 7.78% from Computer Science and 1% from Science faculty used Collection of stamps/coins (H_5),

u) 33.33% from other faculties, 26.67% of Commerce, 23.89% from Computer Science, 22.22% from Arts faculty and 16% from Science faculty used Exercising in gymnasium (H_4),

v) 33.33% from other faculty, 33.33% from Arts faculty, 16.11% from Computer Science, 16% from Science, and 10% from Commerce faculty having a massage to get relief from stress (H_4),

w) 11.11% from Computer Science, 7% from Science, 3.33% of Commerce, and 22.22% from Arts faculty used Aerobics (H_4),

x) 11.11% from Arts faculty, 8.33% from Computer Science, 8% from Science, and 3.33% from Commerce faculty used Taking medicine to reduce stress (H_5),

y) 14.44% from Computer Science, 4% from Science and 3.33% from Commerce taking Psychological treatment (H_5) and

z) 3.89% from Computer Science, 7% from Science and 6.67% from Commerce faculty used other techniques to reduce stress (H_5).

Interpretation for Faculty of Arts:

1) 77.78% software employees from Arts faculty spent time with their family to reduce their stress, a one of the good techniques for stress management (H_5).

2) 66.67% Arts faculty software employees were watching movies to reduce stress, (H_5).

3) 55.56% Arts faculty software employees were going for parties to reduce stress, one of the good techniques of stress management (H_5).

4) 55.56% Arts faculty software employees have a habit of reading to reduce stress (H_5)

5) 44.44% Arts faculty software employees were doing yoga to reduce stress, also a good technique for stress management, which are giving healthy blissful life. (H_1)

6) 44.44% Arts faculty software employees were doing pranayama to reduce stress, also a good technique for stress management, which is giving healthy spiritual life. (H_2)

7) 44.44% Arts faculty software employees were listening to music to reduce stress, also a wonderful technique for stress management. (H_5)

8) 44.44% Arts faculty software employees were taking a walk to reduce stress, also best technique for stress management. (H_5)

9) 44.44% Arts faculty software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

10) 44.44% Arts faculty software employees were keeping eyes closed for some time to reduce stress. (H_5)

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11) 33.33% Arts faculty software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

12) 33.33% Arts faculty software employees were spending time in web surfing to reduce stress (H_5).

13) 33.33% software employees from the Arts faculty were smoking to reduce stress, which is not a good technique for stress management. It will give you temporary relief but definitely harm the body in the future. (H_5)

14) 33.33% software employees from Arts faculty were interested in a massage to reduce stress, a good technique for stress management. (H_4)

15) 22.22 % software employees who were Arts faculty were playing indoor/outdoor games to reduce stress, a good technique for stress management. (H_5)

16) 22.22% Arts faculty software employees spent time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

17) 22.22% Arts faculty software employees were spending time with oneself to reduce stress, a good technique for stress management. (H_5)

18) 22.22% Arts faculty software employees were consuming alcohol to reduce stress; not a good technique for stress management. It will only give temporary relief but will harm the body in the future. (H_5)

19) 22.22% Arts faculty software employees were going for trekking to reduce stress, which is a good technique for stress management. (H_5)

20) 22.22% Arts faculty software employees were exercising in gymnasium to reduce stress, which is also good technique for stress management. (H_4)

21) 22.22% Arts faculty software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

22) 11.11% Arts faculty software employees were using meditation to reduce stress, a good technique for stress management and is giving a healthy blissful spiritual life. (H_3)

23) 11.11% Arts faculty software employees were taking medicine to reduce stress, not a good technique for stress management. There are many side effects, which might harm the body. (H_5)

24) None from Arts faculty of software employee was taking psychological treatment, collecting stamps/coins, and other techniques to reduce stress. (H_5)

Interpretation of software employees from the Faculty of Commerce:

1) 50% Commerce faculty software employees were spending time with their family to reduce stress, a one of the good techniques of stress management. (H_5)

2) 46.67% Commerce faculty software employees were listening to music to reduce stress. (H_5)

3) 43.33% Commerce faculty software employees were spending time with their friends to reduce stress.(H_5)

4) 40% Commerce faculty software employees were going for outings to reduce stress . (H_5)

5) 40% Commerce faculty software employees were going for parties to reduce stress. (H_5)

6) 36.67% Commerce faculty software employees were watching movies to reduce stress. (H_5)

7) 36.67 % Commerce faculty software employees were communicating with their loved ones to reduce stress. (H_5)

8) 30% Commerce faculty software employees were playing indoor/outdoor sports to reduce stress. (H_5)

9) 26.67 % Commerce faculty software employees were smoking to reduce stress, not a good technique of stress management. It gives temporary relief but may harm the body in the future. (H_5)

10) 26.67% Commerce faculty software employees were spending time with oneself to reduce stress, a good technique for stress management. (H_5)

11) 26.67% Commerce faculty software employees were exercising in gymnasium, a healthy technique to reduce stress. (H_4)

12) 20% Commerce faculty software employees were keeping eyes closed for some time to reduce stress; also a good technique for stress management. (H_5)

13) 16.67 % Commerce faculty software employees were doing pranayama to reduce stress, a good technique for stress management, and which are giving healthy spiritual life. (H_2)

14) 16.67% Commerce faculty software employees have a habit of reading to reduce stress, a good technique for stress management. (H_5)

15) 16.67% Commerce faculty software employees were having a walk to reduce stress, a good technique for stress management. (H_5)

16) 16.67% Commerce faculty software employees were consuming alcohol to reduce stress, not a good technique for stress management. It gives temporary relief but harms the body in the future. (H_5)

17) 10% Commerce faculty software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

18) 10% Commerce faculty software employees were doing yoga to reduce stress, a good technique for stress management giving a healthy blissful life. (H_1)

19) 10% Commerce faculty software employees were interested in massage to reduce stress, a good technique for stress management, only gives temporary relief. (H_4)

20) 6.67% Commerce faculty software employees were doing meditation to reduce stress, a good technique for stress management giving healthy blissful spiritual life. (H_3)

21) 6.67% Commerce faculty software employees used other techniques to reduce stress. (H_5)

22) 3.33% Commerce faculty software employees were doing aerobics to reduce stress, a good technique for stress management. (H_4)

23) 3.33% Commerce faculty software employees were taking medicine to reduce stress, not a good technique for stress management. It may have side effects on the body. (H_5)

24) 3.33 % Commerce faculty software employees were taking psychological treatment to reduce stress, a temporary relief for a short-term effect. (H_5)

25) No software employee from commerce faculty used trekking and collecting stamps/coins as a technique for stress management. (H_5)

Interpretation of software employees from the faculty as a Science:

1) 52% Science faculty software employees spent time with their family a good techniques for stress management. (H_5)

2) 49% Science faculty software employees were listening to music to reduce stress. (H$_5$)

3) 44% Science faculty software employees were spending time with their friends to reduce stress, a good technique for stress management. (H$_5$)

4) 42% Science faculty software employees were watching movies to reduce stress. (H$_5$)

5) 40 % Science faculty software employees were going for outings to reduce stress, a good technique for stress management. (H$_5$)

6) 39 % Science faculty software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H$_5$)

7) 32% Science faculty software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H$_5$)

8) 31% Science faculty software employees were taking a walk to reduce stress, a good technique for stress management. (H$_5$)

9) 29% Science faculty software employees were going for parties to reduce stress, a good technique for stress management. (H$_5$)

10) 28% Science faculty software employees were spending time in web surfing to reduce stress, so it is good technique for stress management. (H$_5$)

11) 28% Science faculty software employees were practising yoga to reduce stress, a good technique for stress management giving healthy blissful life. (H$_1$)

12) 28% Science faculty software employees have a habit of reading to reduce stress, a good technique for stress management. (H$_5$)

13) 26% Science faculty software employees were doing Meditation to reduce stress, a good technique for stress management giving healthy blissful spiritual life. (H$_3$)

14) 24% Science faculty software employees were doing pranayama to reduce stress, a good technique for stress management giving healthy spiritual life.(H$_2$)

15) 24% Science faculty software employees were spending time with oneself to reduce stress, a good technique for stress management. (H$_5$)

16) 19% Science faculty software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H$_5$)

17) 16% Science faculty software employees were exercising in gymnasium to reduce stress, also a good technique for stress management. (H$_4$)

18) 16% Science faculty software employees were consuming alcohol to reduce stress, not a good technique for stress management, may give temporary relief, but will harm the body later. (H$_5$)

19) 16 % Science faculty software employees were interested in massage to reduce stress, a good technique for stress management give only temporary relief. (H$_4$)

20) 16 % Science faculty software employees were smoking to reduce stress; not a good technique for stress management will give temporary relief but harm the body in the future. (H$_5$)

21) 8% Science faculty software employees were taking medicine to reduce stress, not a good technique for stress management but may have side effects on the body. (H$_5$)

22) 7% Science faculty software employees were doing aerobics to reduce stress, also a good technique for stress management. (H$_4$)

23) 7% Science faculty software employees were using other techniques to reduce stress. (H$_5$)

24) 6% Science faculty software employees were going for trekking to reduce stress, a good technique for stress management. (H$_5$)

25) 4% Science faculty software employees were taking psychological treatment to reduce stress. It will give temporary relief but well for only short term effect. (H$_5$)

26) 1% Science faculty software employees were collecting stamps/coins to reduce stress, also a good technique for stress management. (H$_5$)

Interpretation of software employees for faculty of Computer Science:

1)59.44% Computer Science faculty software employees spent time with their family to reduce stress, a one of the good techniques for stress management. (H$_5$)

2) 59.44% Computer Science faculty software employees were listening to music to reduce stress, a good technique for stress management. (H$_5$)

3) 56.67% Computer Science faculty software employees were spending time with their friends to reduce stress, a good technique for stress management. (H_5)

4) 52.22% Computer Science faculty software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

5) 52.22% Computer Science faculty software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

6) 39.44% Computer Science faculty software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

7) 38.33% Computer Science faculty software employees were having a walk to reduce stress, a good technique for stress management. (H_5)

8) 38.33% Computer Science faculty software employees have a habit of reading to reduce stress, a good technique for stress management. (H_5)

9) 37.78% Computer Science faculty software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

10) 32.78% Computer Science faculty software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

11) 32.22% Computer Science faculty software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

12) 30.56% Computer Science faculty software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

13) 26.11% Computer Science faculty software employees were doing yoga to reduce stress, a good technique for stress management giving healthy blissful life. (H_1)

14) 25% Computer Science faculty software employees were doing meditation to reduce stress, also a good technique for stress management giving healthy blissful spiritual life. (H_3)

15) 24.44% Computer Science faculty software employees were spending time with oneself to reduce stress, a good technique for stress management. (H_5)

16) 23.89% Computer Science faculty software employees were doing pranayama to reduce stress, also a good technique for stress management giving healthy spiritual life. (H_2)

17) 23.89% Computer Science faculty software employees were exercising in gymnasium to reduce stress, also a good technique for stress management. (H_4)

18) 16.11% Computer Science faculty software employees were interested in massage to reduce stress, a good technique for stress management. (H_4)

19) 15% Computer Science faculty software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

20) 14.44% Computer Science faculty software employees were taking psychological treatment to reduce stress. It will give you temporary relief and short-term effect on the body. (H_5)

21) 12.78% Computer Science faculty software employees were consuming alcohol to reduce stress, not a good technique for stress management, will give temporary relief may harm the body in the future. (H_5)

22) 11.11% Computer Science faculty software employees were doing aerobics to reduce stress, a good technique for stress management. (H_4)

23) 8.33% Computer Science faculty software employees were taking medicine to reduce stress, not a good technique for stress management. There might be many side effects on the body in the future. (H_5)

24) 7.78 % Computer Science faculty software employees were collecting stamps/coins to reduce stress, also a good technique for stress management. (H_5)

25) 5.56 % Computer Science faculty software employees were smoking to reduce stress, not a good technique for stress management. (H_5)

26) 3.89% Computer Science faculty software employees were used other techniques to reduce stress. (H_5)

Interpretation for Other Faculty:

1) 100% software employees from the other than the above-mentioned faculties were going for outings to reduce stress, a good technique for stress management. (H_5)

2) 100% other faculty software employees were taking a walk to reduce stress, a technique for stress management. (H_5)

3) 66.67% other faculty software employees were doing meditation to reduce stress, also good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

4) 66.67 % other faculty software employees were spending time with their family to reduce stress, a one of the good technique for stress management. (H_5)

5) 66.67% other faculty software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

6) 66.67% other faculty software employees were listening to music to reduce stress, one of the good technique for stress management. (H_5)

7) 66.67% other faculty software employees were spending time with their friends to reduce stress, one of the good technique for stress management. (H_5)

8) 66.67% other faculty software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

9) 66.67% other faculty software employees have a habit of reading to reduce stress, a good technique for stress management. (H_5)

10) 33.33% other faculty software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

11) 33.33% other faculty software employees were doing pranayama to reduce stress, also a good technique for stress management which are giving healthy spiritual life. (H_2)

12) 33.33% other faculty software employees were going for party to reduce stress, a good technique for stress management. (H_5)

13) 33.33% other faculty software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

14) 33.33% other faculty software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

15) 33.33% other faculty software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

16) 33.33% other faculty software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

17) 33.33% other faculty software employees is exercising in gymnasium to reduce stress, so it is also good technique for stress management. (H_4)

18) 33.33% other faculty software employees were interested in massage to reduce stress, a good technique for stress management. (H_4)

19) None from other faculty software employees was spending time with oneself, consuming alcohol, taking psychological treatment, smoking, aerobics, collecting stamps/coins, taking medicine and other techniques to reduce stress.

Location wise classification for software employees

The Table No. 6.3.1.73 is showing location wise percentage of stress management techniques used to reduce stress:

Table No. 6.3.1.73: Location wise percentage of stress management techniques used to reduce stress

Sr. No.	Particulars	In Rural		In Urban	
		Frequency	%	Frequency	%
1.	Yoga	30	25.86	53	25.73
2.	Pranayama	26	22.41	75	23.29
3.	Meditation	21	18.10	76	23.60
4.	Spending time with their family	62	53.45	183	56.83
5.	Indoor/Outdoor sports	36	31.03	104	32.30
6.	Listening to music	55	47.41	176	54.66
7.	Outings	40	34.48	129	40.06
8.	Partying	35	30.17	115	35.71
9.	Web surfing	20	17.24	90	27.95
10.	Spending time with their friends	54	46.55	163	50.62
11.	Watching Movies	47	40.52	154	47.83
12.	Taking a walk	33	28.45	112	34.78
13.	Talking to their loved one	53	45.69	150	46.58
14.	Reading	34	29.31	109	33.85
15.	Consuming alcohol	15	12.93	46	14.29
16.	Smoking	14	12.07	37	11.49
17.	Keeping eyes closed for some time	22	18.97	88	27.33

Sr. No.	Particulars	In Rural		In Urban	
		Frequency	%	Frequency	%
18.	Spending time with oneself	24	20.69	78	24.22
19.	Trekking	10	8.62	36	11.18
20.	Collection of stamp/coins	2	1.72	15	4.66
21.	Exercising in gymnasium	32	27.59	70	21.74
22.	Having a massage	16	13.79	52	16.15
23.	Aerobics	9	7.76	30	9.32
24.	Taking medicine	10	8.62	25	7.76
25.	Psychological treatment	9	7.76	31	9.63
26.	Other	4	3.45	16	4.97

Source: Primary Data

Analysis and Interpretation:

Analysis: The Table No. 6.3.1.73 shows

a) 25.73% were from urban area and 25.86% software employees from rural who used Yoga as a practice, (H_1)

b) 23.29% employees from urban area and 22.41% software employees from rural used Pranayama to reduce stress, (H_2)

c) 23.60% employees from urban area and 18.10% software employees from rural used Meditation as a stress management technique, (H_3)

d) 56.83% employees from urban area and 53.45% software employees from rural used Spending time with their family to reduce stress, (H_5)

e) 32.30% employees from urban area and 31.03% software employees from rural used Indoor/Outdoor sports as a stress management technique, (H_5)

f) 54.66% employees from urban area and 47.41% from rural used Listening to Music, (H_5)

g) 40.06% software employees from urban area and 34.48% from rural used Outings, (H_5)

h) 35.71% software employees from urban area and 30.17% from rural used Partying, (H_5)

i) 27.95% software employees were from urban area and 17.24% from rural used Web surfing, (H_5)

j) 50.62% software employees from urban area and 46.55% from rural used Spending Time with their friends to reduce stress, (H$_5$)

k) 47.83% software employees from urban area and 40.52% from rural used Watching movies, (H$_5$)

l) 34.78% software employees from urban area and 28.45% from rural used taking a walk to reduce stress, (H$_5$)

m) 46.58% software employees from urban area and 45.69% from rural used Talking to their loved ones to relief from stress, (H$_5$)

n) 33.85% were from urban area and 29.31% software employees from rural used Reading, (H$_5$)

o) 14.29% were from urban area and 12.93% software employees from rural used Consuming alcohol for de-stress, (H$_5$)

p) 11.49% were from urban area and 12.07% software employees from rural used Smoking to get relief from stress, (H$_5$)

q) 27.33% were from urban area and 18.97% software employees from rural used Keeping eyes closed for some time, (H$_5$)

r) 24.22% were from urban area and 20.69% software employees from rural used Spending time with oneself, (H$_5$)

s) 11.18% were from urban area and 8.62 % software employees from rural area used Trekking to reduce stress, (H$_5$)

t) 4.66% were from urban area and 1.72% software employees from rural used Collection of stamps/coins, (H$_5$)

u) 21.74% were from urban area and 27.59% software employees from rural used Exercising in gymnasium, (H$_4$)

v) 16.15% were from urban area and 13.79% software employees from rural used Having a massage a technique for stress management, (H$_4$)

w) 9.32% were from urban area and 7.76% software employees from rural used Aerobics, (H$_4$)

x) 7.76% were from urban area and 8.62% software employees from rural used Taking medicine, (H$_5$)

y) 9.63% were from urban area and 7.76% software employees from rural were taking Psychological treatment (H_5) and

z) 4.97% were from urban area and 3.45% software employees from rural used other stress management techniques (H_5)

Interpretation of software employees who come from rural area Location:

1) 62% software employees from rural location spent time with their family to reduce stress, one of the good techniques for stress management. (H_5)

2) 55% software employees from rural location were listening to music to reduce stress, a good technique for stress management. (H_5)

3) 54% software employees from rural location were spending time with their friends to reduce stress, a good techniques for stress management. (H_5)

4) 53 % software employees from rural location were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

5) 47% software employees from rural location were watching movies to reduce stress. (H_5)

6) 40 % software employees from rural location were going for outings to reduce stress, a good technique for stress management. (H_5)

7) 36% software employees from rural location were playing indoor/outdoor sports to reduce stress, a healthy technique for stress management. (H_5)

8) 35 % software employees from rural location were going for parties to reduce stress, a good technique for stress management. (H_5)

9) 34% software employees from rural location had habit of reading to reduce stress, a good technique for stress management. (H_5)

10) 33% software employees from rural location were using having a walk as a stress management technique to reduce stress. (H_5)

11) 32% software employees from rural location were exercising in gymnasium to reduce stress, also a healthy technique for stress management. (H_4)

12) 30% software employees from rural location were practicing yoga to reduce stress, also a good technique for stress management giving healthy blissful life. (H_1)

13) 26% software employees from rural location were doing pranayama to reduce stress, also a good technique for stress management, giving healthy spiritual life. (H$_2$)

14) 24% software employees from rural location were spending time with oneself to reduce stress, also a good technique for stress management. (H$_5$)

15) 22% software employees from rural location were keeping eyes closed for some time to reduce stress, also good technique for stress management. (H$_5$)

16) 21% software employees from rural location were doing meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H$_3$)

17) 20% software employees from rural location were spending time in web surfing to reduce stress, a good technique for stress management. (H$_5$)

18) 16% software employees from rural location were interested in massage to reduce stress, is a good technique for stress management. (H$_4$)

19) 15% software employees from rural location were consuming alcohol to reduce stress, not a good technique for stress management. It might harm the body in the future. (H$_5$)

20) 14% software employees who were from rural location used smoking to reduce stress, not a good technique for stress management, may harm the body in the future. (H$_5$)

21) 10% software employees from rural location were going for trekking to reduce stress, a good technique for stress management. (H$_5$)

22) 10% software employees from rural location were taking medicine to reduce stress, not a good technique for stress management may have many side effects on the body in the future. (H$_5$)

23) 9% software employees from rural location were doing aerobics to reduce stress, also a good technique for stress management. (H$_4$)

24) 9% software employees from rural location were taking psychological treatment to reduce stress. (H$_5$)

25) 4% software employees from rural location were used other techniques to reduce stress. (H$_5$)

26) 2 % software employees from rural location were collecting stamps/coins to reduce stress, also a good technique for stress management. (H_5)

Interpretation for software employees from the Urban Location:

1) 56.83% software employees from urban location spent time with family to reduce stress, a good technique for stress management. (H_5)

2) 54.66% software employees from urban location were listening to music to reduce stress, a one of the good technique for stress management. (H_5)

3) 50.62% software employees from urban location were spending time with their friends to reduce stress, a one of the good technique for stress management. (H_5)

4) 47.83% software employees from urban location were watching movies to reduce stress, a good technique for stress management. (H_5)

5) 46.58% software employees from urban location were talking to their loved ones to reduce stress, so it is good technique for stress management. (H_5)

6) 40.06% software employees from urban location were going for outings to reduce stress, a good technique for stress management. (H_5)

7) 35.71% software employees from urban location were going for parties to reduce stress, a good technique for stress management. (H_5)

8) 34.78% software employees from urban location were taking a walk as a stress management technique to reduce stress. (H_5)

9) 33.85% software employees from urban location had a habit of reading to reduce stress, which is good technique for stress management. (H_5)

10) 32.30% software employees from urban location were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

11) 27.95% software employees from urban location were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

12) 27.33% software employees from urban location were keeping eyes closed for some time to reduce stress, also good technique for stress management. (H_5)

13) 25.73% software employees from urban location were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

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14) 24.22% software employees from urban location were spending time with oneself to reduce stress, also good technique for stress management. (H_5)

15) 23.60% software employees from urban location were doing meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

16) 23.29% software employees from urban location were doing pranayama to reduce stress, also good technique for stress management and which are giving healthy spiritual life. (H_2)

17) 21.74% software employees from urban location were doing workouts in gymnasium to reduce stress, also good technique for stress management. (H_4)

18) 16.15% software employees from urban location were interested in massage to reduce stress, a good technique for stress management. (H_4)

19) 14.29% software employees from urban location were consuming alcohol to reduce stress, not a good technique for stress management, may harm the body in the future. (H_5)

20) 11.49% software employees from urban location were used smoking as a stress management technique to reduce stress. It may give you temporary relief but harm the body in future. (H_5)

21) 11.18% software employees from urban location were going for trekking to reduce stress, a good technique for stress management. (H_5)

22) 9.63% software employees from urban location were taking psychological treatment to reduce stress. (H_5)

23) 9.32% software employees from urban location were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

24) 7.76% software employees from urban location were taking medicine to reduce stress, not a good technique for stress management. It may have many side effects on the body in the future. (H_5)

25) 4.97% software employees from urban location were used other techniques to reduce stress. (H_5)

26) 4.66 % software employees from urban location were collecting stamps/coins to reduce stress also a good technique for stress management. (H_5)

Type of company wise classification of software employee

The Table No. 6.3.1.74 is showing type of company wise percentage of stress management techniques used to reduce stress:

Table No. 6.3.1.74 : Type of company wise percentage of stress management techniques used to reduce stress

Sr. No.	Particulars	MNC		Private Organization	
		Frequency	**%**	**Frequency**	**%**
1.	Yoga	36	19.67	46	35.11
2.	Pranayama	35	19.13	40	30.53
3.	Meditation	49	26.78	26	19.85
4.	Spending time with their family	111	60.66	67	51.15
5.	Indoor/Outdoor sports	63	34.43	40	30.53
6.	Listening to music	112	61.20	57	43.51
7.	Outings	78	42.62	47	35.88
8.	Partying	75	40.98	37	28.24
9.	Web surfing	65	35.52	25	19.08
10.	Spending time with their friends	104	56.83	53	40.46
11.	Watching movies	98	53.55	52	39.69
12.	Taking a walk	66	36.07	44	33.59
13.	Talking to their loved ones	99	54.10	46	35.11
14.	Reading	71	38.80	37	28.24
15.	Consuming alcohol	31	16.94	13	9.92
16.	Smoking	20	10.93	15	11.45
17.	Keeping eyes closed for some time	58	31.69	26	19.85
18.	Spending time with oneself	45	24.59	33	25.19
19.	Trekking	23	12.57	13	9.92
20.	Collection of stamp/coins	15	8.20	0	0
21.	Exercising in gymnasium	32	17.49	36	27.48
22.	Having a massage	32	17.49	18	13.74
23.	Aerobics	20	10.93	10	7.63
24.	Taking medicine	16	8.74	9	6.87
25.	Psychological treatment	26	14.21	5	3.82
26.	Other	10	5.46	6	4.58

Sr. No.	Particulars	Government Organization		Small Scale Industry	
		Frequency	%	Frequency	%
1.	Yoga	0	0	83	25.78
2.	Pranayama	0	0	75	23.29
3.	Meditation	0	0	76	23.60
4.	Spending time with their family	3	100	183	56.83
5.	Indoor/Outdoor sports	1	33.33	104	32.30
6.	Listening to music	2	66.67	176	54.66
7.	Outings	2	66.67	129	40.06
8.	Partying	2	66.67	115	35.71
9.	Web surfing	0	0	90	27.95
10.	Spending time with their friends	3	100	163	50.62
11.	Watching Movies	1	33.33	154	47.83
12.	Taking a walk	1	33.33	112	34.78
13.	Talking to their loved ones	3	100	150	46.58
14.	Reading	0	0	109	33.85
15.	Consuming alcohol	1	33.33	46	14.29
16.	Smoking	1	33.33	37	11.49
17.	Keeping eyes closed for some time	1	33.33	88	27.33
18.	Spending time with oneself	0	0	78	24.22
19.	Trekking	0	0	36	11.18
20.	Collection of stamp/coins	0	0	15	4.66
21.	Exercising in gymnasium	0	0	70	21.74
22.	Having a massage	0	0	52	16.15
23.	Aerobics	0	0	30	9.32
24.	Taking medicine	0	0	25	7.76
25.	Psychological treatment	0	0	31	9.63
26.	Other	0	0	16	4.97

Source: Primary Data

Analysis and Interpretation:

Analysis: The Table No. 6.3.1.74 shows

a) 19.67% from MNC, 35.11% from Private Limited, 25.78% from Small Scale Industry and 0% from Government employees used Yoga, (H_1)

b) 19.13% from MNC, 30.53% from Private Limited, 23.29% from Small Scale Industry and 0% from Government used Pranayama, (H_2)

c) 26.78% from MNC, 19.85% from Private Limited, 23.60% employees from Small Scale Industry and 0% from Government used Meditation, (H_3)

d) 60.66% software employees from MNC, 51.15% from Private Limited, 56.83% from Small Scale Industry, and 100% from Government used Spending time with their family to reduce stress, (H_5)

e) 34.43% from MNC employees, 30.53% from Private Limited, 32.30% from Small Scale Industry and 33.33% from Government used Indoor/Outdoor sports, (H_5)

f) 61.20% from MNC, 43.51% from Private Limited, 54.66% from Small Scale Industry and 66.67% employees from Government used stress management technique listening to Music, to reduce stress, (H_5)

g) 42.62% from MNC, 35.88% from Private Limited, 40.06% from Small Scale Industry and 66.67% from Government were used Outings, (H_5)

h) 40.98% from MNC, 28.24% from Private Limited, 35.71% from Small Scale Industry and 66.67% from Government used Partying, (H_5)

i) 5.52% from MNC, 19.08% from Private Limited, 27.95% from Small Scale Industry and 0% from Government used Web Surfing, (H_5)

j) 56.83% from MNC, 40.46% from Private Limited, 50.62% from Small Scale Industry and 100% from Government used Spending time with their friends, (H_5)

k) 53.55% from MNC, 39.69% from Private Limited, 47.83% from Small Scale Industry and 33.33% from Government used Watching Movies, (H_5)

l) 36.07% from MNC, 33.59% from Private Limited, 34.78% from Small Scale Industry and 33.33% from Government employees taking a Walk to reduce stress, (H_5)

m) 54.10% from MNC, 35.11% from Private Limited, 46.58% from Small Scale Industry and 100% from Government used Talking to their loved ones, (H_5)

n) 38.80% from MNC, 28.24% from Private Limited, 33.85% from Small Scale Industry and 0% from Government used Reading, (H$_5$)

o) 16.94% from MNC, 9.92% from Private Limited, 14.29% from Small Scale Industry and 33.33% from Government used Consuming alcohol, (H$_5$)

p) 10.93% from MNC, 11.45% from Private Limited, 11.49% from Small Scale Industry and 33.33% from Government used Smoking, (H$_5$)

q) 31.69% from MNC, 19.85% from Private Limited, 27.33% from Small Scale Industry and 33.33% from Government used Keeping eyes closed for some time, (H$_5$)

r) 24.59% from MNC, 25.19% from Private Limited, 24.22% from Small Scale Industry and 0% from Government used Spending time with oneself, (H$_5$)

s) 12.57% from MNC, 9.92% from Private Limited, 11.18 from Small Scale Industry and 0% from Government used Trekking, (H$_5$)

t) 8.20% from MNC, 0% from Private Limited, 4.66% from Small Scale Industry and 0% from Government used Collection of stamps/coins, (H$_5$)

u) 17.49% from MNC, 27.48% from Private Limited, 21.74% from Small Scale and 0% from Government used workout in Exercising in gymnasium to reduce stress, (H$_5$)

v) 17.49% from MNC, 13.74% from Private Limited, 16.15% from Small Scale Industry and 0% from Government were having a massage to relief from stress, (H$_5$)

w) 10.93% from MNC, 7.63% from Private Limited, 9.32 % from Small Scale Industry and 0% from Government used Aerobics, (H$_4$)

x) 8.74% from MNC, 6.87% from Private Limited, 7.76% from Small Scale Industry and 0% from Government were taking medicine to de-stress, (H$_5$)

y) 4.21% from MNC, 3.82% from Private Limited, 9.63% from Small Scale Industry and 0% from Government were taking Psychological treatment (H$_5$) and

z) 5.46% from MNC, 4.58% from Private Limited, 4.97% from Small Scale Industry and 0% from Government used other stress management techniques. (H$_5$)

Interpretation for type of Company as MNC:

The following interpretation shows percentage of software employee who are working in Multi National Company and they were using different stress management techniques to reduce stress.

1) 61.20% software employees were listening to music to reduce stress, a good technique for stress management. (H_5)

2) 60.66% software employees were spending time with their family, a good techniques for stress management. (H_5)

3) 56.83% software employees were spending time with their friends to reduce stress, a one of the good technique for stress management. (H_5)

4) 54.10% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

5) 53.55% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

6) 42.62% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

7) 40.98% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

8) 8.80% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

9) 36.07% software employees were taking a walk to reduce stress, a good technique for stress management. (H_5)

10) 35.52% software employees were spending time on web surfing to reduce stress, also a good technique for stress management. (H_5)

11) 34.43% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

12) 31.69% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

13) 26.78% software employees were doing meditation to reduce stress, a good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

14) 24.59% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

15) 19.67% software employees were doing yoga to reduce stress, also a good technique for stress management, which are giving healthy blissful life. (H_1)

16) 19.13% software employees were doing pranayama to reduce stress, also good technique for stress management, which are giving healthy spiritual life. (H_2)

17) 17.49 % software employees were exercising in gymnasium to reduce stress, also a good technique for stress management. (H_4)

18) 17.49 % software employees were interested in massage to reduce stress, a good technique for stress management. (H_4)

19) 16.94 % software employees were consuming alcohol to reduce stress, not a good technique for stress management. It might harm the body in the future. (H_5)

20) 14.21% software employees were taking psychological treatment to reduce stress. (H_5)

21) 12.57% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

22) 10.93% software employees were used smoking as a stress management technique to reduce stress. It will give you temporary relief but it may harm the body in the future. (H_5)

23) 10.93% software employees were doing aerobics to reduce stress, a good technique for stress management. (H_4)

24) 8.74% software employees were taking medicine to reduce stress, not a good technique for stress management. There may have side effects on the body in the future. (H_5)

25) 8.20% software employees were collecting stamps/coins to reduce stress, also a good technique for stress management. (H_5)

26) 5.46% software employees were used other techniques to reduce stress. (H_5)

Interpretation for Type of Company as Private Organization:

The following interpretation shows percentage of software employee who are working in Private Organization and they were using different stress management techniques to reduce stress.

1) 51.15% software employees were spending time with their family to reduce stress, is one of the good technique of stress management. (H_5)

2) 43.51% software employees were listening to music to reduce stress, one of the good techniques for stress management. (H_5)

3) 40.46% software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

4) 39.69% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

5) 35.88% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

6) 35.11% software employees were doing yoga to reduce stress, also a good technique for stress management, which are giving healthy blissful life. (H_1)

7) 35.11% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

8) 33.59% software employees were taking a walk as a stress management technique to reduce stress. (H_5)

9) 30.53% software employees were doing pranayama to reduce stress, also a good technique for stress management, which are giving healthy spiritual life. (H_2)

10) 30.53% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

11) 28.24% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

12) 28.24% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

13) 27.48% software employees were exercising in gymnasium to reduce stress, also a good technique for stress management. (H_4)

14) 25.19% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

15) 19.85% software employees were doing meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

16) 19.85% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

17) 19.08% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

18) 13.74% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_5)

19) 11.45% software employees were used smoking as a technique for stress management, a good technique for stress management. It will give you temporary relief but may harm the body in the future. (H_5)

20) 9.92% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief and it may harm the body later. (H_5)

21) 9.92% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

22) 7.63% software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

23) 6.87% software employees were taking medicine to reduce stress, not a good technique for stress management. There may be many side effects on the body in the future. (H_5)

24) 4.58% software employees were used other techniques to reduce stress. (H_5)

25) 3.82% software employees were taking psychological treatment to reduce stress. It will give you temporary relief and short-term effect. (H_5)

26) Not a single software employee was used collecting stamps/coins as a stress management technique. (H_5)

Interpretation for Government Organization:

The following interpretation shows percentage of software employees who are working in Government Organization and were using different stress management techniques to reduce stress.

1) 100% software employees were used spending time with their family as a stress management technique to reduce stress, (H_5)

2) 100% software employees were spending time with friends to reduce stress, a good technique for stress management. (H_5)

3) 100% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

4) 66.67% software employees were listening to music to reduce stress, one of the good technique for stress management. (H_5)

5) 66.67% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

6) 66.67% software employees were going for party to reduce stress, a good technique for stress management. (H_5)

7) 33.33% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

8) 33.33% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

9) 33.33% software employees were used walking to reduce stress, a good technique for stress management. (H_5)

10) 33.33% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief and may harm the body in the future. (H_5)

11) 33.33% software employees were smoking to reduce stress, not a good technique for stress management, may harm the body in the future. (H_5)

12) 33.33% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

13) Not a single government software employee was doing yoga, pranayama , reading habit, exercising in gymnasium, spending time with oneself, meditation ,

spending time in web surfing , having a massage , trekking , aerobics , taking medicine , collection of stamps/coins , psychological treatment or using other techniques to reduce stress.

Interpretation for Type of Company as Small Scale Organization:

The following interpretation shows percentage of software employee who are working in Small Scale Organization and they were using different stress management techniques to reduce stress.

1) 56.83% software employees were spending time with their family, one of the good techniques of stress management. (H_5)

2) 54.66% software employees were listening to music to reduce stress, one of the good technique for stress management. (H_5)

3) 50.62% software employees were spending time with their friends to reduce stress, one of the good technique for stress management. (H_5)

4) 47.83% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

5) 46.58% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

6) 40.06% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

7) 35.71% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

8) 34.78% software employees were taking a walk as a stress management technique to reduce stress, (H_5)

9) 33.85% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

10) 32.30% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

11) 27.95% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

12) 27.33% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

13) 25.78% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

14) 24.22% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

15) 23.60% software employees were doing meditation to reduce stress, also a good technique for stress management, which are giving healthy blissful spiritual life. (H_3)

16) 23.29% software employees were doing pranayama to reduce stress, also a good technique for stress management, which are giving healthy spiritual life. (H_2)

17) 21.74% software employees were exercising in gymnasium to reduce stress, also a good technique for stress management. (H_5)

18) 16.15% software employees were interested in getting massage to reduce stress, a good technique for stress management. (H_5)

19) 14.29% software employees were consuming alcohol to reduce stress, not a good technique for stress management, may harm the body in the future. (H_5)

20) 11.45% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and may harm the body in the future. (H_5)

21) 11.18% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

22) 9.63% software employees were taking psychological treatment to reduce stress. It will give you temporary relief and short-term effect. (H_5)

23) 9.32% software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

24) 7.76% software employees were taking medicine to reduce stress, not a good technique for stress management. There may have side effects on the body. (H_5)

25) 4.97% software employees were used other techniques to reduce stress. (H_5)

26) 4.66% software employees were used collection of stamps/coins to reduce stress. (H_5)

Interpretation of level of position for software employees

The Table No. 6.3.1.75 is showing level of position wise percentage of stress management techniques used to reduce stress:

Table No. 6.3.1.75 :Level of position wise percentage of stress management techniques used to reduce stress

Sr. No.	Particulars	Higher		Middle		Lower	
		Frequency	%	Frequency	%	Frequency	%
1.	Yoga	12	36.36	60	26.43	11	17.74
2.	Pranayama	12	36.36	55	24.23	10	16.13
3.	Meditation	9	27.27	51	22.47	16	25.81
4.	Spending time with their family	20	60.61	136	59.91	27	43.55
5.	Indoor/Outdoor sports	6	18.18	80	35.24	18	29.03
6.	Listening to music	16	48.48	125	55.07	35	56.45
7.	Outings	10	30.30	96	42.29	23	37.10
8.	Partying	12	36.36	78	34.36	25	40.32
9.	Web surfing	9	27.27	63	27.75	18	29.03
10.	Spending time with their friends	16	48.48	117	51.54	30	48.39
11.	Watching Movies	16	48.48	104	45.81	34	54.84
12.	Taking a walk	8	24.24	85	37.44	19	30.65
13.	Talking to their loved ones	16	48.48	105	46.26	29	46.77
14.	Reading	10	30.30	80	35.24	19	30.65
15.	Consuming alcohol	9	27.27	30	13.22	7	11.29
16.	Smoking	6	18.18	20	8.81	11	17.74
17.	Keeping eyes closed for some time	3	9.09	66	29.07	19	30.65
18.	Spending time with oneself	6	18.18	62	27.31	10	16.13
19.	Trekking	5	15.15	25	11.01	6	9.68
20.	Collection of stamp/coins	0	0	10	4.41	5	8.06
21.	Exercising in gymnasium	6	18.18	51	22.47	13	20.97
22.	Having a massage	5	15.15	35	15.42	12	19.35
23.	Aerobics	4	12.12	19	8.37	7	11.29
24.	Taking medicine	4	12.12	15	6.61	6	9.68
25.	Psychological treatment	3	9.09	17	7.49	11	17.74
26.	Other	1	3.03	12	5.29	3	4.84

Source: Primary Data

Analysis and Interpretation:

Analysis: The Table No. 6.3.1.75 shows

a) 36.36% of higher-level position, 17.74% of lower level position, and 26.43% middle level position used Yoga, (H_1)

b) 36.36% of higher-level position, 16.13% of lower level position, and 24.23% middle level position used Pranayama, (H_2)

c) 27.27% of higher-level position, 25.81% of lower level position, and 22.47% middle level position used Meditation, (H_3)

d) 60.61% of higher-level position, 43.55% of lower level position, and 59.91% middle level position used Spending time with their family, (H_5)

e) 18.18% of higher-level position, 29.03% of lower level position, and 35.24% middle level position used Indoor/Outdoor sports, (H_5)

f) 48.48% of higher-level position, 56.45% of lower level position, and 55.07% middle level position of used Listening to Music, (H_5)

g) 30.30% of higher-level position, 37.10 % of lower level position, and 42.29 % middle level position of used Outings, (H_5)

h) 36.36% of higher-level position, 40.32% of lower level position, and 34.36% middle level position of used Partying, (H_5)

i) 27.27% of higher-level position, 29.03% of lower level position, and 27.75% middle level position of used Web surfing, (H_5)

j) 48.48% of higher-level position, 48.39% of lower level position, and 51.54% middle level position of used Spending time with their friends, (H_5)

k) 48.48% of higher-level position, 54.84% of lower level position, and 45.81% middle level position of used Watching movies, (H_5)

l) 24.24% of higher-level position, 30.65% of lower level position, and 37.44% middle level position of used taking a walk, (H_5)

m) 48.48% of higher-level position, 46.77% of lower level position, and 46.26% middle level position of used talking to their loved ones, (H_5)

n) 30.30% of higher-level position, 30.65% of lower level position, and 35.24% middle level position of used Reading, (H_5)

o) 27.27% of higher-level position, 11.29% of lower level position, and 13.22% middle level position of used Consuming alcohol, (H_5)

p) 18.18% of higher-level position, 17.74% of lower level position, and 8.81% middle level position of used Smoking, (H_5)

q) 9.09% of higher-level position, 30.65% of lower level position, and 29.07% middle level position of used Keeping eyes closed for some time, (H_5)

r) 18.18% of higher-level position, 16.13% of lower level position, and 27.31% middle level position of used Spending time with oneself, (H_5)

s) 15.15% of higher-level position, 9.68 % of lower level position, and 11.01% middle level position of used Trekking, (H_5)

t) 0% of higher-level position, 8.06% of lower level position, and 4.41% middle level position of used Collection of stamps/coins, (H_5)

u) 18.18% of higher-level position, 20.97% of lower level position, and 22.47% middle level position of used Exercising in gymnasium, (H_4)

v) 15.15% of higher-level position, 19.35% of lower level position, and 15.42% middle level position of used having a massage, (H_4)

w) 12.12% of higher-level position, 11.29% of lower level position, and 8.37% middle level position of used Aerobics, (H_4)

x) 12.12% of higher-level position, 9.68% of lower level position, and 6.61% middle level position of used Taking medicine, (H_5)

y) 9.09% of higher-level position, 17.74% of lower level position, and 7.49% middle level position of employees were taking Psychological treatment (H_5) and

z) 3.03% of higher-level position, 4.84% of lower level position, and 5.29% middle level position used other stress management techniques (H_5)

Interpretation for Higher Level Position:

The following interpretation shows percentage of software employee who are working in higher-level position and they were using different stress management techniques to reduce stress.

1) 60.61% software employees were spending time with their family to reduce stress, a good technique for stress management. (H_5)

2) 48.48% software employees were listening to music to reduce stress, one of the good techniques for stress management. (H_5)

3) 48.48% software employees were spending time with their friends to reduce stress, also a good technique for stress management. (H_5)

4) 48.48% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

5) 48.48% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

6) 36.36% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

7) 36.36% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

8) 36.36% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

9) 30.30% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

10) 30.30% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

11) 27.27% software employees were doing meditation to reduce stress, also a good technique for stress management and which are giving inner peace, inner bliss, healthy spiritual life. (H_3)

12) 27.27% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

13) 27.27% software employees were consuming alcohol to reduce stress, not a good technique for stress management, giving temporary relief and it may harm the body in the future. (H_5)

14) 24.24% software employees used taking a walk as stress management technique to reduce stress, (H_5)

15) 18.18% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

16) 18.18% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and may harm the body in the future. (H$_5$)

17) 18.18% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H$_5$)

18) 18.18% software employees were exercising in gymnasium to reduce stress, also a good technique for stress management. (H$_4$)

19) 15.15% software employees were going for trekking to reduce stress, a good technique for stress management. (H$_5$)

20) 15.15% software employees were interested in massage to reduce stress, a good technique for stress management. (H$_4$)

21) 12.12% software employees were doing aerobics to reduce stress, also a good technique for stress management. (H$_4$)

22) 12.12% software employees were taking medicine to reduce stress, not a good technique for stress management. There may have side effects on the body in the future. (H$_5$)

23) 9.09% software employees were keeping eyes closed for some time to reduce stress, a good technique for stress management. (H$_5$)

24) 9.09% software employees were taking psychological treatment to reduce stress. It will give you temporary relief and short term effect. (H$_5$)

25) 3.03% software employees were used other techniques to reduce stress. (H$_5$)

26) Not a single software employee was used collection of stamps/coins to reduce stress. (H$_5$)

Interpretation for middle level Position:

The following interpretation shows percentage of software employee who are working in middle-level position and they were using different stress management techniques to reduce stress.

1) 59.91% software employees were spending time with their family to reduce stress, one of the good techniques of stress management. (H$_5$)

2) 55.07% software employees were listening to music to reduce stress, one of the good techniques for stress management. (H$_5$)

3) 51.54% software employees were spending time with their friends to reduce stress, a one of the good technique for stress management. (H_5)

4) 46.26% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

5) 45.81% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

6) 42.29% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

7) 37.44% software employees were walking as to reduce stress, a good technique for stress management. (H_5)

8) 35.24% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

9) 35.24% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

10) 34.36% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

11) 29.07% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

12) 27.75% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

13) 27.31% software employees were spending time with oneself to reduce stress, a good technique for stress management. (H_5)

14) 26.43% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

15) 24.23% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

16) 22.47% software employees were doing meditation to reduce stress, so it is also good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

17) 22.47% software employees were exercising in gymnasium to reduce stress, also a good technique for stress management. (H_4)

18) 15.42% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

19) 13.22% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief and may harm the body in the future. (H_5)

20) 11.01% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

21) 8.81% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and may harm the body later. (H_5)

22) 8.37% software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

23) 7.49% software employees were taking psychological treatment to reduce stress, It will give you temporary relief and short term effect. (H_5)

24) 6.61% software employees were taking medicine to reduce stress, not a good technique for stress management. There may have side effects on the body. (H_5)

25) 5.29% software employees were used other techniques to reduce stress. (H_5)

26) 4.41% software employees were used collecting stamps/coins to reduce stress. (H_5)

Interpretation for Lower Level Position:

The following interpretation shows percentage of software employee who are working in lower-level position, using different stress management techniques to reduce stress.

1) 56.45% software employees were listening to music to reduce stress, a good techniques for stress management. (H_5)

2) 54.84% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

3) 48.39% software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

4) 46.77% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H$_5$)

5) 43.55% software employees were spending time with their family to reduce stress, one of the good techniques of stress management. (H$_5$)

6) 40.32% software employees were going for party to reduce stress, a good technique for stress management. (H$_5$)

7) 37.10% software employees were going for outings to reduce stress, a good technique for stress management. (H$_5$)

8) 30.65% software employees were used walking as to reduce stress, a good technique for stress management. (H$_5$)

9) 30.65% software employees had a habit of reading to reduce stress, a good technique for stress management. (H$_5$)

10) 30.65% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H$_5$)

11) 29.03% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H$_5$)

12) 29.03% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H$_5$)

13) 25.81% software employees were doing meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H$_3$)

14) 20.97% software employees were exercising in gymnasium to reduce stress, also a good technique for stress management. (H$_4$)

15) 19.35% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H$_4$)

16) 17.74% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H$_1$)

17) 17.74% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and may harm the body in the future. (H$_5$)

18) 17.74% software employees were taking psychological treatment to reduce stress. It will give you temporary relief and short-term effect. (H_5)

19) 16.13% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

20) 16.13% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

21) 11.29% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief and it may harm the body in the future. (H_5)

22) 11.29% software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

23) 9.68% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

24) 9.68% software employees were taking medicine to reduce stress, not a good technique for stress management. There may have side effects on the body in the future. (H_5)

25) 8.06% software employees were used collection of stamps/coins to reduce stress. (H_5)

26) 4.84% software employees were used other techniques to reduce stress. (H_5)

Designation wise classification for software employees

The Table No. 6.3.1.76 is showing designation wise percentage for stress management techniques used to reduce stress:

Table No. 6.3.1.76: Designation wise percentage of stress management techniques used to reduce stress

Sr. No.	Particulars	Technical Person		Manager		Designer	
		Frequency	%	Frequency	%	Frequency	%
1.	Yoga	24	24.24	12	42.86	4	16
2.	Pranayama	20	20.20	11	39.29	10	40
3.	Meditation	22	22.22	7	25.00	4	16

Sr. No.	Particulars	Technical Person		Manager		Designer	
		Frequency	%	Frequency	%	Frequency	%
4.	Spending Time With Family	60	60.61	18	64.29	20	80
5.	Indoor/Outdoor sports	32	32.32	10	35.71	11	44
6.	Listening to music	44	44.44	15	53.57	13	52
7.	Outings	37	37.37	15	53.57	8	32
8.	Partying	35	35.35	13	46.43	13	52
9.	Web surfing	24	24.24	8	28.57	6	24
10.	Spending time with their friends	47	47.47	18	64.29	12	48
11.	Watching Movies	46	46.46	14	50.00	15	60
12.	Taking a walk	26	26.26	16	57.14	9	36
13.	Talking to their loved ones	37	37.37	14	50.00	13	52
14.	Reading	30	30.30	11	39.29	14	56
15.	Consuming alcohol	19	19.19	9	32.14	7	28
16.	Smoking	11	11.11	10	35.71	2	8
17.	Keeping eyes closed for some time	17	17.17	7	25.00	11	44
18.	Spending time with oneself	26	26.26	5	17.86	7	28
19.	Trekking	8	8.08	6	21.43	5	20
20.	Collection of stamp/coins	3	3.03	0	0	4	16
21.	Exercising in gymnasium	18	18.18	8	28.57	4	16
22.	Having a massage	11	11.11	5	17.86	7	28
23.	Aerobics	8	8.08	6	21.43	4	16
24.	Taking medicine	5	5.05	3	10.71	4	16
25.	Psychological treatment	8	8.08	3	10.71	8	32
26.	Other	3	3.03	2	7.14	1	4

Source: Primary Data

Sr. No.	Particulars	Developer		Technical Support		HR	
		Frequency	%	Frequency	%	Frequency	%
1.	Yoga	22	25.88	10	31.25	1	16.67
2.	Pranayama	17	20.00	8	25.00	0	0
3.	Meditation	28	32.94	8	25.00	0	0
4.	Spending time with their family	50	58.82	16	50.00	5	83.33
5.	Indoor/Outdoor sports	30	35.29	8	25.00	1	16.67
6.	Listening to music	61	71.76	17	53.13	5	83.33
7.	Outings	35	41.18	11	34.38	2	33.33
8.	Partying	26	30.59	10	31.25	2	33.33
9.	Web surfing	31	36.47	11	34.38	2	33.33
10.	Spending time with their friends	46	54.12	19	59.38	5	83.33
11.	Watching Movies	45	52.94	15	46.88	4	66.67
12.	Taking a walk	36	42.35	10	31.25	3	50
13.	Talking to their loved ones	53	62.35	11	34.38	4	66.67
14.	Reading	33	38.82	9	28.13	1	16.67
15.	Consuming alcohol	4	4.71	3	9.38	2	33.33
16.	Smoking	3	3.53	0	0	2	33.33
17.	Keeping eyes closed for some time	32	37.65	9	28.13	3	50.00
18.	Spending time with oneself	20	23.53	9	28.13	3	50.00
19.	Trekking	12	14.12	3	9.38	0	0
20.	Collection of stamp/coins	5	5.88	1	3.13	0	0
21.	Exercising in gymnasium	17	20.00	9	28.13	3	50.00
22.	Having a massage	14	16.47	6	18.75	2	33.33
23.	Aerobics	8	9.41	3	9.38	0	0
24.	Taking medicine	7	8.24	3	9.38	1	16.67
25.	Psychological treatment	9	10.59	2	6.25	0	0
26.	Other	5	5.88	1	3.13	0	0

Table No. 6.3.1.76: Designation wise percentage of stress management techniques used to reduce stress (Continued)

Sr. No.	Particulars	BPO		Tester		Other	
		Frequency	%	Frequency	%	Frequency	%
1.	Yoga	3	15	5	41.67	2	13.33
2.	Pranayama	5	25	2	16.67	4	26.67
3.	Meditation	4	20	1	8.33	2	13.33
4.	Spending Time With Family	3	15	3	25	8	53.33
5.	Indoor/Outdoor sports	4	20	3	25	5	33.33
6.	Listening to music	6	30	5	41.67	10	66.67
7.	Outings	6	30	7	58.33	8	53.33
8.	Partying	10	50	1	8.33	5	33.33
9.	Web surfing	3	15	4	33.33	1	6.67
10.	Spending Time With Friends	4	20	4	33.33	8	53.33
11.	Watching Movies	7	35	2	16.67	6	40
12.	Taking a walk	4	20	4	33.33	4	26.67
13.	Talking to their loved ones	7	35	5	41.67	6	40
14.	Reading	4	20	3	25	4	26.67
15.	Consuming alcohol	1	5	0	0	1	6.67
16.	Smoking	5	25	4	33.33	0	0
17.	Keeping eyes closed for some time	1	5	3	25	5	33.33
18.	Spending time with oneself	4	20	3	25	1	6.67
19.	Trekking	0	0	0	0	2	13.33
20.	Collection of stamps	1	5	1	8.33	0	0
21.	Exercising in gymnasium	6	30	3	25	2	13.33
22.	Having a massage	2	10	1	8.33	4	26.67
23.	Aerobics	1	5	0	0	0	0
24.	Taking medicine	2	10	0	0	0	0
25.	Psychological treatment	1	5	0	0	0	0
26.	Other	1	5	1	8.33	2	13.33

Source: Primary Data

Analysis and Interpretation:

Analysis: The Table No. 6.3.1.76 shows

a) 24.24% Technical persons, 42.86% Managers, 16% Designers, 25.88% Developers, 31.25% Technical Support, 16.67% HR, 15% BPO, 41.67% of Tester, and 13.33% of other designation software employees used Yoga as a stress management technique. (H$_1$)

b) 20.20% Technical persons, 39.29% Managers, 40% Designers, 20% Developers, 25% Technical Support, 0% of HR, % 25 of BPO, 16.67% of Tester and 26.67% of other used Pranayama , (H$_2$)

c) 22.22% Technical persons, 25% Managers, 16% Designers, 32.94% Developers, 25% Technical Support, 0% of HR, 20% of BPO, 8.33% of Tester, and 13.33% of other used Meditation, (H$_3$)

d) 60.61% Technical persons, 64.29% Managers, 80% Designers, 58.82% Developers, 50% Technical Support, 83.33% of HR , 15% of BPO, 25% of Tester and 53.33% of other used Spending time with their family, (H$_5$)

e) 32.32% Technical persons, 35.71% Managers, 44% Designers, 35.29% Developers, 25% Technical Support, 16.67% of HR , 20% of BPO, 25 % of Tester and 33.33% of other used Indoor/Outdoor sports, (H$_5$)

f) 44.44 % Technical persons, 53.57 % Managers, 52 % Designers, 71.76% Developers, 53.13% Technical Support, 83.33% of HR , 30% of BPO, 41.67% of Tester and 66.67% of other used Listening to music, (H$_5$)

g) 37.37% Technical persons, 53.37% Managers, 32% Designers, 41.18% Developers, 34.38% Technical Support, 33.33% of HR , 30% of BPO, 58.33% of Tester and 53.33% of other used Outings, (H$_5$)

h) 35.35% Technical persons, 46.13% Managers, 52% Designers, 30.59% Developers, 31.25% Technical Support, 33.33% of HR , 50% of BPO, 8.33% of Tester and 33.33% of other used Partying, (H$_5$)

i) 24.24% Technical persons, 28.57% Managers, 24% Designers, 36.47% Developers, 34.38% Technical Support, 33.33% of HR , 15% of BPO, 33.33% of Tester and 6.67% of other used Web Surfing, (H$_5$)

j) 47.47% Technical persons, 64.29% Managers, 48% Designers, 54.12% Developers, 59.38% Technical Support, 83.33% of HR , 20% of BPO, 33.33% of Tester and 53.33% of other used Spending time with friends, (H_5)

k) 46.46% Technical persons, 50% Managers, 60 % Designers, 52.94% Developers, 46.88% Technical Support, 66.67% of HR , 35% of BPO, 16.67% of Tester and 40% of other used Watching movies, (H_5)

l) 26.26% Technical persons, 57.14% Managers, 36% Designers, 42.35% Developers, 31.25% Technical Support, 50 % of HR ,20% of BPO, 33.33 % of Tester and 26.67 % of other used Taking a walk, (H_5)

m) 37.37% Technical persons, 50% Managers, 52% Designers, 62.35% Developers, 34.38% Technical Support, 66.67% of HR , 35% of BPO, 41.67% of Tester and 40% of other used Talking to their loved ones, (H_5)

n) 30.30% Technical persons, 39.29% Managers, 56% Designers, 38.82% Developers, 28.13% Technical Support, 16.67% of HR , 20% of BPO, 25 % of Tester and 26.67% of other used Reading, (H_5)

o) 19.19% Technical persons, 32.14% Managers, 28% Designers, 4.71% Developers, 9.38% Technical Support, 33.33% of HR, 5% of BPO, 0 % of Tester and 6.67% of other used Consuming alcohol, (H_5)

p) 11.11% Technical persons, 35.71% Managers, 8% Designers, 3.53% Developers, 0% Technical Support, 33.33% of HR ,25% of BPO, 33.33% of Tester and 0% of other used Smoking, (H_5)

q) 17.17% Technical persons, 25% Managers, 44% Designers, 37.65% Developers, 28.13% Technical Support, 50% of HR , 5% of BPO, 25 % of Tester and 33.33% of other used Keeping eyes closed for some time, (H_5)

r) 26.26% Technical persons, 17.86% Managers, 28% Designers, 23.53% Developers, 28.13% Technical Support, 50% of HR, 20% of BPO, 25 % of Tester and 6.67% of other used Spending time with oneself, (H_5)

s) 8.08% Technical persons, 21.43% Managers, 20% Designers, 14.12% Developers, 9.38% Technical Support, 0% of HR ,0% of BPO, 0 % of Tester and 13.33% of other used Trekking, (H_5)

t) 3.03% Technical persons, 0% Managers, 16% Designers, 5.88% Developers, 3.13% Technical Support, 0% of HR ,5% of BPO, and 8.33% of Tester and 0% of other used Collection of stamps/coins, (H_5)

u) 18.18% Technical persons, 28.57% Managers, 16% Designers, 20% Developers, 28.13% Technical Support, 50% of HR ,30% of BPO, 25 % of Tester and 13.33% of other used Exercising in gymnasium, (H_4)

v) 11.11% Technical persons, 17.86% Managers, 28% Designers, 16.47% Developers, 18.75% Technical Support, 33.33% of HR, 10% of BPO, 8.33 % of Tester and 26.67 % of other used having a massage, (H_4)

w) 8.08% Technical persons, 21.43% Managers, 16% Designers, 9.41% Developers, 9.38% Technical Support, 0% of HR ,5% of BPO, 0% of Tester and 0% of other used Aerobics, (H_4)

x) 5.05% Technical persons, 10.71% Managers, 16 % Designers, 8.24% Developers, 9.38% Technical Support, 16.67% of HR ,10% of BPO, 0% of Tester and 0% of other used Taking medicine to reduce stress, (H_5)

y) 8.08% Technical person 10.71% Managers, 32% Designers, 10.59% Developers, 6.25% Technical Support, 0% of HR, 5% of BPO, 0% of Tester and 0% were taking Psychological treatment (H_5) and

z) 3.03% Technical persons, 7.14% Managers, 4% Designers, 5.88% Developers, 3.13% Technical Support, 0% of HR ,5% of BPO, 8.33% of Tester and 13.33% of other used other stress management techniques (H_5)

Interpretation of the "Technical Person" Designation:

The following interpretation shows percentage of software employee who are working as Technical person and they were using different stress management techniques to reduce stress.

1) 60.61% software employees were spending time with their family to reduce stress, one of the good techniques of stress management. (H_5)

2) 47.47% software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

3) 46.46% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

4) 44.44% software employees were listening to music to reduce stress, one of the good techniques for stress management. (H_5)

5) 37.37% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

6) 37.37% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

7) 35.35% software employees were going for party to reduce stress, a good technique for stress management. (H_5)

8) 32.32% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

9) 30.30% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

10) 26.26% software employees were walking as to reduce stress, a good technique for stress management. (H_5)

11) 26.26% software employees were spending time with oneself to reduce stress, a good technique for stress management. (H_5)

12) 24.24% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

13) 24.24% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

14) 22.22% software employees were doing meditation to reduce stress, a good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

15) 20.20% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

16) 19.19% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief and may harm the body in the future. (H_5)

17) 18.18% software employees were doing exercise in gymnasium to reduce stress, also a good technique for stress management. (H_4)

18) 17.17% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

19) 11.11% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and harm the body in the future. (H_5)

20) 11.11% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

21) 8.08% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

22) 8.08% software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

23) 8.08% software employees were taking psychological treatment to reduce stress, It will give you temporary relief and short term effect. (H_5)

24) 5.05% software employees were taking medicine to reduce stress, it is not a good technique for stress management. There may have side effects on the body in the future. (H_5)

25) 3.03% software employees were used collection of stamps/coins to reduce stress. (H_5)

26) 3.03% software employees were used other techniques to reduce stress. (H_5)

Interpretation of "Manager" Designation:

The following interpretation shows percentage of software employees who are working as Manager and they were using different stress management techniques to reduce stress.

1) 64.29% software employees were spending time with their family, one of the good techniques of stress management. (H_5)

2) 64.29% software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

3) 57.14% software employees were walking as stress management technique to reduce stress. (H_5)

4) 53.57% software employees were listening to music to reduce stress, a good technique for stress management. (H_5)

5) 53.57% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

6) 50% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

7) 50% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

8) 46.43% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

9) 42.86% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

10) 39.29% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

11) 39.29% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

12) 35.71% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

13) 35.71% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and may harm the body in the future. (H_5)

14) 32.14% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief and it may harm the body in the future. (H_5)

15) 28.57% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

16) 28.57% software employees were doing exercise in gymnasium to reduce stress, also good technique for stress management. (H_4)

17) 25% software employees were doing Meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

18) 25% software employees were keeping eyes closed for some time to reduce stress, a good technique for stress management. (H_5)

19) 21.43% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

20) 21.43% software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

21) 17.86% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

22) 17.86% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

23) 10.71% software employees were taking medicine to reduce stress, not a good technique for stress management. There may have side effects on the body in the future. (H_5)

24) 10.71% software employees were taking psychological treatment to reduce stress. It will give you temporary relief and short term effect. (H_5)

25) 7.14% software employees were used other techniques to reduce stress. (H_5)

26) Not a single software employee was used collection of stamps/coins to reduce stress. (H_5)

Interpretation of Designation "Designer":

The following interpretation shows percentage of software employee who are working as Designer and they were using different stress management techniques to reduce stress.

1) 80% software employees were spending time with their family, one of the good techniques of stress management. (H_5)

2) 60% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

3) 56% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

4) 52% software employees were listening to music to reduce stress, one of the good techniques for stress management. (H_5)

5) 52% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

6) 52% software employees were going for party to reduce stress, a good technique for stress management. (H_5)

7) 48% software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

8) 44% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

9) 44% software employees were keeping eyes closed for some time to reduce stress, a good technique for stress management. (H_5)

10) 40% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving inner peace, inner bliss, healthy spiritual life. (H_2)

11) 36% software employees were taking a walk as stress management technique to reduce stress. (H_5)

12) 32% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

13) 32% software employees were taking psychological treatment to reduce stress. It will give you temporary relief and short-term effect. (H_5)

14) 28% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief and it may harm the body in the future. (H_5)

15) 28% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

16) 28% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

17) 24% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

18) 20% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

19) 16% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

20) 16% software employees were doing meditation to reduce stress, also a good technique for stress management, which are giving healthy blissful spiritual life. (H_3)

21) 16% software employees were used collection of stamps/coins to reduce stress. (H_5)

22) 16% software employees were exercising in gymnasium to reduce stress, also a good technique for stress management. (H_4)

23) 16% software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

24) 16% software employees were taking medicine to reduce stress, not a good technique for stress management. There may have side effects on the body in the future. (H_5)

25) 8% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and may harm the body in the future. (H_5)

26) 4% software employees were used other techniques to reduce stress. (H_5)

Interpretation for Designation "Developer":

The following interpretation shows percentage of software employee who are working as Developer and they were using different stress management techniques to reduce stress.

1) 71.76% software employees were listening to music to reduce stress, one of the good technique for stress management. (H_5)

2) 62.35% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

3) 58.82% software employees were spending time with their family, one of the good techniques of stress management. (H_5)

4) 54.12% software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

5) 52.94% software employees were watching movies to reduce stress, a good technique for stress management. (H$_5$)

6) 42.35% software employees were taking a walk as to reduce stress, a good technique for stress management. (H$_5$)

7) 41.18% software employees were going for outings to reduce stress, a good technique for stress management. (H$_5$)

8) 38.82% software employees had a habit of reading to reduce stress, a good technique for stress management. (H$_5$)

9) 37.65% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H$_5$)

10) 36.47% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H$_5$)

11) 35.29% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H$_5$)

12) 32.94% software employees were doing meditation to reduce stress, also a good technique for stress management, which are giving healthy blissful spiritual life. (H$_3$)

13) 30.59% software employees were going for party to reduce stress, a good technique for stress management. (H$_5$)

14) 25.88% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H$_1$)

15) 23.53% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H$_5$)

16) 20% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H$_2$)

17) 20% software employees were exercising in gymnasium to reduce stress, also a good technique for stress management. (H$_4$)

18) 16.47% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H$_4$)

19) 14.12% software employees were going for trekking to reduce stress, a good technique for stress management. (H$_5$)

20) 10.59% software employees who are working as a Developer were taking psychological treatment to reduce stress. It will give you temporary relief and short-term effect. (H_5)

21) 9.41% software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

22) 8.24% software employees were taking medicine to reduce stress, not a good technique for stress management. There may have side effects on the body in the future. (H_5)

23) 5.88% software employees were used collection of stamps/coins to reduce stress. (H_5)

24) 5.88% software employees were used other techniques to reduce stress. (H_5)

25) 4.71% software employees who are working as a Developer were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief and it might harm the body. (H_5)

26) 3.53% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and it might harm the body. (H_5)

Interpretation of Designation "Technical Support":

The following interpretation shows percentage of software employee who are working as Technical Support and they were using different stress management techniques to reduce stress.

1) 59.38% software employees were spending time with friends to reduce stress, one of the good techniques for stress management. (H_5)

2) 53.13% software employees were listening to music to reduce stress, one of the good techniques for stress management. (H_5)

3) 50% software employees were spending time with their family to reduce stress, one of the good techniques of stress management. (H_5)

4) 46.88% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

5) 34.38% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

6) 34.38% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

7) 34.38% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

8) 31.25% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

9) 31.25% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

10) 31.25% software employees were taking a walk as to reduce stress, a good technique for stress management. (H_5)

11) 28.13% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

12) 28.13% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

13) 28.13% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

14) 28.13% software employees were doing workout in gymnasium to reduce stress, also a good technique for stress management. (H_4)

15) 25% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

16) 25% software employees were doing meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

17) 25% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

18) 18.75% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

19) 11.11% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and may harm the body in the future. (H_5)

20) 9.38% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief and it may harm the body in the future. (H_5)

21) 9.38% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

22) 9.38% software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

23) 9.38% software employees were taking medicine to reduce stress, not a good technique for stress management. There may have side effects on the body. (H_5)

24) 6.25% software employees were taking psychological treatment to reduce stress. It will give you temporary relief and short-term effect. (H_5)

25) 3.13% software employees were used collection of stamps/coins to reduce stress. (H_5)

26) 3.13% software employees were used other techniques to reduce stress. (H_5)

Interpretation for Designation "HR":

The following interpretation shows percentage of software employee who are working as Human Resource Manager (HR) and they were using different stress management techniques to reduce stress.

1) 83.33% software employees were spending time with their family, one of the good techniques of stress management. (H_5)

2) 83.33% software employees were spending time with friends to reduce stress, one of the good techniques for stress management. (H_5)

3) 83.33% software employees were listening to music to reduce stress, one of the good techniques for stress management. (H_5)

4) 66.67% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

5) 66.67% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

6) 50% software employees were taking a walk as to reduce stress, a good technique for stress management. (H_5)

7) 50% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

8) 50% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

9) 50% software employees were doing exercise in gymnasium to reduce stress, also a good technique for stress management. (H_4)

10) 33.33% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

11) 33.33% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

12) 33.33% software employees were spending time in web surfing to reduce stress, so it is good technique for stress management. (H_5)

13) 33.33% software employees were consuming alcohol to reduce stress, so it is not a good technique for stress management. It will give you temporary relief and it may harm the body in the future. (H_5)

14) 33.33% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and it may harm the body. (H_5)

15) 33.33% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

16) 16.67% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

17) 16.67% software employees who are working as a HR were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

18) 16.67% software employees have a habit of reading to reduce stress, a good technique for stress management. (H_5)

19) 16.67% software employees were taking medicine to reduce stress, not a good technique for stress management. There may have side effects on the body. (H_5)

20) Not a single software employee whose designation as HR was doing meditation , pranayama , trekking , aerobics , taking psychological treatment ,collection of stamps/coins, and other techniques to reduce stress.

Interpretation for Designation "BPO":

The following interpretation shows percentage of software employee who are working in BPO and they were using different stress management techniques to reduce stress.

1) 50% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

2) 35% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

3) 35% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

4) 30% software employees were listening to music to reduce stress, one of the good techniques for stress management. (H_5)

5) 30% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

6) 30% software employees were doing workout in gymnasium to reduce stress, also a good technique for stress management. (H_4)

7) 25% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

8) 25% software employees who are working in BPO were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and it may harm the body in the future. (H_5)

9) 20% software employees were doing meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

10) 20% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

11) 20% software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

12) 20% software employees were taking a walk as to reduce stress, a good technique for stress management. (H_5)

13) 20% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

14) 20% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

15) 15% software employees were spending time with their family to reduce stress, one of the good techniques of stress management. (H_5)

16) 15% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

17) 15% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

18) 10% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

19) 10% software employees were taking medicine to reduce stress, not a good technique for stress management. There may have side effects on the body in the future. (H_5)

20) 5% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief and it may harm the body in the future. (H_5)

21) 5% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

22) 5% software employees were doing aerobics to reduce stress, also a good technique for stress management. (H_4)

23) 5% software employees were taking psychological treatment to reduce stress, It will give you temporary relief and short term effect. (H_5)

24) 5% software employees were used collection of stamps/coins to reduce stress. (H_5)

25) 5% software employees were used other techniques to reduce stress. (H_5)

26) Not a single software employee who is working in BPO was going for trekking to reduce stress. (H_5)

Interpretation for Designation "Tester":

The following interpretation shows percentage of software employee who are working as Tester and they were using different stress management techniques to reduce stress.

1) 58.33% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

2) 41.67% software employees were doing yoga to reduce stress, a good technique for stress management and which are giving healthy blissful life. (H_1)

3) 41.67% software employees were listening to music to reduce stress, one of the good techniques for stress management. (H_5)

4) 41.67% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

5) 33.33% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

6) 33.33% software employees were spending time with their friends to reduce stress, a one of the good technique for stress management. (H_5)

7) 33.33% software employees were taking a walk as to reduce stress, a good technique for stress management. (H_5)

8) 33.33% software employees were smoking to reduce stress, not a good technique for stress management. It will give you temporary relief and it may harm the body later. (H_5)

9) 33.33% software employees were spending time with their family to reduce stress, one of the good techniques of stress management. (H_5)

10) 25% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

11) 25% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

12) 25% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

13) 25% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

14) 25% software employees were exercising in gymnasium to reduce stress, also a good technique for stress management. (H_4)

15) 16.67% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

16) 16.67% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

17) 8.33% software employees were doing meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

18) 8.33% software employees were going for party to reduce stress, a good technique for stress management. (H_5)

19) 8.33% software employees who are working as a Tester were used collection of stamps/coins to reduce stress. (H_5)

20) 8.33% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

21) 8.33% software employees were used other techniques to reduce stress. (H_5)

22) Not a single software employee who is working as a Tester was consuming alcohol, trekking, doing aerobics, taking psychological treatment, and taking medicine to reduce stress.

Interpretation for Designation as "other":

The following interpretation shows percentage of software employee who are working as other than mentioned above designation, and they were using different stress management techniques to reduce stress.

1) 66.67% software employees were listening to music to reduce stress, one of the good technique for stress management. (H_5)

2) 53.33% software employees were spending time with their family to reduce stress, one of the good techniques of stress management. (H_5)

3) 53.33% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

4) 53.33% software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

5) 40% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

6) 40% software employees were talking to their beloved ones to reduce stress, a good technique for stress management. (H_5)

7) 33.33% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

8) 33.33% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

9) 33.33% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

10) 26.67% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

11) 26.67% software employees were taking a walk as to reduce stress, a good technique for stress management. (H_5)

12) 26.67% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

13) 26.67% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_5)

14) 13.33% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

15) 13.33% software employees were doing meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

16) 13.33% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

17) 13.33% software employees were doing workout in gymnasium to reduce stress, also healthy technique for stress management. (H_4)

18) 13.33% software employees were used other techniques to reduce stress. (H_5)

19) 6.67% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

20) 6.67% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will give you temporary relief and it may harm the body in the future. (H_5)

21) 6.67% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

22) Not a single software employee who are working as other than technical support, manager, developer, designer, tester and in BPO was smoking, doing aerobics, taking psychological treatment, taking medicine and collection of stamps/coins to reduce stress.

Experience wise classification for software employees

The Table No. 6.3.1.77 is showing experience wise percentage of stress management techniques used to reduce stress:

Table No. 6.3.1.77: Experience wise percentage of stress management techniques used to reduce stress

Sr. No.	Particulars	0-4 Years		5-8 Years		9+ Years	
		Frequency	%	Frequency	%	Frequency	%
1.	Yoga	32	38.55	32	38.55	19	22.89
2.	Pranayama	29	38.67	31	41.33	15	20
3.	Meditation	31	40.79	36	47.37	9	11.84
4.	Spending time with family	69	37.70	82	44.81	32	17.49
5.	Indoor/Outdoor sports	45	43.27	39	37.50	20	19.23
6.	Listening to music	90	51.14	59	33.52	27	15.34
7.	Outings	58	44.96	44	34.11	27	20.93
8.	Partying	54	46.96	40	34.78	21	18.26
9.	Web surfing	47	52.22	34	37.78	9	10
10.	Spending time with friends	79	48.47	57	34.97	27	16.56
11.	Watching movies	74	48.05	57	37.01	23	14.94
12.	Taking a walk	43	38.39	49	43.75	20	17.86
13.	Talking to their loved ones	74	49.33	57	38	19	12.67

Sr. No.	Particulars	0-4 Years		5-8 Years		9+ Years	
		Frequency	%	Frequency	%	Frequency	%
14.	Reading	40	36.70	50	45.87	19	17.43
15.	Consuming alcohol	17	36.96	17	36.96	12	26.09
16.	Smoking	21	56.76	7	18.92	9	24.32
17.	Keeping eyes closed for some time	36	40.91	40	45.45	12	13.64
18.	Spending time with oneself	31	39.74	35	44.87	12	15.38
19.	Trekking	9	25	15	41.67	12	33.33
20.	Collection of stamp/coins	4	26.67	10	66.67	1	6.67
21.	Exercising in gymnasium	45	64.29	14	20	11	15.71
22.	Having a massage	26	50	20	38.46	6	11.54
23.	Aerobics	13	43.33	12	40	5	16.67
24.	Taking medicine	16	64	6	24	3	12
25.	Psychological treatment	13	41.94	15	48.39	3	9.68
26.	Other	6	37.50	7	43.75	3	18.75

Source: Primary Data

Analysis and Interpretation:

Analysis: The Table No. 6.3.1.77 shows

a) 38.55% employees who have below or equal to 4 years experience, 38.55% of experience between 5 and 8 years, and 22.89% of employees who have experience greater than or equal to 9 years used Yoga as a stress management technique, (H_1)

b) 38.67% of employees who have below or equal to 4 years experience , 41.33% of experience between 5 and 8 years, and 20% of employees who have experience greater than or equal to 9 years used Pranayama , (H_2)

c) 40.79% of employees who have below or equal to 4 years experience , 47.37% of experience between 5 and 8 years, and 11.84% of employees who have experience greater than or equal to 9 years were used Meditation, (H_3)

d) 37.70% of employees who have below or equal to 4 years experience, 44.81% of experience between 5 and 8 years, and 17.49% of employees who have

experience greater than or equal to 9 years were used spending time with their family, (H_5)

e) 43.27% of employees who have below or equal to 4 years experience, 37.50% of experience between 5 and 8 years, and 19.23% of employees who have experience greater than or equal to 9 years were used Indoor/Outdoor sports, (H_5)

f) 51.14% of employees who have below or equal to 4 years experience , 33.52% of experience between 5 and 8 years, and 15.34% of employees who have experience greater than or equal to 9 years were used Listening to Music (H_5)

g) 44.96% of employees who have below or equal to 4 years experience , 34.11% of experience between 5 and 8 years, and 20.93% of employees who have experience greater than or equal to 9 years were used Outings, (H_5)

h) 46.96% of employees who have below or equal to 4 years experience , 34.78% of experience between 5 and 8 years, and 18.26% of employees who have experience greater than or equal to 9 years were used Partying, (H_5)

i) 52.22% of employees who have below or equal to 4 years experience , 37.78% of experience between 5 and 8 years, and 10% of employees who have experience greater than or equal to 9 years were used Web surfing, (H_5)

j) 48.47% of employees who have below or equal to 4 years experience , 34.97% of experience between 5 and 8 years, and 16.56% of employees who have experience greater than or equal to 9 years were used Spending time with their friends, (H_5)

k) 48.05% of employees who have below or equal to 4 years experience, 37.01% of experience between 5 and 8 years, and 14.94% of employees who have experience greater than or equal to 9 years were used Watching movies, (H_5)

l) 38.39% of employees who have below or equal to 4 years experience, 43.75% of experience between 5 and 8 years, and 17.86% of employees who have experience greater than or equal to 9 years were used taking a walk, (H_5)

m) 49.33% of employees who have below or equal to 4 years experience, 38% of experience between 5 and 8 years, and 12.67% of employees who have experience greater than or equal to 9 years were used talking to their loved ones, (H_5)

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n) 36.70% of employees who have below or equal to 4 years experience , 45.87% of experience between 5 and 8 years, and 17.43% of employees who have experience greater than or equal to 9 years were used Reading, (H_5)

o) 36.96% of employees who have below or equal to 4 years experience, 36.96% of experience between 5 and 8 years, and 26.09% of employees who have experience greater than or equal to 9 years were used Consuming alcohol, (H_5)

p) 56.76% of employees who have below or equal to 4 years experience , 18.92% of experience between 5 and 8 years, and 24.32% of employees who have experience greater than or equal to 9 years were used Smoking, (H_5)

q) 40.91% of employees who have below or equal to 4 years experience , 45.45% of experience between 5 and 8 years, and 13.64% of employees who have experience greater than or equal to 9 years were used keeping eyes closed for some time, (H_5)

r) 39.74% of employees who have below or equal to 4 years experience, 44.87% of experience between 5 and 8 years, and 15.38% of employees who have experience greater than or equal to 9 years were used spending time with oneself, (H_5)

s) 25% of employees who have below or equal to 4 years experience , 41.67% of experience between 5 and 8 years, and 33.33% of employees who have experience greater than or equal to 9 years male were used Trekking, (H_5)

t) 26.67% of employees who have below or equal to 4 years experience , 66.67% of experience between 5 and 8 years, and 6.67% of employees who have experience greater than or equal to 9 years were used Collection of stamps/coins as stress management technique, (H_5)

u) 64.29% of employees who have below or equal to 4 years experience, 20% of experience between 5 and 8 years, and 15.71% of employees who have experience greater than or equal to 9 years were used Exercising in gymnasium, (H_4)

v) 50% of employees who have below or equal to 4 years experience, 38.46% of Experience between 5 and 8 years, and 11.54% of employees who have experience greater than or equal to 9 years were used having a massage, (H_4)

w) 43.33% of employees who have below or equal to 4 years experience , 40% of experience between 5 and 8 years, and 16.67% of employees who have experience greater than or equal to 9 years were used Aerobics, (H$_4$)

x) 64% of employees who have below or equal to 4 years experience, 24% of experience between 5 and 8 years, and 12% of employees who have experience greater than or equal to 9 years were used Taking medicine, (H$_5$)

y) 41.94% of employees who have below or equal to 4 years experience , 48.39% of Experience between 5 and 8 years, and 9.68% of employees who have experience greater than or equal to 9 years were taking Psychological treatment (H$_5$)and

z) 37.50% of employees who have below or equal to 4 years experience , 43.75% of experience between 5 and 8 years, and 18.75% of employees who have experience greater than or equal to 9 years were used other stress management techniques (H$_5$).

Interpretation of software employee with "experience less than or equal to 4 years":

The following interpretation shows percentage of software employee who have experience less than or equal to 4 years and they were using different stress management techniques to reduce stress.

1) 64.29% software employees were doing workout in gymnasium to reduce stress, a good technique for stress management. (H$_4$)

2) 64% software employees were taking medicine to reduce stress. (H$_5$)

3) 56.76% software employees were smoking to reduce stress, harmful to health giving a temporary relief. (H$_5$)

4) 52.22% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H$_5$)

5) 51.14% software employees were listening to music to reduce stress, one of the good technique for stress management. (H$_5$)

6) 50% software employees were interested in massages to reduce stress, a good technique for stress management, will give you temporary relief. (H$_4$)

7) 49.33% software employees are talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

8) 48.47% software employees are spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

9) 48.05% software employees were watching movies to reduce stress, a good technique for stress management (H_5).

10) 46.96% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

11) 44.96% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

12) 43.33% software employees were doing aerobics to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

13) 43.27% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

14) 41.94% software employees were taking psychological treatment to reduce stress. (H_5)

15) 40.91% software employees are keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

16) 40.79% software employees were doing meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

17) 39.74% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

18) 38.67% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

19) 38.55% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

20) 38.39% software employees were taking a walk as to reduce stress, a good technique for stress management. (H_5)

21) 37.70% software employees were spending time with their family to reduce stress, one of the good techniques for stress management. (H_5)

22) 37.50% software employees were used other techniques to reduce stress. (H_5)

23) 36.96% software employees were consuming alcohol to reduce stress, not a good technique for stress management harmful to the body giving a temporary relief. (H_5)

24) 36.70% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

25) 26.67% software employees were collecting stamps/coins to reduce stress. (H_5)

26) 25% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

Interpretation for experience between 5 to 8 years:

The following interpretation shows percentage of software employee who have experience between 5 to 8 years, using different stress management techniques to reduce stress.

1) 66.67% software employees were collecting stamps/coins to reduce stress. (H_5)

2) 48.39% software employees were taking psychological treatment to reduce stress. (H_5)

3) 47.37% software employees were doing meditation to reduce stress, a good technique for stress management giving healthy blissful spiritual life. (H_3)

4) 45.87% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

5) 45.45% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

6) 44.87% software employees were spending time with oneself to reduce stress, a good technique for stress management. (H_5)

7) 44.81% software employees were spending time with their family to reduce stress one of the good techniques of stress management. (H_5)

8) 43.75% software employees were taking a walk as to reduce stress, a good technique for stress management. (H_5)

9) 43.75% software employees were used other techniques to reduce stress. (H_5)

10) 41.67% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

11) 41.33% software employees were doing pranayama to reduce stress, also good technique for stress management, which are giving healthy spiritual life. (H_2)

12) 40% software employees were doing aerobics to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

13) 38.55% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

14) 38.46% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

15) 38% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

16) 37.78% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

17) 37.50% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

18) 37.01% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

19) 36.96% software employees were consuming alcohol to reduce stress, not a good technique for stress management harmful to the body giving a temporary relief. (H_5)

20) 34.97% software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

21) 34.78% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

22) 34.11% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

23) 33.52% software employees whose experience between 5 to 8 years and they were listening to music to reduce stress, one of the good technique for stress management. (H_5)

24) 24% software employees were taking medicine to reduce stress. (H_5)

25) 20% software employees were exercising in gymnasium to reduce stress, also a healthy technique for stress management. (H_4)

26) 18.92% software employees were smoking to reduce stress, but it is harmful for health, it is temporary relief. (H_5)

Interpretation of software employees "experience more than or equal to 9 years":

The following interpretation shows percentage of software employee who have experience more than or equal to 9 years using different stress management techniques to reduce stress.

1) 33.33% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

2) 26.09% software employees were consuming alcohol to reduce stress, not a good technique for stress management, harmful to their body giving a temporary relief. (H_5)

3) 24.32% software employees were smoking to reduce stress, but it is harmful for health giving temporary relief. (H_5)

4) 22.89% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

5) 20.93% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

6) 20% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

7) 19.23% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

8) 18.75% software employees were used other techniques to reduce stress. (H_5)

9) 18.26% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

10) 17.86% software employees were taking a walk as to reduce stress, a good technique for stress management. (H_5)

11) 17.49% software employees were spending time with their family to reduce stress, one of the good techniques of stress management. (H_5)

12) 17.43% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

13) 16.67% software employees were doing aerobics to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

14) 16.56% software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

15) 15.71% software employees were doing workout in gymnasium to reduce stress, also a good technique for stress management. (H_4)

16) 15.38% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

17) 15.34% software employees whose experience greater than 9 years and they were listening to music to reduce stress, one of the good technique for stress management. (H_5)

18) 14.94% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

19) 13.64% software employees were keeping eyes closed for some time to reduce stress, a good technique for stress management. (H_5)

20) 12.67% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

21) 12% software employees were taking medicine to reduce stress. (H_5)

22) 11.84% software employees were doing meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_5)

23) 11.54% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

24) 10% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

25) 9.68% software employees were taking psychological treatment to reduce stress. (H_5)

26) 6.67% software employees were collecting stamps/coins to reduce stress. (H_5)

Income status wise classification of software employees

The Table No. 6.3.1.78 is showing Income Status wise percentage of stress management techniques used to reduce stress:

Table No. 6.3.1.78 : Income status wise percentage of stress management techniques used to reduce stress

Sr. No.	Particulars	Low		Middle		High	
		Frequency	%	Frequency	%	Frequency	%
1.	Yoga	13	18.84	61	26.99	9	33.33
2.	Pranayama	10	14.49	55	24.34	12	44.44
3.	Meditation	14	20.29	58	25.66	4	14.81
4.	Spending time with their family	26	37.68	140	61.95	17	62.96
5.	Indoor/Outdoor sports	20	28.99	78	34.51	6	22.22
6.	Listening to music	37	53.62	132	58.41	7	25.93
7.	Outings	24	34.78	97	42.92	8	29.63
8.	Partying	28	40.58	75	33.19	12	44.44
9.	Web surfing	21	30.43	62	27.43	7	25.93
10.	Spending time with their friends	36	52.17	118	52.21	9	33.33
11.	Watching Movies	39	56.52	102	45.13	13	48.15
12.	Taking a walk	16	23.19	89	39.38	7	25.93
13.	Talking to their loved one	29	42.03	111	49.12	10	37.04
14.	Reading	19	27.54	79	34.96	11	40.74
15.	Consuming alcohol	10	14.49	29	12.83	7	25.93
16.	Smoking	11	15.94	21	9.29	5	18.52
17.	Keeping eyes closed for some time	14	20.29	64	28.32	10	37.04
18.	Spending time with oneself	10	14.49	65	28.76	3	11.11
19.	Trekking	5	7.25	22	9.73	9	33.33
20.	Collection of stamp/coins	1	1.45	12	5.31	2	7.41
21.	Exercising in gymnasium	18	26.09	46	20.35	6	22.22

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Sr. No.	Particulars	Low		Middle		High	
		Frequency	%	Frequency	%	Frequency	%
22.	Having a massage	6	8.70	40	17.70	6	22.22
23.	Aerobics	6	8.70	17	7.52	7	25.93
24.	Taking medicine	2	2.90	18	7.96	5	18.52
25.	Psychological treatment	4	5.80	18	7.96	9	33.33
26.	Other	5	7.25	10	4.42	1	3.70

Source: Primary Data

Analysis and Interpretation:

Analysis: The Table No. 6.3.1.78 shows

a) 33.33% from the High-income status, 18.84% from the Low-income status, and 26.99% from the Middle-Income status used Yoga, (H_1)

b) 44.44% from the High-income status, 14.49% from the Low-income status, and 24.34% from the Middle-Income status used Pranayama, (H_2)

c) 14.81% from the High-income status, 20.29% from the Low-income status, and 25.66% from the Middle-Income status used Meditation, (H_3)

d) 62.96% from the High-income status, 37.68% from the Low-income status, and 61.95% from the Middle-Income status used Spending time with their family, (H_5)

e) 22.22% from the High-income status, 28.99% from the Low-income status, and 34.51% from the Middle-Income status used Indoor/Outdoor Sports, (H_5)

f) 25.9% from the High-income status, 53.62% from the Low-income status, , 58.41% from the Middle-Income status used Listening to Music (H_5)

g) 29.63% from the High-income status, 34.78% from the Low-income status, and 42.92% from the Middle-Income status used Outings, (H_5)

h) 44.44% from the High-income status, 40.58% from the Low-income status, and 33.19% from the Middle-Income status used Partying, (H_5)

i) 25.93% from the High-income status, 30.43% from the Low-income status, and 27.43% from the Middle-Income status used Web surfing, (H_5)

j) 33.33% from the High-income status, 52.17% from the Low-income status, and 52.21% from the Middle-Income status used Spending time with their friends, (H_5)

k) 48.15% from the High-income status, 56.52% from the Low-income status, and 45.13% from the Middle-Income status employees used Watching movies, (H_5)

l) 25.93% from the High-income status, 23.19% from the Low-income status, and 39.38% from the Middle-Income status employees used taking a walk, (H_5)

m) 37.04% from the High-income status, 42.03% from the Low-income status, and 49.12% from the Middle-Income status were talking to their loved ones, (H_5)

n) 40.74% from the High-income status, 27.54% from the Low-income status, and 34.96% from the Middle-Income status used Reading, (H_5)

o) 25.93% from the High-income status,14.49% from the Low-income status, , 12.83% from the Middle-Income status used Consuming alcohol (H_5)

p) 18.52% from the High-income status, 15.94% from the Low-income status, and 9.29% from the Middle-Income status used Smoking, (H_5)

q) 37.04% from the High-income status, 20.29% from the Low-income status, and 28.32% from the Middle-Income status used Keeping eyes closed sometimes, (H_5)

r) 11.11% from the High-income status, 14.49% from the Low-income status, and 28.76% from the Middle-Income status used Spending time with oneself, (H_5)

s) 33.33% from the High-income status, 7.25% from the Low-income status, and 9.73% of Medium Income status male used Trekking, (H_5)

t) 7.41% from the High-income status, 1.45% from the Low-income status, and 5.31% from the Middle-Income status used Collection of stamps/coin,(H_5)

u) 22.22% from the High-income status, 26.09% from the Low-income status, and 20.35% from the Middle-Income status were Exercising in gymnasium, (H_4)

v) 22.22% from the High-income status, 8.70% from the Low-income status, and 17.70% from the Middle-Income status used Having a massage, (H_4)

w) 25.93% from the High-income status, 8.70% from the Low-income status, and 7.52% from the Middle-Income status used Aerobics, (H_4)

x) 18.52% from the High-income status, 2.90% from the Low-income status, and 7.96% from the Middle-Income status used Taking medicine, (H_5)

y) 33.33% from the High-income status, 5.80% from the Low-income status, and 7.96% of Medium Income status are taking Psychological treatment (H_5), and

z) 3.70% of High, 7.25% from the Low-income status, and 4.42% from the Middle-Income status used other stress management techniques (H_5).

Interpretation for Income Status as High:

The following interpretation shows percentage of software employee who have high income and they were using different stress management techniques to reduce stress.

1) 56.52% software employees were watching movies to reduce stress, a good technique for stress management (H_5).

2) 53.62% software employees were listening to music to reduce stress, one of the good technique for stress management. (H_5)

3) 52.17% software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

4) 42.03% software employees were talking to their loved ones to reduce stress, so it is good technique for stress management. (H_5)

5) 40.58% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

6) 37.68% software employees were spending time with their family to reduce stress, one of the good techniques of stress management. (H_5)

7) 34.78% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

8) 30.43% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

9) 28.99% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

10) 27.54% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

11) 26.09% software employees were doing outing in gymnasium to reduce stress, also a good technique for stress management. (H_4)

12) 23.19% software employees were taking a walk as to reduce stress, a good technique for stress management. (H_5)

13) 20.29% software employees were doing meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

14) 20.29% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

15) 18.84% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

16) 15.94% software employees were smoking to reduce stress, but it is harmful for health. It is temporary relief. (H_5)

17) 14.49% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

18) 14.49% software employees were consuming alcohol to reduce stress, not a good technique for stress management, harmful to the body giving a temporary relief. (H_5)

19) 14.49% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

20) 8.7% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

21) 8.7% software employees were doing aerobics to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

22) 7.25% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

23) 7.25% software employees were used other techniques to reduce stress. (H_5)

24) 5.8% software employees were taking psychological treatment to reduce stress. (H_5)

25) 2.9% software employees were taking medicine to reduce stress. (H_5)

26) 1.45%software employees were collecting stamps/coins to reduce stress. (H_5)

Interpretation for Income Status as Middle:

The following interpretation shows percentage of software employees who have medium income using different stress management techniques to reduce stress.

1) 61.95% software employees were spending time with their family to reduce stress, one of the good techniques of stress management. (H_5)

2) 58.41% software employees were listening to music to reduce stress, one of the good techniques for stress management. (H_5)

3) 52.21% software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

4) 49.12% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

5) 45.13% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

6) 42.92% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

7) 39.38% software employees were taking a walk as to reduce stress, a good technique for stress management. (H_5)

8) 34.96% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

9) 34.51% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

10) 33.19% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

11) 28.76% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

12) 28.32% software employees were keeping eyes closed for some time to reduce stress, also a good technique for stress management. (H_5)

13) 27.43% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

14) 26.99% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

15) 25.66% software employees were doing meditation to reduce stress, so it is also good technique for stress management and which are giving healthy blissful spiritual life. (H_3)

16) 24.34% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

17) 20.35% software employees were doing exercise in gymnasium to reduce stress, also a healthy technique for stress management. (H_4)

18) 17.7% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

19) 12.83% software employees have Income Status, as middle and they were consuming alcohol to reduce stress, not a good technique for stress management. It will harmful to the body giving a temporary relief. (H_5)

20) 9.73% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

21) 9.29% software employees were smoking to reduce stress, but it is harmful for health. It is temporary relief. (H_5)

22) 7.96% software employees were taking medicine to reduce stress. (H_5)

23) 7.96% software employees were taking psychological treatment to reduce stress. (H_5)

24) 7.52% software employees were doing aerobics to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

25) 5.31% software employees were collecting stamps/coins to reduce stress. (H_5)

26) 4.42% software employees were used other techniques to reduce stress. (H_5)

Interpretation of "Low Income Status":

The following interpretation shows percentage of software employees who have low income using different stress management techniques to reduce stress.

1) 62.96% software employees were spending time with their family to reduce stress, one of the good techniques of stress management. (H_5)

2) 48.15% software employees were watching movies to reduce stress, a good technique for stress management. (H_5)

3) 44.44% software employees were going for parties to reduce stress, a good technique for stress management. (H_5)

4) 44.44% software employees were doing pranayama to reduce stress, also a good technique for stress management and which are giving healthy spiritual life. (H_2)

5) 40.74% software employees had a habit of reading to reduce stress, a good technique for stress management. (H_5)

6) 37.04% software employees were talking to their loved ones to reduce stress, a good technique for stress management. (H_5)

7) 37.04% software employees were keeping eyes closed sometimes to reduce stress, also a good technique for stress management. (H_5)

8) 33.33% software employees were doing yoga to reduce stress, also a good technique for stress management and which are giving healthy blissful life. (H_1)

9) 33.33% software employees were spending time with their friends to reduce stress, one of the good techniques for stress management. (H_5)

10) 33.33% software employees were going for trekking to reduce stress, a good technique for stress management. (H_5)

11) 33.33% software employees were taking psychological treatment to reduce stress. (H_5)

12) 29.63% software employees were going for outings to reduce stress, a good technique for stress management. (H_5)

13) 25.93% software employees were listening to music to reduce stress, one of the good techniques for stress management. (H_5)

14) 25.93% software employees were spending time in web surfing to reduce stress, a good technique for stress management. (H_5)

15) 25.93% software employees were taking a walk as to reduce stress, so it is good technique for stress management. (H_5)

16) 25.93% software employees were consuming alcohol to reduce stress, not a good technique for stress management. It will harmful to the body giving a temporary relief. (H_5)

17) 25.93% software employees were doing aerobics to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

18) 22.22% software employees were playing indoor/outdoor sports to reduce stress, a good technique for stress management. (H_5)

19) 22.22% software employees were doing workout in gymnasium to reduce stress, also a good technique for stress management. (H_4)

20) 22.22% software employees were interested in massage to reduce stress, a good technique for stress management. It will give you temporary relief. (H_4)

21) 18.52% software employees were smoking to reduce stress, but it is harmful for health. It is temporary relief. (H_5)

22) 18.52% software employees were taking medicine to reduce stress. (H_5)

23) 14.81% software employees were doing meditation to reduce stress, also a good technique for stress management and which are giving healthy blissful spiritual life. (H_5)

24) 11.11% software employees were spending time with oneself to reduce stress, also a good technique for stress management. (H_5)

25) 7.41% software employees were collecting stamps/coins to reduce stress. (H_5)

26) 3.7% software employees were used other techniques to reduce stress. (H_5)

6.4 Testing of Hypothesis

The following tables show the relationship between different features of software employees and use of Stress Management Techniques by using Chi-square test to test the hypotheses. The features of software employees were considered for study such as age, gender, educational qualification, faculty of education, location, type of company, position, designation, experience, income status, type of family, and marital status. Stress Management Techniques used are divided into five categories a) Yoga, b) Pranayama , c) Meditation, d) Aerobics along with Having a massage and Exercising in gymnasium, e) Spending time with oneself such as reading, taking a walk, listening to music, spending time with their family and friends, talking to their loved ones, outings , partying and others. The five hypotheses are formed with features of software employees and use of stress management techniques.

6.4.1 Stress Management Technique like Yoga (H_1)

The Table No. 6.4.1 reveals relationship between demographic variables such as different features of software employees and stress management technique like yoga by using Chi-square test.

Table No. 6.4.1: Chi-square test between features of software employees and use of stress management technique like yoga

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Yoga	6.960	2	0.031*
2.	Gender	Yoga	1.276	1	0.259
3.	Educational qualification	Yoga	0.096	1	0.756
4.	Faculty of education	Yoga	0.045	1	0.831
5.	Location	Yoga	0.001	1	0.979
6.	Type of company	Yoga	8.256	1	0.004*
7.	Position	Yoga	4.076	2	0.130
8.	Designation	Yoga	4.810	2	0.090
9.	Experience	Yoga	5.841	2	0.050*
10.	Income status	Yoga	2.715	2	0.257
11.	Type of family	Yoga	7.768	2	0.021*
12.	Marital status	Yoga	4.177	2	0.124

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.1, reveals that the relationship between yoga and different features of individuals like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience, income status, type of family, and marital status who are working in software industry by using statistical test Chi square test. The results were as follows:

1) Chi-square test for age and use of stress management technique like yoga

The p-value (0.031) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between age and use of stress management technique like yoga.

2) Chi-square test for gender and use of stress management technique like yoga

The p-value (0.259) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between gender and use of stress management technique like yoga.

3) Chi-square test for educational qualification and use of stress management technique like yoga

The p-value (0.756) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between educational qualification and use of stress management technique like yoga.

4) Chi-square test for faculty of education and use of stress management technique like yoga

The p-value (0.831) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between faculty of education and use of stress management technique like yoga.

5) Chi-square test for location and use of stress management technique like yoga

The p-value (0.979) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between location and use of stress management technique like yoga.

6) Chi-square test for type of company and use of stress management technique like yoga

The p-value (0.004) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between type of company and use of stress management technique like yoga.

7) Chi-square test for level of position and use of stress management technique like yoga

The p-value (0.130) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between level of position and use of stress management technique like yoga.

8) Chi-square test for designation and use of stress management technique like yoga

The p-value (0.090) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between designation and use of stress management technique like yoga.

9) Chi-square test for experience and use of stress management technique like yoga

The p-value (0.050) is less than or equal to than 0.05, the null hypothesis is rejected. There is a significant relationship between experience and use of stress management technique like yoga.

10) Chi-square test for income status and use of stress management technique like yoga

The p-value (0.257) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between income status and use of stress management technique like yoga.

11) Chi-square test for type of family and use of stress management technique like yoga

The p-value (0.021) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between type of family and use of stress management technique like yoga.

12) Chi-square test for marital status and use of stress management technique like yoga

The p-value (0.124) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between marital status and use of stress management technique like yoga.

Conclusion: After observing the above results, it is found that the individual's age, type of company, number of years of experience and type of family had a significant relationship with use of stress management technique like yoga. The individual's gender, educational qualification, faculty of education, location, level of position, income, designation, and marital status had no significant relationship with use of stress management techniques like yoga. So hypothesis is accepted . The Yoga Practice will enable the software employees to implement Stress Management Techniques. Yoga practice did help the individual working in the software industry to get relief in their stress management. The first hypothesis (H_1) stands validated.

6.4.2 Stress Management Technique like Pranayama (H_2)

The Table No. 6.4.2 reveals the relationship between demographic variables such as different features of software employees and stress management technique like pranayama by using Chi-square test.

Table No. 6.4.2   : Chi-square test between features of software employees and use of stress management technique like pranayama

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Pranayama	3.806	2	0.149
2.	Gender	Pranayama	5.305	1	0.021*
3.	Educational qualification	Pranayama	3.332	1	0.068
4.	Faculty of education	Pranayama	0.046	1	0.831
5.	Location	Pranayama	0.142	1	0.706
6.	Type of company	Pranayama	5.932	1	0.015*
7.	Level of position	Pranayama	4.905	2	0.086
8.	Designation	Pranayama	4.249	2	0.120
9.	Experience	Pranayama	3.964	2	0.138
10.	Income status	Pranayama	7.641	2	0.022*
11.	Type of family	Pranayama	6.548	2	0.038*
12.	Marital status	Pranayama	17.891	2	0.000*

Source: Primary Data   ***<= 0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.2, reveals that the relationship between pranayama and different features of individuals like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family, and marital status who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like pranayama

The p-value (0.149) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between age and use of stress management technique like pranayama.

2) Chi-square test for gender and use of stress management technique like Pranayama

The p-value (0.021) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between gender and use of stress management technique like pranayama.

3) Chi-square test for educational qualification and use of stress management technique like pranayama

The p-value (0.068) is greater than 0.05; the null hypothesis is accepted. There is no significant relationship between educational qualification and use of stress management technique like pranayama.

4) Chi-square test for faculty of education and use of stress management technique like pranayama

The p-value (0.831) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between faculty of education and use of stress management technique like pranayama.

5) Chi-square test for location and use of stress management technique like pranayama

The p-value (0.706) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between location and use of stress management technique like pranayama.

6) Chi-square test for type of company and use of stress management technique like pranayama

The p-value (0.015) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between type of company and use of stress management technique like pranayama.

7) Chi-square test for level of position and use of stress management technique like pranayama

The p-value (0.086) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between level of position and use of stress management technique like pranayama.

8) Chi-square test for designation and use of stress management technique like pranayama

The p-value (0.120) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between designation and use of stress management technique like pranayama.

9) Chi-square test for experience and use of stress management technique like pranayama

The p-value (0.138) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between experience and use of stress management technique like pranayama.

10) Chi-square test for income status and use of stress management technique like pranayama

The p-value (0.022) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between income status and use of stress management technique like pranayama.

11) Chi-square test for type of family and use of stress management technique like pranayama

The p-value (0.038) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between type of family and use of stress management technique like pranayama.

12) Chi-square test for marital status and use of stress management technique like pranayama

The p-value (0.000) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between marital status and use of stress management technique like pranayama.

Conclusion: After observing the above results, it is found that the software employee's gender, type of company, income status, type of family and marital status had a significant relationship with use of stress management technique like pranayama. The individual's age, educational qualification, faculty of education, location, level of position, designation, and experience had no significant relationship with use of stress management techniques. So hypothesis is accepted. Pranayama (The Breath Control Exercises) will enable the software employees to implement Stress Management Techniques. Pranayama practices did help relieve stress of software employees. The second hypothesis (H_2) stands validated.

4.3 Stress Management Technique like Meditation (H_3)

The Table No. 6.4.3 reveals the relationship between demographic variables such as different features of software employees and stress management technique like meditation by using Chi-square test.

Table No. 6.4.3: Chi-square test between features of software employees and use of stress management technique like meditation

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Meditation	0.472	2	0.790
2.	Gender	Meditation	1.206	1	0.272
3.	Educational qualification	Meditation	0.053	1	0.818
4.	Faculty of education	Meditation	1.018	1	0.313
5.	Location	Meditation	3.041	1	0.081
6.	Type of company	Meditation	2.368	1	0.124
7.	Level of position	Meditation	0.576	2	0.750
8.	Designation	Meditation	2.407	2	0.300
9.	Experience	Meditation	3.106	2	0.212
10.	Income status	Meditation	2.109	2	0.348
11.	Type of family	Meditation	3.093	2	0.213
12.	Marital Status	Meditation	0.388	2	0.823

Source: Primary Data

Analysis and Interpretation:

Interpretation : The Table No. 6.4.3, reveals that the relationship between meditation and different features of individuals like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family, and marital status who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like meditation

The p-value (0.790) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between age and use of stress management technique like meditation.

2) Chi-square test for gender and use of stress management technique like meditation

The p-value (0.272) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between gender and use of stress management technique like meditation.

3) Chi-square test for educational qualification and use of stress management technique like meditation

The p-value (0.818) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between educational qualification and use of stress management technique like meditation.

4) Chi-square test for faculty of education and use of stress management technique like meditation

The p-value (0.313) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between faculty of education and use of stress management technique like meditation.

5) Chi-square test for location and use of stress management technique like meditation

The p-value (0.081) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between location and use of stress management technique like meditation.

6) Chi-square test for type of company and use of stress management technique like meditation

The p-value (0.124) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between type of company and use of stress management technique like meditation.

7) Chi-square test for level of position and use of stress management technique like meditation

The p-value (0.750) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between level of position and use of stress management technique like meditation.

8) Chi-square test for designation and use of stress management technique like meditation

The p-value (0.300) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between designation and use of stress management technique like meditation.

9) Chi-square test for experience and use of stress management technique like meditation

The p-value (0.212) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between experience and use of stress management technique like meditation.

10) Chi-square test for income status and use of stress management technique like meditation

The p-value (0.348) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between income status and use of stress management technique like meditation.

11) Chi-square test for type of family and use of stress management technique like meditation

The p-value (0.213) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between type of family and use of stress management technique like meditation.

12) Chi-square test for marital status and use of stress management technique like meditation

The p-value (0.823) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between marital status and use of stress management technique like meditation.

Conclusion: After observing the above results, it is found that the software employee's considering all features had no significant relationship with use of stress management technique like meditation. The fact is that meditation as stress management technique exists and is valuable irrespective of gender, educational qualification, location, level of position, designation, faculty of education, type of company, experience, income status, type of family, and marital status. Meditation (Concentration) enabled the software employees and all other employees to implement Stress Management Techniques. This validates the third hypothesis (H_3).

6.4.4 Stress Management Technique like Aerobics along with Having a massage and Exercising in gymnasium exercise

a) Stress Management Technique like Aerobics (H_4)

The Table No. 6.4.4 reveals the relationship between demographic variables such as different features of software employees and stress management technique like aerobics by using Chi-square test.

Table No. 6.4.4 : Chi-square test between features of software employees and use of stress management technique like aerobics

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Aerobics	0.198	2	0.906
2.	Gender	Aerobics	3.682	1	0.050*
3.	Educational qualification	Aerobics	0.305	1	0.581
4.	Faculty of education	Aerobics	1.304	1	0.253
5.	Location	Aerobics	0.521	1	0.470

Sr. No.	Demographic Variable	Use of Stress Management Techniques	Chi-square Value	Degree of freedom	p-value
6.	Type of company	Aerobics	1.304	1	0.250
7.	Level of position	Aerobics	0.834	2	0.659
8.	Designation	Aerobics	6.985	2	0.030*
9.	Experience	Aerobics	0.502	2	0.778
10.	Income status	Aerobics	9.709	2	0.008*
11.	Type of family	Aerobics	0.543	2	0.762
12.	Marital status	Aerobics	12.016	2	0.002*

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.4, reveals that the relationship between aerobics and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family, and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like aerobics

The p-value (0.906) is greater than 0.05. There is no significant relationship between age and use of stress management technique like aerobics.

2) Chi-square test for gender and use of stress management technique like aerobics

The p-value (0.050) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between gender and use of stress management technique like aerobics.

3) Chi-square test for educational qualification and use of stress management technique like aerobics

The p-value (0.581) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like aerobics.

4) Chi-square test for faculty of education and use of stress management technique like aerobics

The p-value (0.253) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between faculty of education and use of stress management technique like aerobics.

5) Chi-square test for location and use of stress management technique like aerobics

The p-value (0.470) is greater than 0.05. There is no significant relationship between location and use of stress management technique like aerobics.

6) Chi-square test for type of company and use of stress management technique like aerobics

The p-value (0.250) is greater than 0.05. There is no significant relationship between type of company and use of stress management technique like aerobics.

7) Chi-square test for level of position and use of stress management technique like aerobics

The p-value (0.659) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like aerobics.

8) Chi-square test for designation and use of stress management technique like aerobics

The p-value (0.030) is less than or equal to 0.05. There is a significant relationship between designation and use of stress management technique like aerobics.

9) Chi-square test for experience and use of stress management technique like aerobics

The p-value (0.778) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like aerobics.

10) Chi-square test for income status and use of stress management technique like aerobics

The p-value (0.008) is less than or equal to 0.05. There is a significant relationship between income status and use of stress management technique like aerobics.

11) Chi-square test for type of family and use of stress management technique like aerobics

The p-value (0.762) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like aerobics.

12) Chi-square test for marital status and use of stress management technique like aerobics

The p-value (0.002) is less than or equal to 0.05. There is a significant relationship between marital status and use of stress management technique like aerobics.

Conclusion: After observing the above results, it is found that the individual's gender, designation, income status, and marital status have a significant relationship with use of stress management techniques like aerobics. Aerobics is the fourth stress management technique, which is stated, in the fourth hypothesis. (H_4)

b) Stress Management Technique like Having a massage (H_4)

The Table No. 6.4.5 reveals the relationship between demographic variables such as different features of software employees and stress management technique like having a massage by using Chi-square test.

Table No. 6.4.5: Chi-square test between features of software employees and use of stress management technique like having a massage

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Having a massage	0.532	2	0.765
2.	Gender	Having a massage	0.186	1	0.666
3.	Educational qualification	Having a massage	1.661	1	0.198
4.	Faculty of education	Having a massage	0.019	1	0.891
5.	Location	Having a massage	0.743	1	0.389
6.	Type of company	Having a massage	0.560	1	0.454
7.	Level of position	Having a massage	0.584	2	0.747
8.	Designation	Having a massage	1.442	2	0.486
9.	Experience	Having a massage	0.042	2	0.979
10.	Income status	Having a massage	3.967	2	0.138

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
11.	Type of family	Having a massage	2.514	2	0.284
12.	Marital status	Having a massage	4.363	2	0.113

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.5, reveals that the relationship between massage and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who were working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like massage

The p-value (0.765) is greater than 0.05. There is no significant relationship between age and use of stress management technique like massage.

2) Chi-square test for Gender and use of Stress Management technique like having a massage

The p-value (0.666) is greater than 0.05. There is no significant relationship between gender and use of stress management technique like massage.

3) Chi-square test for educational qualification and use of stress management technique like having a massage

The p-value (0.198) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like having a massage.

4) Chi-square test for faculty of education and use of stress management technique like having a massage

The p-value (0.891) is greater than 0.05. There is no significant relationship between faculty of education and use of stress management technique like having a massage.

5) Chi-square test for location and use of stress management technique like having a massage

The p-value (0.389) is greater than 0.05. There is no significant relationship between location and use of stress management technique like having a massage.

6) Chi-square test for type of company and use of stress management technique like having a massage

The p-value (0.454) is greater than 0.05. There is no significant relationship between type of company and use of stress management technique like having a massage.

7) Chi-square test for level of position and use of stress management technique like having a massage

The p-value (0.747) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like having a massage.

8) Chi-square test for designation and use of stress management technique like having a massage

The p-value (0.486) is greater than 0.05. There is no significant relationship between designation and use of stress management technique like having a massage.

9) Chi-square test for Experience and use of stress management technique like having a massage

The p-value (0.979) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like having a massage.

10) Chi-square test for income status and use of stress management technique like having a massage

The p-value (0.138) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like having a massage.

11) Chi-square test for type of family and use of stress management technique like having a massage

The p-value (0.284) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like having a massage.

12) Chi-square test for marital status and use of stress management technique like having a massage

The p-value (0.113) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like having a massage.

Having a massage is included in the fourth hypothesis with Aerobics. (H_4)

c) Stress Management Technique like Exercising in Gymnasium (H_4)

The Table No. 6.4.6 reveals the relationship between demographic variables such as different features of software employees and stress management technique like exercising in gymnasium by using Chi-square test.

Table No. 6.4.6: Chi-square test between features of software employees and use of stress management technique like exercising in gymnasium

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Exercising in Gymnasium	5.174	2	0.075
2.	Gender	Exercising in Gymnasium	7.492	1	0.006*
3.	Educational qualification	Exercising in Gymnasium	0.136	1	0.712
4.	Faculty of education	Exercising in Gymnasium	1.323	1	0.250
5.	Location	Exercising in Gymnasium	3.644	1	0.056
6.	Type of company	Exercising in Gymnasium	4.507	1	0.034*
7.	Level of position	Exercising in Gymnasium	0.338	2	0.845
8.	Designation	Exercising in Gymnasium	1.180	2	0.554
9.	Experience	Exercising in Gymnasium	13.433	2	0.001*
10.	Income status	Exercising in Gymnasium	1.025	2	0.599

Sr. No.	Demographic Variable	Use of Stress Management Techniques	Chi-square Value	Degree of freedom	p-value
11.	Type of family	Exercising in Gymnasium	0.726	2	0.696
12.	Marital status	Exercising in Gymnasium	2.097	2	0.350

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.6, reveals that the relationship between exercising in gymnasium and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like exercising in gymnasium

The p-value (0.075) is greater than 0.05. There is no significant relationship between age and use of stress management technique like exercising in gymnasium.

2) Chi-square test for gender and use of stress management technique like exercising in gymnasium

The p-value (0.006) is less than or equal to 0.05. There is a significant relationship between gender and use of stress management technique like exercising in gymnasium.

3) Chi-square test for educational qualification and use of stress management technique like exercising in gymnasium

The p-value (0.712) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like exercising in gymnasium.

4) Chi-square test for faculty of education and use of stress management technique like exercising in gymnasium

The p-value (0.250) is greater than 0.05. There is no significant relationship between faculty of education and use of stress management technique like exercising in gymnasium.

5) Chi-square test for location and use of stress management technique like exercising in gymnasium

The p-value (0.056) is greater than 0.05. There is no significant relationship between Location and use of stress management technique like exercising in gymnasium.

6) Chi-square test for type of company and use of stress management technique like exercising in gymnasium

The p-value (0.034) is less than or equal to 0.05. There is a significant relationship between type of company and use of stress management technique like exercising in gymnasium.

7) Chi-square test for level of position and use of stress management technique like exercising in gymnasium

The p-value (0.845) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like exercising in gymnasium.

8) Chi-square test for designation and use of stress management technique like exercising in gymnasium

The p-value (0.554) is greater than 0.05. There is no significant relationship between designation and use of stress management technique like exercising in gymnasium.

9) Chi-square test for experience and use of stress management technique like exercising in gymnasium

The p-value (0.001) is than or equal to 0.05. There is a significant relationship between experience and use of stress management technique like exercising in gymnasium.

10) Chi-square test for income status and use of stress management technique like exercising in gymnasium

The p-value (0.599) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like exercising in gymnasium.

11) Chi-square test for type of family and use of stress management technique like exercising in gymnasium

The p-value (0.696) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like exercising in gymnasium.

12) Chi-square test for marital status and use of stress management technique like exercising in gymnasium

The p-value (0.350) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like exercising in gymnasium.

Conclusion: After observing the above results, it is found that the individual's gender, type of company, and number of year of experience have a significant relationship with use of stress management techniques like Exercising in Gymnasium. Aerobics along with Exercising in Gymnasium and Having a massage is a part of the stress management techniques mentioned in the fourth hypothesis. (H_4)

6.4.5 Stress Management Technique like Spending Time with oneself (H_5)

a) Stress Management Technique like Listening to music (H_5)

The Table No. 6.4.7 reveals the relationship between demographic variables such as different features of software employees and stress management technique like listening to music by using Chi-square test. This is one of the activities that are the part of activities included in spending time with oneself.

Table No. 6.4.7: Chi-square test between features of software employees and use of stress management technique like listening to music

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Listening to music	7.206	2	0.027*
2.	Gender	Listening to music	1.772	1	0.183
3.	Educational qualification	Listening to music	0.032	1	0.858
4.	Faculty of education	Listening to music	4.115	1	0.043*
5.	Location	Listening to music	3.840	1	0.050*
6.	Type of company	Listening to music	7.325	1	0.007*
7.	Level of position	Listening to music	0.603	2	0.740
8.	Designation	Listening to music	12.061	2	0.002*
9.	Experience	Listening to music	5.761	2	0.056
10.	Income status	Listening to music	10.305	2	0.006*
11.	Type of family	Listening to music	4.384	2	0.112
12.	Marital status	Listening to music	1.327	2	0.515

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.7, reveals that the relationship between listening to music and different features of individuals like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family and marital status who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like listening to music

The p-value (0.027) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between age and use of stress management technique like listening to music.

2) Chi-square test for gender and use of stress management technique like listening to music

The p-value (0.183) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between gender and use of stress management technique like listening to music.

3) Chi-square test for educational qualification and use of stress management technique like listening to music

The p-value (0.858) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between educational qualification and use of stress management technique like listening to music.

4) Chi-square test for faculty of education and use of stress management technique like listening to music

The p-value (0.043) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between faculty of education and use of stress management technique like listening to music.

5) Chi-square test for location and use of stress management technique like listening to music

The p-value (0.050) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between location and use of stress management technique like listening to music.

6) Chi-square test for type of company and use of stress management technique like listening to music

The p-value (0.007) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between type of company and use of stress management technique like listening to music.

7) Chi-square test for level of position and use of stress management technique like listening to music

The p-value (0.740) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between level of position and use of stress management technique like listening to music.

8) Chi-square test for designation and use of stress management technique like listening to music

The p-value (0.002) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between designation and use of stress management technique like listening to music.

9) Chi-square test for experience and use of stress management technique like listening to music

The p-value (0.056) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between experience and use of stress management technique like listening to music.

10) Chi-square test for income status and use of stress management technique like listening to music

The p-value (0.006) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between income status and use of stress management technique like listening to music.

11) Chi-square test for type of family and use of stress management technique like listening to music

The p-value (0.112) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between type of family and use of stress management technique like listening to music.

12) Chi-square test for marital status and use of stress management technique like listening to music

The p-value (0.515) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between marital status and use of stress management technique like listening to music.

Conclusion: After observing the above results, it is found that the software employee's age, faculty of education, location, type of company, designation, and income status have significant relationship with use of Stress Management Technique like Listening to Music. So the hypothesis is accepted. The fifth hypothesis is Spending time with oneself will enable the software employees to implement Stress Management Techniques stands validated (H_5). Listening to music practices did help software employees to reduce their stress.

b) Stress Management Technique like Spending time with their family (H$_5$)

The Table No. 6.4.8 reveals the relationship between demographic variables such as different features of software employees and stress management technique like spending time with their family by using Chi-square test.

Table No. 6.4.8: Chi-square test between features of software employees and use of stress management technique like spending time with their family

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Spending time with their family	31.064	2	0.000*
2.	Gender	Spending time with their family	0.011	1	0.918
3.	Educational qualification	Spending time with their family	0.085	1	0.771
4.	Faculty of education	Spending time with their family	1.288	1	0.256
5.	Location	Spending time with their family	0.846	1	0.358
6.	Type of company	Spending time with their family	2.526	1	0.112
7.	Level of position	Spending time with their family	5.529	2	0.063
8.	Designation	Spending time with their family	5.324	2	0.070
9.	Experience	Spending time with their family	18.352	2	0.000*
10.	Income status	Spending time with their family	13.139	2	0.001*
11.	Type of family	Spending time with their family	3.670	2	0.160
12.	Marital status	Spending time with their family	3.191	2	0.203

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation: The Table No. 6.4.8, reveals that the relationship between Spending time with their family and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who are

working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like spending time with their family

The p-value (0.000) is less than or equal to 0.05. There is a significant relationship between age and use of stress management technique like spending time with their family.

2) Chi-square test for gender and use of stress management technique like spending time with their family

The p-value (0.918) is greater than 0.05. There is no significant relationship between gender and use of stress management technique like spending time with their family.

3) Chi-square test for educational qualification and use of stress management technique like spending time with their family

The p-value (0.771) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like spending time with their family.

4) Chi-square test for faculty of education and use of stress management technique like spending time with their family

The p-value (0.256) is greater than 0.05. There is no significant relationship between faculty of education and use of stress management technique like spending time with their family.

5) Chi-square test for location and use of stress management technique like spending time with their family

The p-value (0.358) is greater than 0.05. There is no significant relationship between location and use of stress management technique like spending time with their family.

6) Chi-square test for type of company and use of stress management technique like spending time with their family

The p-value (0.063) is greater than 0.05. There is no significant relationship between type of company and use of stress management technique like spending time with their family.

7) Chi-square test for level of position and use of stress management technique like spending time with their family

The p-value (0.063) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like spending time with their family.

8) Chi-square test for designation and use of stress management technique like spending time with their family

The p-value (0.070) is greater than 0.05. There is no significant relationship between designation and use of stress management technique like spending time with their family.

9) Chi-square test for experience and use of stress management technique like spending time with their family

The p-value (0.000) is less than or equal to 0.05. There is a significant relationship between experience and use of stress management technique like spending time with their family.

10) Chi-square test for income status and use of stress management technique like spending time with their family

The p-value (0.001) is less than or equal to 0.05. There is a significant relationship between income status and use of stress management technique like spending time with their family.

11) Chi-square test for type of family and use of stress management technique like spending time with their family

The p-value (0.160) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like spending time with their family.

12) Chi-square test for marital status and use of stress management technique like spending time with their family

The p-value (0.203) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like spending time with their family.

Conclusion: After observing the above results, it is found that the individuals age, number of years of experience, and income status have a significant relationship with use of stress management techniques like spending time with their family.

Spending time with their family is one of the twenty activities included in spending time with oneself that forms the fifth hypothesis of the present study, so fifth hypothesis stands validated. (H_5)

c) Stress Management Technique like Indoor/Outdoor sports (H_5)

The Table No. 6.4.9 reveals the relationship between demographic variables such as different features of software employees and stress management technique like indoor/outdoor sports by using Chi-square test.

Table No. 6.4.9: Chi-square test between features of Software Employees and use of stress management technique like indoor/outdoor sports

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Indoor/Outdoor sports	1.826	2	0.401
2.	Gender	Indoor/Outdoor sports	11.663	1	0.001*
3.	Educational qualification	Indoor/Outdoor sports	0.021	1	0.884
4.	Faculty of education	Indoor/Outdoor sports	0.208	1	0.649
5.	Location	Indoor/Outdoor sports	0.132	1	0.716
6.	Type of company	Indoor/Outdoor sports	0.878	1	0.349
7.	Level of position	Indoor/Outdoor sports	4.210	2	0.122
8.	Designation	Indoor/Outdoor sports	2.685	2	0.261
9.	Experience	Indoor/Outdoor sports	5.508	2	0.064
10.	Income status	Indoor/Outdoor sports	2.107	2	0.349
11.	Type of family	Indoor/Outdoor sports	1.413	2	0.493
12.	Marital status	Indoor/Outdoor sports	2.103	2	0.349

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.9, reveals that the relationship between indoor/outdoor sports and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like indoor/outdoor sports

The p-value (0.401) is greater than 0.05. There is no significant relationship between age and use of stress management technique like indoor/outdoor sports.

2) Chi-square test for gender and use of stress management technique like indoor/outdoor sports

The p-value (0.001) is less than or equal to 0.05. There is a significant relationship between gender and use of stress management technique like indoor/outdoor sports.

3) Chi-square test for educational qualification and use of stress management technique like indoor/outdoor sports

The p-value (0.884) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like indoor/outdoor sports.

4) Chi-square test for faculty of education and use of stress management technique like indoor/outdoor sports

The p-value (0.649) is greater than 0.05. There is no significant relationship between faculty of education and use of stress management technique like indoor/outdoor sports.

5) Chi-square test for location and use of stress management technique like indoor/outdoor sports

The p-value (0.716) is greater than 0.05. There is no significant relationship between location and use of stress management technique like indoor/outdoor sports.

6) Chi-square test for type of company and use of stress management technique like indoor/outdoor sports

The p-value (0.349) is greater than 0.05. There is no significant relationship between type of company and use of stress management technique like indoor/outdoor sports.

7) Chi-square test for level of position and use of stress management technique like indoor/outdoor sports

The p-value (0.261) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like indoor/outdoor sports.

8) Chi-square test for designation and use of stress management technique like indoor/outdoor sports

The p-value (0.261) is greater than 0.05. There is no significant relationship between designation and use of stress management technique like indoor/outdoor sports.

9) Chi-square test for experience and use of stress management technique like indoor/outdoor sports

The p-value (0.064) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like indoor/outdoor sports.

10) Chi-square test for income status and use of stress management technique like indoor/outdoor sports

The p-value (0.349) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like indoor/outdoor sports.

11) Chi-square test for type of family and use of stress management technique like indoor/outdoor sports

The p-value (0.493) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like indoor/outdoor sports.

12) Chi-square test for marital status and use of stress management technique like indoor/outdoor sports

The p-value (0.349) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like indoor/outdoor sports .

Conclusion: After observing the above results, it is found that the individual's gender had a significant relationship with use of stress management techniques like indoor/outdoor sports.

The activity of sports is included in the twenty activities of spending time with oneself. The activity is related to the fifth hypothesis. (H_5).

d) Stress Management Technique like Outings (H_5)

The Table No. 6.4.10 reveals the relationship between demographic variables such as different features of software employees and stress management technique like outings by using Chi-square test.

Table No. 6.4.10: Chi-square test between features of software employees and use of stress management technique like outings

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Outings	7.570	2	0.023*
2.	Gender	Outings	0.233	1	0.629
3.	Educational qualification	Outings	0.062	1	0.803
4.	Faculty of education	Outings	0.025	1	0.875
5.	Location	Outings	2.351	1	0.125
6.	Type of company	Outings	1.158	1	0.282
7.	Level of position	Outings	25	2	0.367
8.	Designation	Outings	2.364	2	0.307
9.	Experience	Outings	8.236	2	0.016*
10.	Income status	Outings	2.794	2	0.247
11.	Type of family	Outings	1.834	2	0.400
12.	Marital status	Outings	0.675	2	0.713

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.10, reveals that the relationship between outings and different features of the individual respondents like his age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like outings

The p-value (0.023) is less than or equal to 0.05. There is a significant relationship between age and use of stress management technique like outings.

2) Chi-square test for gender and use of stress management technique like outings

The p-value (0.629) is greater than 0.05. There is no significant relationship between gender and use of stress management technique like outings.

3) Chi-square test for educational qualification and use of stress management technique like outings

The p-value (0.803) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like outings.

4) Chi-square test for faculty of education and use of stress management technique like outings

The p-value (0.875) is greater than 0.05. There is no significant relationship between faculty of education and use of stress management technique like outings.

5) Chi-square test for location and use of stress management technique like outings

The p-value (0.125) is greater than 0.05. There is no significant relationship between location and use of stress management technique like outings.

6) Chi-square test for type of company and use of stress management technique like outings

The p-value (0.282) is greater than 0.05. There is no significant relationship between type of company and use of stress management technique like outings.

7) Chi-square test for level of position and use of stress management technique like outings

The p-value (0.367) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like outings.

8) Chi-square test for designation and use of stress management technique like outings

The p-value (0.307) is greater than 0.05. There is no significant relationship between designation and use of stress management technique like outings.

9) Chi-square test for experience and use of stress management technique like outings

The p-value (0.016) is less than or equal to 0.05. There is a significant relationship between experience and use of stress management technique like outings.

10) Chi-square test for income status and use of stress management technique like outings

The p-value (0.247) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like outings.

11) Chi-square test for type of family and use of stress management technique like outings

The p-value (0.400) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like outings.

12) Chi-square test for marital status and use of stress management technique like outings

The p-value (0.713) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like outings.

Conclusion: After observing the above results, it is found that the individuals age, number of years of experience have a significant relationship with use of stress management techniques like Outings. An outing is one of the twenty activities of spending time with oneself, which form the basis of the fifth hypothesis (H_5).

e) Stress Management Technique like Partying (H$_5$)

The Table No. 6.4.11 reveals the relationship between demographic variables such as different features of software employees and stress management technique like partying by using Chi-square test.

Table No. 6.4.11: Chi-square test between features of software employees and use of stress management technique like partying

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Partying	0.918	2	0.632
2.	Gender	Partying	4.893	1	0.027*
3.	Educational qualification	Partying	0.034	1	0.853
4.	Faculty of education	Partying	0.732	1	0.392
5.	Location	Partying	2.426	1	0.119
6.	Type of company	Partying	5.127	1	0.024*
7.	Level of position	Partying	0.761	2	0.684
8.	Designation	Partying	1.622	2	0.444
9.	Experience	Partying	3.238	2	0.198
10.	Income status	Partying	2.237	2	0.327
11.	Type of family	Partying	0.206	2	0.902
12.	Marital status	Partying	2.954	2	0.228

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.11, reveals that the relationship between partying and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like partying

The p-value (0.632) is greater than 0.05. There is no significant relationship between age and use of stress management technique like partying.

2) Chi-square test for gender and use of stress management technique like partying

The p-value (0.027) is less than or equal to 0.05. There is a significant relationship between gender and use of stress management technique like partying.

3) Chi-square test for educational qualification and use of stress management technique like partying

The p-value (0.853) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like partying.

4) Chi-square test for faculty of education and use of stress management technique like partying

The p-value (0.392) is greater than 0.05. There is no significant relationship between faculty of education and use of stress management technique like partying.

5) Chi-square test for location and use of stress management technique like partying

The p-value (0.119) is greater than 0.05. There is no significant relationship between location and use of stress management technique like partying.

6) Chi-square test for type of company and use of stress management technique like partying

The p-value (0.024) is less than or equal to 0.05. There is a significant relationship between type of company and use of stress management technique like partying.

7) Chi-square test for level of position and use of stress management technique like partying

The p-value (0.684) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like partying.

8) Chi-square test for designation and use of stress management technique like partying

The p-value (0.444) is greater than 0.05. There is no significant relationship between designation and use of stress management technique like partying.

9) Chi-square test for experience and use of stress management technique like partying

The p-value (0.198) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like partying.

10) Chi-square test for income status and use of stress management technique like partying

The p-value (0.327) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like partying.

11) Chi-square test for type of family and use of stress management technique like partying

The p-value (0.902) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like partying.

12) Chi-square test for marital status and use of stress management technique like partying

The p-value (0.327) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like partying.

Conclusion: After observing the above results, it is found that the individual's gender and type of company have a significant relationship with use of stress management techniques like Partying. Partying is one of the twenty activities of spending time with oneself, which form the basis of the fifth hypothesis. (H$_5$)

f) Stress Management Technique like Web surfing (H$_5$)

The Table No. 6.4.12 reveals the relationship between demographic variables such as different features of software employees and stress management technique like web surfing by using Chi-square test.

Table No. 6.4.12: Chi-square test between features of Software Employees and use of stress management technique like web surfing

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Web surfing	6.928	2	0.031*
2.	Gender	Web surfing	0.069	1	0.793
3.	Educational qualification	Web surfing	0.676	1	0.411
4.	Faculty of education	Web surfing	1.479	1	0.224
5.	Location	Web surfing	10.326	1	0.001*
6.	Type of company	Web surfing	12.059	1	0.001*
7.	Level of position	Web surfing	0.48	2	0.976
8.	Designation	Web surfing	10.345	2	0.002*
9.	Experience	Web surfing	3.024	2	0.221
10.	Income status	Web surfing	0.296	2	0.862
11.	Type of family	Web surfing	0.796	2	0.672
12.	Marital status	Web surfing	1.255	2	0.534

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.12, reveals that the relationship between web surfing and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like web surfing

The p-value (0.031) is less than or equal to 0.05. There is a significant relationship between age and use of stress management technique like web surfing.

2) Chi-square test for gender and use of stress management technique like web surfing

The p-value (0.793) is greater than 0.05. There is no significant relationship between gender and use of stress management technique like web surfing.

3) Chi-square test for educational qualification and use of stress management technique like web surfing

The p-value (0.411) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like web surfing.

4) Chi-square test for faculty of education and use of stress management technique like web surfing

The p-value (0.224) is greater than 0.05. There is no significant relationship between faculty of education and use of stress management technique like web surfing.

5) Chi-square test for location and use of stress management technique like web surfing

The p-value (0.001) is less than or equal to 0.05. There is a significant relationship between location and use of stress management technique like web surfing.

6) Chi-square test for type of company and use of stress management technique like web surfing

The p-value (0.001) is less than or equal to 0.05. There is a significant relationship between type of company and use of stress management technique like web surfing.

7) Chi-square test for level of position and use of stress management technique like web surfing

The p-value (0.976) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like web surfing.

8) Chi-square test for designation and use of stress management technique like web surfing

The p-value (0.002) is less than or equal to 0.05. There is a significant relationship between designation and use of stress management technique like web surfing.

9) Chi-square test for experience and use of stress management technique like web surfing

The p-value (0.221) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like web surfing.

10) Chi-square test for income status and use of stress management technique like web surfing

The p-value (0.862) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like web surfing.

11) Chi-square test for type of family and use of stress management technique like web surfing

The p-value (0.672) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like web surfing.

12) Chi-square test for marital status and use of stress management technique like web surfing

The p-value (0.534) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like web surfing.

Conclusion: After observing the above results, it is found that the individuals age, location, type of company and designation have a significant relationship with use of stress management techniques like web surfing. Web surfing is one of the twenty activities in the category of Spending time with oneself and is related to the fifth hypothesis of the study. (H_5)

g) Stress Management Technique like Spending time with their friends (H_5)

The Table No. 6.4.13 reveals the relationship between demographic variables such as different features of software employees and stress management technique like spending time with their friends by using Chi-square test.

Table No. 6.4.13: Chi-square test between features of software employees and use of stress management technique like spending time with their friends

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Spending time with their friends	3.752	2	0.153
2.	Gender	Spending time with their friends	0.806	1	0.369
3.	Educational qualification	Spending time with their friends	0.022	1	0.881
4.	Faculty of education	Spending time with their friends	6.539	1	0.011*
5.	Location	Spending time with their friends	1.201	1	0.273
6.	Type of company	Spending time with their friends	6.539	1	0.011*
7.	Level of position	Spending time with their friends	0.261	2	0.878
8.	Designation	Spending time with their friends	0.508	2	0.476
9.	Experience	Spending time with their friends	5.134	2	0.077
10.	Income status	Spending time with their friends	3.524	2	0.172
11.	Type of family	Spending time with their friends	4.767	2	0.092
12.	Marital status	Spending time with their friends	1.743	2	0.418

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.13, reveals that the relationship between spending time with their friends and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like spending time with their friends

The p-value (0.153) is greater than 0.05. There is no significant relationship between age and use of stress management technique like spending time with their friends.

2) Chi-square test for gender and use of stress management technique like spending time with their friends

The p-value (0.369) is greater than 0.05. There is no significant relationship between gender and use of stress management technique like spending time with their friends.

3) Chi-square test for educational qualification and use of stress management technique like spending time with their friends

The p-value (0.881) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like spending time with their friends.

4) Chi-square test for faculty of education and use of stress management technique like spending time with their friends

The p-value (0.011) is less than or equal to 0.05. There is a significant relationship between faculty of education and use of stress management technique like spending time with their friends.

5) Chi-square test for location and use of stress management technique like spending time with their friends

The p-value (0.273) is greater than 0.05. There is no significant relationship between location and use of stress management technique like spending time with their friends.

6) Chi-square test for type of company and use of stress management technique like spending time with their friends

The p-value (0.011) is less than or equal to 0.05. There is a significant relationship between type of company and use of stress management technique like spending time with their friends.

7) Chi-square test for level of position and use of stress management technique like spending time with their friends

The p-value (0.878) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like spending time with their friends.

8) Chi-square test for designation and use of stress management technique like spending time with their friends

The p-value (0.476) is greater than 0.05. There is no significant relationship between designation and use of stress management technique like spending time with their friends.

9) Chi-square test for experience and use of stress management technique like spending time with their friends

The p-value (0.077) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like spending time with their friends.

10) Chi-square test for income status and use of stress management technique like spending time with their friends

The p-value (0.172) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like spending time with their friends.

11) Chi-square test for type of family and use of stress management technique like spending time with their friends

The p-value (0.092) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like spending time with their friends.

12) Chi-square test for marital status and use of stress management technique like spending time with their friends

The p-value (0.418) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like spending time with their friends.

Conclusion: After observing the above results, it is found that the individual's faculties of education and type of company have a significant relationship with use of stress management techniques like spending time with their friends. Spending time with their friends is included in the category of spending time with oneself the basis of the fifth hypothesis of the study. (H_5)

h) Stress Management Technique like Watching movies (H_5)

The Table No. 6.4.14 reveals relationship between demographic variables such as different features of software employees and stress management technique like watching movies by using Chi-square test.

Table No. 6.4.14: Chi-square test between features of software employees and use of stress management technique like watching movies

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Watching movies	6.193	2	0.045*
2.	Gender	Watching movies	0.508	1	0.476
3.	Educational qualification	Watching movies	0.125	1	0.723
4.	Faculty of education	Watching movies	2.837	1	0.092
5.	Location	Watching movies	3.882	1	0.049*
6.	Type of company	Watching movies	5.570	1	0.018*
7.	Level of position	Watching movies	1.596	2	0.450
8.	Designation	Watching movies	3.887	2	0.143
9.	Experience	Watching movies	0.829	2	0.661
10.	Income status	Watching movies	2.749	2	0.253
11.	Type of family	Watching movies	1.735	2	0.420
12.	Marital status	Watching movies	1.758	2	0.415

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.14, reveals that the relationship between watching movies and different features of the individual respondents like his age, gender, educational qualification, faculty of education , location, type of company, level of position, designation, experience , income status, type of family

and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like watching movies

The p-value (0.045) is less than or equal to 0.05. There is a significant relationship between age and use of stress management technique like watching movies.

2) Chi-square test for gender and use of stress management technique like watching movies

The p-value (0.476) is greater than 0.05. There is no significant relationship between gender and use of stress management technique like watching movies.

3) Chi-square test for educational qualification and use of stress management technique like watching movies

The p-value (0.723) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like watching movies.

4) Chi-square test for faculty of education and use of stress management technique like watching movies

The p-value (0.092) is greater than 0.05. There is no significant relationship between faculty of education and use of stress management technique like watching movies.

5) Chi-square test for location and use of stress management technique like watching movies

The p-value (0.049) is less than or equal to 0.05. There is a significant relationship between location and use of stress management technique like watching movies.

6) Chi-square test for type of company and use of stress management technique like watching movies

The p-value (0.018) is less than or equal to 0.05. There is a significant relationship between type of company and use of stress management technique like watching movies.

7) Chi-square test for level of position and use of stress management technique like watching movies

The p-value (0.450) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like watching movies.

8) Chi-square test for designation and use of stress management technique like watching movies

The p-value (0.143) is greater than 0.05. There is no significant relationship between designation and use of stress management technique like watching movies.

9) Chi-square test for experience and use of stress management technique like watching movies

The p-value (0.661) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like watching movies.

10) Chi-square test for income status and use of stress management technique like watching movies

The p-value (0.253) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like watching movies.

11) Chi-square test for type of family and use of stress management technique like watching movies

The p-value (0.420) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like watching movies.

12) Chi-square test for marital status and use of stress management technique like watching movies

The p-value (0.415) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like watching movies.

Conclusion: After observing the above results, it is found that the individual's age, location, and type of company have a significant relationship with use of stress management techniques like watching movies. Watching movies is a part of spending time with oneself, which is based on the fifth hypothesis. (H_5)

i) Stress Management Technique like Taking a walk (H_5)

The Table No. 6.4.15 reveals the relationship between demographic variables such as different features of software employees and stress management technique like taking a walk by using Chi-square test.

Table No. 6.4.15: Chi-square test between features of software employees and use of stress management technique like taking a walk

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Taking a walk	6.677	2	0.035*
2.	Gender	Taking a walk	1.447	1	0.229
3.	Educational qualification	Taking a walk	0.235	1	0.628
4.	Faculty of education	Taking a walk	3.889	1	0.049*
5.	Location	Taking a walk	3.207	1	0.073
6.	Type of company	Taking a walk	0.308	1	0.579
7.	Level of position	Taking a walk	2.793	2	0.247
8.	Designation	Taking a walk	12.448	2	0.002*
9.	Experience	Taking a walk	6.996	2	0.030*
10.	Income status	Taking a walk	7.129	2	0.028*
11.	Type of family	Taking a walk	11.068	2	0.004*
12.	Marital status	Taking a walk	6.677	2	0.035*

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.15, reveals that the relationship between taking a walk and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education , location, type of company, level of position, designation, experience , income status, type of

family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like taking a walk

The p-value (0.035) is less than or equal to 0.05. There is a significant relationship between age and use of stress management technique like taking a walk.

2) Chi-square test for gender and use of stress management technique like taking a walk

The p-value (0.229) is greater than 0.05. There is no significant relationship between gender and use of stress management technique like taking a walk.

3) Chi-square test for educational qualification and use of stress management technique like taking a walk

The p-value (0.628) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like taking a walk.

4) Chi-square test for faculty of education and use of stress management technique like taking a walk

The p-value (0.049) is less than or equal to 0.05. There is a significant relationship between faculty of education and use of stress management technique like taking a walk.

5) Chi-square test for location and use of stress management technique like taking a walk

The p-value (0.073) is greater than 0.05. There is no significant relationship between location and use of stress management technique like taking a walk.

6) Chi-square test for type of company and use of stress management technique like taking a walk

The p-value (0.579) is greater than 0.05. There is no significant relationship between type of company and use of stress management technique like taking a walk.

7) Chi-square test for level of position and use of stress management technique like taking a walk

The p-value (0.247) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like taking a walk.

8) Chi-square test for designation and use of stress management technique like taking a walk

The p-value (0.002) is less than or equal to 0.05. There is a significant relationship between designation and use of stress management technique like taking a walk.

9) Chi-square test for experience and use of stress management technique like taking a walk

The p-value (0.030) is less than or equal to 0.05. There is a significant relationship between experience and use of stress management technique like taking a walk.

10) Chi-square test for income status and use of stress management technique like taking a walk

The p-value (0.028) is less than or equal to 0.05. There is a significant relationship between income status and use of stress management technique like taking a walk.

11) Chi-square test for type of family and use of stress management technique like taking a walk

The p-value (0.004) is less than or equal to 0.05. There is a significant relationship between type of family and use of stress management technique like taking a walk.

12) Chi-square test for marital status and use of stress management technique like taking a walk

The p-value (0.035) is less than or equal to 0.05. There is a significant relationship between marital status and use of stress management technique like taking a walk.

Conclusion: After observing the above results, it is found that the individuals age, faculty of education, designation, number of years of experience, income status, type of family and marital status have a significant relationship with use of stress

management techniques like taking a walk. The activity of taking a walk is one of the twenty activities related to spending time with oneself activities that state the fifth hypothesis of the present study. (H_5)

j) Stress Management Technique like Talking to their loved one (H_5)

The Table No. 6.4.16 reveals relationship between demographic variables such as different features of software employees and stress management technique like talking to their loved ones by using Chi-square test.

Table No. 6.4.16: Chi-square test between features of software employees and use of stress management technique like talking to their loved ones

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Talking to their loved ones	0.516	2	0.773
2.	Gender	Talking to their loved ones	6.317	1	0.012*
3.	Educational qualification	Talking to their loved ones	0.040	1	0.841
4.	Faculty of education	Talking to their loved ones	5.881	1	0.015*
5.	Location	Talking to their loved ones	0.058	1	0.809
6.	Type of company	Talking to their loved ones	9.620	1	0.002*
7.	Level of position	Talking to their loved ones	0.059	2	0.971
8.	Designation	Talking to their loved ones	14.363	2	0.001*
9.	Experience	Talking to their loved ones	0.331	2	0.848
10.	Income status	Talking to their loved ones	2.146	2	0.342
11.	Type of family	Talking to their loved ones	2.072	2	0.355
12.	Marital status	Talking to their loved ones	1.295	2	0.523

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.16, reveals that the relationship between talking to their loved ones and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education , location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like talking to their loved ones

The p-value (0.773) is greater than 0.05. There is no significant relationship between age and use of stress management technique like talking to their loved ones.

2) Chi-square test for gender and use of stress management technique like talking to their loved ones

The p-value (0.012) is less than or equal to 0.05. There is a significant relationship between gender and use of stress management technique like talking to their loved ones.

3) Chi-square test for educational qualification and use of stress management technique like talking to their loved ones

The p-value (0.841) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like talking to their loved ones.

4) Chi-square test for faculty of education and use of stress management technique like talking to their loved ones

The p-value (0.015) is less than or equal to 0.05. There is a significant relationship between faculty of education and use of stress management technique like talking to their loved ones.

5) Chi-square test for location and use of stress management technique like talking to their loved ones

The p-value (0.809) is greater than 0.05. There is no significant relationship between location and use of stress management technique like talking to their loved ones.

6) Chi-square test for type of company and use of stress management technique like talking to their loved ones

The p-value (0.002) is less than or equal to 0.05. There is a significant relationship between type of company and use of stress management technique like talking to their loved ones.

7) Chi-square test for level of position and use of stress management technique like talking to their loved ones

The p-value (0.971) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like talking to their loved ones.

8) Chi-square test for designation and use of stress management technique like talking to their loved ones

The p-value (0.001) is less than or equal to 0.05. There is a significant relationship between designation and use of stress management technique like talking to their loved ones.

9) Chi-square test for experience and use of stress management technique like talking to their loved ones

The p-value (0.848) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like talking to their loved ones.

10) Chi-square test for income status and use of stress management technique like talking to their loved ones

The p-value (0.342) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like talking to their loved ones.

11) Chi-square test for type of family and use of stress management technique like talking to their loved ones

The p-value (0.355) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like talking to their loved ones.

12) Chi-square test for marital status and use of stress management technique like talking to their loved ones

The p-value (0.523) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like talking to their loved ones.

Conclusion: After observing the above results, it is found that the individual's gender, faculties of education, type of company, and designation have a significant relationship with use of stress management techniques like talking to their loved ones. Talking to their loved ones is included in one of the twenty activities that form the fifth hypothesis. (H_5)

k) Stress Management Technique like Reading (H_5)

The Table No. 6.4.17 reveals the relationship between demographic variables such as different features of software employees and stress management technique like reading by using Chi-square test.

Table No. 6.4.17: Chi-square test between features of software employees and use of stress management technique like reading

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Reading	6.485	2	0.039*
2.	Gender	Reading	0.113	1	0.737
3.	Educational qualification	Reading	1.054	1	0.305
4.	Faculty of education	Reading	4.633	1	0.031*
5.	Location	Reading	1.669	1	0.196
6.	Type of company	Reading	4.633	1	0.031*
7.	Level of position	Reading	0.666	2	0.717
8.	Designation	Reading	7.813	2	0.020*
9.	Experience	Reading	8.597	2	0.014*
10.	Income status	Reading	1.924	2	0.382
11.	Type of family	Reading	7.822	2	0.020*
12.	Marital status	Reading	3.095	2	0.213

Source: Primary Data   ***<=0.05**

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Analysis and Interpretation:

Interpretation : The Table No. 6.4.17, reveals that the relationship between reading and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education , location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like reading
The p-value (0.039) is less than or equal to 0.05. There is a significant relationship between age and use of stress management technique like reading.
2) Chi-square test for gender and use of stress management technique like reading
The p-value (0.737) is greater than 0.05. There is no significant relationship between gender and use of stress management technique like reading.
3) Chi-square test for educational qualification and use of stress management technique like reading
The p-value (0.305) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like reading.
4) Chi-square test for faculty of education and use of stress management technique like reading
The p-value (0.031) is less than or equal to 0.05. There is a significant relationship between faculty of education and use of stress management technique like reading.
5) Chi-square test for location and use of stress management technique like reading
The p-value (0.196) is greater than 0.05.There is no significant relationship between location and use of stress management technique like reading.
6) Chi-square test for type of company and use of stress management technique like reading

The p-value (0.031) is less than or equal to 0.05. There is a significant relationship between type of company and use of stress management technique like reading.

7) Chi-square test for level of position and use of stress management technique like reading

The p-value (0.717) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like reading.

8) Chi-square test for designation and use of stress management technique like reading

The p-value (0.020) is less than or equal to 0.05. There is a significant relationship between designation and use of stress management technique like reading.

9) Chi-square test for experience and use of stress management technique like reading

The p-value (0.014) is less than or equal to 0.05. There is a significant relationship between experience and use of stress management technique like reading.

10) Chi-square test for income status and use of stress management technique like reading

The p-value (0.382) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like reading.

11) Chi-square test for type of family and use of stress management technique like reading

The p-value (0.020) is less than or equal to 0.05. There is a significant relationship between type of family and use of stress management technique like reading.

12) Chi-square test for marital status and use of stress management technique like reading

The p-value (0.213) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like reading.

Conclusion: After observing the above results, it is found that the individuals age, faculty of education , type of company, designation, number of year of experience and type of family have a significant relationship with use of stress management techniques like Reading. The activity of Reading is one of the twenty activities, which form a part of the twenty activities, which form the basis of the fifth hypothesis of the study. (H$_5$)

l) Stress Management Technique like Consuming alcohol (H$_5$)

The Table No. 6.4.18 reveals the relationship between demographic variables such as different features of software employees and stress management technique like consuming alcohol by using Chi-square test.

Table No. 6.4.18: Chi-square test between features of software employees and use of stress management technique like consuming alcohol

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Consuming alcohol	5.172	2	0.075
2.	Gender	Consuming alcohol	10.147	1	0.001*
3.	Educational qualification	Consuming alcohol	3.401	1	0.065
4.	Faculty of education	Consuming alcohol	1.021	1	0.312
5.	Location	Consuming alcohol	0.272	1	0.602
6.	Type of company	Consuming alcohol	2.439	1	0.118
7.	Level of position	Consuming alcohol	5.212	2	0.074
8.	Designation	Consuming alcohol	8.866	2	0.012*
9.	Experience	Consuming alcohol	4.107	2	0.128
10.	Income status	Consuming alcohol	3.380	2	0.185
11.	Type of family	Consuming alcohol	0.345	2	0.842
12.	Marital status	Consuming alcohol	2.099	2	0.350

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.18, reveals that the relationship between consuming alcohol and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family

and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like consuming alcohol

The p-value (0.075) is greater than 0.05. There is no significant relationship between age and use of stress management technique like consuming alcohol.

2) Chi-square test for gender and use of stress management technique like consuming alcohol

The p-value (0.001) is less than or equal to 0.05. There is a significant relationship between gender and use of stress management technique like consuming alcohol.

3) Chi-square test for educational qualification and use of stress management technique like consuming alcohol

The p-value (0.065) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like consuming alcohol.

4) Chi-square test for faculty of education and use of stress management technique like consuming alcohol

The p-value (0.312) is greater than 0.05. There is no significant relationship between faculty of education and use of stress management technique like consuming alcohol.

5) Chi-square test for location and use of stress management technique like consuming alcohol

The p-value (0.602) is greater than 0.05. There is no significant relationship between location and use of stress management technique like consuming alcohol.

6) Chi-square test for type of company and use of stress management technique like consuming alcohol

The p-value (0.118) is greater than 0.05. There is no significant relationship between type of company and use of stress management technique like consuming alcohol.

7) Chi-square test for level of position and use of stress management technique like consuming alcohol

The p-value (0.074) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like consuming alcohol.

8) Chi-square test for designation and use of stress management technique like consuming alcohol

The p-value (0.012) is less than or equal to 0.05. There is a significant relationship between designation and use of stress management technique like consuming alcohol.

9) Chi-square test for experience and use of stress management technique like consuming alcohol

The p-value (0.128) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like consuming alcohol.

10) Chi-square test for income status and use of stress management technique like consuming alcohol

The p-value (0.185) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like consuming alcohol.

11) Chi-square test for type of family and use of stress management technique like consuming alcohol

The p-value (0.842) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like consuming alcohol.

12) Chi-square test for marital status and use of stress management technique like consuming alcohol

The p-value (0.350) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like consuming alcohol.

Conclusion: After observing the above results, it is found that the individual's gender and designation have a significant relationship with use of stress management techniques like habit of consuming alcohol. The habit of consuming alcohol is included in the twenty activities of spending time with oneself; it is related to fifth hypothesis. (H_5)

m) Stress Management Technique like Smoking (H_5)

The Table No. 6.4.19 reveals the relationship between demographic variables such as different features of software employees and stress management technique like Smoking by using Chi-square test.

Table No. 6.4.19: Chi-square test between features of software employees and use of stress management technique like smoking

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Smoking	0.968	2	0.616
2.	Gender	Smoking	8.863	1	0.003*
3.	Educational qualification	Smoking	0.033	1	0.856
4.	Faculty of education	Smoking	15.137	1	0.000*
5.	Location	Smoking	0.060	1	0.807
6.	Type of company	Smoking	0.132	1	0.717
7.	Level of position	Smoking	5.438	2	0.066
8.	Designation	Smoking	21.292	2	0.000*
9.	Experience	Smoking	7.271	2	0.026*
10.	Income status	Smoking	3.730	2	0.155
11.	Type of family	Smoking	0.488	2	0.784
12.	Marital status	Smoking	3.173	2	0.205

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.19, reveals that the relationship between smoking and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education, location, type of company, Level of Position, designation, experience , income status, type of family and

marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like smoking

The p-value (0.616) is greater than 0.05. There is no significant relationship between age and use of stress management technique like smoking.

2) Chi-square test for gender and use of stress management technique like smoking

The p-value (0.003) is less than or equal to 0.05. There is a significant relationship between gender and use of stress management technique like smoking.

3) Chi-square test for educational qualification and use of stress management technique like smoking

The p-value (0.856) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like smoking.

4) Chi-square test for faculty of education and use of stress management technique like smoking

The p-value (0.000) is less than or equal to 0.05. There is a significant relationship between faculty of education and use of stress management technique like smoking.

5) Chi-square test for location and use of stress management technique like smoking

The p-value (0.807) is greater than 0.05. There is no significant relationship between location and use of stress management technique like smoking.

6) Chi-square test for type of company and use of stress management technique like smoking

The p-value (0.717) is greater than 0.05. There is no significant relationship between type of company and use of stress management technique like smoking.

7) Chi-square test for level of position and use of stress management technique like smoking

The p-value (0.066) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like smoking.

8) Chi-square test for designation and use of stress management technique like smoking

The p-value (0.000) is less than or equal to 0.05. There is a significant relationship between designation and use of stress management technique like smoking.

9) Chi-square test for experience and use of stress management technique like smoking

The p-value (0.026) is less than or equal to 0.05. There is a significant relationship between experience and use of stress management technique like smoking.

10) Chi-square test for income status and use of stress management technique like smoking

The p-value (0.155) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like smoking.

11) Chi-square test for type of family and use of stress management technique like smoking

The p-value (0.784) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like smoking.

12) Chi-square test for marital status and use of stress management technique like smoking

The p-value (0.205) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like smoking.

Conclusion: After observing the above results, it is found that the individuals gender, faculty of education, designation, and number of years of experience have a significant relationship with use of stress management techniques like Smoking. Smoking is one of twenty activities but it is a negative tendency. Therefore, it is related to the fifth hypothesis. (H_5)

n) Stress Management Technique like Spending time with oneself (H$_5$)

The Table No. 6.4.20 reveals the relationship between demographic variables such as different features of software employees and stress management technique like spending time with oneself by using Chi-square test.

Table No. 6.4.20: Chi-square test between features of Software Employees and use of stress management technique like spending time with oneself

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Spending time with oneself	1.378	2	0.502
2.	Gender	Spending time with oneself	02	1	0.967
3.	Educational qualification	Spending time with oneself	1.536	1	0.215
4.	Faculty of education	Spending time with oneself	07	1	0.931
5.	Location	Spending time with oneself	1.234	1	0.267
6.	Type of company	Spending time with oneself	0.031	1	0.860
7.	Level of position	Spending time with oneself	4.050	2	0.132
8.	Designation	Spending time with oneself	0.677	2	0.713
9.	Experience	Spending time with oneself	1.975	2	0.373
10.	Income status	Spending time with oneself	8.623	2	0.013*
11.	Type of family	Spending time with oneself	0.644	2	0.725
12.	Marital status	Spending time with oneself	0.895	2	0.639

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation: The Table No. 6.4.20, reveals that the relationship between watching a spending time with oneself and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education , location, type of company, level of position, designation, experience ,

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income status, type of family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like spending time with oneself

The p-value (0.502) is greater than 0.05. There is no significant relationship between age and use of stress management technique like spending time with oneself.

2) Chi-square test for gender and use of stress management technique like spending time with oneself

The p-value (0.967) is greater than 0.05. There is no significant relationship between gender and use of stress management technique like spending time with oneself.

3) Chi-square test for educational qualification and use of stress management technique like spending time with oneself

The p-value (0.215) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like spending time with oneself.

4) Chi-square test for faculty of education and use of stress management technique like spending time with oneself

The p-value (0.931) is greater than 0.05. There is no significant relationship between faculty of education and use of stress management technique like spending time with oneself.

5) Chi-square test for location and use of stress management technique like spending time with oneself

The p-value (0.267) is greater than 0.05. There is no significant relationship between location and use of stress management technique like spending time with oneself.

6) Chi-square test for type of company and use of stress management technique like spending time with oneself

The p-value (0.860) is greater than 0.05. There is no significant relationship between type of company and use of stress management technique like spending time with oneself.

7) Chi-square test for level of position and use of stress management technique like spending time with oneself

The p-value (0.132) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like spending time with oneself.

8) Chi-square test for designation and use of stress management technique like spending time with oneself

The p-value (0.713) is greater than 0.05. There is no significant relationship between designation and use of stress management technique like spending time with oneself.

9) Chi-square test for experience and use of stress management technique like spending time with oneself

The p-value (0.373) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like spending time with oneself.

10) Chi-square test for income status and use of stress management technique like spending time with oneself

The p-value (0.013) is less than or equal to 0.05. There is a significant relationship between income status and use of stress management technique like spending time with oneself.

11) Chi-square test for type of family and use of stress management technique like spending time with oneself

The p-value (0.725) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like spending time with oneself.

12) Chi-square test for marital status and use of stress management technique like spending time with oneself

The p-value (0.639) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like spending time with oneself.

Conclusion: After observing the above results, it is found that the individuals income status have a significant relationship with use of stress management techniques like Spending time with oneself. Spending time with oneself is a part of the fifth hypothesis. (H_5)

o) Stress Management Technique like Trekking (H_5)

The Table No. 6.4.21 reveals the relationship between demographic variables such as different features of software employees and stress management technique like trekking by using Chi-square test.

Table No. 6.4.21: Chi-square test between features of software employees and use of stress management technique like trekking

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Trekking	7.615	2	0.022*
2.	Gender	Trekking	2.862	1	0.091
3.	Educational qualification	Trekking	01	1	0.973
4.	Faculty of education	Trekking	7.248	1	0.007*
5.	Location	Trekking	1.196	1	0.274
6.	Type of company	Trekking	0.823	1	0.364
7.	Level of position	Trekking	0.671	2	0.715
8.	Designation	Trekking	8.316	2	0.016*
9.	Experience	Trekking	23.669	2	0.000*
10.	Income status	Trekking	14.895	2	0.001*
11.	Type of family	Trekking	3.691	2	0.158
12.	Marital status	Trekking	1.669	2	0.434

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.21   reveals that the relationship between trekking and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family and

marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like trekking

The p-value (0.022) is greater than 0.05. There is no significant relationship between age and use of stress management technique like trekking.

2) Chi-square test for gender and use of stress management technique like trekking

The p-value (0.091) is less than or equal to 0.05. There is a significant relationship between gender and use of stress management technique like trekking.

3) Chi-square test for educational qualification and use of stress management technique like trekking

The p-value (0.973) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like trekking.

4) Chi-square test for faculty of education and use of stress management technique like trekking

The p-value (0.007) is less than or equal to 0.05. There is a significant relationship between faculty of education and use of stress management technique like trekking.

5) Chi-square test for location and use of stress management technique like trekking

The p-value (0.274) is greater than 0.05. There is no significant relationship between location and use of stress management technique like trekking.

6) Chi-square test for type of company and use of stress management technique like trekking

The p-value (0.364) is greater than 0.05. There is no significant relationship between type of company and use of stress management technique like trekking.

7) Chi-square test for level of position and use of stress management technique like trekking

The p-value (0.715) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like trekking.

8) Chi-square test for designation and use of stress management technique like trekking

The p-value (0.016) is less than or equal to 0.05. There is a significant relationship between designation and use of stress management technique like trekking.

9) Chi-square test for experience and use of stress management technique like trekking

The p-value (0.000) is less than or equal to 0.05. There is a significant relationship between experience and use of stress management technique like trekking.

10) Chi-square test for income status and use of stress management technique like trekking

The p-value (0.001) is less than or equal to 0.05. There is a significant relationship between income status and use of stress management technique like trekking.

11) Chi-square test for type of family and use of stress management technique like trekking

The p-value (0.158) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like trekking.

12) Chi-square test for Marital Status and use of Stress Management Technique like trekking

The p-value (0.434) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like trekking.

Conclusion: After observing the above results, it is found that the individuals age, faculty of education, designation, number of year of experience, and income status have a significant relationship with use of stress management techniques like Trekking. Trekking is one of the twenty activities of the fifth hypothesis of the study. (H_5)

p) Stress Management Technique like Collection of stamps/coins (H$_5$)

The Table No. 6.4.22 reveals the relationship between demographic variables such as different features of software employees and stress management technique like collection of stamps /coins by using Chi-square test.

Table No. 6.4.22: Chi-square test between features of software employees and use of stress management technique like collection of stamps/coins

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Collection of stamps /coins	2.517	2	0.284
2.	Gender	Collection of stamps /coins	2.929	1	0.087
3.	Educational qualification	Collection of stamps /coins	12.935	1	0.000*
4.	Faculty of education	Collection of stamps /coins	8.544	1	0.003*
5.	Location	Collection of stamps /coins	3.515	1	0.061
6.	Type of company	Collection of stamps /coins	11.950	1	0.001*
7.	Level of position	Collection of stamps /coins	3.265	2	0.195
8.	Designation	Collection of stamps /coins	5.380	2	0.068
9.	Experience	Collection of stamps /coins	5.409	2	0.067
10.	Income status	Collection of stamps /coins	2.275	2	0.321
11.	Type of family	Collection of stamps /coins	9.796	2	0.007*
12.	Marital status	Collection of stamps /coins	23.399	2	0.000*

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.22, reveals that the relationship between collection of stamps/coins and different features of the individual respondents

like his age, gender, educational qualification, faculty of education , location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like collection of stamps/coins

The p-value (0.284) is greater than 0.05. There is no significant relationship between age and use of stress management technique like collection of stamps/coins.

2) Chi-square test for gender and use of stress management technique like collection of stamps/coins

The p-value (0.087) is greater than 0.05. There is no significant relationship between gender and use of stress management technique like collection of stamps/coins.

3) Chi-square test for educational qualification and use of stress management technique like collection of stamps/coins

 The p-value (0.000) is less than or equal to 0.05. There is a significant relationship between educational qualification and use of stress management technique like collection of stamps/coins.

4) Chi-square test for faculty of education and use of stress management technique like collection of stamps/coins

The p-value (0.003) is less than or equal to 0.05. There is a significant relationship between faculty of education and use of stress management technique like collection of stamps/coins.

5) Chi-square test for location and use of stress management technique like collection of stamps/coins

The p-value (0.061) is greater than 0.05. There is no significant relationship between location and use of stress management technique like collection of stamps/coins.

6) Chi-square test for type of company and use of stress management technique like collection of stamps/coins

The p-value (0.001) is less than or equal to 0.05. There is a significant relationship between type of company and use of stress management technique like collection of stamps/coins.

7) Chi-square test for level of position and use of stress management technique like collection of stamps/coins

The p-value (0.195) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like collection of stamps/coins.

8) Chi-square test for designation and use of stress management technique like collection of stamps/coins

The p-value (0.068) is greater than 0.05. There is no significant relationship between designation and use of stress management technique like collection of stamps/coins.

9) Chi-square test for experience and use of stress management technique like collection of stamps/coins

The p-value (0.067) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like collection of stamps/coins.

10) Chi-square test for income status and use of stress management technique like collection of stamps/coins

The p-value (0.321) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like collection of stamps/coins.

11) Chi-square test for type of family and use of stress management technique like collection of stamps/coins

The p-value (0.007) is less than or equal to 0.05. There is a significant relationship between type of family and use of stress management technique like collection of stamps/coins.

12) Chi-square test for martial status and use of stress management technique like collection of stamps/coins

The p-value (0.000) is less than or equal to 0.05. There is a significant relationship between martial status and use of stress management technique like collection of stamps/coins.

Conclusion: After observing the above results, it is found that the individuals educational qualification, faculty of education, type of company, type of family and marital status have a significant relationship with use of stress management techniques like hobbies like collecting stamps/coins. Hobbies like collecting stamps/coins are the activities, which are included in spending time with oneself, which belongs to twenty activities to form the fifth hypothesis. (H_5)

q) Stress Management Technique like Taking medicine (H_5)

The Table No. 6.4.23 reveals the relationship between demographic variables such as different features of software employees and stress management technique like taking Medicine by using Chi-square test.

Table No. 6.4.23: Chi-square test between features of software employees and use of stress management technique like taking medicine

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Taking medicine	0.192	2	0.908
2.	Gender	Taking medicine	0.427	1	0.514
3.	Educational qualification	Taking medicine	0.048	1	0.827
4.	Faculty of education	Taking medicine	0.111	1	0.739
5.	Location	Taking medicine	0.186	1	0.666
6.	Type of company	Taking medicine	0.568	1	0.451
7.	Level of position	Taking medicine	1.616	2	0.446
8.	Designation	Taking medicine	2.019	2	0.364
9.	Experience	Taking medicine	2.860	2	0.239
10.	Income status	Taking medicine	6.654	2	0.036*
11.	Type of family	Taking medicine	0.269	2	0.874
12.	Marital status	Taking medicine	0.315	2	0.854

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

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Interpretation : The Table No. 6.4.23, reveals that the relationship between taking medicine and different features of the individual respondents like his age, gender, educational qualification, faculty of education , location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like taking medicine

The p-value (0.908) is greater than 0.05. There is no significant relationship between age and use of stress management technique like taking medicine.

2) Chi-square test for gender and use of stress management technique like taking medicine

The p-value (0.514) is greater than 0.05. There is no significant relationship between gender and use of stress management technique like taking medicine.

3) Chi-square test for educational qualification and use of stress management technique like taking medicine

The p-value (0.827) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like taking medicine.

4) Chi-square test for faculty of education and use of stress management technique like taking medicine

The p-value (0.739) is greater than 0.05. There is no significant relationship between faculty of education and use of stress management technique like taking medicine.

5) Chi-square test for location and use of stress management technique like taking medicine

The p-value (0.666) is greater than 0.05. There is no significant relationship between location and use of stress management technique like taking medicine.

6) Chi-square test for type of company and use of stress management technique like taking medicine

The p-value (0.451) is greater than 0.05. There is no significant relationship between type of company and use of stress management technique like taking medicine.

7) Chi-square test for level of position and use of stress management technique like taking medicine

The p-value (0.446) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like taking medicine.

8) Chi-square test for designation and use of stress management technique like taking medicine

The p-value (0.364) is greater than 0.05. There is no significant relationship between designation and use of stress management technique like taking medicine.

9) Chi-square test for experience and use of stress management technique like taking medicine

The p-value (0.239) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like taking medicine.

10) Chi-square test for income status and use of stress management technique like taking medicine

The p-value (0.036) is less than or equal to 0.05. There is a significant relationship between income status and use of stress management technique like taking medicine.

11) Chi-square test for type of family and use of stress management technique like taking medicine

The p-value (0.874) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like taking medicine.

12) Chi-square test for marital status and use of stress management technique like taking medicine

The p-value (0.854) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like taking medicine.

Conclusion: After observing the above results, it is found that the individual's income status has a significant relationship with use of stress management techniques like Taking medicine. Taking medicine is a part of spending time with oneself activities (20) is a part of the stress management techniques stated in the fifth hypothesis. (H_5)

r) Stress Management Technique like Psychological treatment (H_5)

The Table No. 6.4.24 reveals the relationship between demographic variables such as different features of software employees and stress management technique like psychological Treatment by using Chi-square test.

Table No. 6.4.24: Chi-square test between features of software employees and use of stress management technique like psychological treatment

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Psychological treatment	4.611	2	0.100
2.	Gender	Psychological treatment	6.534	1	0.011*
3.	Educational qualification	Psychological treatment	14.669	1	0.000*
4.	Faculty of education	Psychological treatment	10.222	1	0.001*
5.	Location	Psychological treatment	0.728	1	0.394
6.	Type of company	Psychological treatment	10.222	1	0.001*
7.	Level of position	Psychological treatment	5.896	2	0.052*
8.	Designation	Psychological treatment	7.383	2	0.025*
9.	Experience	Psychological treatment	3.637	2	0.162
10.	Income status	Psychological treatment	19.321	2	0.000*
11.	Type of family	Psychological treatment	4.097	2	0.129
12.	Marital status	Psychological treatment	9.706	2	0.008*

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.24, reveals that the relationship between psychological treatment and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like psychological treatment

The p-value (0.100) is greater than 0.05. There is no significant relationship between age and use of stress management technique like psychological treatment.

2) Chi-square test for gender and use of stress management technique like psychological treatment

The p-value (0.011) is less than or equal to 0.05. There is a significant relationship between gender and use of stress management technique like psychological treatment.

3) Chi-square test for educational qualification and use of stress management technique like psychological treatment

The p-value (0.000) is less than or equal to 0.05. There is a significant relationship between educational qualification and use of stress management technique like psychological treatment.

4) Chi-square test for faculty of education and use of stress management technique like psychological treatment

The p-value (0.001) is less than or equal to 0.05. There is a significant relationship between faculty of education and use of stress management technique like psychological treatment.

5) Chi-square test for location and use of stress management technique like psychological treatment

The p-value (0.394) is greater than 0.05. There is no significant relationship between location and use of stress management technique like psychological treatment.

6) Chi-square test for type of company and use of stress management technique like psychological treatment

The p-value (0.001) is less than or equal to 0.05. There is a significant relationship between type of company and use of stress management technique like psychological treatment.

7) Chi-square test for level of position and use of stress management technique like psychological treatment

The p-value (0.052~0.05) is less than or equal to 0.05. There is no significant relationship between level of position and use of stress management technique like psychological treatment.

8) Chi-square test for designation and use of stress management technique like psychological treatment

The p-value (0.025) is less than or equal to 0.05. There is a significant relationship between designation and use of stress management technique like psychological treatment.

9) Chi-square test for experience and use of stress management technique like psychological treatment

The p-value (0.162) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like psychological treatment.

10) Chi-square test for income status and use of stress management technique like psychological treatment

The p-value (0.000) is less than or equal to 0.05. There is a significant relationship between income status and use of stress management technique like psychological treatment.

11) Chi-square test for type of family and use of stress management technique like psychological treatment

The p-value (0.129) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like psychological treatment.

12) Chi-square test for marital status and use of stress management technique like psychological treatment

The p-value (0.008) is less than or equal to 0.05. There is a significant relationship between marital status and use of stress management technique like psychological treatment.

Conclusion: After observing the above results, it is found that the individual's gender, educational qualification, faculty of education, type of company, level of position, designation, income status, and marital status have a significant relationship with the use of stress management techniques like Psychological Treatment. Psychological Treatment is one of the twenty activities mentioned in the fifth hypothesis related to spending time with oneself. (H_5)

s) Stress Management Technique like Other Techniques (H_5)

The Table No. 6.4.25 reveals the relationship between demographic variables such as different features of software employees and stress management technique like other techniques by using Chi-square test.

Table No. 6.4.25: Chi-square test between features of software employees and use of stress management technique like other techniques

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Other techniques	0.320	2	0.850
2.	Gender	Other techniques	2.965	1	0.085
3.	Educational qualification	Other techniques	1.981	1	0.159
4.	Faculty of education	Other techniques	1.175	1	0.278
5.	Location	Other techniques		1	0.050*
6.	Type of company	Other techniques	0.220	1	0.639

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
7.	Level of position	Other techniques	0.313	2	0.855
8.	Designation	Other techniques	0.509	2	0.775
9.	Experience	Other techniques	0.388	2	0.824
10.	Income status	Other techniques	0.991	2	0.609
11.	Type of family	Other techniques	2.202	2	0.333
12.	Marital status	Other techniques	2.087	2	0.352

Source: Primary Data   ***<=0.05**

Analysis and Interpretation:

Interpretation : The Table No. 6.4.25, reveals that the relationship between other techniques and different features of the individual respondents like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience , income status, type of family and marital status of those employees who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like other techniques

The p-value (0.850) is greater than 0.05. There is no significant relationship between age and use of stress management technique like other techniques.

2) Chi-square test for gender and use of stress management technique like other techniques

The p-value (0.085) is greater than 0.05. There is no significant relationship between gender and use of stress management technique like other techniques.

3) Chi-square test for educational qualification and use of stress management technique like other techniques

The p-value (0.159) is greater than 0.05. There is no significant relationship between educational qualification and use of stress management technique like other techniques.

4) Chi-square test for faculty of education and use of stress management technique like other techniques

The p-value (0.278) is greater than 0.05. There is no significant relationship between faculty of education and use of stress management technique like other techniques.

5) Chi-square test for location and use of stress management technique like other techniques

The p-value (0.050) is less than or equal to 0.05. There is a significant relationship between location and use of stress management technique like other techniques.

6) Chi-square test for type of company and use of stress management technique like other techniques

The p-value (0.639) is greater than 0.05. There is no significant relationship between type of company and use of stress management technique like other techniques.

7) Chi-square test for level of position and use of stress management technique like other techniques

The p-value (0.855) is greater than 0.05. There is no significant relationship between level of position and use of stress management technique like other techniques.

8) Chi-square test for designation and use of stress management technique like other techniques

The p-value (0.775) is greater than 0.05. There is no significant relationship between designation and use of stress management technique like other techniques.

9) Chi-square test for experience and use of stress management technique like other techniques

The p-value (0.824) is greater than 0.05. There is no significant relationship between experience and use of stress management technique like other techniques.

10) Chi-square test for income status and use of stress management technique like other techniques

The p-value (0.609) is greater than 0.05. There is no significant relationship between income status and use of stress management technique like other techniques.

11) Chi-square test for type of family and use of stress management technique like other techniques

The p-value (0.333) is greater than 0.05. There is no significant relationship between type of family and use of stress management technique like other techniques.

12) Chi-square test for marital status and use of stress management technique like other techniques

The p-value (0.609) is greater than 0.05. There is no significant relationship between marital status and use of stress management technique like other techniques.

Conclusion: After observing the above results, it is found that the software employee's location have significant relationship with the use of other stress management technique.

The other stress management technique is a part of technique that belongs to the fifth hypothesis of the present study. (H_5)

t) Stress Management Technique as "Keeping eyes closed for some time" (H_5)

The Table No. 6.4.26 reveals relationship between demographic variables such as different features of software employees and stress management technique like the one keeping eyes closed for some time by using Chi-square test.

Table No. 6.4.26: Chi-square test between features of software employees and use of stress management technique like keeping eyes closed some time

Sr. No.	Demographic Variable	Use of Stress Management Technique	Chi-square Value	Degree of freedom	p-value
1.	Age	Keeping eyes closed for some time	2.630	2	0.268
2.	Gender	Keeping eyes closed for some time	0.478	1	0.489
3.	Educational qualification	Keeping eyes closed for some time	3.243	1	0.072
4.	Faculty of education	Keeping eyes closed for some time	5.149	1	0.023*
5.	Location	Keeping eyes closed for some time	6.386	1	0.011*
6.	Type of company	Keeping eyes closed for some time	4.067	1	0.044*
7.	Level of position	Keeping eyes closed for some time	6.419	2	0.045*
8.	Designation	Keeping eyes closed for some time	12.432	2	0.002*
9.	Experience	Keeping eyes closed for some time	3.703	2	0.157
10.	Income status	Keeping eyes closed for some time	3.114	2	0.211
11.	Type of family	Keeping eyes closed for some time	1.152	2	0.562
12.	Marital status	Keeping eyes closed for some time	3.536	2	0.171

Source: Primary Data   ***<=0.05**

Interpretation : The Table No. 6.4.26, reveals that the relationship between keeping eyes closed for some time and different features of individuals like his/her age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience, income status, type of family and marital status who are working in software industry by using statistical test Chi square test. The results are as follows:

1) Chi-square test for age and use of stress management technique like keeping eyes closed for some time

The p-value (0.268) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between age and use of stress management technique like keeping eyes closed for some time.

2) Chi-square test for gender and use of stress management technique like keeping eyes closed for some time

The p-value (0.489) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between gender and use of stress management technique like keeping eyes closed for some time.

3) Chi-square test for educational qualification and use of stress management technique like keeping eyes closed for some time

The p-value (0.072) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between educational qualification and use of stress management technique like keeping eyes closed for some time.

4) Chi-square test for faculty of education and use of stress management technique like keeping eyes closed for some time

The p-value (0.023) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between faculty of education and use of stress management technique like keeping eyes closed for some time.

5) Chi-square test for location and use of stress management technique like keeping eyes closed for some time

The p-value (0.011) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between location and use of stress management technique like keeping eyes closed for some time.

6) Chi-square test for type of company and use of stress management technique like keeping eyes closed for some time

The p-value (0.044) is less than or equal to 0.05, the null hypothesis is rejected.

There is a significant relationship between type of company and use of stress management technique like keeping eyes closed for some time.

7) Chi-square test for level of position and use of stress management technique like keeping eyes closed for some time

The p-value (0.045) is less than or equal to 0.05, the null hypothesis is rejected. There is a significant relationship between level of position and use of stress management technique like keeping eyes closed for some time.

8) Chi-square test for designation and use of stress management technique like keeping eyes closed for some time

The p-value (0.002) is less than or equal to 0.05, the null hypothesis is rejected.

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There is a significant relationship between designation and use of stress management technique like keeping eyes closed for some time.

9) Chi-square test for experience and use of stress management technique like keeping eyes closed for some time

The p-value (0.157) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between experience and use of stress management technique like keeping eyes closed for some time.

10) Chi-square test for income status and use of stress management technique like keeping eyes closed for some time

The p-value (0.211) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between income status and use of stress management technique like keeping eyes closed for some time.

11) Chi-square test for type of family and use of stress management technique like keeping eyes closed for some time

The p-value (0.562) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between type of family and use of stress management technique like keeping eyes closed for some time.

12) Chi-square test for marital status and use of stress management technique like keeping eyes closed for some time

The p-value (0.171) is greater than 0.05, the null hypothesis is accepted. There is no significant relationship between marital status and use of stress management technique like keeping eyes closed for some time.

Conclusion: After observing the above results, it is found that the software employee's faculty of education, location, type of company, his level of position in company and designation has significant relationship with the use of stress management technique like keeping eyes closed for some time.

So hypothesis is accepted. Keeping eyes closed for some time practices did help software employees relieve their stress. Keeping eyes closed for some time is one of the twenty activities like reading, taking a walk, trekking, listening to music, collecting stamps/coins, web surfing out of the total twenty-six activities related to the Yoga practice (H_1), Pranayama (H_2), Meditation (H_3), Aerobics,

Exercising in gymnasium, Having a massage (H_4) and Spending time with oneself (H_5).

The software employees are able to de-stress positively through most of these activities of spending time with oneself and spending time with others. The five hypotheses related to the Yoga practice, Pranayama , Meditation, Aerobics along with Exercising in gymnasium and Having a massage and Spending time with oneself thus stands validated are on the basis of the supportive evidence in the data collected, presented, analyzed and interpreted. This corroborates that the presentation, findings, conclusion, and suggestions related to the topic of research are true.

CHAPTER 7
FINDINGS

This chapter proposes to present descriptive and empirical results and their discussion in the findings. For the purpose of convenience, the collected data has been categorized, analyzed, tabulated, and interpreted as per the objectives of the study. After analysis, the findings of the study are stated as follows:

1. After studying the demographic variables by software employees in Pune region, results are recorded as follows:

a) 26.71% software employees were in the age below 25 years. 63.35% software employees were between 26-35 years, and only 9.94% were above 36 years. More than 80% of the respondents were below 35 years.

b) 74.45% software employees were male while 25.46% were female software employees. Approximately three fourth respondents were male while one fourth was female. The ratio was 3:1 (Male: Female).

c) The majority of respondents were Graduates (58.08%), Postgraduates were 41.61% and the Doctorates were only 0.31%.

d) The faculty educating and training others were from the computer science faculty, they were 55.91%. From the faculty of science there were 31.06%, the commerce faculty were 9.31%. There were 2.79% from the faculty of Arts and rest 0.93% faculty was diplomas and pharmacy.

e) Respondents from urban area were 63.98% and 36.02% from rural area.

f) The majority of respondents in the study were with MNC (Multi National Company) (56.83%) followed by those in Private Limited Companies (40.98%), and Small Scale Industries (1.56%) and the rest 0.93 were in Government organizations. More than 97% of respondents were in multinational companies and private organizations.

g) Software employees from the middle level position were 70.50%, 19.25% were from lower level positions while only 10.25% were from the Higher managerial level.

h) Technical Personnel were 30.75% , Developers (26.40%), Personnel giving technical support 9.94%, Managers were 8.70%, Designers were 7.76%, Business Processing Outsourcing employees were 6.21% , software employees from other designations were 4.65%, Testers were 3.73% whereas the rest 1.86 % belonged to HR departments.

i) 45.03% software employees had 4 years experience while 39.13% had 05-08 years experience, and only 15.84% had more than or equal to 9 years experience.

j) 70.19% software employees came in medium income status, 21.43% felt into the low-income status. 8.38% software employees belonged to high-income status. Less than 10% of the respondents were from the high-income group and more than 90% belonged to low and medium income groups.

k) 40.99% software employees were working for money, while 32.92% were career oriented, 16.46% software employees were wanting to achieve something in life and 9.63% of software employees were very passionate in their job. Out of 322 respondents/software employees, most were in their jobs for career and money.

l) 73.91% software employees had achieved their respective desired goals.

m) 83.23% software employees believed that their future prospects were very bright.

n) 70.81% software employees were confident of fulfilling their economic and social requirements.

o) 89.75% software employees were playing a key role in their team.

p) 54.97% software employees lived in nuclear family while 45.03% were from joint family.

q) 51.24% software employees were married, and 48.45% were unmarried.

r) 53.94% software employee's spouses were holding jobs.

2. After studying the nature of life style of the software employees in Pune region, there were only 0.62% (less than 1%) software employees who reported to have no stress, 53.73% software employees were seldom stressed, 44.44% software employees had reported often stressed and 1.24% software employees reported to

have high stress due to their life style. The stress due to different components in the life style has been taken into consideration and the nature of stress has been reported as follows:-

a) The software employees between the ages of between 26 and 35 reported that they were highly stressed; employees below the age of 25 were moderately stressed and the employees above 35 years reported low stress.

b) The male software employees were more stressed than the female software employees were.

c) The software employees who were doctorates were less stressed than the postgraduates were and the graduates reported high stress.

d) The software employees who have done their studies other than Arts, Commerce, Science, and Computer Science were more stressed. Then those software employees who have done their studies in Arts faculty were more stressed than those from Commerce faculty were than from Science faculty than from Computer Science faculty. Those software employees who have done their studies in Computer Science Faculty were less stressed.

e) The software employees from the rural area were less stressed than those from the urban area.

f) The software employees who are working in government sector suffer low stress followed by private organization , Small Scale organizations whereas software employees who are working in Multinational Companies had high stress level in all criteria of stress during the routine of their job.

g) The software employees working at higher level was lesser stressed than those who are at the lower levels. The middle level employees were also highly stressed.

h) Those designated as technical Person were more stressed than the HR personnel were. The developer, manager/technical support, designer, BPO, any other designation, and tester came under the category of least stressed.

i) The software employees who had more experience were less stressed than those who had less experience.

j) The high-income status software employees had suffered from lesser stress than those employees who were in the low-income status group. The middle-status software employees were more stressed than the high-income status.

k) The software employees coming from a nuclear family felt much more stress than those from joint family.

l) The divorced software employee were least stressed than the unmarried employee. The married employees were highly stressed.

m) 47.83% software employees who worked only for money were seldom stressed and the other 49.28% were frequently stressed.

60% software employees who were passionate about their jobs reported being seldom stressed and other 40% were reported frequently stressed.

61.32% software employees who were career oriented reported being seldom stressed and 38.68% of the rest complained of often being stressed.

50.94% software employees who have something to achieve, were seldom stressed and 45.28% software employees were often stressed.

n) 55.04% software employees who had goals to achieve while doing their job for money, career or passionate about their work routine were seldom stressed while 42.86% of the rest of the employees reported to be in the category of often stressed.

50% software employees who did not achieve their goal while doing their job for money, career or were passionate about their work routine were seldom stressed while 48.81% of the rest of the employees reported to be in the category of often stressed.

o) 54.10% software employees who felt they had good future prospects reported to be in seldom stressed category while 43.66% software employees reported to be in often-stressed category.

51.85% software employees who did not have good future prospects reported to be in the seldom stressed category while the other 48.15% software employees reported to be in the often stressed category.

p) 52.19% software employees who were fulfilling economic and social requirement in routine of their job had reported to be seldom stressed and 45.61% software employees reported to be stress often.

57.45% software employees who were not fulfilling economic and social requirement in routine of their job had reported to be in the seldom-stressed category and 41.49% software employees came into the often-stressed category.

q) 53.29% software employees who were playing key role in their team in routine of their job reported to be in the seldom-stressed category and 57.58% software employees reported to be often stressed category.

44.64% software employees who were not playing key roles in their team in routine of their job reported to be in the seldom-stressed category and 42.42% software employees reported to be often stressed category.

r) 57.30% married employee with spouse working in the routine of their job were seldom stressed while 40.45% software employees were stressed often category.

50.60% software employees who were married and their spouse were not working in the routine of their job reported to be in the seldom-stressed category while 45.78% software employees came into often-stressed category.

s) 83.33% software employees who were married and not helping in the household activities in the routine of their job reported to be in the seldom stressed category while 16.67% software employees reported to be in the often stressed category.

56.16% software employees who were married and always participating household activities in routine of their job reported to be in the seldom stressed category while 42.47% software employees reported to be in the often stressed category.

50.47% software employees who were married and sometimes helped in the household activities in the routine of their job reported to be seldom stressed while 45.98% software employees came into the often stressed category.

57.14% software employees who were married and often helped in the household activities in the routine of their job reported to be seldom stressed while 35.71% software employees came into often stressed category.

t) 80% software employees who were married and not helped in the daily activities at home in the routine of their job reported to be seldom stressed while 20% software employees reported to be in the often-stressed category.

55% software employees who were married and always helped in the daily activities at home in the routine of their job reported to be seldom stressed while 43.33% software employees reported to be in the often-stressed category.

51.76% software employees who were married and sometimes helped in the daily activities at home in the routine of their job reported to be seldom stressed while 44.71% software employees reported to be in the often-stressed category.

45% software employees who were married and often helped in the daily activities at home in the routine of their job reported to be seldom stressed while 50% software employees reported to be in the often-stressed category.

u) 50% software married employees having children who were not helping in bringing up their children nor helping them in their studies in the routine of their job reported to be seldom stressed while 50% software employees reported to be in the often stressed category.

60.26% software married employees having children who were always helping in bringing up their children and helping them in their studies in the routine of their job reported to be seldom stressed while 34.62% software employees reported to be in the often always stressed category.

53.13% software married employees having children who were helping sometimes in bringing up their children and helping them in their studies in the routine of their job reported to be seldom stressed while 46.88 % software employees reported to be in the often-stressed category.

40% software married employees having children who were often helping in bringing up their children and helping them in their studies in the routine of their job reported to be seldom stressed while 50% software employees reported to be in the often-stressed category.

v) 75% married software employees were not helping in the house were in the seldom stressed category in the routine of their job; while 25% software employees were reported to be in the often stressed category.

54.67% married software employees were helping always in the house reported to be seldom stressed while 41.33% reported to be in the often-stressed category.

62.86% married software employees were helping sometimes in the house reported to be seldom stressed while 34.29% reported to be in the often-stressed category.

50% married software employees who were helping often in the house reported to be seldom stressed while 40% reported to be in the often-stressed category.

w) 33.33% married software employees who never have difficulties in managing both office and home activities in the routine of their job were seldom stressed while 62.50 % reported to be in the often-stressed category.

54.17% married software employees always faced difficulties in managing both office and home activities in the routine of their job reported to be seldom stressed while 41.67% reported to be in the often-stressed category.

59.48% married software employees who sometimes faced difficulties in managing both office and home activities in the routine of their job were seldom stressed while 37.93% reported to be in the often-stressed category.

66.67% married software employees who often faced difficulties in managing both office and home activities in the routine of their job were seldom stressed while 33.33% reported to be in the often-stressed category.

x) 33.33% married software employees not having pressure to balance home and work in the routine of their job were seldom stressed while 61.90% had reported to be in the often-stressed category.

61.54% married software employees always under pressure to balance home/ work in the routine of their job reported to be seldom stressed while 33.33% software employees reported to be in the often-stressed category.

58.88% married software employees sometimes having pressure to balance home /work in the routine of their job were seldom stressed while 39.25% software employees were reported to be in the often-stressed category.

28.57% married software employees often having pressure to balance home/ work in the routine of their job were seldom stressed while 71.43% were reported to be in the often-stressed category.

3. After studying the stress of software employees using the occupational stress index, 23.60% were in the low level of occupational stress, while 71.74% were in the moderate level of occupational stress, and 4.66% were in the high level of occupational stress.

4. After studying various aspects of the job, which in some way causes of stress such as role overload, role ambiguity, role conflict, group and political pressure, responsibility for subordinates, poor participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions and unprofitability of the number of software employees in Pune region are presented with their percentage in the following table no. 7.1 as follows:

Table No. 7.1: Levels of Occupational Stress

Sub-Scales (Occupational Stressors)	Low (%)	Moderate (%)	High (%)
Role Overload	17.08	61.80	21.12
Role Ambiguity	21.43	51.24	27.33
Role Conflict	32.30	57.45	10.25
Unreasonable group and Political Pressure	18.94	63.04	18.01
Responsibility for subordinates	17.39	63.04	19.57
Poor participation	27.02	43.17	29.81
Powerlessness	39.44	51.86	8.70
Poor peer relations	14.60	72.36	13.04
Intrinsic impoverishment	24.84	56.52	18.63
Low status	28.88	67.39	3.73
Strenuous working Condition	13.04	44.72	42.24
Unprofitability	10.87	62.11	27.02

5. After studying the stress symptoms amongst software employees in Pune region; only 14.60% (up to 15%) were relaxed employees and not likely to be suffering from stress. 54.35% had a good level control most of the time and seldom-faced stress. The 26.40% suffered from stress and most probably experiencing some stress-related symptoms. Due to their life style, 4.66% were high stressed and will most likely suffer from some stress-related illnesses. If different components of life style are taken into consideration, the stress symptoms will vary. The stress symptoms noticed amongst software employees is as follows:-

a) Taking age into consideration stress symptoms were less in the age group of greater than or equal to 36 , moderate in age group of less than or equal to 25 and more in the age group between 26 and 35.

b) Stress Symptoms reported to be more in males rather than females software employees.

c) Stress Symptoms were least in those who have done their doctorate, moderate amongst postgraduate and most in graduate software employees.

d) Stress Symptoms were more amongst employees from Arts, Commerce, Science faculties and least amongst Computer Science faculty.

e) Stress Symptoms in software employees were less in those from rural location and more amongst those from urban location.

f) Stress Symptoms amongst software employees were least in Government Organization, more in Small Scale Industry, slightly more in Private Organization and most in Multi National Company.

g) Stress Symptoms amongst software employees were least in higher-level position, moderate in low-level position and most in middle-level position.

h) Stress Symptoms in software employees were observed in an ascending order lowest to highest in designations as HR, tester, BPO, designer, manager, developer, technical person, and technical support that is least in HR person and most in technical support.

i) Stress Symptoms were low in software employees whose experience was more, while they were more in those whose experience was less.

j) Stress Symptoms were less in software employees whose income was high, moderate with low-income and most in middle-income group.

6. After assessing the stress management techniques, which software employees used, the study shows that stress management techniques with percentage were as follows:

Spending time with their family (56.83%), listening to Music (54.66%), spending time with their friends (50.62%), watching movies (47.83%), talking to their loved one (46.58%), outings (40.06%), partying (35.71%) , taking a walk (34.78%), reading (33.85%), indoor/outdoor sports (32.30%), web Surfing (27.95%), keeping eyes closed for some time (27.33%), yoga (25.78%), spending time with oneself (24.22%), meditation (23.60%), exercising in the gymnasium(21.74%), having a massage (16.15%), consuming alcohol (14.29%), smoking (11.49%), trekking (11.18%), psychological treatment (9.63%), aerobics (9.32%), taking medicine (7.76%), other techniques (4.97%) and collection of stamps/coins (4.66%). Yoga, pranayama, meditation, aerobics along with having a massage and exercising in the gymnasium, and spending time with oneself are effective stress management techniques. The twenty activities except yoga, pranayama, meditation, and aerobics along with having a massage and exercising in the gymnasium are related to the category of spending time with oneself.

7. The research study took into consideration the relationship between different features of software employees such as age, gender, educational qualification, faculty of education, location, type of company, level of position, designation, experience, income status, type of family, marital status and the use of stress management techniques like yoga, pranayama, meditation, aerobics along with having a massage and exercising in the gymnasium and spending time with oneself such as spending time with their family, indoor/outdoor sports, listening to music, outings, partying, web surfing, spending time with their friends, watching movies, taking a walk, talking to their loved one, reading, consuming alcohol, smoking, keeping eyes closed for some time, spending time with oneself, trekking, collection of stamps/coins, taking medicines, psychological treatment and other techniques.

a) Yoga practices did help the individual working in the software industry to get relief in managing their stress .

a) Pranayam practices did help relieve stress of software employees.

b) Meditations practices have helped software employees to reduce their stress irrespective of the absence shown in relationship with their individual features.

c) Aerobics along with having a massage and exercising in the gymnasium did help software employees to reduce their stress as noted in the case of the Yoga Practice, Pranayama (breathing exercise), and Meditation.

d) Spending time with their family is one of the ways of spending time with oneself did help software employees to reduce their stress.

e) An indoor/outdoor sports practice is one of the ways of spending time with oneself. These activities did help software employees to reduce their stress.

f) Listening to music as one of the spending time with oneself activities, did help software employees to reduce their stress.

g) Outings as one of the spending time with oneself activities did help software employees to reduce their stress.

h) Partying practices as one of the spending time with oneself activities did help software employees to reduce their stress.

i) Web surfing, as one of the spending time with oneself activities did help software employees to reduce their stress.

j) Spending time with their friends was one of the spending time with oneself activities which did help software employees to reduce their stress.

k) Watching movies, as one of the spending time with oneself activities did help software employees to reduce their stress.

l) The practice of taking a walk as one of the spending time with oneself activities did help software employees to reduce their stress.

m) Talking to their loved one as one of the spending time with oneself activities did help software employees to reduce their stress.

n) Reading habit practices as one of the spending time with oneself activities did help software employees to reduce their stress.

o) A habit of consuming alcohol, as one of the spending time with oneself activities, did help software employees to reduce their stress.

p) A habit of smoking, as one of the spending time with oneself activities, did help software employees to reduce their stress.

q) Keeping eyes closed for some time, as one of the spending time with oneself activities, did help software employees to reduce their stress.

r) The practice of spending time with oneself as an activity did help software employees to reduce their stress.

s) Trekking, as one of the spending time with oneself activities, did help software employees to reduce their stress.

t) The hobby of collecting stamps/coins, as one of the spending times with oneself activities, did help software employees to reduce their stress.

u) Taking medicine, as one of the spending time with oneself activities, did help software employees to reduce their stress.

v) Psychological treatment practices as one of the spending time with oneself activities, did help software employees to reduce their stress.

w) Other techniques reported as one of the spending time with oneself activities, did help software employees to reduce their stress.

CHAPTER 8
CONCLUSION

After studying different components of software industry like lifestyle of software employees their routine of job, causes of stress, symptoms of stress and stress management techniques used, a better understanding of what stress is and what it is not; is available through the data presented on the basis of the responses by 322 software employees from Pune.

Stress results from activities men choose to do or from things that are imposed on them. A great deal of stress comes from what happens in their mind, in their thoughts. Managing stress is about balancing the demands placed on the stressed person and his ability to cope with stress, better known as Stress Management these days. It has become informative to assess the source of stress in human life. Eventually it causes stress at work, at home and in employees as well as personal life, to some degree at least, within and it can be brought under one's own control. When managing stress, it is sensible to work on those issues over which there is no control and learn to accept those on which there is control.

The way you live your life is called life style and this life style will have an impact on how well the employees' cope with pressure and how much he/she suffers from stress. This includes work, home, general health, and personal relationship. If the lifestyle is particularly stress inducing, think about how it is wise to change it for the better.

It has become essential to move and make practical changes in the life style to help reduce stress. Life will be most successful if a four-pronged attack is used to combat each of the main areas that make the employees stressed.

It is necessary to find out the root cause of a stressful situation. Once the real cause of stress is understood corrective action can be taken. By changing the situation, it is possible to remove stress.

It was urgently required to develop the skills to cope up with the demands that have been placed on the stressed employees. This may require developing specific skills, which is self-development. Alternatively, it may require broader

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behavioral skills, such as assertiveness of nature or skills in communications and other capabilities to deal with stress. By recognizing the stress, it is possible to change the way of thinking and therefore reduce stress. One needs to analyze the damage that negative thoughts are doing and re-programme the mind.

In order to make the body function properly and cope with pressure, it is essential to look after it. This means managing the environment of the life around, the food habits, and the way of relaxation and taking rest. To bring these aspects of life under control becomes a bounden duty and task in stress management and the practice of de-stressing techniques.

An analysis reveals that majority of the software employees have moderate level of occupational stress. This study also reveals that causes of stress for software employees are role overload, role ambiguity, role conflict, group and political pressures, responsibility for subordinates, poor participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions, and unprofitability. The detailed analysis of responses reveals that stress symptoms are noticed in the life-style of the software employees. According to the nature of human beings, everybody desires to live blissfully and peacefully. For this, software employees need to practice Stress Management Techniques.

An analysis of use of stress management techniques reveals that all software employees are adopting number of stress management techniques among which the practice and activities related to yoga, pranayama, meditation, spending time with their family, indoor/outdoor sports, listening to music, outings, partying, web surfing, spending time with their friends, watching movies, taking a walk, talking to their loved one, reading , consuming alcohol, smoking, keeping eyes closed for some time, spending time with oneself, trekking, collecting stamps/coins, exercising in the gymnasium, having a massage, aerobics, corrective medicine, psychological treatment and other stress management techniques are included. This study also reveals that demographic variables that are different features of software employees have a direct impact on use of stress management techniques.

Majority of software employees are getting relief from stress by using stress management techniques like spending time with their family, listening to music, spending time with their friend, watching movies, talking to their loved one, outings, partying, taking a walk, reading, indoor/outdoor sports, web surfing. Some are using stress relief practices as keeping eyes closed for some time, yoga, spending time with oneself, meditation, aerobics, exercising in the gymnasium, and having a massage. Few are getting relief from stress by consuming alcohol, smoking, trekking and few are taking psychological treatment, very few are taking medicine and collecting of stamps/coins, and using other techniques.

Spending time with their family is really a good stress management technique to balance a life at home and workplace. Once employees get habitual to use these techniques, they get complete inner peace, inner bliss. The de-stressing made possible through the five major stress management techniques such as Yoga Practice, Pranayama (Breathing Techniques), Meditation (Concentration), Aerobics with Exercising in the gymnasium and Having a massage and Spending time with oneself activities that include reading, taking a walk, trekking, sports, listening to music, watching movies, spending time with their family and friends. These five major stress management techniques have formed the basis of the five hypotheses of the study. The conclusion of the study asserts the validation of these five hypotheses.

CHAPTER 9
SUGGESTIONS

9.1 Suggestions

After presenting and analyzing the data and looking at the findings, the following suggestions are made.

a) Find out stressors in the life of the employees.

b) Work should be properly delegated to the employees to avoid overload of work, which could cause stress.

c) Good relationship should be maintained within the employees to make the climate healthy.

d) Proper grievance handling system should be practiced to help the employees to overcome their problems.

e) Employees should be motivated by giving rewards for their excellent performance.

f) Prioritize the types of stress.

g) Work on the causes as well as on tackling the symptoms.

h) Apply current coping strategies.

i) Changing life style, which is the remedy in the hands of those who are stressed.

j) Prioritize the needs.

k) Organizing stress management programme that focuses on different categories of employee's at all hierarchical level.

l) Each Organization should keep a team of pranic healer to reduce stress of employees.

m) Each organization should appoint one person as a counselor/mentor who will look after worries, tensions, and stress of employees.

n) Each organization will organize different entertainment programs to destress the employees- working in the enterprise.

o) After organizing the training of stress management techniques, but first of all

the expanding of awareness to enjoy the present moment, not to think of past, no future.

p) Senior management should ensure and make subordinate aware about ethical practices and proper behavior in the office premises

q) Looking at life objectively as watching a movie without getting emotionally involved.

r) Sarve Bhavantu Sukhina, Sarve Sant Niramaya

(May all be Happy , May all be in Peace)

9.2 Contribution to the existing knowledge about Stress Management

Stress Management has become one of the most significant areas both in its theoretical proportions and in practical applications. Stressful conditions that affect psychologically have become an inevitable part of life in the present times. Drugs as a relief for stress has proved to be more harmful than the stressful condition itself. The management of stress comes from sources that lie within. The psychological imbalance leads to stress and therefore attempts need to be made to get rid of the imbalance. Returning normally to getting mental equipoise retaining psychological balance comes from steps that include the control of the process of breathing. The techniques of controlling the inhaling and exhaling of breath have been derived from Patanjalis Yoga Sutras. In addition to the control of breathing, there is the necessity of performing 'Yogic Exercise' through the 'asanas' or 'postures'. The literature on stress management deals with many other techniques that are suitable to the causes of stress during these times. Corrupt practices, polluted environment, and mismanagement cause stress and strain. These are discussed in the literature that is being poured day in and day out on stress management.

The contribution made by the present study is that it shows how stress management depends on few simple practices of self-discipline. "Control your breath, control your movements, stretch out your body and stretch out stress out of the system. " The practice is ancient but its relevance has far-reaching effects in the present times.

The techniques of managing physical as well as occupational stress are reduced by applying different stress management techniques like 1) Yoga, 2) Pranayama, 3) Meditation, 4) Aerobics along with exercising in gymnasium, having a massage , 5) Spending time with oneself through activities such as spending time with their family, indoor/outdoor sports, listening to music, outings, partying, web surfing, spending time with their friends, watching movies, taking a walk, talking to their loved ones, reading , consuming alcohol, smoking, keeping eyes closed for some time, spending time with oneself, trekking, collection of stamps/coins, taking medicine, psychological treatment, and other stress management techniques. The number of participants in the project (322 respondents) showed how the remedy offered to remove stress and to manage psychological, physiological, and occupational states of an individual and the whole society is very effective and definitely, each organization is likely to get total benefits from these techniques. All environments in an organization become stress free, relaxed, peaceful, and blissful. Naturally, the software employees will live a balanced life at workplace and home after adopting suitable options for him/her from stress management techniques.

According to this research study apart from age, native place , designation, gender, qualification, position, designation and financial position , most software employees have noted that for relaxation and peaceful life, they got involved in activities like spending time with their family, talking to their loved ones, listening to music, spending time with their friends, watching movie, outings and other activities. These techniques were simple but these had proved to be very effective for blissful life. It is useful to individuals of all ages and all levels irrespective of caste, creed, religion, designation, position, gender, and type of company, number of years of experience or race. That is why the stress management techniques have been welcomed both in the Western as well as in the Eastern countries. The stress management techniques have shown almost revolutionary changes in the mental outlook, social conduct, and personal hygiene.

Each individual comes under stress at any given single moment. How is that going to help individuals face and tackle the stressful situation when moment is very important? Each one is adopting some stress management technique, but some techniques are giving temporary results while other techniques have given permanent results. Some temporary techniques give relief at that specific moment only and not after that. The choice lies in the selection of right kind of Stress Management Techniques. The present study has made its contribution, which is significant to improve the life-style of software employees in a positive manner of both a single individual and the members belonging to the entire social fabric in these areas. This contribution has theoretical foundation and the long project with the involvement of hundreds of software employees has shown concrete results. It processes how a sound mind contributes to a sound body and also how a sound body brings in a sound mind so that the "Welfare of ALL" (Sarve Sukhina Santu) gets materialized as the motto of Ideal Human Life.

9.3. Limitations of the study

The study is geographically limited to the selected areas within Pune City. The respondents have not been given actual training of stress management techniques.

9.4 Areas of Further Research

Through the present research study, it has been observed that stress management techniques can be used for relief from stress. It is possible to conduct further research in the related field in the following areas.

a)   A study of an effect of stress management techniques for software employees.

b)   An effect of life style on stress for software employees.

c)   An effect of nature of job on stress of software employees.

d)   An effect of the conditions of job on stress of software employees.

e)   An effect of experience of the job on stress of software employees.

f)   An effect of feelings about the job on stress of software employees.

g)   Comparison between symptoms of ill mental health of the high and low occupational stress groups of the employees.

h)   Potential psychological and situational conditions or job factors and causes of stress.

i)   A study on job stress and quality of life of software employees.

j)   A study on job stress and quality of life of women software employees.

k)   A study of self-esteem and occupational stress among software employees.

l)   A study on stress management and coping strategies with respect to software companies.

m)   A study of work life balance of Indian software employees.

n)   A study of an impact of organizational environment on stress of software employees.

o)   An effect of modern life style on stress for teenagers.

p)   A study of stress management of the following categories of employees and non-employees

  i.   For Salesmen

  ii.   For Shopkeepers

  iii.   For Doctors

  iv.   For Lawyers

  v.   For those employees who are working in high-level positions

  vi.   For Government Sector

  vii.   For Non-Government Sector

  viii.   For Engineering students

  ix.   For Computer Students

  x.   For Working Women

  xi.   For Management students

  xii.   For pre-teens

  xiii.   For adults

  xiv.   For housewives

  xv.   For sports personnel

  xvi.   For medical/pharmacy college students

  xvii.   For students in polytechnics

  xviii.   For the young men/ women.[Age group 20 to 29 (twenties)]

xix.   For the men/ women.[Age group 30 to 39 (thirties)]

xx.   For the men/ women.[Age group 40 to 49 (forties)]

xxi.   For the men/ women.[Age group 50 to 59 (fifties)]

xxii.   For the men/ women.[Age group 60 to 69 (sixties senior citizens)]

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I]This questionnaires is purely simple. To make the feedback meaningful, try and answer all the questions as honestly as possible. Choose only one answer by giving tick mark. Your responses will be kept strictly confidentially.
Please kindly attempt all question.

Personal Information

1. **Name : (Optional)**_____

2. **Age:** ☐

3. **Gender:** ☐ **Male** ☐ **Female**

4. **Educational Qualification:** ☐ **Graduate** ☐ **Postgraduate** ☐ **Doctorate**

   Faculty: ☐ **Arts** ☐ **Commerce** ☐ **Science** ☐ **Computer Science**

5. **You are from:** ☐ **Rural Area** ☐ **Urban Area**

6. **Company Type :** ☐ **MNC** ☐ **Pvt. Ltd** ☐ **Gov.** ☐ **Small Scale**

7. **Position Level:** ☐ **Higher** ☐ **Middle** ☐ **Low**

8. **Working As:** ☐ **Technical Person** ☐ **Manager** ☐ **Designer** ☐ **Developer**

   ☐ **Technical Support** ☐ **HR** ☐ **BPO** ☐ **Tester(QA)** ☐ **Any other**

9. **Number of years in s/w field:** ☐

10. **Income Status:** ☐ **Low** ☐ **Medium** ☐ **High**

11. **You are doing job for a)** ☐ **Money b)** ☐ **Passion c)** ☐ **Career d)** ☐ **To achieve something**

12. **Are you achieving the above goal?** ☐ **Yes** ☐ **No**

13. **Do you think this job will give you good future?** ☐ **Yes** ☐ **No**

14. **Do you feel your current job fulfill your economical & social requirement?**

    ☐ **Yes** ☐ **No**

15. **Are you playing key role in team?** ☐ **Yes** ☐ **No**

16. **Family information:**

a. **Joint family:** ☐ Yes ☐ No

b.   **Number of members in a family:** ☐

c.   **Number of dependent persons :** ☐

d.   **Marital status:** ☐ Married ☐ Unmarried ☐ Divorced

If Married then

  i. **Is your spouse working?** ☐ Yes ☐ No

  ii. **Are you helping household activities?**

      ☐ Never ☐ Always ☐ Sometimes ☐ Often

  iii. **Are you helping your spouse in daily activities at home?**

      ☐ Never ☐ Always ☐ Sometimes ☐ Often

  If you have child/children then

    1. **Are you taking part in children care and their academic activities?**

      ☐ Never ☐ Always ☐ Sometimes ☐ Often

    2. **Are you helping your spouse in house activities happily?**

      ☐ Never ☐ Always ☐ Sometimes ☐ Often

  iv. **How often do you find difficulties in managing both office and home activities?**

      ☐ Never ☐ Always ☐ Sometimes ☐ Often

  v. **How often do you get pressure to balance home and work properly?**

      ☐ Never ☐ Always ☐ Sometimes ☐ Often

IV] To establish your general level give your response to the statements as honestly as you can. Choose only one answer by giving tick mark. Your responses will be kept strictly confidentially.

1. I am generally more nervous than other people.

   ☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

2. I regularly suffer from headache.

   ☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

3. I work under a great deal of pressure.

   ☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

4. I worry about money and job.

   ☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

5. I sweat very easily even on cool days.

   ☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

6. I notice my heart pounding and shortness of breath.

   ☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

7. I have stomach problem.

   ☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

8. I frequently find myself worried or upset by things.

   ☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

9. I tire quickly.

   ☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

10. I wish I could be as happy as other people seem to be.

    ☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

11. I feel that difficulties are piling up so high that I cannot overcome them.

    ☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

12. I have at times worried about something that did not really matter.

    ☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

13. Sometimes I feel useless.

    ☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

14. I am inclines to react badly.

☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

15. I have lost sleeps because of my worries.

☐ Strongly Disagree ☐ Disagree ☐ Not Sure ☐ Agree ☐ Strongly agree

V]Which are the following strategies do you follow to get relief whenever you stress?

1. Yoga ☐	2. Pranayama ☐	3. Meditation ☐
4. Spend time with their family ☐	5. Indoor/Outdoor Sports ☐	6. Listening to Music ☐
7. Outings ☐	8. Partying ☐	9. Web surfing ☐
10. Spending time with their friends ☐	11. Watching Movies ☐	12. Taking a Walk ☐
13. Talking to their loved ones ☐	14. Reading ☐	15. Consuming Alcohol ☐
16. Smoking ☐	17. Keeping eyes Closed for Some time ☐	18. Spending time with oneself ☐
19. Trekking ☐	20. Collection of stamps/coins ☐	21. Exercising in Gymnasium ☐
22. Having a Massage ☐	23. Aerobics ☐	24. Taking Medicine ☐
25. Psychological Treatment ☐	26. Other ☐ Mention : _____	

III] The questionnaire consists of some statements that employees say or feel about various components and conditions of their job. You are required to select any one of the following "five" responses to indicate the extent to which you agree or disagree with each statement to describe the nature and conditions of your job and also your own experiences and feelings about your job. Give your response frankly. Choose only one answer by giving tickmark. Your responses will be kept strictly confidentially.
Kindly answer all the questions

1. I have to do a lot of work in this job.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

2. The available informations relating to my job-role and its outcomes are vague and insufficient.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

3. My different Officers often give contradictory instructions regarding my works.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

4. Sometimes it becomes complied problem for me to make adjustments between political\group pressures and formal rules and instructions.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

5. The responsibility for the efficiency and productivity of many employees is thrust upon me.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

6. Most of my suggestions are heeded and implemented here.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

7. My decisions and instruction concerning distribution of assignments among employees are properly followed.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

8. I have to work with persons whom I like.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

9. My assignments are of monotonous nature.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

10. Higher authorities do care for my self-respect.
    ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

11. I get less salary in comparison to the quantum of my work.
    ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

12. I do my work under tense circumstances.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

13. Owing to excessive workload, I have to mange with insufficient number of employees and resources.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

14. The objectives of my work-role are quite clear and adequately planned.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

15. Officials do not interfere with my jurisdiction and working methods.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

16. I have to do some work unwillingly owing to certain group / political pressure.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

17. I am responsible for the future of a number of employees.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

18. My co-operations is frequently sought in solving the administrative or industrial problems at higher level.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

19. My suggestions regarding the training programmes of the employees are given due significance.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

20. Some of my colleagues and subordinates try to defame and malign me as unsuccessful.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

21. I get ample opportunity to utilize my abilities and experience independently.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

22. This job has enhanced my social status.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

23. I am seldom rewarded for my hard labour and efficient performance.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

24. Some of my assignments are quite risky and complicated.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

25. I have to dispose off my work hurriedly owing to excessive workload.
   ☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

26. I am unable to perform my duties smoothly owing to uncertainty and ambiguity of the scope of my jurisdiction and authorities.
☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

27. I am not provided with clear instructions and sufficient facilities regarding the new assignments trusted to me.
☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

28. In order to maintain group-conformity sometimes I have to do/produce more than the usual.
☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

29. I bear the great responsibility for the progress and prosperity of this organization.
☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

30. My opinions are sought in framing important policies of the Organization/Department.
☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

31. Our interests and opinion are duly considered in making appointments for important posts.
☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

32. My colleagues do co-operate with me voluntarily in solving administrative and industrial problems.
☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

33. I get ample opportunity to develop my aptitude and proficiency properly.
☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

34. My higher authorities do not give due significance to my post and work.
☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

35. I often feel that this job has made my life cumbersome.
☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

36. Being too busy with official work, I am not able to devote sufficient time to my domestic and personal problems.
☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

37. It is not clear that what type of work and behavior my higher authorities and colleagues expect from me.
☐ Strongly disagree ☐ Disagree ☐ Undecided ☐ Agree ☐ Strongly agree

38. Employees attach due importance to the official instructions and formal working procedures.

⬜ Strongly disagree ⬜ Disagree ⬜ Undecided ⬜ Agree ⬜ Strongly agree

39. I am compelled to violate the formal and administrative procedures and policies owing to group/political pressures.

⬜ Strongly disagree ⬜ Disagree ⬜ Undecided ⬜ Agree ⬜ Strongly agree

40. My opinion is sought in changing or modifying the working system, instrument, and conditions.

⬜ Strongly disagree ⬜ Disagree ⬜ Undecided ⬜ Agree ⬜ Strongly agree

41. There exits sufficient mutual co-operation and team- spirit among the employees of this organization/department.

⬜ Strongly disagree ⬜ Disagree ⬜ Undecided ⬜ Agree ⬜ Strongly agree

42. My suggestions and co-operation are not sought in solving even those probems for which I am quite competent.

⬜ Strongly disagree ⬜ Disagree ⬜ Undecided ⬜ Agree ⬜ Strongly agree

43. Working conditions are satisfactory here from the point of view of our welfare and convenience.

⬜ Strongly disagree ⬜ Disagree ⬜ Undecided ⬜ Agree ⬜ Strongly agree

44. I have to do such work as ought to be done by others.

⬜ Strongly disagree ⬜ Disagree ⬜ Undecided ⬜ Agree ⬜ Strongly agree

45. I becomes difficult to implement all of a sudden the new dealing procedures and policies in place of those already in practice.

⬜ Strongly disagree ⬜ Disagree ⬜ Undecided ⬜ Agree ⬜ Strongly agree

46. I am unable to carry out my assignment to my satisfaction on account of excessive load of work and lack of time.

⬜ Strongly disagree ⬜ Disagree ⬜ Undecided ⬜ Agree ⬜ Strongly agree