

## “STRESS MANAGEMENT WITH SPECIAL REFERENCE TO IT PROFESSIONALS IN NCR”

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**Abstract :**

*Stress is a natural and unavoidable feature of modern life. It is a state of worry or mental tension caused by a difficult situation. Stress is a natural human response that prompts us to address challenges and threats in our lives. Stress to IT professionals is common now these days and specially in National Capital Region. The situations arose after pandemic, 2020 world over, and loss of jobs to many peoples and health issues are few reasons of stress among IT Professionals. There are so many IT companies which have given facilities to their employees to work from home but some issues should be addressed soon. Many issues in many countries also behind this and people are now believing in yoga, naturopathy and nutrient diets, health cautious. Governments' activeness in many states as well as well planning for tackles these issues by some IT companies are helping their IT professional to overcome stress.*

*Stress arose due to various reasons whether at work place or home, proper care and person should take initiatives to away from stressful life – good health, good food, living style, early to bed and early to rise, yoga, meditation etc. and employers, initiative for caring to workers and professionals working in the organization, living with family, care by family members, etc. make a person happy and to overcome the stressful life.*

Stress is a natural and unavoidable feature of modern life. It is a state of worry or mental tension caused by a difficult situation. Stress is a natural human response that prompts us to address challenges and threats in our lives. Everyone experiences stress to some degree. The way we respond to stress, however, makes a big difference to our overall well-being.

When the pressure of life become to much and an individual finds himself to satisfy or say cope with the reasons behind this. Stress operates like a screw gradually turning tighter and tighter A person when feels that he/she is not in position to do or to get or to achieve the desired things or way of life, it create tension on him/her that too also known as stress when the individual is attached psychologically or emotionally with it.

In Psychology, effects arising when certain external circumstances lead to a stereotyped non-specific response from a person. Stressors may be physical or psychological; but their effect depends on their interpretation by the recipient. Response symptoms include attentional, electively, memory loss, and automatic activity (e.g. sweating).

Sign of stress :- Stress makes it hard for us to relax and can come with a range of emotions, including anxiety and irritability. When stressed, we may find it difficulty to concentrate. We may experience headaches or other body pains, an upset stomach or trouble sleeping. We may find we lose our appetite or eat more than usual. Chronic stress can worsen pre-existing health problems and may increase our use of alcohol, tobacco and other substances.

Stressful situations can also cause or exacerbate mental health conditions, most commonly anxiety and depression, which require access to health care. When we suffer from a mental health condition, it may be because our

symptoms of stress have persistent and have started affecting our daily functioning, including at work or institute/university.

What we see that reaction against stress is vary from person to person. Coping styles and symptoms of stress vary from person to person. A fresh, new professional in any organization react differently than an experienced person in the same organization. Some people who are weaker in physical or suffering from different diseases act differently than a healthy one.

It is natural to feel stressed in challenging situations such as job interviews, school examinations, unrealistic workloads, an insecure job, or conflict with family, friends or colleagues. For many people stress reduces over time as the situation improves or as they learn to cope emotionally with the situation. Stress tends to be widespread during events such as major economic crises, disease outbreaks, natural disasters, war, and community violence.

When I enquired to IT professional Robin Mayur Joseph of Wipro Company, Noida; what he said, “ An increasing number of IT professionals have been finding it difficult to handle emotional stress, according to experts. An occupational hazard, the stress related to work needs to be addressed without delay, they emphasize. Regular occupational problems such as wrist problems due to constant handling of the mouse, slip disc and sight problem are common now, but handling stress that arises owing to fear of losing job or to cope with the increasing competition, affects the employee’s performance, eventually taking a major toll on his health, doctors explain.” “Meditation, rest, exercise, developing positive wipro stress management techniques. Yet, they seldom associate death with stress, on the previous three nights updating our quick book files. Maintain a healthy diet can also be used for stress relief. Wipro practice yoga in order to avoid the stress in their company. According to a employee at wipro, they used to meditate daily. Meditation helps to release stress.”

He also said that at company level, his company Wipro, Noida has adopted certain strategies which are as follow : Adopt a healthy life style – the best alternative to a stress is to maintain the healthy lifestyle. Some of the practices to maintain good health are :

- Meditating or practicing yoga
- Exercising
- Long walks with friends
- Avoiding smoking & drinking
- Listening to music
- Giving proper training to the employees

There are different training centers for Wipro. Thus this avoids to generate stress in the employees because proper training have been given to the employees thus they will be able to know what is the work that have to do in the company.

Vachaspati N. Purohit, Senior Director - Strategy (Client Partner) at HCL Technology, Noida said that following are the main reasons for stress in the IT professionals at this organization :-

- Unrealistic / aggressive time lines to meet deliverables
- Aggressive goals or target
- Continuous escalations
- Not having work life balance
- Compensation or growth related stress
- Not having right alignment with Reporting Manager or seniors
- Technologies are changing very fast and professionals are not able to keep a pace in the changing new technical environment

Rahul Kumar from Conduent, Gurgaon told on Stress, “ One of the best ways to cope with stress and burnout at work is to take care of yourself physically, mentally, and emotionally. This means getting enough sleep, eating well, exercising regularly, and avoiding substances that can worsen your stress levels, such as alcohol, caffeine, or

nicotine. It also means finding time to relax, recharge, and enjoy activities that make you happy, such as hobbies, meditation, music, or nature. By practicing self-care and wellness, you can boost your resilience, energy, and mood, and reduce the negative effects of stress and burnout on your body and mind.

- i. Awareness and acceptance if you are feeling stressed,
- ii. Identifying the source, whether it's the culture, your boss or you yourself
- iii. Introspect and reflect to bring changes
- iv. Take action to identify and bridge gaps
- v. Small 15-30 minutes daily meditation and mindfulness goes a long way
- vi. Cultivate healthy habits, drink enough water and fresh fruit juice, etc.
- vii. Keep your health in priority

Sunil Singh, working in ST Microelectronics said, “ We should keep control on stress, otherwise it overlap us; generally in my organization, workers and officers are suffering from this. The situation arose after ‘Covid-19’ made maximum working professionals in stress. Losing jobs and increment of salary issues as well as volatile market situation world-over reasons may be any thing; are the main reasons of stress among IT professionals. We shall be overcome from this disorder in long-time if not properly cared by own by different means.”

He also said that some senior executives wait for going home after official office hours due to boss' presence in office. They are deliberately detained in office just due to courtesy. Due to this reason, stress is arisen in professionals.

The details of a survey conducted on various IT professionals and non-IT professionals during last year 2022-23 in NCR, following outcomes are as follow -

1. IT professionals are significantly less stressed than the general population. Similarly, women working in the IT sector experience much less stress than those in non-IT jobs
2. DevOps is the 2<sup>nd</sup> most stressed IT area, right after Data Science & Machine Learning.
3. Heavy workload is the top stressor, while DevOps are most stressed due to insufficient skill.
4. DevOps engineers admit that work-related stress impacts their personal lives also
5. Listening to music and playing video games as coping mechanisms.

Most of us manage stress well and continue to function. If we have difficulties coping with stress, we should seek help from a trusted health-care provider or from another trusted person in our community/ surroundings.

A few minutes each day are enough to practice the guide's self-help techniques. The guide can be used alone or with its accompanying audio exercises. Having a daily schedule can help us use our time efficiently and feel more regular meals, time with family members, exercise, daily chores and other recreational activities.

Getting enough sleep is important for both body and mind. Sleep repairs, relaxes and rejuvenates our body and can help reverse the effect of stress. Good sleep habits –

- Be consistent. Go to bed at the same time each night and get up at the same time each morning, including on weekends.
- If possible, make your sleeping area quite, dark, relaxing and at a comfortable temperature.
- Limit your use of electronic devices, such as TVs, computers and smart phones, before sleeping.
- Avoid large meals, caffeine and alcohol before bedtime.
- Get some exercise, being physically active during the day can help you fall asleep more easily at night.

Connect with others : Be keep in touch with your family members and friends and share your concerns and feelings with people you trust. Connecting with others can lift our mood and help us feel less stressed.

Eat healthy : Out eating and drinking habit affect our health. Try to eat a balanced diet and to eat at regular intervals. Drink enough fluids. Eat lots of fresh fruits and vegetables if you can.

Exercise regularly :- Regular daily exercise can help to reduce stress. This can include walking, as well as more intensive exercise.

Avoid watching TV for long time and news : Generally it has seen that some people watch TV for long and news. They change one channel to another. Some news flashing on TV Channels and some tragic news or incidence we are watching on TV Channels; make us in stressed situations.

Risks to mental health at work : At work, risks to mental health, also called psychosocial risks, may be related to job content or work schedule, specific characteristics of the workplace or opportunities for career development among other things.

Risks to mental health at work can include :

- Under-use of skills or being under –skilled for work
- Excessive workloads or work pace, understaffing
- Long, unsocial o inflexible hours
- Lack of control over job design or workload
- Unsafe or poor physical working conditions
- Organizational culture that enables negative behaviours
- Limited support from colleagues or authoritarian supervision
- Violence, harassment or bullying
- Discrimination and exclusion
- Unclear job role
- Under-or-over-promotion
- Job insecurity, inadequate pay, or poor investment in career development; and conflicting home/work demands.

Action against Stress : Government, employers, the organizations which represent workers and employers, and other stakeholders responsible for worker’s health and safety can help to improve mental health at work through action to- I. prevent work-related mental health conditions by preventing the risks to mental health at work; II. protect and promote mental health at work III. Support workers with mental health conditions to participate and thrive in work; and IV. Create an enabling environmental for change.

Prevent work-related mental health conditions : Preventing mental health conditions at work is about managing psychosocial risks in the workplace. Organizational interventions are those that assess, and then mitigate, modify or remove workplace risks to mental health. Organizational interventions include, providing flexible working arrangements, or implementing frameworks to deal with violence and harassment at work.

**Both governments and employers**, in consultation with key stakeholders, can help improve the workers working conditions and can provide good working environments to away from stressful situations at work place –

- \* to make relevant policies and provide good working conditions
- \* sufficient funds and resources should be provided to departments and for welfare of workers, employees, professionals at work place
- \* Employers should provide their workers and professionals the rights to participate in work and implementing non-discrimination policies
- \* to provide occupation safety to workers
- \* to allow professionals and workers for improve their physical health by using gym, playing indoor games, outdoor games during leisure times or not working time or provide benefit to good workers
- \* to organize outdoor activities for workers/professionals in a month or after long durations of workings days
- \* provide incentives to good performers

Stress management techniques derived from the Yog Sutra of Patanjali, an ancient text offering insight into human experience and practical guidance for attaining balance and inner peace. The study employs a literature review from PubMed, Science Direct databases, and google scholar search engine and analysis of yog sutra to identify specific sutras and teachings related to stress management. The findings reveal that the distraction of the mind causes stress and can manifest as various symptoms. Patanjali’s teaching provides practical approaches for stress management, including understanding the nature of pleasure and pain. Patanjali’s yoga methods, including asanas,

pranayama, and meditation, have been shown to reduce stress and enhance well-being. Integrating these practices into therapeutic interventions can enhance stress management and self-awareness.

#### **Conclusion:**

*We see many IT Professionals in stress. It is arised due to many factors in human beings. The surroundings, working environment and some personal reasons are main for inculcation of stress in persons. If a person has to refrain from Stress; one has to develop proper routine chart & good working conditions and facilities surely help. IT companies are also taking care in this area. Be always happy and enjoy works in organization as well as try to be healthy.*

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