



A COMPREHENSIVE ANALYSIS OF STRESS MANAGEMENT AMONG IT EMPLOYEES (ABC Company)

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ABSTRACT

Stress is always closely related to everyone's life and will stay here anytime, anywhere. However, stress is not always bad. Some stresses motivated and they stimulate us to achieve targets. Stress is a fact of every human life and mostly experienced by the employees in the field of “Information Technology” (IT), and it has become a major issue of concern to the above organization. The individuals working in the IT field face more stress due to various reasons. Major reasons for stress are: too many demands at one time, deadline pressures, uncertainty etc. At workplace IT employees face a huge amount of work and a pressing deadline. Stress can also cause ill-health; hence relaxation is a valuable method in stress management. Typical stress management programs are relaxation technique, exercises, entertainment program, time management and therapy.

The researchers analyze current stress management methods among IT employees at ABC Company. Introduce a new method of art therapy to employees. Researchers measure IT employees stress is higher or not afterwards find the most pertaining factor affecting to employees stress. To prove the research problem use two hypothesis, Stress is higher and Management methods are inadequate. Two variables also use for test the hypothesis and known as workload and ergonomics. It based on 50 employees according to organization hierarchy. The data will be gathered through a structured questionnaire analyzed by descriptive statistics. This research paper, understands the research gap in stress management methods and IT employees. Based on the results, IT employees stress is higher and Sixty six percent (66%) respond that workload is the main reason for stress. The company already use methods are: a person there for get advice (a mentor) and other entrainment programs but these are not enough to minimize the IT employees’ stress. Therefore, the management of IT organization needs to measure the negative impact of stress on employees and relieve stress through new stress management methods.

Keywords: IT employees, stress, stress management, workload, ergonomics