

# A PROJECT REPORT ON STRESS MANAGEMENT AND EMPLOYEE WELL-BEING IN THE IT SECTOR

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## ABSTRACT:

*Stress has become a major concern in the Information Technology (IT) sector due to increasing workloads, tight deadlines, performance pressure, and continuous technological advancements. Workplace stress affects employees' mental and physical health and reduces productivity, job satisfaction, and employee retention. This study examines stress management and employee well-being in Hyderabad's IT sector. The study aims to identify stress levels among IT employees, evaluate stress management programs, and analyze their impact on employee well-being. The findings indicate that workplace stress is highly prevalent among IT employees due to workload pressure, deadlines, and work-life imbalance. The study concludes that effective stress management programs improve employee well-being, productivity, and job satisfaction.*

**KEYWORDS:** *Stress management, employee well-being, workplace stress, productivity, IT employees*

## I. INTRODUCTION

Stress has become one of the most common challenges in today's work environment, especially in the IT sector. The IT industry is known for its fast-paced environment, project-based work, strict deadlines, and high client expectations. Employees are expected to continuously upgrade their skills, handle multiple tasks, and solve technical issues within a limited time. This creates mental and emotional pressure. Workplace stress can lead to anxiety, burnout, reduced concentration, low job satisfaction, and poor physical health.

## II. OBJECTIVES OF THE STUDY

1. To examine stress levels among IT employees.
2. To identify the major causes of workplace stress.
3. To evaluate stress management programmes in organizations.
4. To study employee awareness about stress management programmes.
5. To analyze employee participation in stress management programmes.

## III. REVIEW OF LITERATURE

Review of literature provides insights into previous studies related to stress and employee well-being.

**1. Nair, Sengupta, and Langford (2023)** found that workload pressure significantly affects employee productivity and increases employee turnover.

**2. Riaz et al. (2024)** explained that remote work increased stress due to lack of boundaries between work and personal life.

**3. Göbel et al. (2025)** found that leadership quality and workload are major stress factors affecting employees.

**4.** Previous studies establish that **stress management programmes** improve employee well-being and reduce workplace stress.

#### IV.NEED OF THE STUDY

- Workplace stress is increasing rapidly in the IT sector due to heavy workload, tight deadlines, and high-performance pressure.
- High stress levels lead to reduced productivity and organizational performance.
- There is a need to evaluate the effectiveness of stress management programmes implemented by organizations.
- The study helps identify major stress factors like workload and work-life imbalance.

#### V.SCOPE OF THE STUDY

- The study focuses on workplace stress and employee well-being in Hyderabad's IT sector.
- It covers employee stress levels, stress factors, and stress management programmes.
- It is useful for organizations, HR managers, and employees to improve workplace practices.
- The study provides practical suggestions for improving employee well-being.
- The findings help design better wellness programmes and improve productivity and satisfaction.

#### VI.RESEARCH METHODOLOGY

Research methodology is a systematic process used to collect, analyze, and interpret data for achieving the objectives of the study. employee opinions, attitudes, and experiences related to digital work environments.

**Nature of Data:** The study is based on both primary data and secondary data.

##### **Data Collection:**

##### **Primary Data:**

Primary data is first-hand information collected directly from employees. In this study, it is collected using a questionnaire, where employees share their opinions about stress, work-life balance, and stress management programmes.

##### **Secondary Data:**

Secondary data is already available information collected from sources like books, research papers, and journals. This helps support the study and compare results with previous research.

##### **Sample Size:**

The study includes 53 employees from IT companies. This group of people is called the sample. Their responses are used to understand the overall situation of stress in the IT sector.

##### **Sampling Method:**

The study uses convenience sampling, which means respondents were selected based on ease of access and availability. It is a simple and quick method but may not fully represent the entire population.

#### VII. LIMITATIONS OF THE STUDY

- The study is based on a small sample size of 53 respondents, which may not accurately represent the entire IT sector.
- The research depends on self-reported data, so responses may be biased or influenced by personal opinions and perceptions.
- Data was collected only from accessible respondents and organisations, limiting the

diversity of responses.

- The study focuses only on selected factors like stress and well-being and may not cover all possible variables affecting employee performance.

## VIII. DATA ANALYSIS

### 1. DEMOGRAPHIC PROFILE:

Parameter	Data	Interpretation
Age	54.7% (20–25 years)	The majority are young employees
Gender	50.9% Male, 49.1% Female	Equal gender representation
Experience	75.4% (0–5 years)	Mostly early-career employees

#### Interpretation:

The data shows that most respondents are young employees (20–25 years) with 0–5 years of experience, indicating early-career professionals. The gender distribution is almost equal, which ensures a balanced representation in the study.

### 2. AWARENESS AND PARTICIPATION:

Parameter	Data	Interpretation
Awareness	67.3% Yes	Good awareness of programmes
Availability	67.9% Yes	Many companies offer programmes
Participation	55.8% Yes	Moderate participation level

#### Interpretation:

The results indicate that a majority of employees are aware of stress management programmes, and many organizations provide them. However, participation is only moderate, showing that employees are not fully engaging despite awareness.

### 3. STRESS AND IMPACT:

Parameter	Data	Interpretation
Stress level	45.3% very frequently	High stress among employees
Main cause	Workload (34%)	Work pressure is main issue
Effectiveness	67.9% agree	Programmes help reduce stress

#### Interpretation:

The findings reveal that employees experience high levels of stress, mainly due to workload. At the same time, most respondents agree that stress management programmes are effective in reducing stress and improving well-being.

## IX. FINDINGS

- The study reveals that workplace stress is highly prevalent among employees in the IT sector due to the demanding nature of the job.
- A significant number of employees reported experiencing stress frequently or very frequently, indicating a serious concern for organizations.
- The major causes of stress identified in the study are heavy workload, tight deadlines, and work-life imbalance, which are common in IT jobs.

## X. CONCLUSION

The study concludes that workplace stress is a major issue in the IT sector, mainly caused by workload and work-life imbalance. Although organizations have introduced stress management programmes, their effectiveness is moderate due to lower participation. These programmes positively impact employee well-being, productivity, and job satisfaction. Therefore, organizations should focus on improving awareness, participation, and implementation of stress management strategies to create a healthy and productive work environment.

## XI. SUGGESTIONS

- Organizations should conduct regular awareness campaigns to ensure that all employees are informed about available stress management programmes.
- Companies should encourage participation by providing flexible schedules so that employees can attend programmes without affecting their work.
- Management should focus on reducing excessive workload and unrealistic deadlines, which are the main causes of stress.
- Organizations should promote work-life balance by offering flexible working hours, remote work options, and leave policies.

## XII. BIBLIOGRAPHY

- **Books:**

**Organisational Behaviour** – for concepts of employee behaviour, stress, and workplace dynamics.

**Human Resource Management** – for employee well-being and HR practices.

**Research Methodology: Methods and Techniques** – for research design and data analysis.

- **Research Articles / Journals:**

Nair, Sengupta and Langford (2023) – Study on workplace stress and employee performance.

Riaz, Stankevičiūtė and Pinzaru (2024) – Research on remote work stress and well-being.

Göbel et al. (2025) – Study on workload, leadership, and stress.

- **Websites:**

**World Health Organisation** – Information on stress and mental health.

**International Labour Organisation** – Workplace stress and employee welfare standards.

**National Institute of Mental Health** – Mental health and stress-related research.