
**STRESS IMPACT ON MARRIED EMPLOYEES WITH REFERENCE TO SOFTWARE
EMPLOYEES-AN EMPIRICAL ANALYSIS**

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Introduction

The stress is a special problem that need to be explored involve the manner in which ensembles of adaptive responses are assembled, how autonomic and neurohormonal reflexes of the stress response come under the influence of environmental stimuli, and how some specific aspects of the stress response may be integrated into the life history of a species.

The term "stress" had none of its current general senses before the 1950s. As a semi-psychological term referring to hardship or coercion, it dated from the 14th century.

An effective way to deal with them is to face the challenges head-on and prepare for their coming. Paying attention to all the details of a wedding or buying baby clothes and reading up on baby care will ease the tension while you await the joyous event. Losing weight weeks before a reunion and going to a beauty salon for hair and make-up to attend a reunion will give you confidence and ease your anxiety. Instead of shutting yourself out from others, find ways to make them more comfortable. This will take your mind off your own anxiety as you focus on other people's feelings. Thinking about the joy such events will bring minimizes the causes of stress while increasing your happiness!

In this difficult economy, you may find it harder than ever to cope with challenges on the job. Both the stress we take with us when we go to work and the stress that awaits us on the job are on the rise – and employers, managers, and workers all feel the added pressure. While some stress is a normal part of life, excessive stress interferes with your productivity and reduces your physical and emotional health, so it's important to find ways to keep it under control. Fortunately, there is a lot that you can do to manage and reduce stress at work.

Consider flexible working: Organizations are under constant pressure to produce goods and services, of the right quality and the right price, as and when customers want them. This pressure can lead to stress – for both the organization and the individual – unless new ways of working are found to make the best use of staff and other resources.

Many employers are adopting flexible working to alleviate the pressure on their businesses, while employees are often shifting the balance between work and home life. The results can often be beneficial to both employers and employees. For example, a new piece of expensive equipment may only be economical if it is running beyond the usual office hours. Flexible working can keep the machine going longer while employees have more choice in the hours they work.

Benefits of flexible working: Flexible working takes many forms including part-time working, flexitime, staggered hours, job sharing, shift working and home working. Flexible working can help employers to:

- maximize available labor
- increase productivity
- reduce absenteeism, sickness and stress

- increase employee commitment and loyalty
- increase the organization’s ability to cope with change

Employees also have their own reasons for preferring one pattern of working to another. For example, people with responsibilities to care for children, the sick or the elderly may not be able to work certain shifts, weekends or during school holidays.

Some people with particular disabilities may be unable to work full-time; and those who have retired may only be available to work on a part-time or temporary basis.

Objectives Of The Study

1. To Study The Total Married Employees With Reference To Age
2. To Study The Total Married Employees With Reference To Experience
3. To Analyze The Impact Of Marital Status On Age
4. To Analyze The Impact Of Marital Status On Experience

Methodology

The study is based on both primary and secondary source of data collected from various sources including questionnaires

Primary sources of data

The primary sources of data were collected by administering a well structured questionnaires to select sample of Software Industry.

Secondary sources of data

The researcher has also used secondary source of data in the study. The data regarding stress management and its affect on employees were collected through publications, books, Articles etc.

Sample Selection

Simple Random Sampling Technique is used to collect the sample

Statistical Tools

SPSS latest version is used to analyze the data.

Analysis Work

Cross tabulation between marital status and Age

			AGE (in years)					Total
			<=30	31-35	36-40	41-45	>=46	
Marital status	MARRIED	Count	11	24	3	7	7	52
		% within MARITAL STATUS	21.2	46.2	5.8	13.5	13.5	100.
		% within AGE	39.3	72.7	27.3	63.6	41.2	52
		% of Total	11.0	24.0	3.0	7.0	7.0	52.0
	UN MARRIED	Count	17	9	8	4	10	48
		% within MARITAL STATUS	35.4	18.8	16.7	8.3	20.8	100

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		% within AGE	60.7	27.3	72.7	36.4	58.8	48.0
		% of Total	17.0	9.0	8.0	4.0	10.0	48.0
Total		Count	28	33	11	11	17	100
		% within MARITAL STATUS	28.0	33.0	11.0	11.0	17.0	100.0
		% within AGE	100	100	100	100	100	100
		% of Total	28	33.0	11.0	11.0	17.0	100

Interpretation:

The culture of India is applied in marriage system where both male and female get married in right age. In the IT sector maximum of the married employees is been identified with the age group of 31-35 years with 46.2 percentage. The executives less than or equal to 30 years were been highly identified as unmarried with a percentage of 35.4. The trend of getting married after settlement of careers is been strictly followed by the unmarried executives of IT sector.

Cross tabulation between marital status and Experience

			EXPERIENCE (in years)						Total
			<=2	3-4	5-6	7-8	9-10	>=11	
M A R R I E D U N M A R R I E D T O T A L	MARRIED	Count	5	11	14	14	3	5	52
		% within MARITAL STATUS	9.6	21.2	26.9	26.9	5.8	9.6	100
		% within EXPERIANCE	62.5	55.0	48.3	58.3	33.3	50.0	52
		% of Total	5.0	11.0	14.0	14.0	3.0	5.0	52.0
	UNMARRIED	Count	3	9	15	10	6	5	48
		% within MARITAL STATUS	6.3	18.8	31.3	20.8	12.5	10.4	100
		% within EXPERIANCE	37.5	45.0	51.7	41.7	66.7	50.0	48.0
		% of Total	3.0	9.0	15.0	10.0	6.0	5.0	48.0
Total		Count	8	20	29	24	9	10	100
		% within MARITAL STATUS	8.0	20.0	29.0	24.0	9.0	10.0	100.0
		% within EXPERIANCE	100	100	100	100	100	100	100
		% of Total	8.0	20.0	29.0	24.0	9.0	10.0	100

Interpretation:

Out of the total sample of the data of above table, employees’ marital status is compared with their experience at work place. Employees having 2 years of experience and married are at 62.50% and 37.50% are found unmarried. Employees having experience of 3-4 years the married respondents are 55% and 45% are unmarried. 48.30% of the married employees and 51.70% of unmarried employees are found who possess an experience of 5-6 years. Employees having 7-8 years of experience the married percent is seen as 58.30% and unmarried as 41.70% and the employees who have experience of 9-10 years married respondents are 33.30% and unmarried respondents are 66.70% respondents above or equal to 11 years are 50% each. The married and unmarried percent is found high among the executives having experience ranging between 5-8 years.

In the It Industry maximum of the married executives were been identified among the age group of 5-6 years and 7-8 years equally with 26.9 percentage each. Among the experience group of 5-6 years maximum of the executives were been identified as married and unmarried with 26.9 percent and 31.3 percent respectively. In general employees having 5-6 years of experience were been identified as unmarried up to a maximum extent.

One-way Analysis of variance among the various Experience groups of respondents with respect to Organizational causes of stress

H0- There is no significant difference among the various Experience groups of respondents with respect to Organizational causes of stress.

H1- There is significant difference among the various Experience groups of respondents with respect to Organizational causes of stress.

Table 2: One-way Analysis of variance among the various Experience groups of respondents with respect to Organizational causes of stress

		Sum of Squares	df	Mean Square	F	P-VAL
Organizational causes of stress	Between Groups	2.451	4	.613	3.233	.013
	Within Groups	36.949	195	.189		
	Total	39.400	199			

Since the probability value ‘p’ 0.013 which is less than 0.05, there is significance and hence H0 is rejected and H1 is accepted, which proves that there is significant difference among the various experience groups of respondents with respect to organizational causes leading to stress.

3. One-way Analysis of variance among the various Experience groups of respondents with respect to Stress Management Techniques

H0- There is no significant difference among the various Experience groups of respondent with respect to Stress Management Techniques.

H1- There is significant difference among the various Experience groups of respondents with respect to Stress Management Techniques.

Table 3: One-way Analysis of variance among the various Experience groups of respondents with respect to Stress Management Techniques

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		Sum of Squares	df	Mean Square	F	P-VAL
Stress Management Techniques	Between Groups	1.650	4	.412	2.544	.041
	Within Groups	31.616	195	.162		
	Total	33.266	199			

Since the probability value 'P' 0.041 which is less than 0.05, there is significance and hence H0 is rejected and H1 is accepted, which proves that there is significant difference among the various experience groups of respondents with respect to stress management techniques followed in the organization to reduce stress.

Findings

1. With respect to organizational causes leading to stress among various experience groups there is significant difference which is proved by the probability value 'p' 0.013 which is less than 0.05.
2. It is proved that there is significant difference among the various experience groups of respondents with respect to stress management techniques followed in the organization to reduce stress by the probability value 'P' 0.041 which is less than 0.05.

Suggestions

1. The well settled employees in IT sector possessing experience up to a maximum extent are found married where as the new entrants are found unmarried up to a large extent.
2. Employees of IT sector are experiencing stress due to personal factors like their house hold activities, family member's behavior, busy work schedules and long working hours which result in nervousness and anxiety leads employees in increasingly the intake of food and also addicted to smoking. The free time of employees is been completely spent in achieving the targets that are meant to be done with the support of colleagues, team members and supervisors of not their liking due to which they feel uncomfortable and unsatisfied and are not able to show complete talent as well as dedication towards work.

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