

Stress And Depression Experienced By Women Software Professionals In Bangalore, Karnataka

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Abstract

Our study explores the influences of age and experience on stress and depression and the relationship between stress and depression among the women information technology (IT) professionals in Bangalore, Karnataka. The present study aimed at i) To find out the level of stress and depression experienced by women IT professionals ii) To understand the impact of age and experience on stress and Depression iii) to study the relationship between Stress and depression. iv) to know the factors causing of stress in software companies. The study was conducted in Bangalore , Karnataka with a sample of 250 women software professionals. The sample selection was done by convenience sampling method. The data was analyzed using descriptive one way analysis of variance and Pearson's correlation test . Results showed that the women software professionals experienced moderate level of stress and stress dimension. This study reveals that 85 percent of the respondents experience medium level of depression and also suggested the age and experience significantly influence the over all stress and depression experienced by the employees. Our study shows that there might be a strong relationship between over all stress and depression.

Index terms—

Stress And Depression Experienced By Women Software Professionals In Bangalore, Karnataka Abstract : Our study explores the influences of age and experience on stress and depression and the relationship between stress and depression among the women information technology (IT) professionals in Bangalore, Karnataka. The present study aimed at i) To find out the level of stress and depression experienced by women IT professionals ii) To understand the impact of age and experience on stress and Depression iii) to study the relationship between Stress and depression. iv) to know the factors causing of stress in software companies. The study was conducted in Bangalore , Karnataka with a sample of 250 women software professionals. The sample selection was done by convenience sampling method. The data was analyzed using descriptive one way analysis of variance and Pearson's correlation test . Results showed that the women software professionals experienced moderate level of stress and stress dimension. This study reveals that 85 percent of the respondents experience medium level of depression and also suggested the age and experience significantly influence the over all stress and depression experienced by the employees. Our study shows that there might be a strong relationship between over all stress and depression. Keywords : Age , Experience stress , depression , women software professionals I.

1 INTRODUCTIONS

oday in modern economy stress is the latest killer. Stress is defined as an adaptive response to an external situation that results in physical, psychological and or behavioral deviations for organizational participants stress can manifest itself in both positive and negative ways stress is said to be positive when the situation offers an opportunity for one to gain something. Depression is a type of mental disorder that affects a anxiety , anger and depression. Parsons investigated the impact of group counseling and stress management on reported depression

, anxiety , attitude towards Divorce , school functioning and behavioral in children's , aged 8 to 11 years. Female are divorce support group (DSG) and male in Stress management group (SMG) reported significantly past changes in school functioning compared to others. The majority of findings suggested that , compared to depressive and control individual , suicidal About : Asst.Professor/MBA Paavai Engineering College, Namakkal -637018.Ph:09865066433 E-mail Id: lionmohan26@yahoo.co.in individuals reported more stressful life events , which includes marital discord conflict with in laws or family problem , problems in love, illness , Death in family , and unemployment. In Karnataka software companies either stress or depression causes rather than the effect of several physical, mental and emotional problems. When such situations prevails in the software companies , a woman and software professionals has to face all these situations problems in addition to that she often to take care of kith and kin, elders and other responsibilities in the family. Maintaining the work and life becomes a tough task. Based on these factors the current studies was designed. It is negative when stress is associated with heart disease, alcoholism, drug abuse, and marital breakdown, physical organizational and emotional problems. Stress is associated with constraints and demands can lead to potential stress. Stress is high when there is an uncertainty of outcome and hence outcome is generated significant stresses are from individual, group and organizational sources.

In a Software companies a causes of stress are task demands, role demands, interpersonal demands, organizational structure, organizational leadership and the organizations life cycle. Task demands are factors related to a person's job. This includes the design of the individual's job working conditions and the physical work layout. The more independence between a person's tasks and the tasks of other the more potential stresses there is jobs where temperature, noise or other working conditions are dangerous or undesirable can increase anxiety.

Role demands includes role conflict, role ambiguity, role conflict occurs when an women professionals receives competing and conflicting expectations from others. Role ambiguity results from having unclear expectations. All these role demands are stressors. Interpersonal demands are pressures created by other employees lack of social support from colleagues and poor interrelationship can cause considerable stress, especially among women software professionals with high social needs. Life and career changes can also be stress and depression producing life changes may be slow or sudden. These changes have dramatic effect on people sudden changes are highly depression and stressful; career changes may also be stressful.

2 REVIEW OF LITERATURE

Beehr and Newman (1978) define occupational stress as " A condition arising from the interaction of people and their jobs and characterized by changes with in people that force them to deviate from their normal functioning.

According to French and caplan (1975) " pressure of both qualitative and quantitative overload can result in the need to work excessive hours , which is an additional source of stress ". Having to work under time pressure in order to meet deadlines is an independent sources of stress. Studies shown that stress levels increase as difficult deadlines draw near.

Stress is often developed when an individual is assigned a major responsibility without proper authority and delegation of power . inter personal factors such as group cohesiveness , functional dependence , communication frequency , relative authority and organizational difference between role sender and focal persons are important topics in organizational behavior.

Stress and depression found that , it is related to exhaustion and work load factors in various organization. Stress on the job is costly for employers , reflected in lower productivity , reduced motivation and job skills , and increased and accidents.

The present studies is an attempt to investigate and to compare the level of stress experienced by the women software professions in Bangalore of Karnataka. The study aims to ascertain the level of stress and coping strategies adopted by the software companies .

3 III.

4 METHODOLOGY a) Research design

The study explores the organizational role of stress and depression among the women employees in the software company based on various factors. The study uses the research design. A survey was conducted among the women software companies with the help of questionnaire.

5 b) Sampling Techniques

The sampling population of this research includes 250 women employees of software companies in Bangalore .

In this , the authors adopted a convenience sampling techniques for selecting the sample. Researcher generally uses convenience samples to obtain the large number of completed questionnaire quickly. There will be no bias in the responses in using the convenience sampling since the respondents mutually participated in this survey.

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Figure 1:

VIII.

Figure 2:

148 **13 IX.**
149 BIBLIOGRAPHY ^{1 2 3}

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