A Study on Stress Management of Employees of IT Field With Reference to Infopark, Kakkanad

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ABSTRACT

Stress is a complex problem in the IT industry, and the underlying reasons are difficult to comprehend. This research is being conducted to investigate the elements that lead to stress among IT employees. The key stress factor has a direct impact on employee productivity at work. As a result, personnel should be aware of the factors that contribute to stress. Once the criteria are recognised, the task may be completed efficiently and successfully. Employee stress can be reduced, but it cannot always be avoided. As a result, the effective release strategy must be used in this investigation. Employees can lessen stress by utilizing an efficient release mechanism. Employees may devote more time to issue solving and work. There are several types of successful releasing methods. As a result of this discovery, it is critical to distinguish the ways that may be utilized to successfully reduce stress, which helps to improve productivity, create work harmony, and minimize stress factors experienced by employees. To study the effectiveness of stress management of employees of the IT field at Infopark by examining the employee perception of various stress management methods, and to identify the areas that needed to be improved and to suggest measures to improve conditions of stress levels of employees.

Keywords: -Stress, Stress management, Employees, IT industry

Introduction

Stress is characterised as an emotional or physical condition of tension. Any event or concept that makes you feel displeased, indignant, or anxious can set it off. Stress is your body's response to a demand or challenge. In short bursts, stress can be advantageous, such as when it helps you avoid danger or meet a deadline. Employers must follow the law; doing so lessens and relieves stress at work. An example of a workplace stressor is sexual harassment. The term "stress management" covers a broad range of techniques that help people regulate their stress levels. An employee's everyday functioning should be improved, and job satisfaction should be promoted, through stress management. Stress is a normal emotion. Stress is defined as a tension-related emotional or physical condition. It can be triggered by any situation or idea that makes you feel displeased, furious, or anxious. Your body's reaction to a demand or challenge is stress. Stress can be helpful in short bursts, such as when it helps you stay safe or achieve a deadline. Employers must abide by the law because doing so reduces and relieves workplace stress. Sexual harassment is one stressor that can occur at work. The phrase "stress management" refers to a wide range of methods that assist people in controlling their levels of stress. Through stress management, an employee's daily functioning should be enhanced, and job happiness should be encouraged. Stress is a common feeling. Stress is a common contributor to health disorders like psoriasis, lichen planus, urticaria,

pruritus, neurodermatitis, and others. Along with job insecurity, uncertainty about future employment chances, and the quick obsolescence of skills, globalisation and privatisation play major roles. One of India's industries with the quickest growth rates is the IT sector. India is currently one of the IT markets with the fastest growth rates in the world because to strong demand in recent years. Every job has objectives, and when those objectives aren't met or an issue can't be handled, a person feels overwhelmed. The human body makes an effort to adjust to changing conditions or the environment around him. The body has to work harder than usual throughout this process, which results in stress. Stress interferes with the body's ability to function properly. The Indian IT industry has experienced enormous growth since liberalisation. To achieve their goals, IT companies work to utilise their workforce as efficiently as possible. Psychological problems are brought on by uncontrollable stress. More than 50% of IT professionals struggle with problems brought on by stress. Overworked employees and long hours are the main causes of stress in this sector. Workplace stress is rising among employees. Stress at work is becoming recognised as a serious health and safety issue. The IT industry is seeing an increase in the use of stress management. An occupation that is stress-free does not exist. While performing their duties, everyone at work is tense and anxious. The country's economic backbone, the information technology sector, is not uncommon. IT professionals have terribly boring occupations.

Objectives
- To learn about the stress levels of IT staff.
- To examine the techniques adopted by employees to overcome stress.
- To analyse how employees Stress levels affect their family life.
- To evaluate the impact of occupational stress on an employee's physical & mental health.

Methodology
The study is primarily descriptive, based on primary data. Info Park, Kakkanad is the intended audience. A sample of 50 participants was drawn from the InfoPark in Kakkanad. For sample selection, random sampling was utilized. The study made use of both primary and secondary data. The questionnaire approach is used to acquire primary data. Secondary data are ones that have been gathered and released by someone else for this reason. They are generally in the form of finished items. For this study, secondary data was gathered through books and the internet.

Literature review
a. Stress in general
Numerous academics have defined the term stress. Fletcher described one of the definitions as a "continuous process that involves individuals interacting with their environments, evaluating the circumstances they find themselves in, and attempting to deal with any problems that may arise." Stress is a state of being where a person is under pressure but is unable to handle it. Stress may also have a direct negative impact on the person and the organisation by making it harder to fulfil the initial goals. Stress has a detrimental effect on the reputation and productivity of the organisation in addition to compromising the health and welfare of personnel. The detrimental effects of stress include job discontent and employees who are unwilling to complete their tasks. The company's drawbacks include a decline in output, high employee turnover, and poor work quality.

Through the practise of stress management, a person can regulate their level of stress in a variety of ways. Enhancing an employee's everyday functioning and increasing job satisfaction are the two main objectives of stress management. Stress is a common emotion. Stress management offers a range of methods to assist you in better managing your stress and challenges (adversity) in life. By managing your stress, you may lead a more wholesome life. A challenging circumstance causes stress, which is a normal physical, mental, and emotional response. The Indian IT industry has expanded significantly since the country's liberalization. The goal-driven IT organisations work hard to maximise the potential of their workforce. It causes psychological problems because of the ongoing tension. More than 50% of IT professionals struggle with stress-related issues. The primary causes of stress in this industry are an excessive workload and an excessive amount of working time.

b. Scope of Stress Management:

The goal of this study is to determine the types of stress that employees at all levels of the company experience and how well-prepared they are psychologically to handle them. This will help researchers understand how employee stress affects the company as a whole. Stress is a relatively typical issue in today's competitive environment. It is a condition in which a person's normal mental and physical health might be jeopardized. Stress is linked to two factors: limitations and demand. The limits keep us from accomplishing what we want. The demand, on the other hand, alludes to the loss of something wanted. The human body attempts to adapt to new circumstances or the changing environment around him. The body exerts extra effort throughout this process, resulting in stress. Stress disrupts the body's regular functioning.Stress isn't always bad. It enables the individual to perform effectively in the workplace. As a result, we may define stress as the body's nonspecific response to any pressure placed on it. Stress can lead to heart attacks and car accidents. The crucial thing to remember is that some stress is natural and necessary. In the post-liberalization period, the Indian IT sector has witnessed tremendous expansion. IT firms strive to maximize manpower utilization in order to fulfill their objectives. Uncontrollable stress produces psychological issues. Over 50% of IT professionals are dealing with stress-related issues. The primary sources of stress in this industry are an excessive workload and excessive working hours.

c. Occupational Stress

Endocrinologist Hans Selye coined the term "stress" in the 1930s to characterise the bodily responses of test animals. He then broadened and popularised the word to include people's attitudes and actions when trying to adjust to normal conditions. According to Selye's definition, the terms "stress" and "stressor" refer to the perceived threat and the organism's response, respectively. Stress may be both positive and detrimental. Eustress is an adaptive reaction that prompts the activation of internal resources to confront obstacles and achieve goals. Any perceived obstacles in life are often referred to as stress by laypeople. It also developed into a euphemism, a way to talk about problems and win people over without actually confessing them. It covers a broad range of situations, from mild discomfort to serious illnesses that might cause catastrophic health collapse. In general, any occurrence or scenario that falls between these two extremes might be classified as stressful. Cognitive, emotional, bodily, or behavioural manifestations of stress are possible. Poor decision-making, a generalised pessimistic outlook, excessive worry, moodiness, irritability, agitation, inability to relax, feeling overburdened, lonely or isolated, depressed, aches and pains, diarrhoea or constipation, nausea, dizziness, chest pain, rapid heartbeat, eating too much or too

little, withdrawing from others, delaying or neglecting responsibilities, and using alcohol, cigarettes, or drugs are all signs of mental illness.

Sources of Occupational Stress

Though occupational stress is caused by elements of the job and its psychosocial environment, these elements are not intrinsically stressful. In reality, the employee's personal qualities and cognitive evaluation of job variables within the context of his capacity and resources influence the amount of stress he would experience from a workplace element or circumstance. (Srivastava, A.K. 1999:33). As a result, no work environment characteristic can be classified or generalized as a universal stressor. Stress caused by employment elements or situational circumstances varies from person to person and is mediated by the employee under study's personal characteristics. Furthermore, the employee's psychological and behavioral specializations become persistent causes of stress for him. Most researchers have identified workplace stressors, and various methodologies have been utilized to categorize these causes into a meaningful model. Cooper and Marshal (1978) found approximately 40 interacting elements that might be attributed to job stress.

d. Consequences of Stress

Excessive job stress is well recognised as a factor of increasing dissatisfaction with one's employment. Although stress is seen to be required for personal growth, development, and performance, it may be taxing on the individual. The majority of stress researchers have determined that stress increases the likelihood of bad emotional experiences, producing considerable deterioration in an individual's adjustment, behavioral effectiveness, and health.

Walter Cannon (1914) and Hans Selye (1920) were the first to investigate the nature of the stress reaction. More lately, there has been a strong emphasis on the health consequences of job stress for both people and organizations. This worry is based on the notion that strong or prolonged activation of the stress response might lead to a variety of health issues. Organizational stress research has mostly focused on the emotional, behavioral, and health effects of workplace stress (Ivancevich & Matteson 1980).

Employees are affected psychologically and physiologically by prolonged intense stress. Stress may excite an individual to boost performance at a modest level, but it begins to impede dependent on the characteristics of the focal person and the task being performed, performance when its intensity reaches a disruptive level. Blood pressure, heart rate, serum and cholesterol levels, as well as levels of the hormones adrenalin and respiration, all rise in response to stress. A range of psychosomatic disorders can emerge as a result of persistent high levels of stress. The stressors of work impact several aspects of workplace behavior, including performance, job satisfaction, absenteeism, and turnover. Schuler (1980) classified all job-related repercussions into three categories: psychological, bodily, and behavioral symptoms.

e. Individual Response to Stress

The response to stress is often classified as physiological, psychological, or behavioural in the stress literature. When an employee perceives a stressful circumstance, an instant response is produced. There are a range of sensations, many of which are unpleasant and reflect the individual's temperament and environmental variables. These strains are viewed as unfavourable outcomes of stresses. Aside from their unfavourable character, certain strains may have extra negative effects on individual task performance and

well-being. Individual variations influence the kind, number, and intensity of stresses that an individual develops (Cox, 1985). Personal strain is thought to be the result of occupational stress factors, according to Osipow and Davis (1988), and it manifests as vocational, physical, interpersonal, and psychological strain. Behavioural reactions to stressful events are some of the indicators of professional strain. Boredom, fear lack of interest, poor attention, and increased accident proneness are examples. These signs will have an immediate impact on the organization. Job discontent, for example, can lead to decreased productivity (Sutherland, Fogarty, & Pithers, 1995). Initial shock and disbelief are stress-related psychological symptoms, followed by defensive reactions, denial, blame, and, lastly, acceptance. Depending on the duration, severity, and capability for healing and management of the underlying causes, strain reactions can be mild, moderate, or severe. Physical and physiological signs of strain include: Physical strain is most likely to arise as a result of role overload, role insufficiency, and responsibility, according to Osipow and Davis (1988), who utilised self-report indices to determine the effect of stress on strain symptoms.

f. Physiological Problems

Stress, according to studies in health and medical sciences, can cause changes in metabolism, higher heart and breathing rates, elevated blood pressure, migraines, and heart attacks. High blood pressure, alterations in blood eosinophils, and higher cholesterol are all indicators of physical or physiological strain (Harrison, 1978). In their review, Downs et al. (1990) said that stress has been linked to cardiovascular disease, hypertension, ulcers, asthma, and migraine headaches. Physiological strain, according to Edward and colleagues (1998), also includes higher blood pressure and impaired immune system function.

g. Psychological Problems

Job-related stress can lead to job discontent, tension, worry, boredom, and procrastination. According to Harrison (1978), strain is defined as a divergence from typical responses, and psychological strain includes responses such as job dissatisfaction, depression, poor self-esteem, and unresolved difficulties. In their assessment of occupational stress, Downs, Driskill, and Window (1990) observed that stress can cause melancholy, hostility, exhaustion, irritability, moodiness, boredom, low self-esteem, accident withdrawal, and burnout. Dissatisfaction, anxiety, diphoria, complaints of sleeplessness, and restlessness were also mentioned by Harrison as signs of psychological pressure.

h. Behavioural Problems

Changes in eating habits, an increase in drinking or smoking, absenteeism, and turnover are all behavioural indicators of stress, as are sleep problems and changes in productivity. According to Quick et al. (1987), behavioural changes are among the earliest and most immediately recognised indications of stress rise. Arguments and conflicts over petty topics, uncommunicativeness, withdrawal of affection, increased cigarette smoking, increased alcohol and recreational drug misuse, and frequent use of healthcare facilities are some of the prevalent behavioural impacts of stress. All of these signs and symptoms may or may not be present in a stressed person. Based on the individual's capacity to tolerate cognitive and biological demands, the duration of externally controlled stimulation, or the capacity to control the duration of stressors through coping and defensive cognitive processing, cognitive analyses of stress show that each person's behavioural response may be unique.

Minor Physical and Behavioural Symptoms

A variety of physical signs that typically present prior to the development of major stress-related disease have been found. Some of the symptoms include anorexia, insomnia, nervous twitches, migraines, high blood pressure, nail biting, and indigestion. Dealing with the stressors effectively is essential when minor physical symptoms of stress appear to prevent the onset of more severe physiological strain symptoms. (Cooper et al. 1988).

Cardio-vascular disease

A substantial amount of study has been conducted on the relationship between job stress and health, specifically the occurrence of cardiovascular disease (Jones and Bright 2001). When the stress response system is engaged repeatedly, it causes unneeded harm to the cardiovascular system. Increased blood pressure and fatty acid deposits can lead to heart attacks and reduced blood supply to the extremities (Rodin and Salovey, 1989).

Immune System Disease

The body fights infection in two ways: First, it releases antibodies that bind to infections, rendering them inert and expelling them from the body. Second, a more forceful defence is used, in which immune cells forcefully get rid of invading organisms like viruses and tumours. White blood cells, which are produced and kept in the bone marrow, are the body's immunological cells. Stress affects the body's capacity to regulate the daily variations between the two immunological responses, increasing the likelihood of illness (Clow, 2001). Khatri, Chausouria, and Uduppa (1977) investigated the psychological elements of stress in 25 cancer patients and did biochemical analyses of blood and sick tissues, concluding that cancer cases were associated with psychosocial stress. A lot of research has found a link between stressors and colds. Cold stress has an influence on physiological alterations in bodily fluids and hematology, according to Rama Sarma et al. (1977) and A.G Datta (1977) studies. Jones and Bright (2001) discovered that emotional distress related to an increased risk of infection.

Interpersonal Symptoms of Stress

Social connection is a fundamental need for humans. At work, interpersonal contact or interaction may take the shape of formal and informal gatherings, conversations, and interactions with superiors, peers, subordinates, clients, and the general public. Employees' perceptions of the situation and their comfort level working with others influence how much pressure and stress they feel. Stress is increased by both extended solitude and excessive interpersonal engagement. Underload and overload of interpersonal interaction can cause negative emotional reactions, excessive conflict, restlessness, and anxiety, all of which must be managed in order to prevent mental and physical sickness (Gherman, 1981).

Organizational Effect of Stress

An employee in a company performs in line with the different relevant expectations of others around him. His success in the organisation is determined by his task activities, behavioural settings, and "interpersonal connectedness" pattern. Such employment duties might sometimes threaten to surpass the occupant's capabilities and cause stress. Personal traits and experiences have a large effect on emotional, physiological, and behavioural reactions to stress, which can affect an individual's performance in the workplace. Stressful working conditions can have a negative impact on job satisfaction; the stresses of the

job life develop negative attitudes about various aspects of the job in the focal employee, which eventually generates a feeling of job dissatisfaction in the employee (Cooper et al. 1988); Kahn et al. (1964), Srivastava and Jagadish (1983), Luhadia (1991). Employee and management morale is typically an organisational pressure that necessitates an organization-wide response. It will result in lower production and excessive turnover, resulting in financial losses and a dent in the organization's bottom line (Cooper et al. 1988). Stress and performance are commonly considered and seen to have a negative connection. Individual work performance increases with rising stress levels, up to a point. However, regular and severe job-related stress always leads to a visible decline in employee performance (Kahn et al., 1965; McGrath, 1976; Beehr and Newman, 1978; Srivastava and Krishna, 1991). Occupational stress has been linked to employee alienation, as well as a high percentage of absenteeism and turnover. These workplace behaviours have been recognised as stress symptoms (Akestedt, 1976; Schuler, 1980). Though absenteeism and turnover help employees to avoid difficult situations, they are costly to the organisation. These expenses include the price of new recruiting and training, as well as the costs of diminished production and greater oversight. Absenteeism not only reduces production but also lowers an employee's motivation, exacerbating pre-existing difficulties (Matteson & Ivancievich,1987). Organisational psychologists in India and elsewhere have conducted several research studies to investigate the link between job participation and job stress. According to this research, there is a negative relationship between job stress and job participation (Madhu and Hargopal and Ravikumar1979). Another result of work stress is determination in the overall efficacy of the organisation. Allen, Hitt, and Greer (1982) discovered a negative link between stress and perceived organisational performance in their study. Banerjee (1990) discovered a substantial negative link between role stress and many variables of perceived organisational efficiency in another study.

Stress Management of Employees of Info Park, Kakkanad

Info Park Kochi, a fantastic location to locate your IT/ITES business in Kochi, with all of the world-class infrastructures expected of an IT Park. The Park, which was founded in 2004, is the single point of contact for establishing your IT/ITES business. Founded in Kochi with the goal of developing infrastructure for IT/ITES companies in the Central Kerala Region. Kakkanad is located on the eastern edge of Kochi. Infopark has over 50000 people and over 400 enterprises that play a key role in the IT sector. Stress has an impact on all employees.

It is inescapable in our industry. The organisation should improve the working environment for its employees in order for them to manage stress and operate efficiently and successfully. There are several strategies to manage stress.Infopark assists employees in reducing stress so that they may be more productive. They provide several amenities for employee convenience, such as transportation, entertainment, and a pleasant working atmosphere. Information technology (IT) workers are typically under stress at work, which puts them at risk for health issues. The IT industry faces heavy workloads as well as issues including gender bias, role recognition, and a lack of proper incentives. Information technology is characterised by high levels of stress, which decrease work enjoyment and productivity. According to the report, one-third of IT workers work more than the required number of hours each week.Because organisations often employ the best optimisation of available Human resources, technical organisations are infamous for having fast-paced work environments that deliver stress-oriented work. As a result, employees strive to better their level of living and reputation so that their jobs become permanent. According to the study, work stress has a little impact on personal health but manifests itself in the

individual's work, resulting in job dissatisfaction and misunderstandings with co-workers. Employee stress is becoming a significant issue in the IT business due to cutthroat competition. Employees frequently leave the firm in the middle of projects due to the pressure to produce at any costs, which raises the costs for the business. Every business spends a lot of money on employee training, which could be wasted if they quit unexpectedly. There is currently no remedy to lessen the pressure on the sector. This type of strain is only going to get worse as technology and new age services become more widely available. As a result, the industry has resolved to confront the issue rather than ignore it. One of the most prevalent prevailing variables that every human faces is stress. Stress has become a major health issue in the twentieth century. Stress impacts not just people, but also their career, family, and mental and physical health. Stress may be both positive and detrimental. When there is good stress, it develops confidence and the ability to do something; when there is negative stress, it creates sadness. Work stress is present in many industries, but IT workers suffer a disproportionate amount of stress when compared to colleagues in other fields. Among all fields in the country, the IT industry is the fastest growing.

The IT sector's contribution to GDP is roughly 7.7%, demonstrating its importance in the Indian economy. It is vital to thoroughly examine the stress experienced by employees who are comparatively larger than any other employees who are employed in diverse areas. One type of stress occurs when a work is incomplete and cannot be completed within the time frame specified. Occupations might ask for a lot and have certain deadlines for when things should be completed. A few jobs need employees to have a life outside of work.

Meeting client deadlines and keeping track of many errands might be stressful on occasion. Stress is common in software firms because of the nature of the work, such as night hours, accomplishments, objectives, and work overload. Stress in the organisation generates demand for the organisation, which is felt by everyone in the business, with an emphasis on the stress of women encountered by employees. People working in the IT field experience a variety of health issues as a result of job overload, as well as physical and emotional stress.

Kivimaki (2014) examined the relationship between organisational downsizing and subsequent musculoskeletal disorders in employees, as well as changes in psychological and behavioural risk factors associated with stress and overwork.

Stress Signs

The following are a few signs of occupational stress: tardiness, avoiding job obligations, coming late, leaving early, and so forth. Work performance deterioration, more error-prone work, memory loss, and so on. blaming, overreacting, fighting, being upset, worrying, and so forth. Health deterioration, an increase in accidents, and so forth. Improper food habits (overeating or undereating), excessive smoking and drinking, insufficient sleep, and so forth. It is so critical to have appropriate stress management measures in place in order to limit and regulate the negative effects of stress on employees and their performance.

Strategies for Managing Stress

Stressed out employees suffer adverse impacts on their performance, attitude, and behaviour at work. Therefore, stress needs to be well managed in order to prevent these undesirable effects. Several techniques for reducing stress include the ones listed as follows:

Organizational strategies for managing stress

To prevent job ambiguity or conflict, promote increased organisational communication with the workforce. Effective communication can affect employee attitudes. Better symbols and signs that avoid misunderstanding by employees are available to managers. Promote employee participation in decision-making. Role tension will be reduced as a result. Boost employee accountability, meaningful and timely feedback, and independence. Organisational goals should be realistic, inspiring, and measurable. Feedback on how well employees are achieving these goals must be given to them. Advocate for decentralisation. Have a just and equal system for rewards and remuneration. Promote enrichment and job rotation. Make your place of employment fair and secure. Make the hiring and orientation process effective. Employees should be commended and given incentives for achieving and exceeding goals. Individual stress reduction strategies can take the following forms:

Employees should prioritise the tasks on their daily "to-do" list and arrange their tasks correctly. Take frequent breaks from your work to relax. Employees who manage their time well may meet deadlines, handle problems at work, and reduce stress. Make an attempt. Aspire high, but don't sacrifice your family, health, or relationships with your peers in the process. Take in some physical activity. It enhances blood circulation, keeps you active, and diverts your attention from the responsibilities of your job. Promote leading a life of wellness. Get enough rest, take plenty of water, and maintain a healthy diet. Promote tranquillizing activities like yoga, listening to music, and meditation. Employees should be enthusiastic when approaching their task. They should stay away from interactions with staff members that have a bad attitude. At work, employees needed to possess emotional intelligence. They should exhibit self-awareness, confidence in yourself, and self-control at work. Employees ought to establish social networks. They ought to be in close contact with dependable peers who will listen to their concerns and help them gain confidence. This social network will help workers regulate their stress. Employee counselling is a great way to lower stress among employees. Through therapy, workers may discover their assets and how they can improve them, as well as their areas of weakness and how to fix them. They can develop methods for changing their behaviours as well. In order to lessen their professional ambiguity, employees are also given career advice. Find an enjoyable pastime that lets you unwind, like laughing, playing tennis, or playing golf. Do not focus too much on yourself. Turn your focus to the outer environment. Help others. Your stress will somewhat reduce as a result.

Findings
- Majority of the respondents were female
- Majority of the respondents are from the south.
- More than half of the respondents agree that relaxation reduces stress.
- Most respondents believe that spending time with family relieves stress.
- 58% of respondents believe that better working conditions lessen stress.
- 50% respondents had neutral opinion that rational allocation of work reduce stress
- Less than half of those polled believe that training and development programmes aid in adapting to new technologies. lessen stress
- 38% of respondents rarely feel lack of cooperation in office
- Less than half of respondents agree that family problem cause stress
- 52% of respondents agrees that health problems cause stress.

- Majority of respondents agree that physical exercise and yoga reduce stress
- Only 38% of respondents stated that lack of communication cause stress
- Upper management pressure is cited as the primary source of stress by 44.4% of respondents.
- Half of the respondents has neutral opinion that they have time to spend outside the work
- 51% of respondents require stress management sessions at the workplace.
- 51% of respondents are not satisfied with their pace of work
- 15. 24% of respondents enjoy reward and recognition in workplace

Suggestions

- It is recommended as the company provide each employee only one task at a time and give them adequate time to complete the tasks so that everyone may work at their best without feeling rushed.
- Due to inexperience, it is advised that it should concentrate more on teaching stress management skills to people in the age range of 20 to 29.
- It is advised that the organisation hold frequent recreational programmes such as departmental get-togethers, parties on occasions such as employee birthdays, departmental successes, cultural events, sports, pleasure excursions, and so on.
- It is suggested that the organisation strengthen interpersonal ties among employees from various departments by bridging the gap between superiors and subordinates. These can go a long way towards alleviating stress.
- It is suggested that the firm organise frequent meditation, yoga, transcendental meditation, and stress management camps or programmes.
- The business should introduce a few changes at work, such as timely goals, distributed tasks, flexible working hours, and occasionally taking a break.
- It is suggested that the company offer routine counselling to employees who are under stress.
- Employee job rotation is encouraged by the organisation since doing the same task over and over causes boredom. Job switching may be a useful strategy for reducing stress because it will increase employee engagement, which will improve productivity.

Conclusion

This study was conducted on IT employees, with a focus on Infopark Kakkanad. The fundamental purpose of this study is to understand how to deal with stress. According to the study's findings, stress may be managed and regulated in a number of ways with the cooperation of both employees and the company. Yoga and meditation, relaxation, physical exercise, massage treatment, hydrotherapy, laughing therapy, behavioural self-control, networking, increasing the task at hand, and involvement in other hobbies or sports, among other things, can be used to cure stress.

Because stress is an adaptive response to a variety of external situations that result in physical, behavioural, and emotional deviation for organisational participants, management must provide employees with the necessary steps to overcome stress, as well as information about the negative causes of stress and its effects on achieving goals as well as their personal goals. To enhance working circumstances, management should provide good policies and constructive ideas to human resources.

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