

A COMPARATIVE STUDY ON LEVEL OF WORK-RELATED STRESS BETWEEN MEN AND WOMEN EMPLOYEES IN IT SECTOR

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ABSTRACT:

The study investigates work-related stress in the IT sector, focusing on male and female employees in Chennai and Bangalore. It explores stressors such as workload, work-life balance, job insecurity, gender discrimination, and organizational culture, with a particular emphasis on gender-based differences. The aim of the research is to assess the level of work-related stress between male and female employees in the IT sector, examining the impact of various stressors and identifying the influence of organizational practices and work environments on stress levels in Chennai and Bangalore. The research created the questionnaire by identifying the problems. The study has been based on the survey method. The methodology followed for collecting the data in simple random sampling for 120 respondents.

KEYWORDS:

Work-related stress, employees, IT, work-life balance, Men, Women.

INTRODUCTION:

The IT sector is renowned for its rigorous work environment, which frequently causes employees to experience high levels of stress. The purpose of this study is to compare the stress levels that men and women in the IT sector, namely in Bangalore and Chennai, feel at work. In order to comprehend gender-specific stress patterns, it investigates elements including workload, deadlines, work-life balance, and organizational expectations. The results can be used to inform the creation of focused plans aimed at enhancing worker satisfaction in the sector.

The specific objectives include:

- 1.To determine the overall stress levels among men and women in IT workplaces.
- 2.To analysis the relationship between working hours and stress levels.

MATERIALS AND METHODS:

MATERIALS USED:

Nandakumar, G et.al., (2022) IT professionals usually have to put in more than eight hours a day, which may be highly taxing and stressful for them. They might be expected to work on the weekends in addition to the weekdays. In addition to all of these problems, most IT professionals find it difficult to strike a healthy work-life balance. They are forced to work evenings or shifts longer than eight hours, which prevents them from spending time with their family. Numerous more problems exist in addition to these, including unfair compensation, inadequate communication, a lack of gratitude, favouritism, excessive work, micromanagement, a team leader who lacks skills, and little prospects for career advancement. A crucial element in each of these problems is the team leader's mentality. The team leader's support will allow the worker to make changes or come up with a solution when a problem arises. Employees will become discouraged and lose hope, though, if the team leader is unhelpful and challenging. An employee's perception of their team leader is therefore crucial to sustaining their productivity. Positive perceptions of the team leader will result in great employee productivity and moderate levels of depression; conversely, low productivity and extremely high levels of depression will result.

According to **Han S. et.al., (2024)** digitization has an impact on job stress, especially through mediating factors like individual differences and job characteristics. The study discovered that using digital tools excessively causes information overload, which greatly increases occupational stress. Gender disparities are important; women are more stressed because they perceive more dangers and have fewer resources for response. The study comes to the conclusion that while using digital technologies to reduce stress, organizations should take gender-sensitive approaches.

METHODOLOGY:

Data collection may be defined as the collection of required information from the various sources through primary data and secondary data. Primary data was collected from respondents through questionnaire. Secondary data were collected from websites, books and journals. The collected data were analysed by using the following statistical tools namely percentage analysis, one-way Anova, Chi square test.

Table 1
Table showing the distribution of respondents on the basis of gender

Gender	No. of Respondents	Percentage
Male	60	50
Female	60	50
Total	120	100

(Source: Primary data)

Inference:

The above table proves that 50% of the total respondents are Male. 50% of the total respondents are Female. Thus, the data suggests a balanced gender distribution ensuring that both male and female are equally represented in the study.

Table 2 Table showing the distribution of respondents on the basis

Mental Health Due To Long Working Hours	No. of Respondents	Percentage
Yes	70	58
No	39	33
Unsure	11	9
Total	120	100

Mental health due to long working hours

(Source: Primary Data)

Inference:

From the above table, out of 120 respondents, 58% of the respondents have experienced mental health due to long working hours and 33% of the respondents have not experienced mental health due to long working hours and 9% of the respondents are Unsure.

Majority 58% of the respondents have experienced mental health due to long working hours.

Table 3

Chi-square test significance between gender and working hours

Null Hypothesis (Ho):

There is no significant relationship between Gender and Working Hours.

Alternative Hypothesis(H1):

There is significant relationship between Gender and Working Hours.

Gender	Yes	No	Total
Male	52	8	60
Female	54	6	60
Total	106	14	120

Observed

Gender	Yes	No	Total
Male	53.0	7.0	60.0
Female	53.0	7.0	60.0
Total	106.0	14.0	120.0

Expected

	Value	Df	Significance
Pearson Chi-Square	.323 ^a	1	.570

(Source: Primary Data)

Inference:

Since $p=0.570$ is greater than 0.05, we fail to reject the null hypothesis (Ho). This means there is no significant relationship between Gender and Working Hours.

Table 4
Chi-square Test Significance between Gender and Time off work in the past year
Null Hypothesis (H₀):

There is no significant relationship between Gender and time off work in the past year.

Alternative Hypothesis(H₁):

There is a significant relationship between Gender and time off work in the past year

Observed

Gender	Yes	No	Total
Male	30	30	60
Female	42	18	60
Total	72	48	120

Expected

Gender	Yes	No	Total
Male	36.0	24.0	60.0
Female	36.0	24.0	60.0
Total	72.0	48.0	120.0

(Source: Primary Data)

	Value	Df	Significance
Pearson Chi-Square	5.000 ^a	1	.025

Inference:

Since $p=0.025$ is lesser than 0.05, the alternative hypothesis (H₁) is rejected. Hence, it is concluded that there is a significant relationship between Gender and time off work in the past year.

Table 5
Table showing significant Anova
Testing the influence of age group over the difficult to balance work and personal life

Test of hypothesis:

Null hypothesis: Age group does influence the difficult to balance work and personal life

One way ANOVA Age group with difficult to balance work and personal life

(Source: Primary Data)

Inference:

The above table shows that there is statistical difference between the groups as disclosed by the value of $F=1.330$ and the P value $=.263$ ($P > 0.05$). Hence the null hypothesis is accepted.

RESULTS

The data suggests a balanced gender distribution ensuring that both male and female are equally represented in the study.

Majority 58% of the respondents have experienced mental health due to long working hours.

There is no significant relationship between Gender and Working Hours.

There is significant relationship between Gender and time off work in the past year.

Age group does influence the difficult to balance work and personal life.

DISCUSSION:

- Offer remote work options, hybrid models, and flexible hours to improve work-life balance.
- Organize workshops on mindfulness, yoga, or meditation to help employees cope with stress.
- Support both genders with policies like paternity leave, family care leaves, and stress-relief initiatives that promote balance.

Source of variation	Sum of Squares	Df	Mean Square	F	P value
Between Groups	3.588	4	.897	1.330	.263
Within Groups	77.579	115	.675		
Total	81.167	119			

- Provide continuous learning opportunities to reduce anxiety about skill gaps or job insecurity.

CONCLUSION

The comparative study on work-related stress between men and women employees in the IT sector reveals distinct patterns. Because of things like multitasking demands, societal expectations, and difficulties balancing work and life, women employees typically report higher levels of stress. Contrarily, men frequently face stress related to their financial obligations, professional development, and job performance. Bangalore's dynamic work environment contributes to increased performance stress, whereas Chennai's IT sector shows stronger family-related demands. Nevertheless, both cities exhibit similar trends. In general, men are under more pressure from work-related obligations, but women often endure more emotional and psychological stress. Stress reduction for all groups depends on efficient organizational support, adaptable work schedules, and mental health resources.

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