Stress Management Practices in selected IT companies in Bangalore

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Abstract

Stress is a term that causes anxiety and it is usually connected with nervous tension and fatigue. The workplace is one of the major contributors of stress for all people. Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress can lead to poor health and even injury.

Over the past decade, the world has become increasingly hyper connected. Mastering and leveraging these transformations to maximize the positive impacts and increase resilience against the risks that IT can bring to the economy, society, environment, and healthcare are crucial for boosting economic competitiveness and well-being. Today, more than 70 percent of the world’s citizens live in societies that have just begun their digitization journeys. As the individuals and enterprises in these societies continue to progress in developing their own digitization capabilities, they will only increase and accelerate these economic and social benefits. Enterprises across sectors need to reassess the models that enable them to continue growing or even to stay in business, given the emergence of nimble digital competitors. Individuals need to reassess the skills they need to cultivate if they are to thrive in an environment of global labor pools and tenuous competitive advantage. Workplace stress is often unavoidable, and employees are feeling more of it as shrinking staffs tackle unchanged workloads. The downturn in the economy has forced many IT companies to cut costs and lay off millions of workers.

Not only are employees stressed about possibly losing their jobs, but people who kept their jobs are doing the work of those who left, adding further stress. And as the economy slowly recovers, some