Adjustment   Problems of IT Professional in relation to their occupational stress

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Abstract

The present study is an attempt to find out adjustment problems of IT Professional in relation to their occupational stress . stratified random sample of 302 IT professional selected different IT Industries at Bangalore India.Dr. A V Srivastava and Dr. A P Singh Occupational stress index scale and Hugh M . Bell the adjustment inventory adult form used for study. Result reveals that there is a relationship between and their occupational stress

Introduction

Adjustment, in psychology, the behavioral process by which humans and other animals maintain an equilibrium among their various needs or between their needs and the obstacles of their environments. A sequence of adjustment begins when a need is felt and ends when it is satisfied. In general, the adjustment process involves our parts: (1)   A need or motive in the from of a strong persistent stimulus, (2) the thwarting or non fulfillment of this need (3) varied activity, or exploratory behavior accompanied by problem solving and (4) some response that removes of at least reduces the initiating stimulus an completes the adjustment.

We are living in an era growing complexities and pressures where human constitution and capacities are being taxed severely. The stresses relating to job have become predominant feature of modern life exerting for reaching effect on focal employees behavior and adjustments on as well as off-the-job. This is the reason that systematic studies of stress in organizational setting have increased dramatically over the past one decade. Recently, job stress has come into prominent work-related research topic. Job stress is generally define din times of relation between person and environment. Mc Garth (1976) has noted that a stress involves an interaction of person and environment. To define stress he said …….   …… there is potential or stress when an environmental situation is perceived as presetting demand which threatens to exceed the person's capabilities and resources or meeting it, under conditions where he expects a substantial deferential in the rewards and costs from meeting the demand versus not meeting it", Margolis and Kroes (1974) defined job stress as a condition worth interacting with worker characteristics to disrupt psychological or physiological homeostasis.

The causal situation conditions are job stresses and the disrupted homeostasis is job related strain.

Many IT workers have been stressed so long they overlook their symptoms. Others are fearful of being labeled as weak and doesn't address stress appropriately. Job stress has been identified as a factor affecting the performance and tenure of IT processionals (sethi, barrier and king, 1999). Sizeable literature documents the association between burn out, withdrawal behavior an associative negative employees outcomes, or examples absenteeism and turnover (Maslach, 1982, Schaueli etal, 1993). There is also evidence that the particular emotional exhaustion associate with the job performance (write and bonnet)

COPING WITH WORK STRESS IN TODAY'S UNCERTAIN CLIMATE

There are a variety of steps can take to reduce both overall stress levels and the stress that find on the job and in the workplace. These include

Hypotheses

There is a relationship between IT Employees adjustment and their Occupational stress
 There is a **di**fferences in the adjustment problem of male and IT Professions

Method:

This study implemented survey method . the self administered questionnaire were used to collect data for two variables of the study along personal data sheet . the selected IT Professionals (N=302)

Sample

The sample consists of IT Professional from multinational company situated at Bangalore city India. The IT professional included for the study are software engineers and Programmers .

The sample was classified in terms of gender male 157 and
Female 145 and age below 25years- 59. above 26 to 35 year-200 above 35 year- 43. Age was measured In years the t test and correlation ware used to analyze the data the values which are only significant are present in the tables

TOOLS

Occupation stress Index Scale

Dr.A . K Srivastava and Dr.A.P Singh

The participates are asked to how they feel about various components and condition of their Job your require to select any one of the following five response to indicate the extent which you agree or disagree with the each statement to describe nature and condition of your job and also your own experiences and feeling of your job

2 Adjustment Inventory

It access the five area of adjustment developed by Hugh M. Bell – area, Home, health social emotional occupational.

Results and discussion:

Table showing the Age and gender of IT processionals

Crosstab

			GENDER		Total
			male	female	
AGES	<25	Count	30	29	59
		% of GENDER	19.0%	20.1%	19.5%
	26-35	Count	103	97	200
		% of GENDER	65.2%	67.4%	66.2%
	35+	Count	25	18	43
		% of GENDER	15.8%	12.5%	14.2%
Total		Count	158	144	302
		% of GENDER	100.0%	100.0%	100.0%

Symmetric Measures			
		Value	Approximate Significance
Nominal by Nominal	Contingency Coefficient	.048	.709
N of Valid Cases		302	

Table showing Std deviation score o IT processionals in relation to occupational stress

TOTSTRES	Exc	male	148.8462	8.82087	13
		Total	148.8462	8.82087	13
	Good	male	134.7241	22.84716	29
		female	128.0000	3.61814	12
		Total	132.7561	19.45736	41
	Average	male	145.4915	20.32102	59
		female	133.9714	10.04649	105
		Total	138.1159	15.55927	164
	Unsat	male	139.2222	23.71218	45
		female	147.6667	21.33620	21
		Total	141.9091	23.16013	66
	Very unsat	male	137.0000	.00000	6
		female	110.0000	.00000	6

		Total	123.5000	14.10029	12
	Total	male	141.5329	21.15347	152
		female	134.4722	13.87353	144
		Total	138.0980	18.29867	296

The above table showing the stress percentage o Male and emale and their age.
The age above 25 shows the percentage o male is 19% and emale is 21%
The age between 26 to 35 shows male percentage is 65.2% and emlae percentage is 67.4%
The age above 35 shows the percentage o male is 15.8% and female is 12.5%

Table II showing the Std deviation score o Gender
   Female mean score 134.4722 the Std deviation score is 13,87353
   Male mean score is 141.5329 the Std deviation score is 21.5347
So Std deviation score female have more stress compare to the male

Major findings:
IT processionals differing their occupational stress due to gender.
Work tenure impact on their occupational stress
The adjustment is co related occupational stress

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