

Empirical Investigation of the Role of Stress on Job Performance in IT Industry

Sanjay Dharmadhikari

Director

Dr. D. Y. Patil Institute of Management and Entrepreneur Development, Pune, India.

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ABSTRACT

The information technology (IT) industry has become one of the significant industries in under-developing, developing and developed countries of the world. This industry has a combination of Software development, IT, and management system design, implementation, study and development. In India market of global sourcing remains to produce at a developed pace compared to the Industry of informational technology and Business Practice outsources company. Indian market is accounted for roughly 55% market share of the 185-190 billion global services sourcing businesses in the year 2017-18. IT companies in India have set up over 1,000 global delivery centers in about eighty countries across the world. Core capabilities and strength of Indian IT industries have fascinated noteworthy investments from major countries. Hardware and software companies of computer in India attracted increasing FDI inflows worth US\$ 39.47 billion during April 2000 and June 2019 and ranks second in the inflow of FDI as per the data published by DPIIT. It is important to have an empirical investigation of role stress in the IT industries. Presently they face extreme competition which is requiring employees to prolong working hours under the competitive time limit deadlines. The same has an impact on employees in stressful situations which has an impact on their job performance and the effectiveness of the organization. IT industries are demanding to keep up to the drastic requirement of the various types of consumer development which is indirectly building role stress on the white-collar employees. Stress is everywhere but as a relatively multifaceted phenomenon. It's difficult to define it and explain it relevant to both businesses and the government. Anxiety is not pretended, but can we accurately examine the relationship between stress and illness. Whatever the stress, the prevalence has increased substantially in recent years, which raises the question in the researcher's minds that what is happening in society and in an organization that causes stress? The report shows that stress has the greatest impact on the people at the top and those at the very bottom of the social ladder. The stress of people in the IT industry is the highest. According to the survey, workers in the IT industry get stress at one out of seven rates. So stressors have the opposite effect on their hospitality job. There are many ways that the IT industry can handle stress issues to make it easier for the IT organization to operate with optimum or maximum utilization of human resources. The purpose of this paper is to investigate the role of stress in the IT industry and the impact it can have on job performance. Researchers propose a framework for analyzing the role of stress and its impact on employees' job performance. This research paper also discusses issues related to the roadmap proposal for future research in this area.

KEYWORDS: Stress management, IT industry, Job performance.

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ABOUT THE AUTHOR (S)

Dr. Sanjay Dharmadhikari is Director at Dr. D. Y. Patil Institute of Management and Entrepreneur Development, Pune, Maharashtra, India. He is a corresponding author and can be reached at dharmadhikari02@gmail.com.