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A STUDY ON OCCUPATIONAL STRESS AND JOB SATISFACTION OF IT EMPLOYEES WITH SPECIAL REFERENCE TO ERNAKULAM DISTRICT

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INTRODUCTION

The Indian IT industry has been steering the growth of the Indian economy in the past decade unlike any other industry by generating jobs, pushing up exports, increasing FDI, creating wealth, thereby boosting the forex reserves and also by other visible and invisible ways. This sterling performance of the IT industry was largely on account of its human resources. This industry has also been much affected by the pervasive forces of globalization and by the persistent growth of information technology. These changes have in turn affected the way firms compete and specifically the way they are managed. The increased complexity of global competition have exerted tremendous pressure on workers and thus imposed considerable stress on them. Thus, occupational stress becomes a common problem faced by employees in many organizations today. It affects employee's mental and physical health and in the long run affects company's performance. This study attempts to identify the sources of stress and its prevalence among employees in the IT industry in Ernakulum district. In this study the researcher also made an attempt to study the impact of flexitime on employee stress reduction.

NEED AND SIGNIFICANCE OF THE STUDY

Stress has become an issue of concern for all especially the working force of IT sector. This is because of the work pressure, night shift, 24/7 work timings etc. Though the pay offered is more, employees find it difficult to manage the stress faces by them. Stress should not be too high or too low. An optimum level of stress is beneficial. Too low and too high stress reduces productivity and increases pressure to the management. As human beings are put in hectic conditions at times, stress is an unavoidable consequence, Stress level is increasing both with the workers and the managers.

In the pursuit of reducing stress, improving performance, increasing productivity, reducing costs and enhancing profitability in the workplace, organisations have been evolving new ways and means to build psychological relationship with employees. Work-life balance (Flexi Time) is a common challenge throughout the industrialized world. Employees all over the world are facing challenges how to balance work and personal life (Ramachandra Aryasri & Suman Babu S, 2007). So there is also a need to apply a stress reduction