

## **STRESS OF WORKING FROM HOME A STUDY ON IT EMPLOYEES STRESS IN HYDERABAD**

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### **Abstract**

*The ideology behind this study is to check out the stress exercised in many areas by different corporate offices. This led to the perception of stress which affected the regular working of the corporate employees during covid 19.*

*The main purpose was to explore and find out all the factors responsible for the stress of corporate employees. This was carried out through a descriptive survey with structured questionnaire.*

*For this mean scores and SD were used to answer the research question and hypotheses were tested using one way ANOVA. A survey was conducted with a sample of 113 employees through stratified Random Sampling technique. Data was collected from the respondents.*

*It led to acknowledging various factors of stress like its causes, symptoms, impact and how to manage it. Employees Gender, Age, Designation, Experience, qualifications, and marital status revealed that some of these factors contributed to stress. However the corporates should think of providing adequate strategies to ensure the methods of reducing the stress for the betterment of employees. Major findings led to identify the reasons for both high level as well low level stress. The causes made us analyse that technical support, team spirit, time management, guidance from superiors was missing by working from home.*

**Key Words :** Stress, Management, IT Employees, Strategies

### **❖ Introduction :**

Corporate structure deals with input task such as strategic planning communications, taxes, marketing, finance, Human Resource and IT. Its main office is called as the head quarters of a corporation. It is the hub of the company which serves at a central location where top decisions are made. The CEO makes the top decisions.

### **Corporate Survival Skills :**

- i. Building strong relationships
- ii. Develop multiple skills
- iii. Be consistent
- iv. Be Pro – Active
- v. Be continuously reliable
- vi. Learn to do smart work
- vii. Take criticism positively
- viii. Be respectful
- ix. Be diplomatic
- x. Attend to strict dead lines

### **Responsibilities in a Corporate World :**

- i. Understand your boss
- ii. Be responsible

- iii. Communicate effectively
- iv. Never postpone
- v. Take initiative
- vi. Courage / innovation
- vii. Integrity
- viii. Learning opportunity
- ix. Team Work – diversity
- x. Recognition
- xi. Attaining goals and strategies

Due to change in the working conditions all over the world today we see corporate company's are opening up avenues at various levels. This has led to creation of a corporate office here in Hyderabad also which is suitable to work by digital aspects.

But due to covid 19 business houses had to adopt working from home in this situation. (M. Mugil (2021) findings throw light on the problems related to job stress among IT employees that would be helpful in managing stress.

My study involves the term stress due to the necessity of working from home. Shawn Singh addressing workplace stress and anxiety during the COVID-19 pandemic identified novel approaches to mental/emotional health

Corporate culture supports important business objectives which can make employee retention easy and acquiring new talent into the organization. Geeta Kumari, Dr. Gaurav Joshi & Dr. K. M. Pandey (2014) main aim is to bring to lime light the level of stress with software employees in HCL.

Stress leads to anger, depression, anxiety etc. Working from home led to brain drain of the employees due to non-conclusive atmospheres. Giriraj Kiradoo (2018) focuses on the causes of stress among the employees through research on IT sector.

**For this study demographic variables are taken into consideration.**

Gender is social differences between men and women with certain roles stereotyped for both of them. Hence the impact of gender pertains to its relationship with stress S Michie (2002) His study was carried out to find out workplace factors that have been associated with stress and health risks between both of them.

### **Age :**

Becomes an important aspect in the working of a corporate office. The belief is that the younger generation out of anxiety want to work more and thus become rest less which leads to counter reactions within the organization. They lack opportunity to learn, poor social interaction and less initiative. They view work as a challenging job. The seniors work better due to their association with company norms with more concentration. Silvia Pignata (2017) noted that these results identify the importance of implementing multilevel strategies to enhance employees' well-being.

### **Designation:**

It consists of a chairman, chief executive officer, managing director, board of directors, managers and officers of various departments, team leaders and employees. The primary

responsibilities of a corporate office is making major corporate decisions, managing overall operations and resources of the company.

The entire team of all the employees function effectively and efficiently to bring together the diverse range of character skills and talents. Hence the higher the position, greater the stress. Along with them even the employees experience stress at their job. . Stefan Lagrosen(2020) aims to examine associations between quality management values, workplace health and workplace stress.

### **Experience :**

Lot of experience leads to stress. Employees experience leads to understand company's culture. Developing employees experience can lead to more productivity which has an impact on the business and provides better results. ChLakshmi Narahari(2017) conducted his studies to know the reasons of stress among the BPO employees and the ways used by employees to cope with the stress generated at workplace.

### **Marital Status:**

Marriage leads to more stress among employees who need to balance both at home as well as at office. Stress leads to lower output to accomplish the specified tasks on time. Dr. Resmi(2018) findings is undertaken to concentrate on specific area that related to job stress of IT employees and suggesting flexi time as an employee retention and stress reduction tool.

### **Qualifications:**

People with more qualifications along with experience are entrusted with challenging work which makes them more stressful. They stand as team leaders to support and mentor junior employees. Daniel C. Ganster, John Schaubroeck(1991) tried to find out the literature on work stress with particular emphasis on those studies that examined the effects of work characteristics on employees.

#### **❖ Statement of the Problem**

There is a need for the corporate employees to be free from stress. But stress is unavoidable among the employees. However gender, experience, qualification, marital status, designation may influence level of stress. The problem raised is what are the causes of stress and how to overcome stress among the corporate employees in IT sector.

#### **❖ Purpose of the study**

The main purpose of this study is to identify the influence of demographic factors on stress of employees in IT sector.

The study identifies the causes, symptoms and its impact of stress on employees.

The ways to manage stress has also been suggested.

### **Objectives:**

To examine the causes of stress of employees in a situation working from home.

To understand the symptoms of stress working from home.

To know the impact of stress faced by the employees.

To analyse the strategies to manage stress.

### **Limitations :**

The study focused only at the limited area that is measuring the stress level of corporates working from home.

The study is limited to 113 respondents only.

It is totally based on the responses of the employees to whom the questionnaire is administered.

❖ **Hypothesis Ho :**

H1 : Employees Gender, Age, Qualifications, Experience, Designation, Martial Status do not significantly influence stress of IT employees.

H2 : Employees Gender, Age, Qualifications, Experience, Designation, Martial Status significantly influence stress of IT employees.

❖ **Methodology :**

The study was a descriptive survey. The sample consists of 113 employees of IT sector. The method used for the study was constructive questionnaire consisting of part A and part B.

A. Consists of Biodata of respondents.

B. Consists of 4 parts

Part 1 – factors causing stress has 9 items among employees

Part 2 – symptoms of stress has 6 items among employees

Part 3 – Impact of stress has 5 items among employees

Part 4 – Managing of stress has 5 items among employees

We have used a five point scale. Response format for Part B is Strongly agree, Agree, Neutral, Disagree, Strongly disagree. The Research questions were answered by mean and SD while hypothesis was tested using one way ANOVA, Questionnaires were distributed to the employees and 113 were duly returned.

❖ **Results:**

1. What are the causes of stress.

Sl.No		N	Mean	Std. Deviation	Decision
1	Lack of technical support	113	3.58	1.058	H
2	Lack of team spirit and coordination	113	3.72	1.161	H
3	Lack of peer group support	113	3.60	1.106	H
4	Lack of guidance from superior	113	3.56	1.149	H
5	Social isolation	113	3.56	1.110	H
6	Inability to keep pace with schedules	113	3.65	1.043	H
7	Disturbance at home	113	3.56	1.260	H
8	Continuous hours of work	113	4.03	1.004	VH
9	Working from home is very tiresome	113	3.32	1.291	H
		113	3.618	0.748	H

Key using real limits of numbers 0-2 Very Low(VL) 2.0 -2.5 low(L)2.5 Neutra(N) 2.5 to 3.0 moderately high(MH)3.0 to 4.0 high(H) 4.0 to 5.0 very high (VH).

From table 1 serial number 1 to 7 show the factors that cause high level of stress and mean is within a range of 3.32 to 3.72.

This shows that lack of technical support was leading to high stress for meeting deadlines.

There was no support from team leaders on account of which coordination became very difficult which was leading to high stress.

Support from peer group would help to solve problems at certain times. Such a support is lacking which leads to high stress.

Team leader mentoring is required by employees for regular follow-up. But due to work from home such support was missing which led to high stress.

Employees are motivated to work in a group but working alone lacks coordination from others leading to disinterest and anxiety, totally leading to high stress.

In an office environment in the midst of other employees they get motivated to work as per schedule. But, as the employee works from home he may not be that enthusiastic to keep pace with schedule. Hence this leads to higher level of stress.

Work goes on in a systematic way in the office This cannot be exercised at home due to many disturbances on account of family and friends.

It becomes very difficult to complete the target which results in high stress.

Usually office timings are regular employees have time schedule to work and finish the task by the end of the day. Office work is completed during office hours only. But in case of work from home there is no time limit and they need to work continuously to finish their targets. On account of this they get over stressed and the stress level increase to high extent i.e mean 4.03.

Official work at home is a challenging job. Handling multiple tasks at home becomes very tiresome. Managing personal and professional work leads to higher level of stress to cope with both the ends.

In the table 1 All the above factors indicate that they are the causes for high-level and very high level of stress among the employees.

**ANOVA**

**Hypothesis 1**

**Ho1 Employees gender do not significantly cause stress due to work from home**

**a. Gender :**

**Anova**

	Sum of Squares	df	Mean Square	F	Table value
Between Groups	0.023	1	0.023	0.040	3.92
Causes Within Groups	62.715	111	0.565		
Total	62.738	112			

The calculated value  $F = 0.040 < \text{table value } 3.92$  hence null hypothesis is accepted Gender do not significantly cause stress perception by the employees.

**b. Age :**

**Ho1** :Employees age do not significantly cause stress due to work from home.

		Sum of Squares	df	Mean Square	F	Table value
Causes	Between Groups	0.469	2	0.235	0.415	3.09
	Within Groups	62.268	110	0.566		
	<b>Total</b>	<b>62.738</b>	<b>112</b>			

The calculated value  $F = 0.415 < \text{table value } 3.09$  hence null hypothesis is accepted .Age do not significantly influence stress perception by the employees

**c. Designation :**

**Ho1** :Employees designation do not significantly cause stress due to work from home.

		Sum of Squares	df	Mean Square	F	Table value
Causes	Between Groups	4.921	2	2.460	4.681	3.09
	Within Groups	57.817	110	0.526		
	<b>Total</b>	<b>62.738</b>	<b>112</b>			

The calculated value  $F = 4.681 > \text{table value } 3.09$  hence null hypothesis is rejected designation significantly influence stress perception by the employees

**d. Experience :**

**Ho1** :Employees experience do not significantly cause stress due to work from home

		Sum of Squares	df	Mean Square	F	Table value
Causes	Between Groups	1.715	2	0.857	1.545	3.09
	Within Groups	61.023	110	0.555		
	<b>Total</b>	<b>62.738</b>	<b>112</b>			

The calculated value  $F = 1.545 < \text{table value } 3.09$  hence null hypothesis is accepted Experience do not significantly influence stress perception by the employees.

**e. Qualification :**

**Ho1** :Employees qualification do not significantly cause stress due to work from home.

		Sum of Squares	Df	Mean Square	F	Table value
Causes	Between Groups	0.813	2	0.406	0.722	3.09
	Within Groups	61.925	110	0.563		
	<b>Total</b>	<b>62.738</b>	<b>112</b>			

The calculated value  $F = 0.722 < \text{table value } 3.09$  hence null hypothesis is accepted. Qualification do not significantly influence stress perception by the employees.

**f. Marital Status:**

**Ho1:** Employees designation do not significantly cause stress due to work from home.

	Sum of Squares	Df	Mean Square	F	Table value
Between Groups	0.309	1	0.309	0.549	3.92
Causes Within Groups	62.429	111	0.562		
<b>Total</b>	<b>62.738</b>	<b>112</b>			

The calculated value  $F = 0.549 < \text{table value } 3.92$  hence null hypothesis is accepted. Qualification do not significantly influence stress perception by the employees.

**2. What are the symptoms of stress in area of study.**

**Table 2**

Sl.No.		N	Mean	Std. Deviation	Decision
1	Stiff targets of meeting time schedules	113	3.69	1.010	H
2	Food habits get disturbed	113	3.81	1.042	H
3	"Behaving abnormally with family and friends	113	3.88	1.067	H
4	Unable to concentrate on work	113	3.76	1.037	H
5	Made me lazy and lethargic	113	3.47	1.275	H
6	Affects your decision making	113	3.80	1.001	H
		<b>113</b>	<b>3.735</b>	<b>0.748</b>	<b>H</b>

Key using real limits of numbers 0-2 Very Low(VL) 2.0 -2.5 low(L)2.5Neutra(N) 2.5 to 3.0 moderately high(MH)3.0 to 4.0 high(H) 4.0 to 5.0 very high (VH)

**Table 2 : Shows Symptoms :**

The various causes of work from home has led to high level of stress among the employees .This shows various symptoms among the employees S.NO 1 have mean score of3.69 which shows that the employees are unable to meet the schedules. S.no.2 show a mean of 3.81 showing thatfood habits become irregular on account of which the health is affected.S.no 3 and 4 show a mean of 3.88 and 3.76 indicatingabnormal behaviour with family and friends. Due to this they lose the concentration on the work.S NO 5 Show a mean of 3.47which indicate thatHigh level of stress makes employees lazy and the work is hampered. The cause of high level of stress totally affects proper decision making. Out of all the symptoms serial number 3 has high mean score of 3.88 which indicates that employees behaviour becomes abnormal with friends and families.

**ANOVA**

**a. Gender:**

**Ho1 Employees gender do not significantly show symptoms of stress due to work from home.**

		Anova				
		Sum of Squares	df	Mean Square	F	Table value
Symtoms	Between Groups	0.028	1	0.028	0.050	3.92
	Within Groups	62.674	111	0.565		
	<b>Total</b>	<b>62.702</b>	<b>112</b>			

The calculated value  $F = 0.050 < \text{table value } 3.92$  hence null hypothesis is accepted Gender do not significantly show symptoms of stress due to work from home.

**b. Age :**

**Ho1 Employees age do not significantly show symptoms of stress due to work from home**

		Sum of Squares	df	Mean Square	F	Table value
Oneway Symtoms	Between Groups	1.004	2	0.502	0.895	3.09
	Within Groups	61.698	110	0.561		
	<b>Total</b>	<b>62.702</b>	<b>112</b>			

The calculated value  $F = 0.895 < \text{table value } 3.09$  hence null hypothesis is accepted . Age do not significantly show symptoms of stress due to work from home.

**c. Designation :**

**Ho1 Employees designation do not significantly show symptoms of stress due to work from home.**

		Sum of Squares	df	Mean Square	F	Table value
Symtoms	Between Groups	2.849	2	1.425	2.618	3.09
	Within Groups	59.853	110	0.544		
	<b>Total</b>	<b>62.702</b>	<b>112</b>			

The calculated value  $F = 2.618 < \text{table value } 3.09$  hence null hypothesis is accepted Designation do not significantly show symptoms of stress due to work from home.

**d. Experience :**

**Ho1 Employees experience do not significantly show symptoms of stress due to work from home.**

		Sum of Squares	df	Mean Square	F	Table value
Symtoms	Between Groups	0.073	2	0.036	0.064	3.09
	Within Groups	62.629	110	0.569		
	<b>Total</b>	<b>62.702</b>	<b>112</b>			



The calculated value  $F = 0.064 < \text{table value } 3.09$  hence null hypothesis is accepted . Experience do not significantly show symptoms of stress due to work from home.

**e. Qualification :**

**Ho1 Employees qualification do not significantly show symptoms of stress due to work from home.**

		Sum of Squares	df	Mean Square	F	Table value
Symtoms	Between Groups	0.759	2	0.380	0.674	3.09
	Within Groups	61.943	110	0.563		
	<b>Total</b>	<b>62.702</b>	<b>112</b>			

The calculated value  $F = 0.674 < \text{table } 3.09$  value hence null hypothesis is accepted. Qualification do not significantly show symptoms of stress due to work from home.

**f. Marital status :**

**Ho1 Employees marital status do not significantly show symptoms of stress due to work from home.**

		Sum of Squares	Df	Mean Square	F	Table value
Symtoms	Between Groups	0.001	1	0.001	0.002	3.92
	Within Groups	62.701	111	0.565		
	<b>Total</b>	<b>62.702</b>	<b>112</b>			

The calculated value  $F = 0.002 < \text{table value } 3.92$  hence null hypothesis is accepted . Marital status do not significantly show symptoms of stress due to work from home.

**Table 3**

**What is the Impact of stress in area of study.**

Sl.No.		N	Mean	Std. Deviation	Decision
1	severely affects confidence	113	3.58	1.132	H
2	leads to mood swings	113	3.59	0.988	H
3	leads to longer and unproductive discussions	113	3.54	1.102	H
4	feel disgusted and switch off from work	113	3.70	1.043	H
5	contributing to drinking more tea and / or smoking	113	3.32	1.297	H

6	lead to obesity and other health issues	113	3.61	1.191	H
		113	3.556	0.833	H

Key using real limits of numbers 0-2 Very Low(VL) 2.0 -2.5 low(L)2.5 Neutra(N) 2.5 to 3.0 moderately high(MH)3.0 to 4.0 high(H) 4.0 to 5.0 very high (VH).

Table 3 shows the impact of stress in the area of study. Serial no. 1 have score of 3.59. This implies that stress severely affects the confidence and leads to mood swings. Serial no. 3 have a mean score of 3.54 which shows that stress has its impact on the employee leading to longer and productive discussions. Serial no 4 has meanscore 3.7 which implies that the mean score is very high.

Employees get disgusted with the work and switch off from work. Serial no 5 has a mean of 3.32. The impact of stress makes the employee to drink tea and some prefer smoking .This is on account of high stress.

Serial no. 6has a mean of 3.61whichshows its impact and employee working from home may face health issues and sometimes may lead to obesity.

Out of all the above, serial number 4 and 6 with means scores of 3.7 and 3.61 have high impact.

**a. Gender :**

**Ho1 : Employees gender do not significantly show impact of stress due to work from home.**

	Sum of Squares	Df	Mean Square	F	Table value
Impact Between Groups	0.000	1	0.000	0.000	3.92
Impact Within Groups	77.645	111	0.700		
<b>Total</b>	<b>77.645</b>	<b>112</b>			

The calculated value  $F = 0.000 < \text{table value } 3.92$  hence null hypothesis is accepted Gender do not significantly show impact of stress due to work from home.

**b. Age :**

**Ho1 Employees age do not significantly show impact of stress due to work from home.**

	Sum of Squares	df	Mean Square	F	Table Value
Impact Between Groups	0.520	2	0.260	0.371	3.09
Impact Within Groups	77.125	110	0.701		
<b>Total</b>	<b>77.645</b>	<b>112</b>			

The calculated value  $F = 0.371 < \text{table value } 3.09$  hence null hypothesis is accepted. Age do not significantly show impact of stress due to work from home.

**c. Designation :**

**Ho1 Employees designation do not significantly show impact of stress due to work from home .**

		Sum of Squares	df	Mean Square	F	Table value
Impact	Between Groups	5.745	2	2.873	4.395	3.09
	Within Groups	71.900	110	0.654		
	<b>Total</b>	<b>77.645</b>	<b>112</b>			

The calculated value  $F = 4.395 > \text{table value } 3.09$  hence null hypothesis is rejected .Designation significantly show impact of stress due to work from home.

**d. Experience :**

**Ho1 Employees experience do not significantly show impact of stress due to work from home.**

		Sum of Squares	df	Mean Square	F	Table value
Impact	Between Groups	1.539	2	0.770	1.113	3.09
	Within Groups	76.106	110	0.692		
	<b>Total</b>	<b>77.645</b>	<b>112</b>			

The calculated value  $F = 1.113 < \text{table value } 3.92$  hence null hypothesis is accepted . Experience do not significantly show impact of stress due to work from home.

**e. Qualification :**

**Ho1 : Employees qualification do not significantly show impact of stress due to work from home.**

		Sum of Squares	df	Mean Square	F	Table value
Impact	Between Groups	1.214	2	0.607	0.874	3.09
	Within Groups	76.431	110	0.695		
	<b>Total</b>	<b>77.645</b>	<b>112</b>			

The calculated value  $F = 0.874 < \text{table value } 3.92$  hence null hypothesis is accepted. Qualification do not significantly show impact of stress due to work from home.

**f. Marital status :**

**Ho1 Employees marital status do not significantly show impact of stress due to work from home.**

	Sum of	Df	Mean Square	F	Table
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	Squares				value
Between Groups	0.422	1	0.422	0.607	3.92
Within Groups	77.223	111	0.696		
<b>Total</b>	<b>77.645</b>	<b>112</b>			

The calculated value  $F = 0.607 < \text{table value } 3.92$  hence null hypothesis is accepted. Marital status do not significantly show impact of stress due to work from home.

**Table 4**

**What are the Strategies to manage stress**

Sl.No.		N	Mean	Std. Deviation	Decision
1	scheduling work is a way to manage stress	113	3.89	0.939	H
2	appropriate breaks in work	113	4.09	0.861	VH
3	professional help from colleagues build rapport	113	3.83	0.944	H
4	guidance from superior	113	3.88	0.983	H
5	evaluation of work from team members and leaders	113	3.71	1.091	H
		113	3.880	0.771	H

**Key using real limits of numbers 0-2 Very Low(VL) 2.0 -2.5 low(L)2.5 Neutra(N) 2.5 to 3.0 moderately high(MH)3.0 to 4.0 high(H) 4.0 to 5.0 very high (VH).**

From the above table serial number 1 and 4 show mean score of 3.89 and 3.88 It indicates that employee will be able to manage the stress by following various strategies. Scheduling the work and planning in a systematic manner. Managing personal and professional work and coordinating systematically would help to reduce the stress.

**Timely guidance from superior and feedback helps the employees to do the work better and this reduces the stress.**

**Serial no 3 shows mean score of 3.83.**

Having regular contacts with team in their professional work will help them to do the job smoothly. This reduces their level of stress to overcome any problems which arise during the work.

**Serial no. 5 shows mean score of 3.71**

Regularly evaluating the work from team members and leaders will build confidence in the employees. The errors committed by employees could be rectified regularly which decreases the stress level. This strategy would help to work better.

**Serial no. 2 with a mean score of 4.09**

This strategy reduces the stress to the maximum level. Having appropriate breaks in the work builds confidence and makes the employees enthusiastic to work.

This in turn leads to higher productivity. Appropriate breaks gives relaxation to the employee and rebuilds the confidence and makes them energetic to work better .Out of all the strategies Serial no 2 is the highest mean and this would heip to reduce the stress.

**Gender:**

**Oneway**

**ANOVA**

**Ho1 Employees gender do not significantly show how to manage stress due to work from home**

		Anova				
		Sum of Squares	df	Mean Square	F	Table value
Managing stress	Between Groups	0.867	1	0.867	1.465	3.92
	Within Groups	65.736	111	0.592		
	<b>Total</b>	<b>66.603</b>	<b>112</b>			

The calculated value  $F = 1.465 < \text{table value } 3.92$  hence null hypothesis is accepted . Gender do not significantly show how to manage stress due to work from home.

**Age :**

**Ho1 Employees age do not significantly show how to manage stress due to work from home.**

		Sum of Squares	df	Mean Square	F	Table Value
Managing stress	Between Groups	2.679	2	1.340	2.305	3.09
	Within Groups	63.924	110	0.581		
	<b>Total</b>	<b>66.603</b>	<b>112</b>			

The calculated value  $F = 2.305 < \text{table value } 3.09$  hence null hypothesis is accepted . Age do not significantly show how to manage stress due to work from home.

**Qualification:**

**Ho1 Employees Qualification do not significantly show how to manage stress due to work from home.**

		Sum of Squares	df	Mean Square	F	Table value
Managing stress	Between Groups	0.573	2	0.287	0.477	3.09
	Within Groups	66.030	110	0.600		
	<b>Total</b>	<b>66.603</b>	<b>112</b>			

The calculated value  $F = 0.477 < \text{table value } 3.09$  hence null hypothesis is accepted .Qualification do not significantly show how to manage stress due to work from home.

**Experience:**

**Ho1 Employees experience do not significantly show how to manage stress due to work from home.**

		Sum of Squares	df	Mean Square	F	Table value
Managing stress	Between Groups	2.285	2	1.142	1.954	3.09
	Within Groups	64.319	110	0.585		
	<b>Total</b>	<b>66.603</b>	<b>112</b>			

The calculated value  $F = 1.954 < \text{table value } 3.09$  hence null hypothesis is accepted . Experience do not significantly show how to manage stress due to work from home.

**Designation:**

**Ho1 Employees designation do not significantly show how to manage stress due to work from home.**

		Sum of Squares	df	Mean Square	F	Table value
Managing stress	Between Groups	0.007	2	0.003	0.006	3.09
	Within Groups	66.596	110	0.605		
	<b>Total</b>	<b>66.603</b>	<b>112</b>			

The calculated value  $F = 0.006 < \text{table value } 3.09$  hence null hypothesis is accepted. Designation do not significantly show how to manage stress due to work from home.

**Marital status:**

**Ho1 Employees marital status do not significantly show how to manage stress due to work from home.**

		Sum of Squares	df	Mean Square	F	Table value
Managing stress	Between Groups	2.871	1	2.871	5.001	3.92
	Within Groups	63.732	111	0.574		
	<b>Total</b>	<b>66.603</b>	<b>112</b>			

The calculated value  $F = 5.001 > \text{table value } 3.92$  hence null hypothesis is rejected. Marital status significantly show how to manage stress due to work from home.

**Findings :**

- The study helps us to find that most the employees are not comfortable to work from home.
- Employees feel that they have become less organized due to unsystematic work schedules.
- Stress led to unproductive discussions.
- They faced many health issues due to extended targets with limited deadlines

- Employees got exhausted on account of long hours and switched off from work
- The employees differ significantly in opinion about stress due to designation and marital status
- It revealed that top executives are very much stressed
- It is concluded both male and female employees are same in their opinion about stress
- The employees in different age groups also express the same opinion about stress

### **Conclusions :**

- The present study reveals about the stress of the employees of corporates working from home. Most of the respondents feel challenged towards their job.
- They were not satisfied by working from home as the work burden was not fulfilled towards their job to the maximum extent due to stress.
- It was also affecting their personal life. It was observed that the employees had to take much strain due to the job, sometimes working for more hours also.
- Due to strain of all these led them to become obese, drowsy and developing improper food habits.
- Without having face to face communications it was leading to slowness in their morale.

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