CHAPTER -6
RECOMMENDATIONS
AND
CONCLUSION
RECOMMENDATIONS:

The findings of the study were important from the point of view of excellence of IT professionals and their effectiveness and efficiency in job situation. Stress affects the efficiency of the individuals. So it is necessary to provide proper environment and support to each to maintain individual stress. The study has shown that there are variations in the experience of the stress related work experience, marital status, age, designations. Therefore there is a need for effective management of the stressors by making use of different management strategies by providing effective guidance and counseling. Stress management starts with identifying the sources of stress in your life. This isn’t as easy as it sounds. Your true sources of stress aren’t always obvious, and it’s all too easy to overlook your own stress-inducing thoughts, feelings, and behaviors. Sure, you may know that you’re constantly worried about work deadlines. But maybe it’s your procrastination, rather than the actual job demands, that leads to deadline stress. Until you accept responsibility for the role you play in creating or maintaining it, your stress level will remain outside your control.

The study has revealed a remarkable status that the relationship between the demographic characteristics and the different components of the role stressors. The demographic characteristics significantly influenced the various occupational role stressors. Therefore it is a prime perspective to resolve the female IT professionals stress by discussing the stressors which are responsible for creating the stress.

As the result shows that young female professionals are under more pressure as compared others because they are lacking the experience and have more zeal and fire to do challenging task. Organizations should give them more training and development sessions so that they can brush up their skills.
They should be given chance so that they can upgrade their education and more challenging and rewarding task should be offered to them so that their morale can be boost up.

As the result shows that the married IT professionals are having more stress as compared to the unmarried ones. This is because of the reason that married ladies are performing the dual duties in their life. They are trying to give their fullest to their family and office which makes them stressful. Organizations should offer flexi hours, work from home facilities to married females and they should be given break from the job for the specific time if they require it. Flex time is allowing employees to start or end the workday earlier or later can reduce work/life stress, especially for working parents. Flex time can also reduce the stress of commuting in rush hour traffic. Work from home is working from home results in higher morale and job satisfaction and lower employee stress and turnover, according to an analysis of two-decades of studies involving nearly 13 thousand employees, conducted by researchers at Pennsylvania State University. The prime reason is that working at home provides employees more control over how they do their work, according to lead author Ravi S. Gajendran. Working at home also helps females better manage work/family demands.

Organizations can provide crèche facility to their employees so that they can free mindedly keep their kids along with them. Now a day's most of the organizations are facing the problem of high attrition rate, by giving this kind of facility talented employees can be retained to a larger extent. Many married ones are leaving their jobs because of the reason that there is no one at their home to care of the kids.

It has been found that with the higher designation stress level is high. As the designation increases, simultaneously responsibilities and workload increases and in result the expectations of the management (employer) also increases. When stress at work interferes with your ability to perform in your job, manage your personal life, or adversely impacts your health, it's time to take action. Organizations can give excursions/outing to their manager and
senior managers so they can feel refreshed and can have a good come to their job.

Employee should start by paying attention to your physical and emotional health. When your own needs are taken care of, you’re stronger and more resilient to stress. The better you feel, the better equipped you’ll be to manage work stress without becoming overwhelmed. Taking care of you doesn’t require a total lifestyle overhaul. Even small things can lift your mood, increase your energy, and make you feel like you’re back in the driver’s seat. Take things one step at a time, and as you make more positive lifestyle choices, you’ll soon notice a reduction in your stress levels, both at home and at work. They should share their concerns with emphatic family members, co-workers, and friends if necessary, seek professional counseling. Create and use support network, from members of a reliable and caring work, family or social group. Everyone needs someone to trust and with who stress producing situations can be discussed in department without fear or rejection.

One can reduce job stress by prioritizing and organizing the task. When job and workplace stress threatens to overwhelm you, there are simple steps you should take to regain control over yourself and the situation. Your new found ability to maintain a sense of self-control in stressful situations will often be well-received by coworkers, managers, and subordinates alike, which can lead to better relationships at work. One should focus on the time management.

One should analyze one’s schedule, responsibilities, and daily tasks. All work and no play is a recipe for burnout. They should try to find a balance between work and family life, social activities and solitary pursuits, daily responsibilities and downtime. They should not over-commit themselves to their work. Avoid scheduling things back-to-back or trying to fit too much into one day. All too often, we underestimate how long things will take. If you’ve got too much on your plate, distinguish between the "should" and the "musts." Drop out the tasks that aren't truly necessary to the bottom of the list or eliminate them entirely. One should always try to leave earlier in the morning for the office because even 10-15 minutes can make the difference between
frantically rushing to your desk and having time to ease into your day. Don’t add to your stress levels by running late.

Due to lack of time various social and religious interests are neglected which results them getting away from the social life. Females are playing multiple roles in their professional and personal life which results them putting in dilemma how to do justice with the job and family. While some workplace stress is normal, excessive stress can interfere with your productivity and impact your physical and emotional health. And your ability to deal with it can mean the difference between success and failure. You can’t control everything in your work environment, but that doesn’t mean you’re powerless even when you’re stuck in a difficult situation. Finding ways to manage workplace stress isn’t about making huge changes or rethinking career ambitions, but rather about focusing on the one thing that’s always within your control: you.

One has to take responsibility for improving physical and emotional well-being. Your emotions are contagious, and stress has an impact on the quality of your interactions with others. The better you are at managing your own stress, the more you’ll positively affect those around you, and the less other people’s stress will negatively affect you. When you feel overwhelmed at work, you lose confidence and may become irritable or withdrawn. This can make you less productive and less effective in your job, and make the work seem less rewarding. If you ignore the warning signs of work stress, they can lead to bigger problems. Beyond interfering with job performance and satisfaction, chronic or intense stress can also lead to physical and emotional health problems. Avoiding pitfalls by identifying knee jerk habits and negative attitudes that add to the stress you experience at work.

It is found in the research study that the females professionals who having experience less than 5 years are having more stress as compared to others because initially the pressure of the job is high on them as IT profession itself is very demanding. Organizations should provide more training and development sessions so that they can feel themselves more compatible in job profile. They should be given the chances that they can get frequent promotions, status and recognition, tour to abroad and many others. When the
work experience grows, designation grows and ultimately work pressure increases and it increases the stress level among females, because now they found themselves entangled in playing multiple roles simultaneously. Now if one wants her to be free from the stress and hassles then make sure to take short breaks throughout the day to take a walk or sit back and clear your mind. Also try to get away from your desk or work station for lunch. Stepping away from work to briefly relax and recharge will help you be more, not less, productive. You can make a list of tasks you have to do, and tackle them in order of importance. Do the high-priority items first. If you have something particularly unpleasant to do, get it over with early. The rest of your day will be more pleasant as a result. One should break projects into small steps. If a large project seems overwhelming, make a step-by-step plan. Focus on one manageable step at a time, rather than taking on everything at once. You don’t have to do everything all by yourself. If other people can take care of the task, why not let them; try to delegate the responsibilities to others. Let go of the desire to control or oversee every little step. You’ll be letting go of unnecessary stress in the process. When you ask someone to contribute differently to a task, revise a deadline, or change their behavior at work, be willing to do the same. Sometimes, if you can both bend a little, you’ll be able to find a happy middle ground that reduces the stress levels for everyone concerned.

Even if you’re in a job where the environment has grown increasingly stressful, you can retain a large measure of self-control and self-confidence by understanding and practicing emotional intelligence. Emotional intelligence is the ability to manage and use your emotions in positive and constructive ways. When it comes to satisfaction and success at work, emotional intelligence matters just as much as intellectual ability. Emotional intelligence is about communicating with others in ways that draw people to you, overcome differences, repair wounded feelings, and defuse tension and stress.

You should realize when you’re stressed, recognize your particular stress response, and become familiar with sensual cues that can rapidly calm and energize you. The best way to reduce stress quickly is through the senses:
through sight, sound, smell, taste, and touch. But each person responds differently to sensory input, so you need to find things that are soothing to you. Stay connected to your internal emotional experience so you can appropriately manage your own emotions. Your moment-to-moment emotions influence your thoughts and actions, so pay attention to your feelings and factor them into your decision making at work. If you ignore your emotions you won’t be able to fully understand your own motivations and needs, or to communicate effectively with others.

In many of the cases, what we say is less important than how we say it or the other nonverbal signals we send out, such as eye contact, facial expression, tone of voice, posture, gesture and touch. Your nonverbal messages can either produce a sense of interest, trust, and desire for connection—or they can generate confusion, distrust, and stress. You also need to be able to accurately read and respond to the nonverbal cues that other people send you at work.

Develop the capacity to meet challenges with humor. There is no better stress buster than a hearty laugh and nothing reduces stress quicker in the workplace than mutually shared humor. But, if the laugh is at someone else’s expense, you may end up with more rather than less stress. When used appropriately, humor is a great way to relieve stress in the workplace. When you or those around you start taking things too seriously, find a way to lighten the mood by sharing a joke or funny story.

Resolving conflict in healthy, constructive ways can strengthen trust between people and relieve workplace stress and tension. When handling emotionally-charged situations, stay focused in the present by disregarding old hurts and resentments, connect with your emotions, and hear both the words and the nonverbal cues being used. If a conflict can’t be resolved, choose to end the argument, even if you still disagree.

As you learn to manage your job stress and improve your work relationships, you’ll have more control over your ability to think clearly and act appropriately. You will be able to break habits that add to your stress at work -- and you’ll even be able to change negative ways of thinking about
things that only add to your stress. Many of us make job stress worse with negative thoughts and behavior. If you can turn around these self-defeating habits, you’ll find employer-imposed stress easier to handle. No project, situation, or decision is ever perfect, so trying to attain perfection on everything will simply add unnecessary stress to your day. When you set unrealistic goals for yourself or try to do too much, you’re setting yourself up to fall short. Aim to do your best, no one can ask for more than that. You have to eliminate the behavior which is self-defeating. If you’re always running late, set your clocks and watches fast and give yourself extra time. If your desk is a mess, file and throw away the clutter; just knowing where everything is saves time and cuts stress. Make to-do lists and cross off items as you accomplish them. Plan your day and stick to the schedule you’ll feel less overwhelmed. If you see the downside of every situation and interaction, you’ll find yourself drained of energy and motivation. Try to think positively about your work, avoid negative-thinking co-workers, and pat yourself on the back about small accomplishments, even if no one else does.

Many things at work are beyond our control, particularly the behavior of other people. Rather than stressing out over them, focus on the things you can control such as the way you choose to react to problems. When stress is mounting at work, try to take a quick break and move away from the stressful situation. Take a stroll outside the workplace if possible, or spend a few minutes meditating in the break room. Physical movement or finding a quiet place to regain your balance can quickly reduce stress.

In some situations, simply sharing your thoughts and feelings with someone you trust can help reduce stress. Talking over a problem with someone who is both supportive and empathetic can be a great way to let off steam and relieve stress. Developing friendships with some of your co-workers can help buffer you from the negative effects of stress. Remember to listen to them and offer support when they are in need as well.

The best medication one can follow is to meditate. The idea is that in meditation a person takes away his mind for sometime from the usual surroundings, which serves as a breather.
Effective time management is a primary means to a less stressful life. These practices can help you reduce your stress and reclaim your personal life. You probably know that managing your time effectively will help you get more done each day. But it has important health benefits, too. By managing your time more wisely, you can minimize stress and improve your quality of life. Planning your day can help you accomplish more and feel more in control of your life. Write a to-do list, putting the most important tasks at the top. Keep a schedule of your daily activities to minimize conflicts and last-minute rushes. Time-consuming but relatively unimportant tasks can consume a lot of your day. Prioritizing tasks will ensure that you spend your time and energy on those that are truly important to you. Consider your goals and schedule before agreeing to take on additional work. Take a look at your to-do list and consider what you can pass on to someone else. Doing work right the first time may take more time upfront, but errors usually result in time spent making corrections, which takes more time overall. Keep a diary of everything you do for three days to determine how you're spending your time. Look for time that can be used more wisely. A healthy lifestyle can improve your focus and concentration, which will help improve your efficiency so that you can complete your work in less time.

It's in a manager's best interest to keep stress levels in the workplace to a minimum. Managers can act as positive role models, especially in times of high stress. If a respected manager can remain calm in stressful work situations, it is much easier for his or her employees to also remain calm. Additionally, there are a number of organizational changes that managers and employers can make to reduce workplace stress. They should share information with employees to reduce uncertainty about their jobs and futures. Managers should clearly define employees' roles and responsibilities. They can make communication friendly and efficient, not mean-spirited or petty. Managers should give employees opportunities to participate in decisions that affect their jobs, consult employees about scheduling and work rules. Employer should sure the workload is suitable to employees' abilities and resources; avoid unrealistic deadlines; praise good work performance, both
verbally and officially, through schemes such as Employee of the Month. Employer should provide better opportunities for the better advancement and career development because many of the time employees feel that their job is monotonous and they need something new to be done.

It has been found that due to stress many of the female IT professionals are having certain diseases. They are facing frequent headaches because in IT sector most of the work is done with the help of brain and a lot strain is put on it and there is always a pressure to meet the deadlines which makes them more tensed to complete the project within the desired time.

Due to lot of pressure sometimes it happens that we start over eating which takes towards the obesity plus their job is sitting which enhances this problem. If stress is not controlled it can lead to many other serious medical problems like diabetes, migraine, high/low blood pressure, depression, heart attack and even cancer also. Organizations should conduct regular medical/clinical checkups for their employees especially for women once or twice a year.

A regular exercise is a powerful stress reliever even though it may be the last thing you feel like doing. Aerobic exercise activity that raises your heart rate and makes you sweat is a hugely effective way to lift your mood, increase energy, sharpen focus, and relax both the mind and body. For maximum stress relief, try to get at least 30 minutes of heart-pounding activity on most days. If it's easier to fit into your schedule, break up the activity into two or three shorter segments. A regular medical check is a preventive measure, especially when one is beyond forties. It is advisable that if a person is below 40 he must have a medical checkup at least once a year. Beyond 45 years of age the health checkup should be at least twice a year.

One must be careful about what one eats. As far as possible, oily and pungent food should be avoided. This has tendency to cause more section of digestive acids, which erode the mucus membrane of the stomach. This results in ulceration. It is better if one avoids eating non-vegetarian food which is rich in calories and cholesterol and lack fiber. One should drink minimally three to four liters of water daily. Healthy eating can help you get through stressful
work days. By eating small but frequent meals, you can help your body maintain an even level of blood sugar, keep your energy up, stay focused, and avoid mood swings. Alcohol temporarily reduces anxiety and worry, but too much can cause anxiety as it wears off. Drinking to relieve job stress may also eventually lead to alcohol abuse and dependence. Similarly, smoking when you're feeling stressed and overwhelmed may seem calming, but nicotine is a powerful stimulant – leading to higher, not lower, levels of anxiety. Not only can stress and worry can cause insomnia, but a lack of sleep can leave you vulnerable to even more stress. When you're well-rested, it's much easier to keep your emotional balance, a key factor in coping with job and workplace stress. Try to improve the quality of your sleep by keeping a sleep schedule and aiming for 8 hours a night.

Organization focuses on the provision of counseling and employee assistance programmes (EAPs) or outsourced support services in order to assist employees who feel a need for extra support other than that contained in, for example, a human resource function. This is an approach which is not always available to small firms because of resource issues. Support can be provided by non-specialists in the form of colleagues being supportive, listening, ensuring that the individual is listened to and that his or her concerns are addressed where possible and recognizing the need for some short-term alteration in their work system. Supervisors and managers should be competent in displaying the behaviors needed for good management, people development and team cohesion. Supervisors and managers have an important role in setting the tone and developing the culture in the organization and promoting respect for the dignity of each employee within the team, department and overall organization.
CONCLUSION

On the basis of major findings and recommendations, a brief conclusion has been made. It has been concluded that females are workaholic but there are limitations with them because of their multiple roles which they are playing in personal and professional life. Due to role stress they keep on dwindling on making proper balance on their official and family roles.

Individuals recognize themselves by their job/occupation, as job is the major focus of their energy, skills and ambitions. Their occupation, family and society throw various challenges and it demands problem solving. It can also be the means to find pleasure, satisfaction, growth and fulfillment in life or it can be the cause of stress, boredom, worry, humiliation and a sense of helplessness when the desire and performance do not go hand in hand. Occupation can create stress among the employees and certainly is the central context for and contributor to adult development.

Events or situations in not stressful itself. It becomes a source of stress only when the focal person appraises it as to be a threat and exceeds his or her capability to deal with. The person makes the best possible and actively defines and shapes stressful transactions by the means of his cognitive appraisal and cognitive strategies.

This is the reason that same situations or event is differently responded by different persons. The concept of stress is bound to a person and is a subjective experience. Recurring demands in jobs and family environment leads to significant level of stress among the IT professional.

There is association between various demographic factors and role stressors. It can be concluded that different age group professionals have different attitude towards the stress levels. Experienced IT professionals are more successful at managing than the fresh IT professionals.