CHAPTER 8
CONCLUSION

After studying different components of software industry like lifestyle of software employees their routine of job, causes of stress, symptoms of stress and stress management techniques used, a better understanding of what stress is and what it is not; is available through the data presented on the basis of the responses by 322 software employees from Pune.

Stress results from activities men choose to do or from things that are imposed on them. A great deal of stress comes from what happens in their mind, in their thoughts. Managing stress is about balancing the demands placed on the stressed person and his ability to cope with stress, better known as Stress Management these days. It has become informative to assess the source of stress in human life. Eventually it causes stress at work, at home and in employees as well as personal life, to some degree at least, within and it can be brought under one's own control. When managing stress, it is sensible to work on those issues over which there is no control and learn to accept those on which there is control.

The way you live your life is called life style and this life style will have an impact on how well the employees’ cope with pressure and how much he/she suffers from stress. This includes work, home, general health, and personal relationship. If the lifestyle is particularly stress inducing, think about how it is wise to change it for the better.

It has become essential to move and make practical changes in the life style to help reduce stress. Life will be most successful if a four-pronged attack is used to combat each of the main areas that make the employees stressed.

It is necessary to find out the root cause of a stressful situation. Once the real cause of stress is understood corrective action can be taken. By changing the situation, it is possible to remove stress.

It was urgently required to develop the skills to cope up with the demands that have been placed on the stressed employees. This may require developing specific skills, which is self-development. Alternatively, it may require broader
behavioral skills, such as assertiveness of nature or skills in communications and other capabilities to deal with stress. By recognizing the stress, it is possible to change the way of thinking and therefore reduce stress. One needs to analyze the damage that negative thoughts are doing and re-programme the mind.

In order to make the body function properly and cope with pressure, it is essential to look after it. This means managing the environment of the life around, the food habits, and the way of relaxation and taking rest. To bring these aspects of life under control becomes a bounden duty and task in stress management and the practice of de-stressing techniques.

An analysis reveals that majority of the software employees have moderate level of occupational stress. This study also reveals that causes of stress for software employees are role overload, role ambiguity, role conflict, group and political pressures, responsibility for subordinates, poor participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions, and unprofitability. The detailed analysis of responses reveals that stress symptoms are noticed in the life-style of the software employees. According to the nature of human beings, everybody desires to live blissfully and peacefully. For this, software employees need to practice Stress Management Techniques.

An analysis of use of stress management techniques reveals that all software employees are adopting number of stress management techniques among which the practice and activities related to yoga, pranayama, meditation, spending time with their family, indoor/outdoor sports, listening to music, outings, partying, web surfing, spending time with their friends, watching movies, taking a walk, talking to their loved one, reading, consuming alcohol, smoking, keeping eyes closed for some time, spending time with oneself, trekking, collecting stamps/coins, exercising in the gymnasium, having a massage, aerobics, corrective medicine, psychological treatment and other stress management techniques are included. This study also reveals that demographic variables that are different features of software employees have a direct impact on use of stress management techniques.
Majority of software employees are getting relief from stress by using stress management techniques like spending time with their family, listening to music, spending time with their friend, watching movies, talking to their loved one, outings, partying, taking a walk, reading, indoor/outdoor sports, web surfing. Some are using stress relief practices as keeping eyes closed for some time, yoga, spending time with oneself, meditation, aerobics, exercising in the gymnasium, and having a massage. Few are getting relief from stress by consuming alcohol, smoking, trekking and few are taking psychological treatment, very few are taking medicine and collecting of stamps/coins, and using other techniques.

Spending time with their family is really a good stress management technique to balance a life at home and workplace. Once employees get habitual to use these techniques, they get complete inner peace, inner bliss. The de-stressing made possible through the five major stress management techniques such as Yoga Practice, Pranayama (Breathing Techniques), Meditation (Concentration), Aerobics with Exercising in the gymnasium and Having a massage and Spending time with oneself activities that include reading, taking a walk, trekking, sports, listening to music, watching movies, spending time with their family and friends. These five major stress management techniques have formed the basis of the five hypotheses of the study. The conclusion of the study asserts the validation of these five hypotheses.