9.1 Suggestions

After presenting and analyzing the data and looking at the findings, the following suggestions are made.

a) Find out stressors in the life of the employees.
b) Work should be properly delegated to the employees to avoid overload of work, which could cause stress.
c) Good relationship should be maintained within the employees to make the climate healthy.
d) Proper grievance handling system should be practiced to help the employees to overcome their problems.
e) Employees should be motivated by giving rewards for their excellent performance.
f) Prioritize the types of stress.
g) Work on the causes as well as on tackling the symptoms.
h) Apply current coping strategies.
i) Changing life style, which is the remedy in the hands of those who are stressed.
j) Prioritize the needs.
k) Organizing stress management programme that focuses on different categories of employee’s at all hierarchical level.
l) Each Organization should keep a team of pranic healer to reduce stress of employees.
m) Each organization should appoint one person as a counselor/mentor who will look after worries, tensions, and stress of employees.
n) Each organization will organize different entertainment programs to destress the employees- working in the enterprise.
o) After organizing the training of stress management techniques, but first of all
the expanding of awareness to enjoy the present moment, not to think of past, no future.

p) Senior management should ensure and make subordinate aware about ethical practices and proper behavior in the office premises

q) Looking at life objectively as watching a movie without getting emotionally involved.

r) Sarve Bhavantu Sukhina, Sarve Sant Niramaya

(May all be Happy, May all be in Peace)

9.2 Contribution to the existing knowledge about Stress Management

Stress Management has become one of the most significant areas both in its theoretical proportions and in practical applications. Stressful conditions that affect psychologically have become an inevitable part of life in the present times. Drugs as a relief for stress has proved to be more harmful than the stressful condition itself. The management of stress comes from sources that lie within. The psychological imbalance leads to stress and therefore attempts need to be made to get rid of the imbalance. Returning normally to getting mental equipoise retaining psychological balance comes from steps that include the control of the process of breathing. The techniques of controlling the inhaling and exhaling of breath have been derived from Patanjalis Yoga Sutras. In addition to the control of breathing, there is the necessity of performing ‘Yogic Exercise’ through the ‘asanas’ or ‘postures’. The literature on stress management deals with many other techniques that are suitable to the causes of stress during these times. Corrupt practices, polluted environment, and mismanagement cause stress and strain. These are discussed in the literature that is being poured day in and day out on stress management.

The contribution made by the present study is that it shows how stress management depends on few simple practices of self-discipline. “Control your breath, control your movements, stretch out your body and stretch out stress out of the system. “ The practice is ancient but its relevance has far-reaching effects in the present times.
The techniques of managing physical as well as occupational stress are reduced by applying different stress management techniques like 1) Yoga, 2) Pranayama, 3) Meditation, 4) Aerobics along with exercising in gymnasium, having a massage, 5) Spending time with oneself through activities such as 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 ones, reading, consuming alcohol, smoking, keeping eyes closed for some time, spending time with oneself, trekking, collection of stamps/coins, taking medicine, psychological treatment, and other stress management techniques. The number of participants in the project (322 respondents) showed how the remedy offered to remove stress and to manage psychological, physiological, and occupational states of an individual and the whole society is very effective and definitely, each organization is likely to get total benefits from these techniques. All environments in an organization become stress free, relaxed, peaceful, and blissful. Naturally, the software employees will live a balanced life at workplace and home after adopting suitable options for him/her from stress management techniques.

According to this research study apart from age, native place, designation, gender, qualification, position, designation and financial position, most software employees have noted that for relaxation and peaceful life, they got involved in activities like spending time with their family, talking to their loved ones, listening to music, spending time with their friends, watching movie, outings and other activities. These techniques were simple but these had proved to be very effective for blissful life. It is useful to individuals of all ages and all levels irrespective of caste, creed, religion, designation, position, gender, and type of company, number of years of experience or race. That is why the stress management techniques have been welcomed both in the Western as well as in the Eastern countries. The stress management techniques have shown almost revolutionary changes in the mental outlook, social conduct, and personal hygiene.
Each individual comes under stress at any given single moment. How is that going to help individuals face and tackle the stressful situation when moment is very important? Each one is adopting some stress management technique, but some techniques are giving temporary results while other techniques have given permanent results. Some temporary techniques give relief at that specific moment only and not after that. The choice lies in the selection of right kind of Stress Management Techniques. The present study has made its contribution, which is significant to improve the life-style of software employees in a positive manner of both a single individual and the members belonging to the entire social fabric in these areas. This contribution has theoretical foundation and the long project with the involvement of hundreds of software employees has shown concrete results. It processes how a sound mind contributes to a sound body and also how a sound body brings in a sound mind so that the “Welfare of ALL” (Sarve Sukhina Santu) gets materialized as the motto of Ideal Human Life.

9.3. Limitations of the study

The study is geographically limited to the selected areas within Pune City. The respondents have not been given actual training of stress management techniques.

9.4 Areas of Further Research

Through the present research study, it has been observed that stress management techniques can be used for relief from stress. It is possible to conduct further research in the related field in the following areas.

a) A study of an effect of stress management techniques for software employees.

b) An effect of life style on stress for software employees.

c) An effect of nature of job on stress of software employees.

d) An effect of the conditions of job on stress of software employees.

e) An effect of experience of the job on stress of software employees.

f) An effect of feelings about the job on stress of software employees.

g) Comparison between symptoms of ill mental health of the high and low occupational stress groups of the employees.
Potential psychological and situational conditions or job factors and causes of stress.

A study on job stress and quality of life of software employees.

A study on job stress and quality of life of women software employees.

A study of self-esteem and occupational stress among software employees.

A study on stress management and coping strategies with respect to software companies.

A study of work life balance of Indian software employees.

A study of an impact of organizational environment on stress of software employees.

An effect of modern life style on stress for teenagers.

A study of stress management of the following categories of employees and non-employees

i. For Salesmen
ii. For Shopkeepers
iii. For Doctors
iv. For Lawyers
v. For those employees who are working in high-level positions
vi. For Government Sector
vii. For Non-Government Sector
viii. For Engineering students
ix. For Computer Students
x. For Working Women
xi. For Management students
xii. For pre-teens
xiii. For adults
xiv. For housewives
xv. For sports personnel
xvi. For medical/pharmacy college students
xvii. For students in polytechnics
xviii. For the young men/women.[Age group 20 to 29 (twenties)]
xix. For the men/ women.[Age group 30 to 39 (thirties)]
xx. For the men/ women.[Age group 40 to 49 (forties)]
xxi. For the men/ women.[Age group 50 to 59 (fifties)]
xxii. For the men/ women.[Age group 60 to 69 (sixties senior citizens)]