CHAPTER 2
BACKDROP OF THE STUDY

The universal applications of computers have made the individual and administrative sectors computer savvy. Employees need to be trained in this area, as it has become an obligatory qualification to be conversant with computer skills.

Computerization has caused a tremendous expansion of the software industry. It has grown on account of genuine high demand. This led to opening of a variety of jobs for people. The software experts received good pay packets. People can afford foreign travels. Earlier all this seemed attractive to our Indian people. Slowly the other side of the success story revealed itself. In a country like India, the children supported parents in old age. Due to computerization, these children tend to settle abroad, leaving their parents to lead a lonely life. Most children struggle to decide between parents and jobs and ultimately choose jobs; and settle abroad.

In Software Industry, people do not have fixed working hours. Even though the officially working hours begin in the morning, the finishing time of the work cannot be predicted. Software Industry employee works for about 10-12 hours a day. There is the pressure of deadlines and this pressure causes a lot of physical, social, emotional, and mental stress.

These reasons have made people work under a lot of stress. Since they received a very good financial package from their company, they are expected to work long hours at their best. This adds more stress and is the reason for pain.

One must find a way out of this. Even in former times people worked under stressful conditions. There always was a balance between various aspects of life. The present day life has become more stressful as compared to the life in the earlier times. It is essential to be prepared to face this physical, social, and mental stress. In today’s age of cutthroat competition, an employee needs to balance work, home and take care of one’s health. It is essential to work at the best level possible. Today people from all lifestyles are stressed out.
Most people undergo different regimes for stress management. People follow yoga, pranayama, and concentration techniques for stress management. The ancient medical system of Ayurvedic has given the distinct advantages of yoga for stress management. It is necessary to use these techniques without getting confused. Spirituality and religion will contribute to reap its benefits of this ancient science of health. In order to take advantage of this ancient science of health, we must understand our internal body structure to make use of body and mind.

Life is many a splendoured things. Each moment brings its own joys; we have the freedom to live each moment as we wish to. It is necessary to think and act wisely and enjoy life to the fullest. This bliss is the result of spirituality, which is attained through practice of yoga, pranayama, meditation, and others.

The teaching profession provided the researcher to understand the thoughts and feelings of students. The researcher could share and be a part of the experiences of the students, sometimes finding them truly happy, healthy, peaceful and sometimes stressful. Even after placement in a company, these students returned to the researcher for counseling, coaching, and mentoring. After intervals of time, the student used to contact the researcher for further counseling, coaching, and mentoring to share their experiences. This happened several times where in students shared experiences of stress which lead the researcher to the present research study.

The researcher realized from their conversation that they were stressed and the reasons given by them to the researchers were role overload, role ambiguity, unreasonable group and political pressure, responsibility for subordinates, poor participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working condition, and others.

The topic related to Stress Management continued to haunt the researcher. The line of thinking that followed was the happiness of human life in general. The researcher felt that GOD had created happiness, peace, joy, and satisfaction and therefore everyone should get it equally. Man can live without food, shelter, water, and clothes but air prana (breath) is necessary for the body to stay alive.
Happiness, peace, joy, and satisfaction cannot be grabbed but have to be gained. Any reaction only causes stress. It is possible to manage one’s own personality but it is difficult to do so in the case of others. It is universally experienced that every action has an equal and opposite reaction. The researcher’s Master (Guruji) taught the researcher how to manage stress in a beautiful way and that is why the researcher considers it her bounden duty to spread the importance of the techniques of stress management to others.

While working in computer education and communications with ex-students, the researcher made the choice of the topic of research “A study of stress management amongst employees in selected software industrial units in Pune region.” Then the researcher began to search answers to the key questions related to the topic of research. The researcher had to define the word stress and look for its causes and also studied the sufferers from stress and whether they follow all tenets of their specific religion? The researchers also want to understand whether vision statement, mission statement, values, and behaviour of other people causes stressed on the individual. What are the consequences? How does stress affect the body? Is organizational behaviour creating a stress on employees? Does big salary have any effect on stress?

When people are stressed, the whole family, relatives, friends, colleagues, and organizational climate is also affected. In family, his/her spouse, parents, and children have to face many problems. Naturally, their normal life gets disturbed. It is noted that all things depend on the working mind. Mind management and Time management for every individual are therefore essential. Stress management plays a very important role in human life. Stress affects his or her health, family, and organization. The healthy environment of their residence, city, state, and country is affected by stress. In addition, stress affects the whole universe because stress energy affects other elements. If all people learn how to cope up with stress, then automatically healthy energy will be spread all over. The spiritual energy will move around and automatically everywhere, in individuals, in family, in organization and everywhere.
The researcher started working with persons in the material world of computers and compared their life with spiritual person. Persons in material life are never satisfied with what they have achieved. The material-minded individual is always greedy for more. The demands never end. In the course of this research, the researcher has studied features of the material person and his desires. The researcher has come in contact with a person who is spiritually developed. The contact with number of persons who are materialistic and spiritual, the researcher was in a position to find out the difference between them. For living happy life, man thinks that he needs money, car, house, and enjoyment. Does man really achieve this happiness with these demands? The answer is ‘No’. What are needed are more spiritual aspects to make life really happy. Nature runs on positive energy so all human beings should behave positively among themselves and with nature. Men should care for every single living being. They should not hurt anybody and themselves too. By doing this probably an individual will be able to cope up with stress and get inner bliss in life.

The researcher took up conducting a research on stress management by taking interviews of software employees by asking the questions related to their nature of work, working schedule, deadlines, family support, organizational behavior, and lastly satisfaction at work. The researcher realized that they were stressed on account of role overload, role ambiguity, unreasonable group and political pressure, responsibility for subordinates, poor participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working condition, unprofitability and other reasons. The preparation of a questionnaire to get answers on all types of stress, distribution of the questionnaire to some software employees and taking feedback from them was the next step taken in the course of the research. The researcher started the primary data collection from January 2012. In Pune region, the data was collected from different IT Parks and other Information Technology centers. The responses from 322 software employees were scrutinized analytically and interpreted to arrive at the conclusions.