Stress is inevitable in today's complex life. Right from the time of birth till death, an individual is invariably exposed to various stressful situations. Contemporary human beings are under constant stress. Stress has emerged as a major psychological phenomenon.

Organisational stress originates in organisational demands that are experienced by the individual. Mismanaged organisational stress can produce individual strain, which is detrimental for the human resources in the organisation. This has negative economic implications such as poor quality of work, low productivity, absenteeism, high turnover, etc. When an organisation is able to manage stress, it can lead to improved performance, worker satisfaction, involvement and increased productivity. One aspect of organisational stress is role stress. Role is conceived as the position a person occupies in a system. Role is set of functions one performs in response to the expectations of the 'significant others'. When these expectations are in conflict or ambiguous, it creates a potential of stress. Role based stress not only effects the interpersonal relationships but also psychological and physical well being of an individual as well as his role performance. It is only through the integration of the self and the role that role stress can be reduced and a person's effectiveness in the organisation can be ensured.
This study is an attempt to explore the problem of organisational stress among information technology professionals in the Indian private sector. In the last decade information technology has emerged as one of the leading sectors of the Indian economy in terms of generating new jobs as well as in terms of export potential. The sector has maintained a growth rate which is higher than any other sector of the Indian economy. Various studies predict tremendous growth in the sector.

The main research instrument used in this study is Organisational Role Stress Scale (ORS Scale) developed by Prof. Udai Pareek. It is used for measuring role stress and its constituent constructs in an organisation. It is one of the most comprehensive and reliable instruments that have been used to measure role stress in varied occupational settings. The use of ORS Scale has helped in carrying out cross-occupational comparisons as well. In addition, one open-ended questionnaire containing five questions has also been used to gather additional qualitative information.

This study has been divided into eight chapters. The first chapter presents an overview of the phenomenon of stress. Historical developments of the concept of stress, major theories, and consequences of stress have been briefly defined in this chapter. The second chapter entitled 'Information Technology: An Overview' briefly describes the historical development of the information technology. The chapter presents a profile of the Information Technology industry. The third chapter 'Role Stress' describes the Role stress and its various constructs in some detail. In the fourth chapter a detailed review of the literature
has been provided. The chapter traces the growth of the concept of stress. The chapter profiles previous studies conducted in India and abroad. The fifth chapter 'Methodology' describes the methodology used for conducting this study. The chapter explains the problem, objectives, the hypotheses framed, the data collection instruments used and the pattern of analysis followed in the study. The sixth chapter is the main body of the study. It presents the results and discussions of this study. It reviews the findings of this study and compares them with other studies conducted earlier. The seventh chapter 'Management of Stress' presents a discussion on coping strategies for information technology professionals. The eight chapter, also the last chapter, presents the highlights of this study. This chapter identifies future directions of research in this topical field of study.