

Gender-Based Stress Analysis in IT Sector: A Comparative Study

Kausar Ashpak Balbatti¹, Tabrez Nisar Shaikh², Shakila Siddavatam³

^{1,2,3}Abeda Inamdar Senior College

Abstract

IT sector is known for its high-pressure work environment, that leads to significant stress among employees. This study provides a comparative analysis of stress levels between male and female employees in Pune's IT sector.

Unlike existing research, it examines Gender-specific triggers such as workload, work-life balance, career growth & psychological impacts. By using mixed method approach, we will be conducting depth interviews with IT professionals across various organisations in Pune and we will make a google form Questionnaire for the evaluation.

The study evaluates stress indicators such as work load, work life balance, job security, career growth and interpersonal relationship, while also considering physiological and emotional responses.

Keywords: Gender - based stress, IT sector, workplace mental health, Pune IT industry

Introduction

The IT sector is growing fast, and Pune has become a major hub for IT jobs. Many companies here hire professionals for roles like software development, networking, and technical support. Because of this, a lot of people work in the IT industry in Pune.

Work stress is a common issue for employees. Men and women may feel and handle stress differently because of things like workload, office environment, career growth, and personal life responsibilities.

This study aims to understand stress levels in male and female IT employees in Pune. It will look at what causes stress and suggest ways to create a better work environment for everyone.

Men and women may feel stress differently at work. Some men feel more stress because of tight deadlines and long working hours. Women may face stress due to work-life balance, job security, or discrimination. The IT sector is growing fast, and many people work in this field. But jobs in IT can be stressful. Stress can come from long working hours, deadlines, and balancing work and personal life. This study looks at how stress affects male and female employees in IT companies in Pune. It will help understand the reasons for stress and find ways to make work better for everyone.

Objective

1. Understanding Stress Levels

This study will explore how much stress male and female employees in the IT sector experience.

2. Finding Causes of Stress

It will identify the main reasons for stress, such as heavy workload, tight deadlines, and difficulties in balancing work and personal life.

3. Impact of Job Roles

Every job has its own challenges. This study will look at how different roles, such as software development, project management, and system administration, affect stress levels in employees.

4. Ways Employees Manage Stress

Everyone deals with stress in their own way. Some take short breaks, some do exercise, and others talk to friends or family. This study will find out how male and female employees manage their stress at work.

5. Role of Workplace Support

A supportive workplace can help reduce stress. Things like flexible work hours, helpful managers, and mental health programs can make a big difference. This study will look at how workplace support affects employees' stress levels.

6. A company's policies and work culture can either increase or reduce stress. This study will assess how much organizational support helps employees in managing stress.

7. Suggestions for a Healthier Workplace

Based on the findings, this study will provide recommendations to help IT companies create a better and more stress-free work environment.

Aim of study:

This study aims to find out and compare how much stress male and female employees face in the IT sector in Pune. It will look at the main reasons behind stress and see how these factors affect men and women differently. and also aim to explore that how workplace culture, job responsibilities and work life balance affect the stress between male and female employees. It also explores that any gender-specific challenges and give practical solutions to reduce stress and improve workplace.

LITERATURE REVIEW

The literature review was crucial to the goal of this study.

Due to long hours, strict deadlines, and job uncertainty, workplace stress is on the rise in the IT industry. Particularly in Pune's IT sector, gender-based stress disparities are still not well understood. This section examines pertinent research on gender-specific stressors and job stress.

2. Workplace Stress in IT

IT professionals often deal with heavy workloads, which increases their stress levels (Sharma & Gupta, 2020). Long working hours and high performance expectations can cause anxiety and burnout (Kumar & Rao, 2019). According to Smith et al. (2018), employees in high-stress IT jobs often experience health issues related to stress.

3. Gender-Based Stress Differences

In the IT industry, females face a unique type of stress such as workplace bias, lesser chance for promotion, and difficulty managing personal life. (Patel & Mehta, 2019).

According to Reddy & Das (2022), women's stress is caused by being stuck in your job without any growth and on gender impact. While men usually feel pressure due to financial responsibilities (Singh & Verma, 2020).

Rachel Goldstein (2011) conducted a survey to compare the stress levels of women in different countries. Many trusted news channels, like CNN and Reuters, also did similar studies. These surveys found that Indian women have more stress than women in other countries. The main reason is that many women try to manage both work and home responsibilities at the same time.

A study at HCL Bangalore (Kumar et al., 2014) reported that 98% of IT employees experience work-related stress, especially younger professionals (ages 20-29) due to long working hours and heavy workloads.

4. Coping Strategies & Organizational Support

Studies indicate that men often rely on time management techniques and skill enhancement to handle workplace stress (Fernandez & Raj, 2017), whereas women are more likely to benefit from social networks, flexible work schedules, and mindfulness activities (Kaur & Sharma, 2018). To tackle stress-related issues that are unique to each gender, IT companies ought to prioritize inclusive human resource strategies, well-organized mentorship programs, and initiatives aimed at promoting mental well-being (Malik et al., 2021).

5. Research Gaps

A lot of research has done on workplace stress in IT industries but not that much focuses on different between on men and women in IT Industry also there are not enough study on how different job roles and company culture affect the stress level for male and female employees this study aim is to fill gap providing useful insight to how stress affect men and women differently in IT

6. Conclusion

although the workplace Stress research is studied a lot but there are not enough research on how differently stress level is between men and women in IT industry the aim of this study is to help create workplace rules that support equally to men and women to improve their mental health and work life balance

Reasons for Workplace Stress

Workplace stress can arise due to several factors, including:

1. High workload
2. Poor communication between employees and management
3. Long and irregular working hours
4. Difficulty in balancing work and personal life
5. Job insecurity and fear of losing employment
6. Limited time for family and self-care

Methodology

Aim – The IT Sector tries to find out how much stress male and female employees face in the IT industry and what factors are causing this stress at work.

Objectives:

1. To find out the overall stress levels of male and female IT employees using proper assessment methods.
2. To understand the main reasons for stress in employees based on gender differences.
3. To see how job roles and responsibilities affect stress levels.
4. To compare the work-life balance problems of male and female employees and how they impact stress.

Hypothesis:

Workplace stress is something that both men and women experience, but the levels and reasons might be different. This study is based on two possible assumptions:

H1: Male employees deal with more stress at work compared to female employees.

H2: Female employees deal with more stress at work compared to male employees.

Variable:

Independent Variable: The amount of stress that employees experience in their workplace.

Dependent Variable: How stress levels change based on whether the employee is a man or a woman.

Research Design: This research will include both numerical data and people's real experiences to understand stress in the workplace. The aim is to explore the main reasons behind workplace stress for IT employees and see if men and women experience it differently. This study will focus on IT professionals working in Pune.

Sample Selection: To get a proper mix of participants, the study will follow a stratified sampling method. Employees from different backgrounds and job positions will be selected, mainly within the 18-35 age range. This is because professionals in this age group often face different levels of job pressure and expectations.

Research Methods:

Quantitative Research: Surveys & Questionnaires: Employees will be asked to fill out forms about their job stress, mental health, and work-related issues.

Data Analysis: The responses will be studied to find patterns and compare stress levels between men and women.

Observations: Employees' reactions to stressful situations at work will be noted to understand how they deal with pressure.

Qualitative Research: Interviews & Group Discussions: Conversations with employees to learn about their experiences, how they handle stress, and the difficulties they face at work.

Case Studies: Examining real-life work scenarios to see how gender affects stress perception.
Mixed-Methods Approach: Combining survey data with personal insights to get a complete picture of gender-based stress differences and coping strategies.

This approach provides a detailed understanding of workplace stress in the IT sector, helping create better policies for employee well-being

Conclusion**Survey Results & Hypothesis Analysis**

More Stress in Male Employees: Male employees, especially those working in HR and engineering, experience high stress due to heavy workload, tight deadlines, and difficulty in balancing work and personal life. Many senior employees, like Principal Engineers and HR professionals, report frequent stress. This supports H1 (Male employees experience more workplace stress than female employees).

Moderate Stress in Female Employees: Female employees experience stress occasionally. The main reasons include long working hours, job insecurity, and difficulties in maintaining work-life balance. Some women also report facing workplace discrimination, which is less common for men.

Workplace Support & Stress Management: Employees with flexible work options, mental health support, and work-from-home choices feel less stress. Many employees manage stress by taking breaks, talking to colleagues, and doing yoga or meditation.

Final Conclusion: The study mostly supports H1 (Male employees feel more workplace stress than female employees). But stress reasons are different men suffers with workload, while women face problems like discrimination and job insecurity.

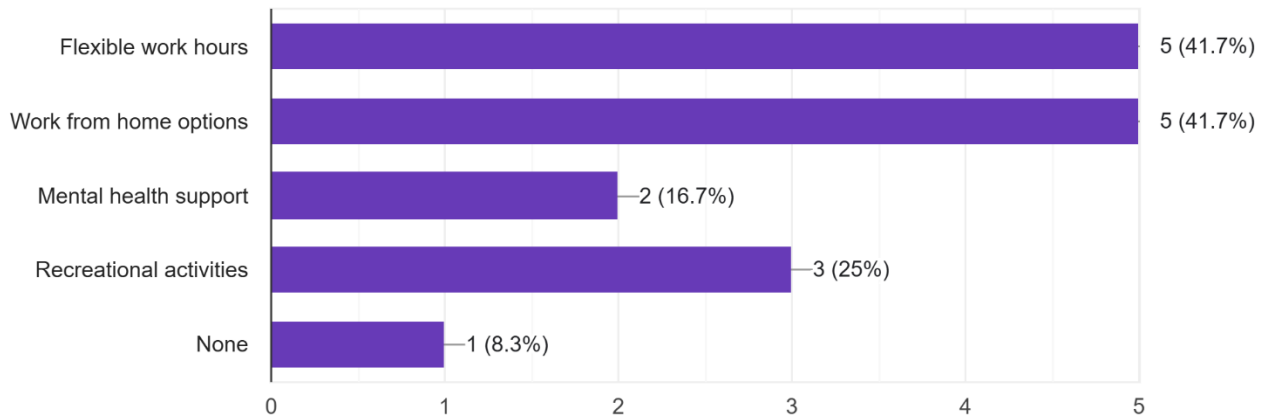
Recommendations:

Companies should help employees by improving work-life balance, providing mental health support, and making fair policies to reduce workload and workplace discrimination

Result

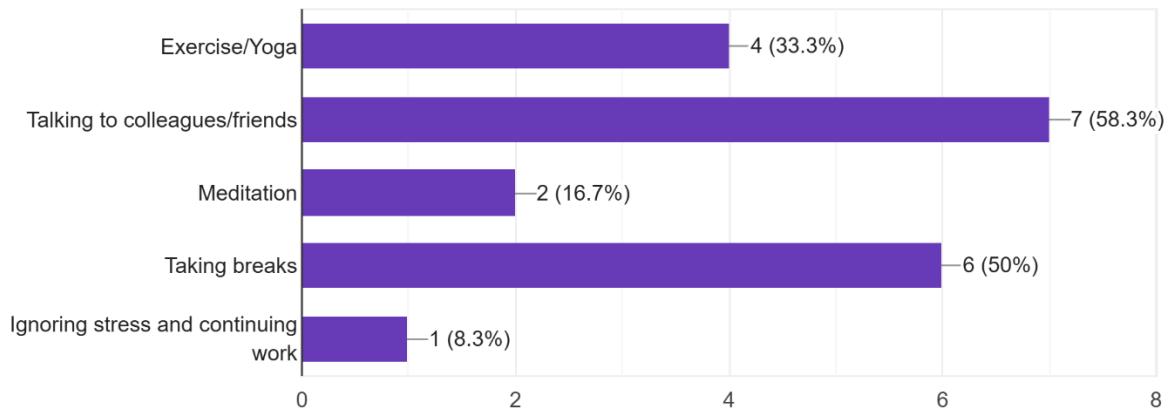
What facilities does your workplace provide to reduce stress?

12 responses



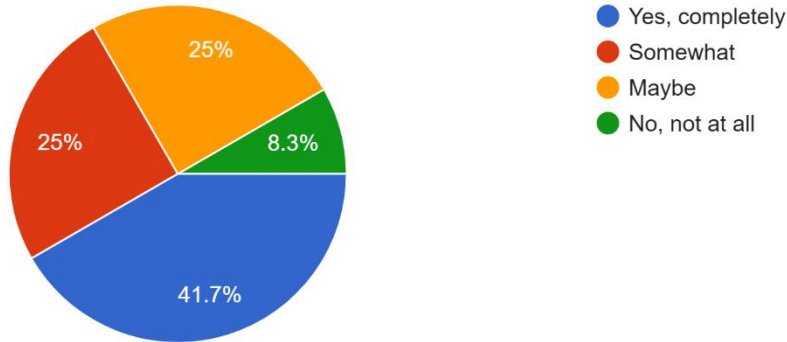
What strategies do you use to manage stress?

12 responses



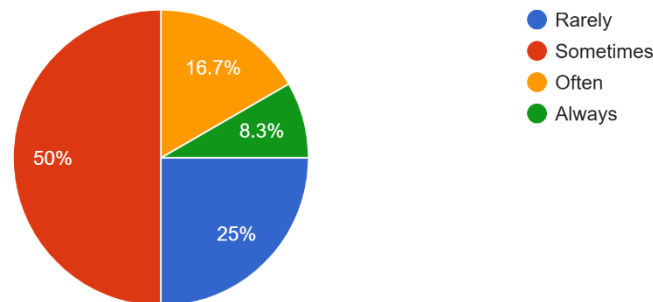
Does your company support work-life balance?

12 responses



How often do you feel stressed at work?

12 responses



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