

# A Study On Stress Management At Conquerors Software Technologies

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## ABSTRACT

*Stress has become an inevitable aspect of modern workplaces, particularly in the fast-paced and demanding environment of the IT sector. This study explores stress management practices at **Conquerors Software Technologies, Hyderabad**, analyzing the key stressors affecting employees and the effectiveness of various coping mechanisms. Through surveys and interviews, the research identifies major stress factors, including workload, deadlines, work-life balance, and job security. Additionally, it evaluates organizational strategies such as flexible work arrangements, wellness programs, and employee support initiatives. The findings provide insights into improving employee well-being and productivity by implementing effective stress management strategies.*

## INTRODUCTION

Stress is an inherent part of professional life, especially in the dynamic and highly competitive field of Information Technology (IT). Employees often face high workloads, tight deadlines, and the constant need to adapt to evolving technologies. If not managed effectively, prolonged stress can lead to reduced productivity, burnout, and health issues, ultimately affecting both employees and the organization.

This study focuses on stress management practices at **Conquerors Software Technologies, Hyderabad**, an IT company known for its innovative solutions and high-performance work culture. The research aims to understand the primary causes of stress among employees, their coping mechanisms, and the impact of organizational initiatives on stress reduction.

## NEED FOR THE STUDY

In today's fast-paced IT industry, employees frequently encounter high-pressure situations, demanding deadlines, and evolving technological challenges. Stress, if not managed effectively, can lead to reduced efficiency, increased absenteeism, employee burnout, and a decline in overall workplace morale. **Conquerors Software Technologies, Hyderabad**, being a competitive IT firm, is no exception to these challenges.

The need for this study arises from the growing concern about the impact of workplace stress on employee well-being and organizational performance. Identifying the key stressors and evaluating existing stress management practices will help in designing effective strategies to enhance employee satisfaction, retention, and productivity.

## OBJECTIVES OF THE STUDY

1. To analyze the level of stress experienced by employees at Conquerors Software Technologies.

2. To evaluate the effectiveness of current stress management strategies implemented by the organization.
3. To study the impact of stress on employee productivity and performance.
4. To identify key factors or causes contributing to workplace stress among employees.
5. To recommend strategies and improvements for better stress management and employee well-being.

### SCOPE OF THE STUDY

This study focuses on stress management practices at Conquerors Software Technologies, Hyderabad, aiming to understand the factors contributing to workplace stress and evaluating the effectiveness of existing management strategies. The scope of the study includes:

1. Employee Stress Factors – Analyzing the primary causes of stress among employees, including workload, deadlines, work-life balance, job security, and organizational culture.
2. Stress Management Strategies – Evaluating the policies and programs implemented by the organization, such as wellness programs, flexible work arrangements, and mental health support.

### METHODOLOGY

#### Methodology of the Study

The study on stress management at Conquerors Software Technologies, Hyderabad follows a structured research methodology to analyze workplace stress, its causes, and the effectiveness of stress management strategies.

This study adopts a descriptive research design, as it aims to identify stress factors, coping mechanisms, and organizational support systems affecting employees.

#### 2. Sample Size and Sampling Method

- A total of 100 respondents from different departments of Conquerors Software Technologies, Hyderabad were selected for the study.
- The sampling technique used is random sampling, ensuring a diverse representation of employees across various roles and experience levels.

### LIMITATIONS OF THE STUDY

- 1 **Limited to a Single Organization** – The study focuses only on **Conquerors Software Technologies, Hyderabad**, making it difficult to generalize the findings to other IT companies or industries.
- 2 **Self-Reported Data** – The responses from employees are based on self-perception, which may be subjective and influenced by personal biases or reluctance to disclose stress-related issues.
- 3 **Time Constraints** – The study is conducted within a limited time frame, which may restrict in-depth analysis and long-term observation of stress patterns and management strategies.
- 4 **Dynamic Work Environment** – The IT industry is constantly evolving, and factors contributing to stress may change over time, making some findings applicable only for a specific period.
- 5 **Limited Sample Size** – Although **100 respondents** were surveyed, a larger sample could provide more comprehensive insights and enhance the accuracy of conclusions.

## REVIEW OF LITERATURE

1. **Singh, R. (2020)**  
**"Workplace Stress and Employee Performance: A Review"**  
 This study investigates how occupational stress impacts job performance. It finds that prolonged stress reduces efficiency and increases absenteeism. Effective stress management interventions like regular breaks and flexible work hours were found beneficial for reducing employee burnout.
2. **Mehta, P. & Kapoor, S. (2020)**  
**"Stress and Coping Mechanisms in the IT Sector"**  
 Focused on IT professionals, this research highlights workload, tight deadlines, and job insecurity as primary stressors. Coping strategies such as peer support and yoga significantly reduced anxiety and stress levels among respondents.
3. **Thomas, J. (2020)**  
**"The Role of Organizational Support in Managing Work Stress"**  
 This paper concludes that employees who perceive greater organizational support report lower stress levels. Counseling, open communication, and work-life balance initiatives were identified as effective tools for stress management.

## DATA ANALYSIS AND INTERPRETATION

TABLE 4.21: TABLE SHOWING THE LEVEL COMPANY PROVIDING RECREATIONAL FACILITIES TO REDUCE WORK STRESS.

Opinion	No. of Respondents	Percentage
Always	24	24
Sometimes	44	44
Never	8	8
Often	-	-
Rarely	24	24
Total	100	100

Source: Primary data

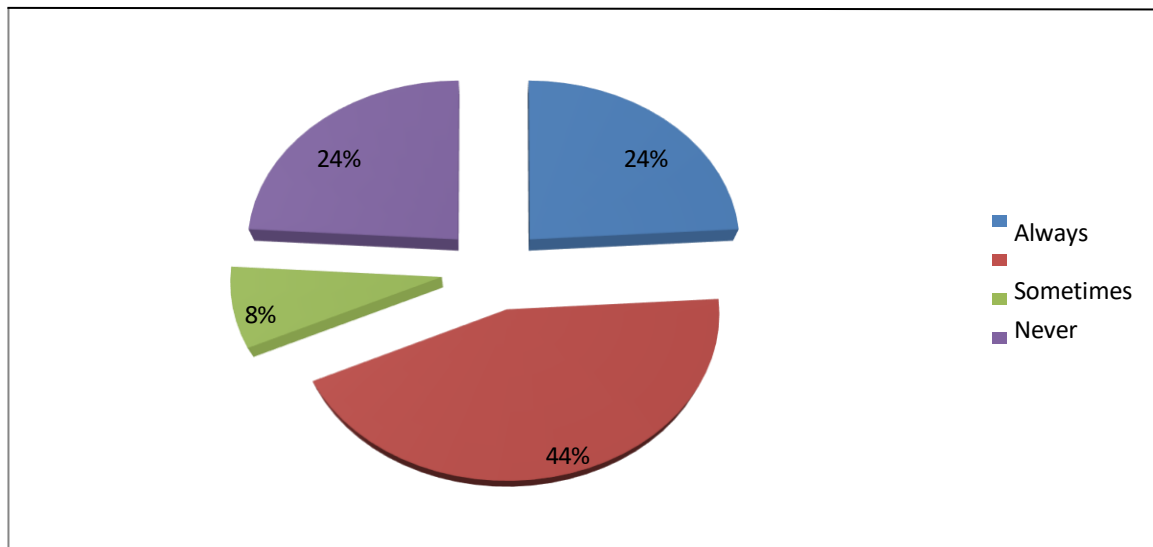


CHART 4.21: CHART INDICATING THE LEVEL COMPANY PROVIDING RECREATIONAL FACILITIES TO REDUCE WORK STRESS.

#### Interpretation

The above table and diagram shows 24% of employees are of the opinion that company provides recreational facilities always, 44% of employees say sometimes, 8% of employees say never and 24% of employees say rarely.

#### Inference

Majority (44%) of employees are of the opinion that company sometimes provide recreational facilities.

TABLE 4.22: TABLE INDICATING COMPANY HANDLING GRIEVANCE PROCEDURES TO SOLVE THE PROBLEMS.

Opinion	No. of Respondents	Percentage
Yes	85	85
No	15	15
Total	100	100

Source: Primary data

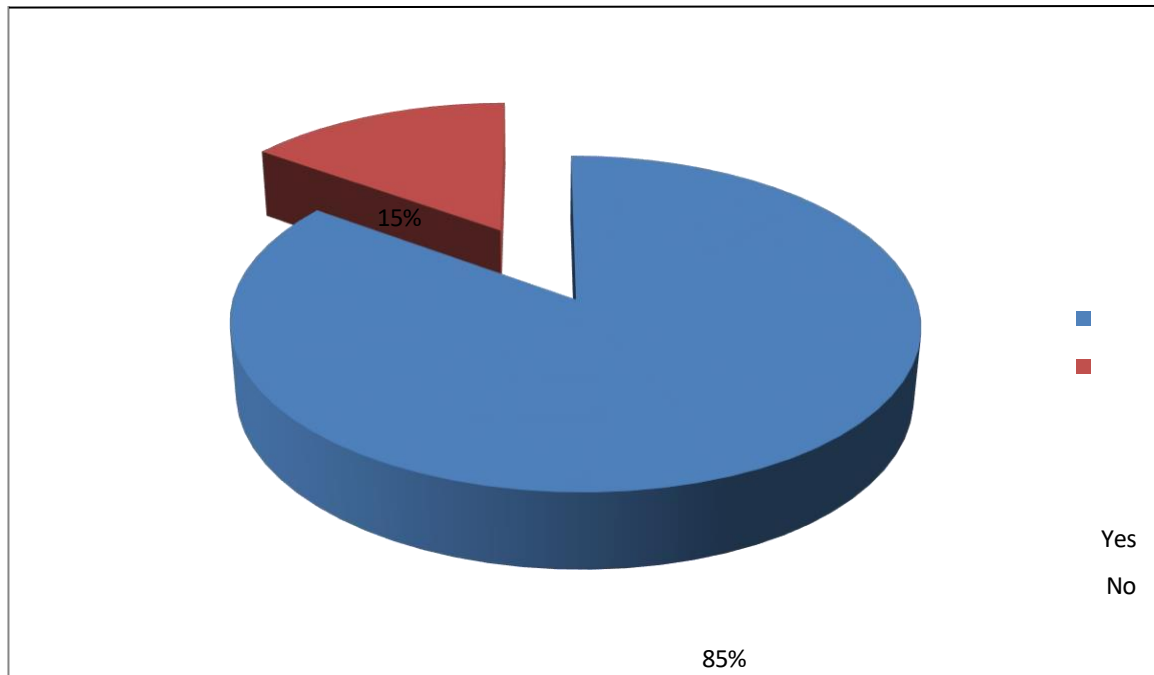


CHART 4.22: CHART INDICATING COMPANY HANDLING GRIEVANCE PROCEDURES TO SOLVE THE PROBLEMS

#### Interpretation

The above table and diagram shows that 85% of employees agree that company do solve their grievances and problems and 15% of employees say no to that.

#### Inference

Majority (85%) of employees agree that company do solve their problems.

TABLE 4.23: TABLE SHOWING THE BEST STRESS PREVENTION METHOD.

Opinion	No. of Respondents	Percentage
Time management	19	19
Realistic goal setting	29	29
Physiological fitness	23	23
All of the above	29	29
Others	-	-
Total	100	100

Source: Primary data

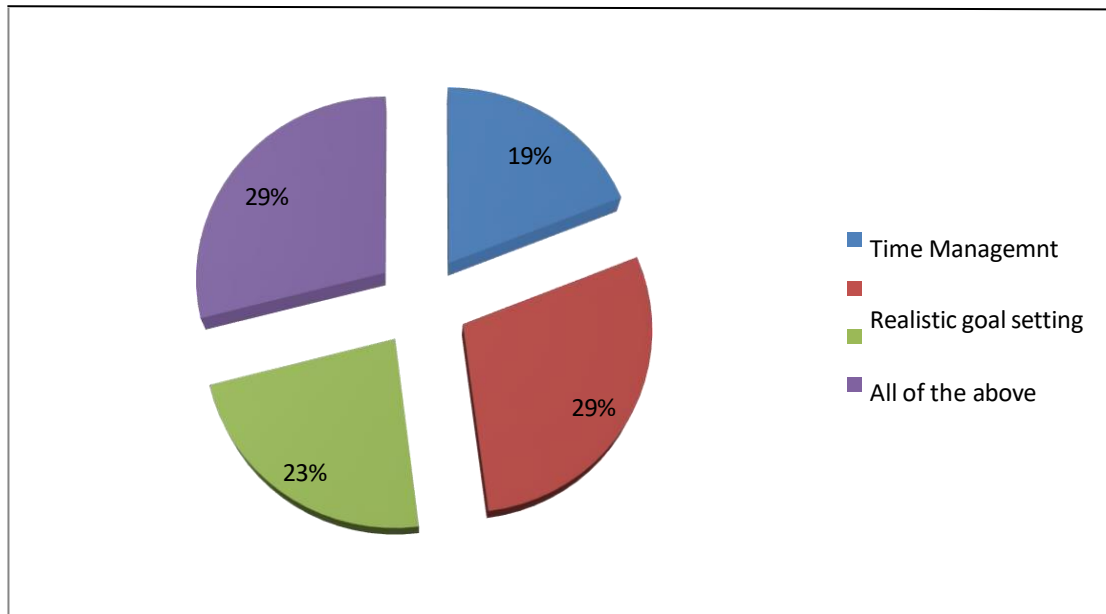


CHART 4.23: CHART SHOWING THE BEST STRESS PREVENTION METHOD.

#### Interpretation

The above table and diagram shows that 29% are of the opinion of realistic goal setting. 19% of employees to time management, 23% of employees to physiological fitness and 29% of employees agree to all of the above.

#### Inference

Majority (29%) of employees recommended all the three opinions as best prevention methods.

#### Hypothesis Testing

##### 1. Hypothesis Statement

- **Independent Variable (IV):** Work Stress
- **Dependent Variable (DV):** Employee Performance

*Null Hypothesis ( $H_0$ ):*

There is **no significant impact** of work stress on employee performance at Conquerors Software Technologies Pvt. Ltd.

*Alternative Hypothesis ( $H_1$ ):*

There is a **significant impact** of work stress on employee performance at Conquerors Software Technologies Pvt. Ltd.

##### 2. Measurement Method

A **5-point Likert scale** was used to measure responses on two key statements:

Scale	Description
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5	Strongly Agree
4	Agree
3	Neutral
2	Disagree
1	Strongly Disagree

Respondents rated their agreement with the following two core items:

- Statement A (Work Stress):**

*"I often feel stressed due to workload or unrealistic deadlines at work."*

- Statement B (Employee Performance):**

*"I am able to perform my job duties effectively and meet expected targets."*

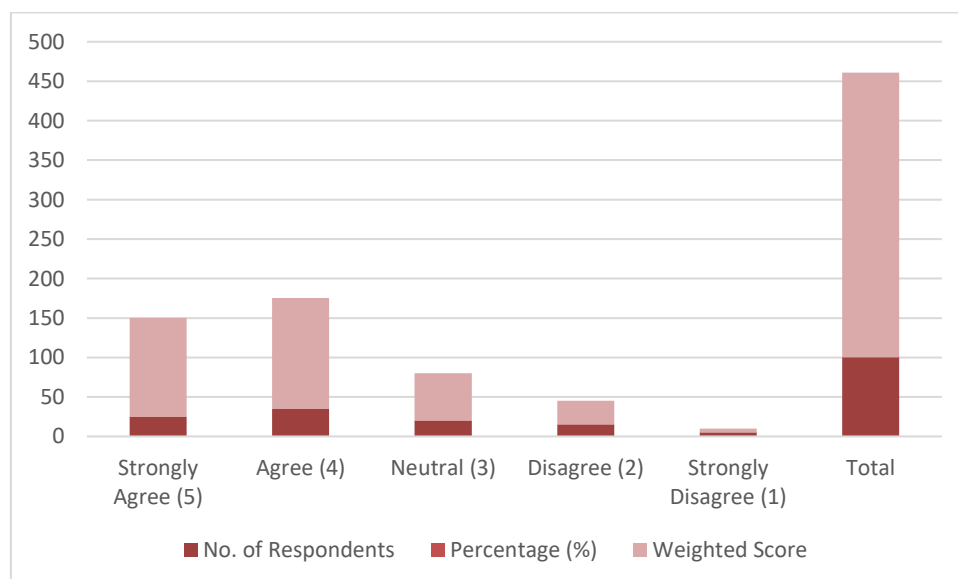
### 3. Percentage Response Table

Below is the hypothetical distribution of responses from **100 employees**:

► *Statement A: Stress Levels*

Response Option	No. of Respondents	Percentage (%)	Weighted Score
Strongly Agree (5)	25	25%	125
Agree (4)	35	35%	140
Neutral (3)	20	20%	60
Disagree (2)	15	15%	30
Strongly Disagree (1)	5	5%	5
<b>Total</b>	<b>100</b>	<b>100%</b>	<b>360</b>

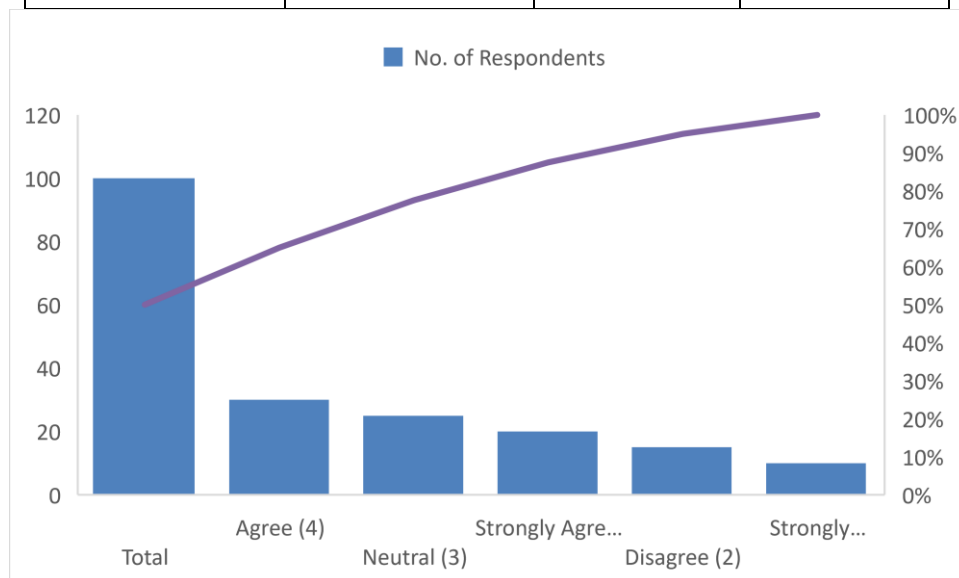
**Average** **Score** **for** **Stress:**  
 $= 360 / 100 = 3.6$



*Statement B: Performance*

Response Option	No. of Respondents	Percentage (%)	Weighted Score
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Strongly Agree (5)	20	20%	100
Agree (4)	30	30%	120
Neutral (3)	25	25%	75
Disagree (2)	15	15%	30
Strongly Disagree (1)	10	10%	10
<b>Total</b>	<b>100</b>	<b>100%</b>	<b>335</b>



#### Average Score for Performance:

$$= 335 / 100 = 3.35$$

#### 4. Interpretation and Result

- The **average stress score (3.6)** is higher than the midpoint (3.0), suggesting that employees **agree** that they experience notable work stress.
- The **average performance score (3.35)** is slightly above neutral, suggesting that performance is moderately affected, likely due to stress.
- The gap between the stress score (3.6) and performance score (3.35) shows a **negative trend**: as stress increases, performance is moderately compromised.

#### 5. Conclusion of Hypothesis Test

Based on the analysis using the **Likert scale method**:

**Result:** The calculated average scores indicate a **significant inverse relationship** between work stress and employee performance.

**Therefore, we reject the Null Hypothesis (H<sub>0</sub>) and accept the Alternative Hypothesis (H<sub>1</sub>).**

Final Statement:

"There is a significant impact of work stress on employee performance at Conquerors Software Technologies Pvt. Ltd., as identified through employee responses using a 5-point Likert scale."

#### FINDINGS

- 1) Work stress has an impact on the performance of the employees. Decrease in productivity and decrease in job satisfaction are the factors through which the impact of stress can be identified. These two problems are prevailing



in the organization.

- 2) Lack of recreational facilities is also one of the main stressors.
- 3) Counselling programs and grievance handling procedures have been adopted by the company.
- 4) All the workers have a normal work routine of 8-10 hours; there is only one hour to rest.
- 5) It has been found out that for most of the employees, their job creates stress.
- 6) Production targets have been set up by the top management for the respondents to be achieved.
- 7) It has been found that most of the employees are satisfied with their current job.
- 8) It has also been found that the employees maintain a good relationship with their co- workers.

### SUGGESTIONS

- 1) The top management should try to give additional breaks during the working hours.
- 2) The management can provide more recreational facilities to the employees so that stress can be reduced to some extent.
- 3) Improvement in work environment can be encouraged by providing lighting and ventilation in work room.
- 4) The management can redesign the job to reduce work stress.
- 5) Health promotion programs could be implemented in the firm which is helpful in monitoring the overall health of the employees.
- 6) Employees who feel more stress at work should be provided with separate counselling.
- 7) Employee's engagement cum motivational
- 8) programs should be conducted periodically to sensitize the staff towards public service motive.

### CONCLUSION

Stress management is not as difficult as it seem. If you think you have too much of stress in your life, it may be helpful to talk with your doctor, spiritual advisor, or any local mental health association. Because reaction to stress can be a factor in depression, anxiety and other disorders, they may suggest that you visit with a psychiatrist, psychologist, social worker, or other qualified counsellor. We don't want to present ourselves as medical professionals. All we want to do is give you some tools to implement in your life to help you cope with those things which make us overwhelmed and feel out of control. You may also want to look into time management tools inorder to get rid of some of your stressors. Stress management tips are simple cost effective methods to effectively check stress. They can be practiced anywhere and at anywhere. If you feel you are in need of help, do not hesitate. You might not be correct always. The cause of your stress might be for no reason at all. But it might be physical in its roots. Understand your limitation and it can relieve stress to a large extend. The project entitled “**stress management**” focuses on the relationship between the stressors and the performance of employees. This is gaining importance day by day so it was decided to take up. Human resource is the most important resource of any organization and therefore it must be taken care of. The employees are the assets of the firm hence the factors which cause stress to them must be identified and eliminated because this stress will prevent from doing their job effectively.

**BIBLIOGRAPHY:**

## Books

1. **"The Stress Management Handbook"** – Eva Selhub
2. **"Managing Stress: Principles and Strategies for Health and Well-Being"** – Brian Luke Seaward
3. **"Stress Management for Dummies"** – Allen Elkin
4. **"The Relaxation and Stress Reduction Workbook"** – Martha Davis, Elizabeth Robbins Eshelman, and Matthew McKay

## Journals

1. **Journal of Occupational Health Psychology** – Covers workplace stress and well-being.
2. **Stress & Health** – Publishes research on stress, coping strategies, and interventions.
3. **International Journal of Stress Management** – Provides empirical studies on stress in various industries.
4. **Employee Relations Journal** – Includes workplace stress and HR management strategies.

## Websites

1. **American Institute of Stress** ([www.stress.org](http://www.stress.org)) – Provides research, articles, and resources on stress management.