CHAPTER- 6

Conclusion

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6.1 Conclusion (Work stress and its impact on employees' productivity)

6.2 Further Research Scope:

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The fast-paced and demanding information technology (IT) sector poses several issues in the modern workplace that might negatively impact workers' well-being.

➢ Stress is a widespread problem that has become a significant concern for many in IT and other industries. The variables that lead to stress are numerous and intricate, ranging from constant technology improvements to high-pressure workplaces and tight project deadlines.

➢ The present research has explored the complex relationship between stress development among IT professionals and its other aspects, looking at its root causes, symptoms, and effects. The research's thorough investigation of organizational, environmental, and individual factors has allowed us to understand better the wide range of stressors that challenge IT professionals, from role ambiguity and job insecurity to workload constraints and tight timetables.

➢ The research has also illuminated stress's negative consequences on worker productivity, well-being, and job satisfaction, underscoring the critical need for preventative treatments and encouraging actions.

➢ The study of stress among IT sector workers highlighted an intricate combination of occupational, psychological, and demographic factors.

➢ Resistant measures the statistical analyses by applying Cronbach alpha, correlation, regression, and normality tests. The Kruskal Wallis test has yielded important new information about the complex nature of stress and its multiple drivers. Based on it, several relationships unfolded between the various demographic factors like gender, age, residence, income, marital status, etc., and aspects of work stress and their effect on productivity and career choices.

➢ Among the prominent ones are employees' ages and residences. As explained above, these can severely affect not only their professional but also their personal lives.

- Work stress within an employee can engender consequential ramifications, exerting an extreme influence not only on the individual but also on the organization he is associated with and, by extension, on the entire economy itself.
- The main goal of this study is to enlighten organizations and companies working in the core IT sector about the prevalence of stress among their workforce and its effects. It even informs enterprises about developing the methodologies required as a preventative strategy against employee stress.

6.2 Further Research Scope:

While this study's results will help comprehend the stress that IT industry employees face, there is certainly room for more investigation to overcome gaps in knowledge and research and the limitations prevailing in the field today.

- First, the study's exclusive emphasis on a particular area of the world or a country like India in a state like Gujarat limits how broadly the conclusions can be applied.
- Subsequent investigations may broaden their focus to include several Indian states, facilitating a comparative evaluation of organizational stressors that impact employees' productivity and work stress.
- Furthermore, although the current study may focus on the development of stress and its effects on an employee's different aspects of life, future research may explore additional aspects of stress in the IT industry, such as stress's impact on company growth, market implications, and societal influence.
- Furthermore, investigating the effects of stress on organized and unorganized elements of the IT workforce may provide thorough insights into industry-wide issues and help develop innovative and effective solutions. Qualitative approaches, such as focus groups or interviews, can add depth and complexity to the quantitative findings, making the study outcomes richer.

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