Impact of Work Stress on Work-Life Balance: A Study at Femtosoft Technology

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Abstract: The information technology industry with its fast-track innovation and challenging deadlines tends to exert tremendous amounts of stress over the employees working there. Here is a study on the interface between work stress and work-life balance among workers in Femtosoft Technology. Descriptive and correlational research designs have been used with structured questionnaires as primary data and statistical packages such as correlation, regression, ANOVA, and thematic analysis. It shows that workload, management pressure, and deadline all play crucial roles in producing job stress leading to work-life imbalance. It proposes organizational intervention through flexible work arrangements, well-being initiatives, and supportive managerial policies.

Keywords: Job Stress, Work-Life Balance, IT Industry, Employee Well-Being, Organizational Performance, Stress Management.

I.INTRODUCTION

It has never been easier for work-life balance to become challenging in the fast-paced competitive scenario of the day, especially when it comes to the IT industry. Femtosoft Technology's reputation for being innovative and with a fast tempo requires high output, which ultimately results in job stress. Not only does stress affect the individual's personal well-being but organizational performance as well. This research is a study on how job stress affects work-life balance for Femtosoft employees and presents solutions as well as advice on how these problems may be avoided.

II.REVIEW OF LITERATURE

Studies indicate a significant association between job stress and work-life imbalance. Parasuraman and Simmers (2001) noted the impact of job type and gender on work-family conflict. Thornthwaite (2004) discovered that flexible work programs could alleviate work-life tensions. Mesmer-Magnus & Viswesvaran (2006) underlined the organizational support as crucial in managing work-life balance. Other authors such as Hayman (2005) and Drew and Murtagh (2005) validated the necessity of work-life policies to enhance the satisfaction of employees and organizational commitment.

III.RESEARCH METHODOLOGY

Research Design
Descriptive and correlational designs were employed to determine the correlation between work-life balance and job stress.
Sampling Method
Simple Random Sampling was employed for unbiased sampling of participants.
Data Collection
Data was gathered through a structured questionnaire on demographics, job stress variables, and work-life balance variables.
Data Analysis
Descriptive Statistics (mean, frequency distribution, standard deviation).
Inferential Statistics (correlation, regression, ANOVA).
Thematic and Content Analysis for open-ended answers.
Data Analysis and Interpretation
Descriptive Statistics
40.3% of the workers indicated that they never suffered from work-related stress.

39.0% cited workload as the principal reason for stress.

39.0% of respondents were not happy with their existing work-life balance.

Inferential Analysis

ANOVA showed significant differences in satisfaction with work-life balance ($p = 0.030$).

Correlation analysis showed that workload was positively correlated with the level of stress.

Regression analysis indicated that job stress highly predicts work-life balance problems.

Thematic Analysis

Open-ended questions indicated a need for flexible working hours, mental health facilities, and additional reward programs.

Discussion

The results show that although most employees are able to cope with stress, a significant number are faced with work-life conflicts brought about by workload, management pressure, and stringent deadlines. Lack of work-life balance has contributed to decreased job satisfaction, low morale, high absenteeism, and increased turnover intentions. In comparison, workers with flexible working arrangements indicated greater work-life integration.

IV. FINDINGS

Main Stressors: Workload, management pressure, and unrealistic deadlines.

Impact: Stress impacts personal well-being, interpersonal relationships, and general job satisfaction.

Organizational Role: Absence of mental health initiatives and flexible work arrangements worsens stress.

Employee Preferences: Wellness programs, communication improvements, and flexible work policies.

V. RECOMMENDATIONS

Flexible Work Policies: Adopt remote work, flexible work hours, and reduced overtime.

Wellness Initiatives: Provide counselling, stress management classes, and wellness rewards.

Leadership: Educate managers to observe symptoms of stress and assist the employees accordingly.

Recognition Plans: Periodically acknowledge and recognize the contributions made by employees.

Workload Planning: Specify reasonable deadlines and motivate improved practices in delegation.

VI. CONCLUSION

Job pressure plays a significant role in work-life balance among Femtosoft Technology's IT staff. Stressors could be alleviated with wise HR strategies to promote the well-being of employees and the prosperity of the organization. Creating an enabling, accommodating, and health-oriented work environment would help maintain productivity and employee morale.

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