

# Why the IT women are more stressed than the other working women in India?

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**Abstract:** India is a booming hub for software related jobs; women are equally getting a better employment as men. Though women are getting job most of the women are not able to withstand in the IT industry for a long time or not able to level up in their career. Because the IT work culture is new to Indian women family structure is more complex than the western world. Though Indian women are mentally strong and capable of multiple tasking in due course they are developing stress.

**Index Terms:** Indian women, stress, IT industry

## I. INTRODUCTION

### *Multiple roles and professional women:*

Indian family structure is the most complex family set up in the world. In olden days people are in the joint family and the work of the women is to take care of household chores and to take care of the kids. And in the joint family there will be more women members and the work will be shared by them. Financial and other outside works will be taken care by the male members of the family. But now Indian families are undergoing rapid changes due to the increased pace of urbanization and modernization. Indian women belonging to all classes have entered into paid occupations. At the present time, Indian women's exposure to educational opportunities is substantially higher than it was some decades ago, especially in the urban setting. This has opened new vistas, increased awareness and raised aspirations of personal growth. This, along with economic pressure, has been instrumental in influencing women's decision to enter the work force. Most studies of employed married women in India have reported economic need as being the primary reason given for working.

### *IT industry in India:*

The Information Technology (IT) sector in India holds the distinction of advancing the country into the new-age economy. The growth momentum attained by the overall economy since the late 1990s to a great extent can be owed to the IT sector, well supported by a liberalized policy regime with reduction in telecommunication cost and import duties on hardware and software. Perceptible is the transformation since liberalization – India today is the world leader in information technology and business outsourcing. Correspondingly, the industry's contribution to India's GDP has grown significantly from 1.2% in 1999-2000 to around 4.8% in FY06, and has been estimated to cross 5% in FY07. The sector has been growing at an annual rate of 28% per annum since FY01.

## II. WOMEN IN IT INDUSTRY IN INDIA

Women have always been the centrifugal force in a society and this is not just the story of the modern times. It has its roots from ancient times. Women have always been portrayed stereotypes within the society but now is the time for change and a change being brought by women themselves.

The talent pool of qualified women professionals must be effectively tapped to strengthen industry and the economy.

### *Effects of multiple roles:*

Multiple role-playing has been found to have both positive and negative effects on the mental health and well-being of professional women. In certain instances, women with multiple roles reported better physical and psychological health than women with less role involvement. In other words, they cherished motivational stimulation, self-esteem, a sense of control, physical stamina, and bursts of energy. However, multiple roles have also been found to cause a variety of adverse effects on women's mental and physical health, including loss of appetite, insomnia, overindulgence, and back pains.

An increasing number of articles have promoted the importance of work-life balance. This highlights the current concern within society and organizations about the impact of multiple roles on the health and well-being of professional women and its implications regarding work and family performance, and women's role in society.

### *Work-family conflict and family-work conflict in a IT women's life:*

Work-life balance is the maintenance of a balance between responsibilities at work and at home. Work and family have increasingly become antagonist spheres, equally greedy of energy and time and responsible for work-family conflict (WFC). These conflicts are intensified by the "cultural contradictions of motherhood", as women are increasingly encouraged to seek self-fulfillment in demanding careers; they also face intensified pressures to sacrifice themselves for their children by providing "intensive parenting", highly involved childrearing and development. Additional problems faced by employed women are those associated with finding adequate, affordable access to child and elderly care.

Difference between IT work and other work

1. Different work culture

2. Different working zone.
3. Need to work and interact with different people.
4. Having daily, weekly and monthly deadlines to finish off their work.
5. Need to work in multiple projects.
6. Need to learn new technologies and keep us updated to withstand in the company.
7. Need to travel abroad on long and short time basis.
8. No stipulated working hours ,sometimes need to work
9. No consideration for women
10. Women need a high exposure in the real time happenings.
11. Cannot take leave as we wish.

### III. CONCLUSION

Though IT provides a good source of income to women and give a financial rise in the family,

Women working in IT industry undergo a tremendous stress particularly married women with kids. The researcher believes that a best supporting structure should be provided for all the women, the most valuable asset on the earth.

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