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## A STUDY ON TIME MANAGEMENT AND PROFESSIONAL STRESS AMONG IT SECTOR EMPLOYEES OF INFO PARK KOCHI

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### Author's Introduction:

**Dr. Shobita. P. S.** is serving as Assistant Professor, St. Albert's College (Autonomous) Ernakulam and she holds her Doctorate degree in Management from Bhatrathiyar University after completing her Master's in Business Administration. She is an avid management academician with 5 years of teaching experience and 5 years of industrial experience with special interest in the area of Management and Human Resources. She has taken several path-breaking initiatives to train students to explore the world of new trends in Management and train the students in innovation and skill development. So far she has presented and published more than 5 Research Articles in various journals.

### Abstract:

**T**he present research aims to investigate the relationship and between time management and professional stress among IT Sector employees of Info park Kochi. The study also investigates the gender difference in the variables of time management and professional stress. The sample consists of 80 respondents from various IT firms of Info Park Kochi. Questionnaires on 'How organize are you' and 'Professional life Stress scale' was used to assess the time management and professional

stress of IT sector employees. Karl Pearson coefficient of Correlation and t-test was used for the analysis of data. Results show a significant negative correlation between the variables time management and professional stress. The study also shows that there is no significant difference between genders (males and females) on the variables of time management and professional stress among IT Sector employees of Info Park Kochi.

**Keywords:** Stress, Stress at Workplace, Time Management, Anxiety, IT Sector .etc.

**Introduction:**

Time is considered the most valuable commodity in our lives, and the development of other sources is dependent on the presence and availability of time. The behavior of time management was first defined in late 1950. Time management means to optimally use the time available and that includes aspects of planning, goal setting, prioritizing goals and activities, communications, and delegation. Time management is very important in professional life. Recent changes in IT Sector have been effective in the work of employees and the time used by them. It suggests that IT sector employees are required to work more strictly and smartly due to long work hours to carry out more of their day to day tasks, in a limited time. Effective application of time management skills helps in stress reduction, increased creativity, self-efficiency, and satisfaction of employees. Time management skill is one of the criteria that are used by employees which results in successful performance.

Time Management can be defined as the ability to prioritize or schedule and execute ones responsibilities to personal satisfaction. Firms that look for greater

productivity invest their own time and money in creative consultants to train and educate their employees to manage time more efficiently.

Proper utilization of tools and techniques to do specific tasks is referred to Time management. These techniques can help with the most precious possession that is time. Normally when we hear of time management we just compare it with business or work related activities, but later on, the term was widened to include personal activities as well. Time management is very essential to get rid of professional as well as personal stress. The most important thing to manage time is to set goals; daily, weekly, monthly, yearly, and long-range. Time management is necessary because of the faster pace of life, acute competition, quicker means of communication, and globalization.

Stress is an inevitable part of living. The way one thinks, feels, and experiences stress differ from each other with some degree of stress in ones' routine life. Therefore, it cannot be avoided; rather it must be managed. According to Schafe, stress is present forever; it is a universal feature of life. Stress is a condition or feeling of emotional/mental or physical strainer

tension. Stress can arise from any event or thought process that makes one feel angry, frustrated or nervous. Stress is known as one's body's reaction to a condition or situation. In brief stress can be positive, when it helps one to avoid problems or meet a deadline on time. Some many different signs and symptoms can indicate when someone is having difficulty coping with the amount of stress they are experiencing physical, psychosocial, and behavior problems. Among physical signs headaches, chest pain, shortness of breath, pounding heart, high blood pressure, muscle aches, indigestion, constipation or diarrhea, increased perspiration, fatigue, insomnia, and frequent illness are common. Within psychosocial problems anxiety, irritability, sadness, defensiveness, anger, mood swings, hypersensitivity, apathy, depression, slowed thinking, or racing thoughts; feelings of helplessness, hopelessness, or being trapped could be found. Such Circumstances, situations or any reactions that is perceived to be an issue or problem is referred to as a stressor or that which causes or promotes stress.

People react to stress in different ways. Some people cope or adjust in a much better way than others and suffer little of the harmful effects of stress. Just as stress faced is different for different

individual, it also differs as a function of one's occupation. There are few jobs or occupations which are inherently more stressful than others. Stress result in both physical and mental illness depending on the nature of work rendered. Evidence from a growing body of research suggests that certain individuals, in a variety of occupations, are increasingly exposed to unacceptable levels of job-related stress.

Workplace stress happens when there is a dispute or unrest between job requirement on the employees and the amount of control the employees have on controlling the work process which results in physical and emotional stress. To generalize demand for high job requirement and low control over situation leads to high stress at work. Workplace stress can arise from a particular situation or due to many reasons. This will have effects on both employees and employers alike. Professional stress is harmful to the physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker.

National Institute for Occupational Safety and Health (NIOSH) identified health care professionals,

managers, academicians, engineers the most stressful occupations. Time management at work is an essential skill to master if one wants to become more efficient and experience less stress in the workplace. If time is managed well at work, it helps to achieve more in a day. Now a day in workplace, time seems to be very less. An employee confronted with an increasing number of tasks required to be done daily, in a very busy workplace, can be very stressful. However, no task is difficult if one know how to apply good time management at work.

#### **Review of Literature:**

**Shazia Nasrullah, Muhammad Saqib Khan (2015)** did a study to find the relationship between academic achievements and time management skills of students. Time management is very important and it may affect an individual's overall performance and achievements. It is seen that all of these are related in one way or the other on how a particular student manage his or her time to match their routine habits and living. One who manages time well is always successful. However, some of the students do not have good time management skills that have negatively affect their life and their academics. The time used by students

doing their higher studies is related to their daily routines and activities. Students' time management can also affect the stress level of students as they need to cope with their tasks and their achievements. For this research data were collected from the students of Science and Technology to find out how effectively they are managing their time for achieving their academic standards.

**Arezoo Mohamadkhani Ghiasvand, FarzanaAhmadi, and Meim anat Hosseini (2017)** The purpose of the study was to determine the relationship between time management skills and anxiety of nursing students in Tehran medical sciences universities. This research was done with the help of 441 nursing students in three medical universities in Tehran. Random stratified sampling was done to select the samples. Primary data were collected using standard questionnaires, for all the variables Time Management Questionnaire (TMQ), Spielberger State-Trait Anxiety Inventory (STAI), and Academic Motivation Scale (AMS), and Demographical questionnaires was used. Data were analyzed using SPSS 18 software with descriptive and analytical statistics such as ANOVA, independent t-test, Regression, and Pearson Correlation Coefficient. It was found that respondents had a moderate level of time management

skills (49%), State Anxiety (58%), Trait Anxiety (60%), and Academic Motivation (58%). The analysis also depicts a statistically significant negative correlation between the respondents TMQ scores and the state anxiety ( $r = -0.282$ ,  $p < 0.001$ ) and trait anxiety scores ( $r = -0.325$ ,  $p < 0.001$ ). Moreover, there was a statistically significant positive correlation between the students' TMQ scores and AMS scores ( $r = 0.279$ ,  $p < 0.001$ ). It was found that it is necessary to plan for improving time management skills to enhance academic motivation and reduce anxiety rates among nursing students.

**Kamaldeep Bhui, Sokratis Dinos, Magdalena Galant-Miecznikowska, Bertine de Jongh, and Stephen Stansfeld (2016)** In their study to identify Perceptions of work stress causes and effective interventions in employees working in public, private and non-governmental organizations (NGOs). Qualitative interviews were conducted with 51 employees from a range of organizations. It was found that adverse working conditions and management practices as common causes of work stress. Stress-generating management practices and procedures shows unrealistic need and demand, lack of proper support, unfair behaviors, unfair treatment, poor

decisions, lack of appreciation, effort-reward imbalance, conflicting roles, lack of transparency, and unsatisfactory communication.

Organizational involvement and cooperation were considered as an effective way to lower stress if they improve management styles, policies and procedures also include physical exercise, taking breaks between work, and ensuring adequate time for planning work tasks as appropriate.

### Objective:

The purpose of the study is to investigate that good time managers face less stress. The factors that influence the performance of IT Sector employees can be explored by this study. This research also helps to know how to manage time and prevent the stress face due to disorganized behavior. The benefit of this research will be for researchers, students, IT Sector employees, and the people of all other fields of life.

- The main objective of the study was to find out the relationship between time management and professional stress among the IT Sector employees of Info Park Kochi.
- The study also aims at analyzing the relationship between time



management and professional stress among different genders in IT Sector employees of Info Park Kochi.

### **Limitations:**

The present study has a few limitations. Respondents of the study were selected from only Info Park Kochi, therefore the sample was small in diversity, and this factor may limit the generalization of results.

### **Hypotheses:**

Ho: There will be a significant relationship between time management and professional stress among IT Sector employees.

Ho: There will be a significant difference between male and female employees in the IT Sector.

### **Research Methodology:**

According to Best (1977), Research methodology is a systematic investigation and is the more formal, systematic intensive process of carrying on the scientific method of analysis. The research work was descriptive. A descriptive research design is a popular method concerned with describing the characteristics of a particular individual or a group. The researchers identified the

respondents using convenient sampling. Age group selected for the study was 20 to 50 years. The minimum qualification of the respondents was graduation along with work experience for more than 6 months. The study was confined to the IT Sector employees of Info Park Kochi.

Both primary and secondary data were used for the research. The primary data was gathered through an online questionnaire survey from IT Sector employees of Info Park Kochi. Data was collected with the help of a standard online questionnaire. The secondary data required for the study was collected from journals, review articles, websites, etc. Data required for the study was collected from 80 respondents.

### **Demographic Variables:**

The data were collected using the Demographic Questionnaire. Demographic information form consisted of the item which focused on respondent's age, gender, marital status, education, and work experience, and monthly income and information based on which respondents were selected for the present study. Following the standardized test, forms were used to find out the result.

**How Organized are you?**

Time management was analyzed using a scale developed by Ferguson. It consists of 10 items with yes and no answers. Respondents marking ‘yes’ response was credited with 1 and marking ‘no’ was credited 0. The total score was calculated by adding the sum of all item’s score which ranges from 0-10. Low scores indicate good time managers and high scores specify vice versa.

report questionnaire was used to measure the professional stress level of employees. It consists of 45 questions (with choice answers) posing 22 items ranging from bodily symptoms (e.g. sleeplessness) and 23 questions about the achieving of personal/professional goals. Data were analyzed using SPSS software with descriptive and analytical statistics such as independent t-test and Pearson Correlation Coefficient.

**Professional Life Stress Scale:**

Professional Life Stress Scale developed by Fontana which is a self-

**Analysis and Interpretation**

**Table 1**  
**Correlation between time management and professional stress among IT Sector employees (N=80)**

Correlation			
S.No.			Professional Stress
1	Time Management	Pearson Correlation	-0.586**
		Sig. (2-tailed)	0.000
		N	80
** . Correlation is not significant at the 0.01 level **P < .01(2-tailed).			

The above table shows the Correlation between the variables Time Management and Professional Stress and that the correlation coefficient suggests that time management is negatively correlated with professional life stress (r= - 0.586, p <

0.01) as the independent variable, time increases and the dependent variable, stress decreases, is significantly different from zero (P<0.001). Hence the null hypothesis is rejected.

**Table 2**

**Independent Sample t-Test for Time Management and Stress Scores in Gender in IT Sector employees (N = 80)**

Scales	Gender	N	M	SD	t	P
Time Management	Male	68	16.18	6.97	-0.518	0.345
	Female	12	14.84	4.86		
Stress	Male	68	16.18	6.97	-0.894	0.172
	Female	12	14.84	4.86		

\*\* p > .01

The above table shows the relationship between time management and professional stress among different gender. Results depicted in table 2 shows no significant gender differences on the variables (t= -0.518 & t=-0.894 respectively, p> .01). Hence Hypothesis 2 is rejected.

**Findings:**

Time management has a significant relationship with stress among IT sector employees. It indicates that if employees use good time management strategies then the level of the stress will be minimized. It was mentioned that male respondents of the research stay longer at the job and use time management behavior. Moreover, a reduction in job stress may enhance the retention of employees. This shows that Time management is positively related with various outcomes like: job

satisfaction, organizational performance, burnout, and health-related behaviors.

The second hypothesis of the study found no significant difference between male and female employees of the IT Sector. The results of the resent study showed that males (M= 16.1839, SD= 6.97092) have a greater mean than females (M= 14.8462, SD= 4.86220). When jobs between genders are equated, women and men show comparable levels of job satisfaction, particularly in managerial and professional work.

**Conclusion:**

In summary, the results of the present study show a moderate level of time management skill and Professional Stress among the IT sector employees of Info Park Kochi, and also a Negative correlation between time management and professional stress. Such results indicate that employees of Info Park Kochi are well organized and will manage their stress easily.



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