



A STUDY ON FACTORS AFFECTING EMPLOYEE'S EMOTIONAL STABILITY IN INFORMATION TECHNOLOGY SECTOR AT CHENNAI

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ABSTRACT:

Purpose – Emotional stability enables an employee's understand feelings and control emotions in different situations. The present research tested the factors affecting emotional stability to ascertain the subjects to Stress, depression, anxiety, and self-consciousness.

Design/methodology/approach – This research focuses on the IT industry as a single research, using of regression analysis to identify the employee's emotional stability involving the employees of the IT industry in Chennai.

Findings– This research shows how stress, anxiety, depression, and self-consciousness will affect the employee's emotional stability in their workplace, and emotionally stable employees as well perform better. This study examines the relationship between emotional stability and its factors. (Stress, depression, anxiety, and self-consciousness)

Research limitations/implications– This research contributes to the growing literature on employee's emotional stability and the factors of employees,

this study focuses on IT employees in Chennai.

Practical implications –This research offers IT employees reduces stress and anxiety dealing with emotional stability, showing the create an emotionally stable atmosphere for employees in their working conditions.

Originality/value: This paper gets investigates the factors affecting the emotional stability of employees. This paper will identify the employee's stress, anxiety, depression, and self-consciousness

Keywords: emotional stability, stress, anxiety, depression, and self-consciousness

1. INTRODUCTION:

DePater, I. E., Judge, and T. A 2004. Emotional demands of human service employees are called major contributors to burnout particularly once the service recipient's unit of measurement experiences distress anger panic emotional stability refers to the state of a private that permits him to have applicable feelings concerning common experiences and act in an exceedingly rational manner. **Cyders, M. A., Gregory T., & Smith, G. T. (2009)** it's a method during which the temperament is unending contending an even bigger



sense of emotional health each intra-physically and intra-personally we tend to all or seek stability in an exceeding technique or another and it is after we cannot manage our emotions that unpleasant consequences result and relations area unit broke reception and then within the point.

1.1 Job stress: Job stress is the harmful emotional and physical responses that occur when the requirements of the work do not match the capabilities of resources or needs of the employees. **Ozer, D. J. (1997).** The employee's job stress can lead to negative health and even physical injury. Job stress can be a negative impact on employee work performance in various sectors.

1.2 Depression: Depression is more than low mood; it is a serious condition that has an impact on people's mental and physical health. **Brewer , M. B. , and Chen , (2007)¹.** Depression can involve the feeling of sadness and low mood for long periods of time for example (weeks, months, or years). The study will establish the impact of depression and emotional stability overcome issues for improved emotional stability. **Erez , M., and Gati , E. (2004)⁴.**

1.3 Self-consciousness: Self-consciousness is a sense of awareness of one person. It is not confused with consciousness is tas qualia. **Gargano, G. M. (1988)** Peoples are conscious not only of the world around them but also themselves, their work, their body language, and their mental health. They are that self-conscious. **Martocchio, J. J. (2001).** Self – consciousness can be understood as an awareness of one person. The present and past aspects of self-consciousness refer to the two tempering intent that qualifies that self-conscious experience.

1.4 Anxiety: Crawford, J. R. (2005) Anxiety can be normal in stressful conditions such as speaking or taking a test. Anxiety is the only indicator of disease when feelings become excessive, for daily living in humans. Anxiety in the human body natural response to stress. It feels fear or apprehension about what's received. It's normal to feel anxious about changes to the place, changing jobs, jobs taking a test. Ordinary anxiety is a feeling that comes and goes but isn't interfere with your routine life.

2. REVIEW OF LITERATURE:



Nair and Bhatnagar (2011), within are “besides organizational factors, dispositional factors like emotional stability are related to workplace deviant behavior. Emotional stability has been defined because the extent to which individuals are who calm and stable is besieged and are less likely to encounter negatively. **Kaliski (2007)** within the thesis “emotional stability makes the person satisfied with his job and it'll result in increased the Organization income likewise the achievement of its goals because the happy employees have stable Emotions. It's now proven testable emotional employee results in covering Organization problem solutions. **Spector (1997)** within the thesis “employees in inaction can contribute to their goal if the worker is post positive and only stable as they need the inclination to be calm, confident, and secure. **Horwitz, A. V. (2011)**. The organization desires back-up, identification in the market, gain, and ending to the goals of the f organization because it all depends on glad staff and the staff temperament is most enthusiastic about it stable emotions of the worker build outlined approach to person's temperament. **Chaturvedi (2010)** says that

temperament is rotating around feelingly stability it's established emotional stability is critical far or a person's life, job, health, well his society. , Hence emotional stability is admittedly the strengthening of temperament. Stable feelings create a temperament good and it will indicate the proper life vogue and job activity the person has to have stable emotions. (**Thoits, 1989; cited in Chu, 2002**). says that Emotions are feelings that people expertise, interpret, reflect on, express, and manage feeling may additionally be outlined as an elaborate state of feelings that brings out physical continued to say that emotionalism is expounded to psychological phenomena along with temperament, temperament mood and, motivation. **Ahmed, A., & Ramzan, M. (2013)** Employees' job stress is an outcome or response to possible stimulation in the environs nowadays days, job stress to become more leads s to the low morale of employees. The factors for job stress can be technological changes comfortable lifestyles, and various social employees' job satisfaction can be both productive and counterproductive. **Harvey SB, Henderson M (2018)** several numbers of reasons for employee aggression stability including reduced



concentration, fatigue, disband td for poor motivation. Most of the research has relied employees to rate their own le of productivity. Employees are reduced aggression for the job because then performance is increasing.

Riemann, (2018) Anxiety is one of the common disorders. It occurs as a result of occurs nations of employees may decide the physiological structure, decide dental factors, and employees' anxiety. The working environment is the employee that can cause chronicity. Anxiety can impact employees' mental and physical health.

3. STATEMENT OF THE PROBLEM:

Ozer, D. J. (1997) Employees are the biggest assets of every organization retaining the right employees for the right job brings necessary to find out the how emotional stability of employees.

Luminet, O. (2007) to identify the emotional stability and its factors on employees. Relevant literature has weekends of literature and the literature that research on emotional stability has been done mostly related to performance.

4. OBJECTIVES OF THE STUDY:

- To investigate the impact of Stress, depression, anxiety, and self-consciousness on emotional stability.
- To identify which factor is highly influenced on emotional stability.

5. SCOPE OF THE STUDY:

Salleh, M. R.'s (2008) study focused on the employees of the IT sector that are restricted in Chennai city. Over more everyone is conducted work out the various emotional stability of employees to work among the employees work the IT sector. This study is restricted only to the employees of the IT sector within Chennai city.

6. HYPOTHESIS OF PRESENT RESEARCH

H₀: There is no significant relationship between emotional stability and their factors i.e. (anxiety, stress, depression, and self-consciousness).

H₁: There is a significant relationship between emotional stability and their factors i.e. (anxiety, stress, depression, and self-consciousness).

7. RESEARCH METHODOLOGY:



7.1 Research area: This study was conducted with Chennai city IT sector employees.

7.2 Sampling Technique: The method of sampling that is used is purposive sampling. The used because the study focuses on only the IT sector.

7.3 Sample size: the number of the sample size used for the study is 216 respondents.

Respondents.

Gender	Male	Frequency	Percentage
			154
	Female	62	28.7
	Total	216	100.0
Age	20-25	93	43.1
	26-30	61	28.2
	31-35	35	16.2
	35 above	27	12.5
	Total	216	100.0
Marital Status	Single	97	44.9
	Married	119	55.1
	Total	216	100.0
Qualification	Under Graduate	160	74.1
	Post Graduate	56	25.9
	Total	216	100.0
Experience	1-5 years	67	31.0
	6-10 years	93	43.1
	11-20 years	38	17.6
	20 & above	18	8.3
	Total	216	100.0
Salary	below 15000	135	62.5
	15001 - 25000	64	29.6
	25001-40000	16	7.4
	40000 & Above	1	.5
	Total	216	100.0

Source: Prepared by Author (2023)

Proposed Research Model:



Inference:

Table no V.1.1 shows the demography variable taken for the study. The table shows that in this study under the gender category 71.3% of the respondents are male, and 28.7% of the respondents are female. In the age category, 43.1% of the respondents are in the 20-25 age category, 28.2% of the respondents are in the 26-30 age category, 16.2% of the respondents are in the 31-35 age category, 12.5% of the respondents are at 35 above age category. In the income category, 62.5% of the respondents are at an income level less than Rs.15, 000 below category 29.6% of the respondents are at an income level of Rs.15001 to Rs.250, 00 in the category of the marital status of the employees 55.1% of the respondent’s married

8. DATA ANALYSIS AND INTERPRETATION

The data contained in this study were analyzed by statistical methods such as Descriptive statistics, multiple regression analysis to apply using the Social Science Statistics Package (SPSS). Version 25.

8.1 DEMOGRAPHY ANALYSIS:

Table 1 Showing the Socio and Demographical Profile of the



category on unmarried 44.90% .in the experience of the respondents 1-5 years 31%, 43.1% respondents are 6-10 years, 17.60% of the respondents 11-20 years and above 20 years of experience 8.3%. The table shows the qualification of the respondents 74.1% are undergraduates and 25.9% of the respondents are postgraduates.

8.2 REGRESSION ANALYSIS

The cause-and-effect relationship between multiple variables is analyzed by regression analysis. The dependent variable and independent variable relationship were analyzed by regression analysis. In this study, the table value shows the factors affecting employees' emotional stability of stress, depression, self-consciousness, and depression.

Table No 2

Model Summary table with columns: Model, R, R Square, Adjusted R Square, Std. Error of the Estimate

Source: Prepared by Author (2023)

Inference

Table No: 3 shows an R-Value that denotes the correlation between the dependent and independent variables. R-value of .828, indicating an 82% correlation between the predicting variables and Emotional stability. R-Square denotes the total variation for the

dependent variable that the independent variables could explain. This result indicates that 62% of the variability in the criterion can be explained by all the predictors combined. The adjusted R2 presented how well the model was generalized.

Table No: 3

ANOVA table with columns: Model, Sum of Squares, df, Mean Square, F, Sig.

Source: Prepared by Author (2023)

Inference:

ANOVA provided cross-validation. The regression equation explained a significant portion of the variance of the dependent variable based on a statistically significant part of the variation. The F-test was used to assess the model's fit to the data because the p-value of F at the 99% confidence level demonstrates a good fit. We can conclude that the fitted model is significant, as the P-Value of F Statistics is 0.00, and the present research model is less than the significance level (alpha = 5%).



Table No: 4

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	3.601	.748		4.815	.000
	stress	-.723	.122	-.591	-5.904	.000
	Self-consciousness	.792	.116	.725	6.849	.000
	Anxiety	.615	.042	.657	14.732	.000

a. Dependent Variable: Emotional stability

Source: Prepared by Author (2023)

Inference:

Table No: 4 shows the non-standardized and standardized beta coefficients, and the t-values for each are reported. The model specification indicates that the dependent variable Y is a linear combination of parameters in linear regression. The value should be below the acceptable significance level of the study. The 95% confidence interval for this study is less than 0.05. Null hypotheses are rejected or not rejected based on significant values.

The Regression Equation is:

Emotional Stability = 3.601 + Stress (-.723) + Self-consciousness (.792) + Anxiety (.615)

The above equation proved that the Independent Variables (Stress, Self-consciousness, Anxiety) were Significant to the statistical Value of the Dependent variable (Emotional Stability).

9. RESULT AND DISCUSSION:

Since the outcome of the regression analysis, it is prospect the independent features the emotional stability and their influenced the stress, anxiety, depression and self-consciousness factors of the IT sector. Hence the researcher suggest that the organization to implement definite approach that prompts that above factors more which effects in improve employees emotional stability in organizations. In this research the researcher find the emotional stability and their factors strongly influences of the IT employees.

10. CONCLUSION AND SUGGESTION:

The study on employee emotional stability focuses on identifying the factors affecting the emotional stability of IT employees in Chennai. The hired hand feels stress on their job and employees are low emotional stability work then the presentation of IT employees will be affected. This is important for an organization’s need for employees and brings them a good atmosphere and fulfills their needs.

This study focuses on established employees in the IT industry as factors of emotional stability. The performance of the IT industry depends on the employees. Organizations need to



enhance the performance of the employee management should control over the stress, depression, anxiety, and self-consciousness of the high position of the employee's emotional stability. The operation needs to increase the conducted Yoga class, and corporate well-being programs, meditation classes of the employees it will be helpful for the employees to overcome their stress, anxiety, depression, and self-consciousness.

11. LIMITATIONS OF THE STUDY:

The limitations are:

The students conducted only to the employee within in IT sector employees in Chennai city. Therefore, the results may change when it's covered with other areas.

There wasn't enough time for employees to listen to the purpose of the research and were biased to give their opinion.

Employees do not support the questionnaire enough to answer the research

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