

# Analytical Research on Anxiety of Reengineering With Information Technology Employees

Dr. S. Manimekalai<sup>1</sup>

<sup>1</sup>Head, Department of Information Technology, Thanthai Hans Roever College, Perambalur, Tamilnadu, India

**Abstract:** *This research proposal has the combination of three related innovations of 1) Anxiety; 2) Benefits, Information Technology Employees working places and 3) Data mining employees monitoring technologies. The objectives of this research is the outline of the major issues relating to the Information Technology Employees workplace and provide a balanced outlook that identifies the emerging issues and succeeding, that tension has stretched out to the computer-mediated work environment as employees are becoming increasingly aware of the ways management can employ technologies. Pressure in working place and home, lack of support system, such as elders and the mismatch of expectations are the reasons for disharmony between couples & alienation [2]. Management must create a dynamic, robust environment that allows for successful reengineering. Employee reports are more productive and more engaged in their work when they able to balance the demands of work with other aspects of their lives. Enhancements in physical and mental health are also associated with workplace flexibility. Types of Exposure and mediating variables (i.e. Job characteristics, appraisal of exposure) seem to influence the effect on the user's health as well being. Hence it seems that the relationship between exposure to technology and the worker's health and well being is rather complex.*

**Keywords:** Anxiety, Information Technology Employees at work places, Benefits, Information Technology Employees at work places, Data mining employees monitoring technologies

## 1. Introduction

A lot of research has been directed into anxiety for the past years. A portion of the hypotheses behind it are now settled and accepted; others are still being researched and debated. During this time, there appears to have been something approaching open warfare between competing theories and definitions: Views have been passionately held and aggressively defended.

Hans Selye was one of the founding fathers of stress research. His view in 1956 was that "stress is not necessarily something bad – it all depends on how you take it. The stress of exhilarating, creative, successful work is beneficial, while that of failure, humiliation or infection is detrimental". Hans Selye believed that the biochemical effects of stress would be experienced irrespective of whether the situation was positive or negative [10].

In general, stress is related to both external and internal factors. External factors of the physical environment as well as job, the interaction with others, handling situations at home, facing challenges and difficulties, more expectations you're faced with consistently. Internal factors focus your body's capacity to react to, and manage, the external stress instigating variables. Internal factors which impact your skill to handle stress take in to nutritious status, overall emotional health and fitness levels, and the measure of sleep and rest you get. Employees were experiencing high levels of stress due to various factors such as high workload and targets, deadlines, nature of work, lack of job satisfaction, working long hours, pressure to perform, etc.

Change in working practices, such as the introduction of new technology or the alternation of new technology or the alternative of targets may cause stress, or stress may be

incorporated with an organized' structure. Organizational stress can be measured by absence and the quality of work.

**Table 1:** Reason for Anxiety

No	Reason of Stress	Percentage
1	Lack of job security	90%
2	Overworked	86%
3	Financial problem	84%
4	Salary not match with responsibility	80%
5	Unreasonable demands for performance	72%
6	Conflict between job and family responsibilities	70%
7	Long hours	50%
8	Change in family	42%
9	Office policies and conflicts	20%
10	No participation in decision	15%

Employees report that they are more beneficial and engage in their work when they able to balance the demands of work with other aspects of their lives. Enhancements in physical and mental health are also associated with workplace flexibility. Information technology affects people's Personnel and professional lives. The following is evidence linking flexible work options to employee and family prosperity. Various inquiries encompass the issue of workplace surveillance related to the ethical nature of management's ability to monitor employees' computer interactions. The objectives of this paper is the outline of the major issues relating to workplace surveillance, to identify the emerging issues and subsequent privacy concerns from the employee's perspective, the motivation management's decision to employ monitoring technologies in the workplace.

Furthermore, to date, studies on information technology and workers' health and well being use rather general and nonspecific indicators such as psychosomatic complaints, anxiety or minor psychiatric morbidity (e.g. As measured by the general health questionnaire) Warr (1987) has argued that instead of this context free measures, work related indicators

of health and well being should be employed in organizational research [9].

## 2. Frame Work

A Large portion of the current writing spotlights of the relationship between declining IT prices. IT Increase the use of a related skill demand. A simple, powerful, but often forgotten premise is that information technology must serve people. When this premise is applied, IT can be distilled down to the applications or tools, resources, and services that support an organization's delivery of products or services. Each of these categories can still be broken down into their most detailed component, but remain in a person's context.

Virtually all people and organizations acutely feel the effects of information technology. We feel empowered to do almost anything with the graphics and computing power that is instantly available at our fingertips. We often live in a boundary less, 24/7/365 world in both our professional and personal lives because of IT [13].

Organizational development specialists believe that the IT community itself is responsible for underperformance, failure, and executives' not embracing technology. This is driven by ignorance of human and organizational factors; self-sustaining technical methods and communication; and no apparent incentives for IT professionals to embrace holistic, people, or business philosophies [14]. IT education and training methods are often cited as being ineffective or creating problems for leaders in their relationship with information technology. Leaders and the entire organization can be literally being forced to learn and use technology by their IT staff and trainers [12].

There are a number of theories and solutions proposed to address people or corporate leader's issues with information technology. The starting point for improvements and solutions should be communicated about information technology itself. Fundamental communication principles such as active listening, empathy with the audience, and clear language are sorely needed in the industry today.

Another approach is called for leaders to practice the philosophy where information technology is part of our nervous system, extending our memories and capabilities, creating new information channels, and the vehicle for leadership in an organization. Executives would embrace technology more readily if they really understood it leverages time, communicates, coaches, shapes culture, and enhances personal thinking. The information systems must also evolve and become relevant to corporate leaders in the core functions of thinking, deciding, and communicating [11].

The most important part of the solution may be proper IT education and training. Executive education could provide leaders with fundamental IT understanding and working knowledge of its benefits. IT training, sensitized to adult learners, could guide leaders in their personal development of information technology skills [12].

Our methodology introduces the additional role of complementarities among information technology, workplace organization, and product innovation as drivers of the SBTC. This methodology introduces various extra commonly causal links, which we deliberately investigate for the remainder of this section.

## 3. Implications of Declining IT Prices

The rapid and continuing decline in the prices of computing and increases in the force, and change of computer systems is an exogenous and capable change of the firm. As computers have become faster, smaller, cheaper, more flexible, and easier to network together, the quality-adjusted real price of computers has been declining at a compound rate of about 20 percent per year through the mid-1990s. These progressions and comparative changes in technical complements in computers lead to grow rapidly demand for IT. The growth in demand means that firms must regularly readjust their computer capital stocks.

The progress of IT investment at the firm level is not, in any case, smooth and direct. Better estimation and communication connected with IT change the information accessible inside the firm. In case of writing the various reports of such impacts: changes in authority relationships, decentralization of decision authority, shifts in the task content of clerks', operatives', professionals', and managers' work, and changes in reward schemes, among others [15]. This is a source of complementarily between interests in IT and re-organization of the firm.

## 4. Suggestions for Labor Demand

The essential distinction between our methodology and previous work on computers and skill based technical change is that we look inside the black box of the firm working place organization and evolving attitudes. On a fundamental level, IT could be a complement or substitute for skilled laborers lying upon how the innovation utilized. However, the literature on implementing IT in organizations also proposes two ways by which IT-intensive production might be more skill intensive, especially if the complementary changes in organizational practices [15]. We call these restricted substitution and information overload.

## 5. Complementarity of Worker Skill and Organizational Change

Besides, irrespective of the laborer most affected, computers will generally change the way that human work measured, controlled, or reported [16]. This will create various indirect flows from computers to labor demand, mediated by organizational change. Work may be restructured to allot routine, well-defined symbol processing subtasks to computers while differentiating out subtasks obliging human skills. For instance, centralized databases enable individual workers to have the necessary information to complete an entire process that was generally divided, which shifts workers from a role of functional specialist to process generalist [17].

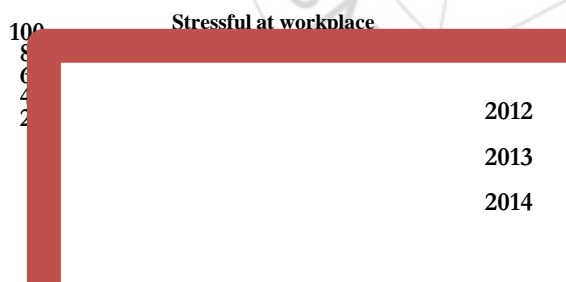
## 6. Objectives & Methodology

### 1) Objectives

Now a day the corporate sector is booming in a high speed that the people have to work for prolonged hours to maintain the way of life and accomplish their fundamental needs. So the condition in the hospitals, Universities, BPO's and lots of other places. Now having more modern technologies and facilities, individuals are feeling themselves to be work loaded and stressed. The purpose of this research has dramatic change in business processes utilizing information technology as Reengineering.

### 2) Issues

- How a Workplace Wellness Program Can helps when your employees are stressed, very likely there is one essential drive and a few optional reasons. For instance, a worker may suffer stress due to poor interpersonal relationships with other workers and problems communicating.
- A healthy employee will have enough energy to move on and find an alternative job, but the unhealthy employee may suffer even more physical maladies from stress and plunge into depression. An employee who is viewing others gets terminated or laid off to think always like "When will my job become an end?". For reducing the job stress many stages are there.
- Get a clear idea about the job description to keep away from miscommunications that cause stress, and to make sure you are doing tasks within your sphere of responsibility only.
- Inside the organization your position has changed due to your training is not in the field where you are working asked by a supervisor to do things far outside work hours and responsibilities described. If you like the company you work for but most the people answer is "I hate this job".



**Figure 1:** How Stressful is your work environment?

A workplace that supports stress management through workplace wellness programmed helps their employees to handle pressure better and stay healthy when they are in stress. Likewise communicates something specific that their organization thinks about them. This provides physical as well emotional support for fighting the effects of stress.

Findings from our employee survey show a worrying trend loss of work-life balance. We have to do something before this starts hampering Productivity and staff well-being.

To explore the hypothesis that the Information Technology Employees culture and Concern have working places

- Anxiety, depression, and other mental and emotional problems and disorders
- Family and relationship issues
- Substance abuse and other addictions
- Sexual abuse and domestic violence
- Absenteeism
- Career change and occupational stress
- Social and emotional challenges identified with disability and illness
- Adopting to life transitions

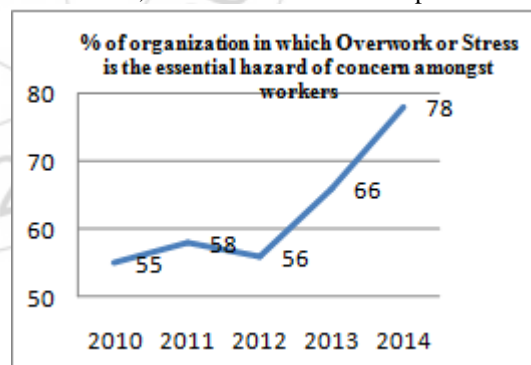
### 3) Methodology

Technology is changing so rapidly, we have come to expect people and organizational structures to do the same. IT project teams that promise quick results are only setting themselves up for disappointment. If Business Process Reengineering is approach with inadequate skills in the employee base, very little training and support programs, and without input during the design stage by employees, change at a moderate pace is extremely difficult.

The opportunities of IT coupled with a realistic look at workforce skills are causing high levels of stress and personal imbalance in employees. Reengineering must include the dramatic enhancement of our process in relation to people. Unmanaged reactions to stressful events create a chain reaction that inhibits learning and clouds perceptions.

The following statements reinforce the above statement:

1. With the recent restructuring and the faster cycle of Business process in Reengineering, IT employee is finding work pressure difficult to cope with. To find it hard to coach them to cope with the transition.
2. Due to heavy workload and family responsibilities suffer very anxious. Later the employee start taking medicine to calm themselves, but it doesn't seem to help.



**Figure 2:** Due to Overwork % increases

### 4) Benefits, Information Technology Employees at work places

Research shows that flexible work arrangements may reduce stress because employees working flexibly are more satisfied with their jobs and lives, this helps for work-life balance for better experience.

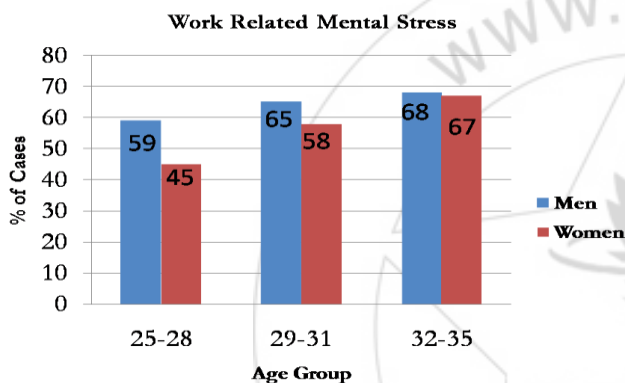
Today many organization, institutions and hospitals are having Counseling centers is definitely one service that can help people learn to manage themselves. Reengineer the environment set up; according to the constraints needs for the employees 90% of the organization offers to organize family

get-togethers and conducting yoga, workshop etc., this helps to reduce the employees stress after long working hours keep healthy.

### 5) Data mining employees monitoring technologies

Data mining employees monitoring innovation will be the viewpoint that recognizes the emerging issues and succeeding of the Information Technology Employees working places.

This paper was to survey a selected IT firms and employees who suffer a substantial stress work. Surveyed for both the gender within the group of age 25-35 years of people. Our 25 questions were generally drawn from earlier overviews on workplace organization has reengineer and human resources practices. The survey offers a snapshot of work organization and related variable at the end of our analysis period. To scrutinized the data in three categories according to their level of stress, and then the compute this data into SPSS for finding the results.



**Figure 3:** Work related Mental Stress

## 7. Conclusion

Today stress management is important for work-life balance and for long happy lives with less trouble that will come about. In this paper, found the firm-level consistent evidence in the existing literature, by this research to know how to reduce the stress level of the employees working in the IT companies. By this way the productivity of the employee increases. In addition, specify the test in a new theory of skill-based technical change in the present economy using firm-level data. Healthy employee is complementary with a cluster of three distinct changes at the firm level: information technology, new work organization, and new products and services. They identify various testable implications of this theory and examine them in a variety of empirical analyses on firm-level data. Some of the complainants are associate with considerable adjustment costs at the firm level while others are getting much cheaper over time (IT). Expect firm heterogeneity in the adoption of these supplements, both individually and as a cluster.

## References

[1] Brynjolfsson, Erik, and Lorin Hitt, "Beyond Computation: Information Technology, Organization

Transformation and Business Performance," *Journal of Economic Perspectives*, (2000).

- [2] <http://www.ijoem.com/article.asp?issn=0019-5278;year=2008;volume=12;issue=1;page=1;epage=2;aulast=Navare-SmitaNavare>  
 "Counseling at work place: A proactive human resource initiative" Trustee - Drishti Human Resource Centre, India.
- [3] [http://workplaceflexibility.bc.edu/need/need\\_employees](http://workplaceflexibility.bc.edu/need/need_employees)  
 "WHY EMPLOYEES NEED WORKPLACE FLEXIBILITY".
- [4] Aequus Partners. (2010). Workplace flexibility: Advice, training, research. Retrieved October 6, 2010, from <http://www.workplaceflexibility.com.au/index.htm>.
- [5] Age Wave. (2009). Retirement at the tipping point: The year that changed everything. New fears, new hopes, and a new purpose for retirement New York: Harris Interactive. Retrieved from <http://www.agewave.com/RetirementTippingPoint.pdf>.
- [6] WFD Consulting. (2010). The state of work-life 2010 Newton, MA: WFD Consulting. Retrieved from <http://www.wfd.com/news/wl2010.html>.
- [7] Georgetown Law. (2010). Workplace flexibility 2010. Retrieved 10/6/2010, 2010, from <http://workplaceflexibility2010.org/index.php>.
- [8] Council of Economic Advisors. (2010). Work-life balance and the economics of workplace flexibility Washington, DC: Executive Office of the President. Retrieved from <http://www.whitehouse.gov/files/documents/100331-cea-economics-workplace-flexibility.pdf>.
- [9] WARR P 1987, work, unemployment and mental health, Oxford: Oxford university press).
- [10] Selye H. 1956. The stress of life. New York: McGraw-Hill Book Co.
- [11] Boone, M. (1993). Leadership and the computer. Rocklin, CA: Prima Publishing.
- [12] Heverly, R. A. (1998). Training helps employees overcome 'technophobia'. *The New York Capital Region Business Review*, 2-3.
- [13] Lardner, J., LaGesse D., Rae-Dupree, J., & Roane, K. (2001, January 15). Overwhelmed by tech. *U.S. News and World Report*, 30-36.
- [14] McDonagh, J. (1999, Winter). Can O.D. help solve the IT dilemma? O.D. in IT-related change. *Organization-Development-Journal*, 17(4), 41-48.
- [15] Bresnahan, Timothy, Erik Brynjolfsson, Lorin Hitt, "Information Technology and Recent Changes in Work Organization Increase the Demand for Skilled Labor," in M. Blair and T. Kochan, Eds., *The New Relationship: Human Capital in the American Corporation*, (1999) Washington, DC: Brookings.
- [16] Baker George, and Thomas Hubbard, "Contractibility and Asset Ownership: On-Board Computers and Governance in U.S. Trucking," mimeo, (University of Chicago Business School, 1999).
- [17] Hammer, Michael, "Reengineering Work: Don't Automate, Obliterate," *Harvard Business Review*, July-August, (1990), pp. 104-112.