

# Effectiveness of Time Management and Stress Management on Professionals Performance in IT Industry

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## Abstract

This research paper is based on the fact that the result is particular to soft skill training provided to professionals in IT sector, while most of the review of literature on training methodology especially on soft skill is focused on other sector there are only countable number of papers research done in IT sector. Further this article emphasizes the time space of training influence the professional's performance. This research shows that increase in professional's performance in selected companies is due to their acquisition on soft skill training. This paper makes the clarification on the effectiveness of soft skill training especially focusing on Time management skill and Stress management skill adopted to bring employees performance very important for organization survival

**Keywords** -Soft skill, Hard skill, Time management skill, Stress management skill, Professional's performance

## Introduction

Skills matter and behaviour matters more. In an organization business is meant to be by the people and for the people. Every organization strives to achieve its goal by means of managing human resource perfectly. Every organization focuses on human resource performance in order to move the organization towards its vision. This is not that much easy to achieve the peak in competitive market for an organization. The management should focus on training programmes to improve employee's performance. The training programmes usually focuses on technical skills and soft skills. Soft skill plays important role in changes in employees behavioural and personality development.

In this paper we mainly focus on soft skill such as Time management skill and Stress management skill. We focus on the professionals in IT sector and identify the outcome on attending soft skill training the level of improvement in their performance. The objective of the study is to identify soft skills influencing the professional's performance. The result based on this research is most of the professional's is applying soft skills in IT industry and is considered to be more important.

In the age of Information Technology sector those with managing time management and stress management considered to be more productive and show high level of performance. In the tight schedule of IT industry people managing time and their stress is very important. Then only the professionals can survive and more high in their level of ladder.

In this paper we specially focus on IT sector professional's performance for those attended soft skill training special focus with time and stress management skill. This paper also focuses time and stress management influences professional's performance.

## Importance of Time management skill in IT industry

Project deadlines

Project deadlines can be met easily with effective time management. This ensures that the task is perfectly completed with given time from the higher professionals

#### Efficiency

Time management increases efficiency by giving priority to the task, allocate resources and reduce wasted time on nonproductive activities.

#### Problem solving and decision making

IT professionals often they need to address unexpected issues. Time management skill enables them to handle situation without derailing their entire schedule.

#### Skills development

Allocating time and skills enhancement are staying updated with the latest technology trends is essential in the fastpaced IT industry. Time management helps carve out time for continuous learning.

#### Career Advancement

IT professionals who excel in time management are more likely to complete projects successfully, which can lead to career advancement opportunities and increased job satisfaction.

#### Importance of stress management in IT industry

##### High workload

IT professionals often faced heavy workloads and tight deadlines which leads them to stress. Effective stress management helps them to manage heavy workload and handle their pressure without burning out.

##### Rapid technology changes

The IT professional industry evolves rapid changes in its technology. Keeping updated with new technology is being a big stress for IT professionals. It is difficult for them to manage both ongoing project works and updating their known technology. Managing their stress level and lowering their pressure level may provide relaxation to adopt according to the changes.

##### Employees well beings

Managing stress helps protect the physical and mental health for IT professionals, reducing the risk of burnout, anxiety, and depression.

##### Innovation

Reduced stress fosters a more creative and innovative atmosphere allowing IT teams to come up with better solution and ideas.

##### Reputation

Companies that prioritise employees well beings and stress management tend to have a better reputation, making it easier to attract top talent

## Review of literature

### Time management Skill

Nowadays time management is becoming very big issue (Vanharanta et al., 2022). Time represents economic values for individuals and professionals in an organization (Kouali & Pashiardis, 2015). The demand for employees are different their needs may vary such as personal, family, and society requirements which is more complex due to this complex time management has become very important for their requirements management (Ballard & Mandhana, 2021). One of the most serious behavioural expressions of job stress is poor time management. Although workloads are frequently mentioned, this is primarily attributable to individual behaviour in the workplace, namely lack in time management (Galanti et al., 2021; Tejero et al., 2021). Thus,

poor time management may be attributed to a person's incapacity to organise time throughout work rather than an increase or decrease in workload (Crosbie et al., 2020).

Time management is studied from many perspectives across cultures and disciplines. Time management is thus a complex concept (Strzelecka, 2022). As a result, no precise definition of time management has been developed (Aeon & Aguinis, 2017). However, time management is primarily focused on three dimensions: creating objectives and priorities, utilising mechanics to manage time, and using preference for an organisation (García-Ros & Pérez-González, 2013). As a result, this research defines it as a collection of approaches for planning, executing, and evaluating activities in order to maximise the utilisation of one's own time in order to attain desired results.

### Stress Management skill

(M.Kotteeswari) Stress is the scientific word which refers to either it may be human or animal cannot respond emotionally or physically either it may be real or imaginary. Stress is nothing but pressure and tension which is caused by external forces which cause body pressure and emotional tension. Every one has stress. No one is without stress in this fast moving world. This stress may be either due to positive emotions or may be due to negative emotions it is that which depends upon the situation of each individuals. Employees with stress cannot concentrate on their job with stress wither it may be stress due to occupation or due to personal. They need stress relief in order to work with concentration in their job.

Workplace stress is considered to be more important element influencing employees performance and commitment (Paul, Elam, & Verhaut, 2007). This stress can be both physical and mental which affects and influences employees performance and efficiency both personal health and job quality (Holmlund-Rytkönen & Strandvik, 2005). Work-related stress causes an imbalance between the expectations of the environment and the capacities of individuals (Rees & Redfern, 2003). Stress is a condition of tension to the individuals who have extreme pressures, limits, or opportunities (Erkutlu & Chafra, 2006). The higher rise in occupational stress among employees, results in lower job satisfaction, less commitment, and increased impatience among top management (Pflanz & Ogle, 2006).

### Professionals performance

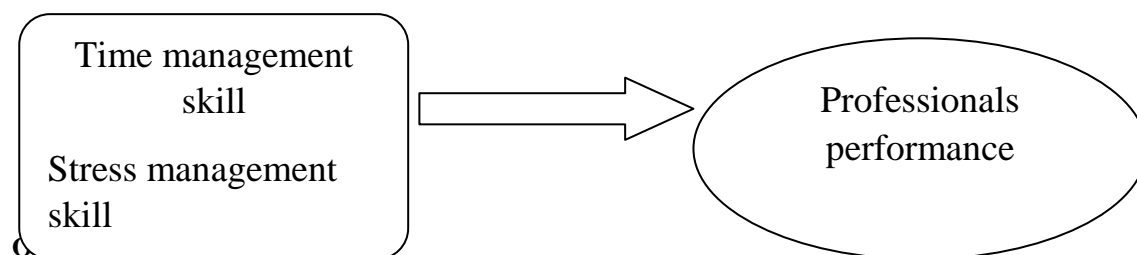
(Emmanuel OSEI BOAKYE) Performance is completion of given task with proper accuracy, speed and perfection with in given time and schedule

The concept of performance responsibility is closely linked to one's employment, has been studied by (Murphy and Jackson). As organization undergoes lot of changes the individual performance also changes according to changes in organization climate and environment (Ilgen & Pulakos, 1999). However the changes are interconnected to employees performance (Howard, 1995). Early methods of evaluating job performance were insufficient in accounting for the complete range of behaviors required for effectiveness of job performance (Campbell et al., 1993; Murphy & Jackson, 1999). As a response to this limitation, new training methods have been proposed to encompass a broader set of responsibilities in job performance.

### Conceptual Framework

soft skill (Independent variable)

(Dependent variable)



- To identify the effectiveness of training provided to the professionals

- To identify time management skill and stress management skill influencing professionals performance

### Research methodology

Quantitative type of research is applied by using questionnaire, testing on the professionals performance as a result of training provided to the professionals. The listed companies are selected and questionnaire is collected for about 150 professionals in overall companies. In data collection the questions have been answered according to 5 likert scale where starts from strongly agree, agree, neutral, disagree and strongly disagree. From the collected responses the calculations are done.

**Table 1 Showing Mean and SD of different soft skill training groups of respondents on Employees time management**

S.No.	Groups	N	Mean	SD	t-value	Probability Value
1.	Yes	118	50.50	7.69	10.360	0.01
2.	No	32	45.02	10.95		

Hypothesis: There is significant difference between Employees time management and soft skill training of the respondents.

The Mean and SD and t-ratio computed for different soft skill training groups for the scores of respondents on Employees time management are furnished in the Table.

The respondents undergone soft skill programme (50.50) seem to have higher Time management skill than their counterparts (45.02), the variation between the two groups is statistically significant, as evidenced by the computed t-ratio (10.360). The respondents undergone soft skill programme have more level of Time management skill and they manage their time more in work place than before and hence, the hypothesis shows that the respondents undergone soft skill programme have more Time management skill than the respondents not undergone soft skill programme is proved.

**Table 2 Showing Mean and SD of different soft skill training groups of respondents on Employees stress management**

S.No.	Groups	N	Mean	SD	t-value	Probability Value
1.	Yes	118	48.23	12.37	8.038	0.01
2.	No	32	44.36	15.83		

Hypothesis: There is significant difference between Employees stress management and soft skill training of the respondents.

The Mean and SD and t-ratio computed for different soft skill training groups for the scores of respondents on Employees stress management are furnished in the Table.

The respondents undergone soft skill programme (48.23) seem to have higher Stress management skill than their counterparts (44.36), the variation between the two groups is statistically significant, as evidenced by the computed t-ratio (5.038). The respondents undergone soft skill programme have more level of Stress management skill and they manage their stress level more in work place than before and hence, the hypothesis shows that the respondents undergone soft skill programme have more stress management skill than the respondents not undergone soft skill programme is proved.

**Table 3 Co-efficient of correlation between various Employees Performance and Independent Variables**

Independent Variables	N	Employees Performance
Time management skill	150	0.247**
Stress management skill	150	0.268**

\*\* . Correlation at 0.01 level (2-tailed)

Table 3 reveals, the co-efficient of correlation between employees performance and independent variables and is found to be N=150, Time management skills ( $r=0.247$ ), and Stress management ( $r=0.257$ ). Therefore the stated hypothesis is accepted and it is concluded that there is positive and significant relationship between employees performance and independent variables. Hence the respondents who attended training on Time management skill, Stress management skill have increase in their performance. Therefore the independent variables Time management skill, Stress management skill have influence on professionals performance.

### Conclusion

The aim of the study is to study the effectiveness of soft skill training provided for the professionals in IT sector. The Time management and Stress management skill have significant influence and effect on professional's performance. The Time management and Stress management skill have positive effectiveness on professional's performance. It is suggested for the companies to schedule more number of training slots and engage professional's in training programme to improve in their personality development. In the tight schedule of IT sector professionals managing time and stress is important the organization should understand employees behaviour and do the needful and help them to manage accordingly for their further improvement in their performance. After completion of each projects the organization should plan to make any trip or tour to make the professionals to feel relaxed and spend time with their family. The management also should identify the employees with managing proper time and stress should be given any reward and compensation for encouraging other employees to maintain properly.

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