MODERATED PROPORTION TO ALLEVIATE PERCEIVED STRESS IN SOFTWARE CONTEXT - AN EMPIRICAL STUDY

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ABSTRACT

Employee's stress has increasingly become an anxiety for many organizations. Although it has been created a steady turn over in all sectors, it is quite huge in IT industry. Several researchers have pointed out a variety of factors that may scale back the negative impacts of occupational stress. The proposed framework is based on Job Demand Resource model (JDR model) to reduce negative impacts on occupational stress of software professionals which act as a primary level intervention. Providing necessary resources and fixing demands depending upon the skill discretion of an individual can help to avoid some kind of depression initially and mitigate negative impacts within the task. The result states that work resource and skill variety are inversely proportional to occupational stress, where as work demand is directly proportional to occupational stress. The consolidated degree of relationship between considered variables with the scope of reducing occupational stress is said to be the moderator called "Moderators for Satisfaction".

KEYWORDS: Occupational Stress, Moderator for Satisfaction, Degree of Relationship, Negative Impact and Job Satisfaction