

Mental Health and Well Being at It Sector with Special Reference to Coimbatore City

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ABSTRACT

Working in technology can take a toll on how people feel inside. Because things move so quickly, there is always something new to learn. Long days, heavy tasks, and never-ending deadlines pile up. Being online all the time adds more weight. Skills must keep changing just to stay current. This pressure shows up as worry, sadness, exhaustion, or feeling overwhelmed. Some find it hard to separate job life from personal moments. Remote setups help with schedule control, yet bring loneliness too. Screens stay on longer now, leaving many drained without realising why a look into what shapes mental wellness in tech jobs shows stress isn't just personal - it ripples through teams and outcomes. Pulling from past research, workplace data, and real-world cases reveals common pressures: too much work, unclear duties, fear of losing one's position, weak backing from leaders, and cultures obsessed with output. When emotional strain builds, results shift - people produce less, feel disconnected, lose spark, stay only briefly, miss days, or show up without full presence. Looking at how tech workers feel starts with companies setting better rules, plus helping people directly. Strong managers who listen matter just as much as workshops teaching about emotional health. Shifts that fit personal lives help too, along with private talks when someone struggles. A workplace where it is okay to speak up changes everything slowly. Taking time off screens, stepping away during the day, and handling pressure smartly helps minds stay steady. Small habits build stronger teams over time. Success in technology lasts only if inner strength gets attention first. Resilience grows quietly when support becomes normal.

Keywords: *IT sector, mental health, well-being, stress, burnout, work-life balance, remote work, productivity, resilience, employee support.*

INTRODUCTION

Working in tech can weigh heavily on a person's mind. Because things move fast here, stress builds up quietly. Hitting tight deadlines while keeping work sharp adds constant strain. New tools appear nonstop, making it hard to catch a breath. Focus slips when minds run too hot for too long. What seems like normal pace today was chaos just months ago. Staying balanced feels impossible sometimes. People push through fatigue because stopping isn't an option they see. Quiet tension lives behind most screens. Output matters greatly, yet so does the cost paid internally. Growth in code doesn't always mean growth in calm.

Stuck at their desks, people in tech jobs face never-ending tasks that pile up day after day. One email ends, another begins - always online, always expected to reply. Learning new systems doesn't stop; staying sharp means extra pressure on top of everything else. When nights blend into mornings because teams are scattered around the world, rest slips away without notice. Eyes fixed on glowing screens for hours wear down focus and quiet joy alike. Stress builds quietly until even small problems feel overwhelming. Home offices are now common in tech jobs change how people feel mentally. Flexibility helps some avoid long commutes and gives more control over time. Yet loneliness creeps in when coworkers vanish from daily view. Staying connected feels harder without shared spaces. Boundaries blur between work hours and private moments. Uncertainty about roles grows alongside constant digital tracking. Machines taking over tasks adds pressure quietly. Stress builds even if nothing seems broken.

STATEMENT OF THE PROBLEM

Working late, carrying heavy loads of tasks, racing against tight schedules - these push people in technology hard. Always learning new tools while under pressure wears down minds over time. Stress builds. Sleep suffers. Some feel trapped by expectations that never ease up. Quietly, anxiety takes root when speaking up feels risky. Many stay silent because admitting to struggle seems frowned upon at work. Support often comes too late, if it arrives at all. Work from home and mixed setups keep spreading. That shift stretches personal time thin because duties never seem to end. Loneliness creeps in when teams rarely meet face-to-face. When mood and mind struggle, output dips, people feel less fulfilled at their jobs, and some eventually leave. Companies then face slower progress and weaker results. Clear rules around emotional health are becoming essential. Spaces that care about people matter more now. Practical steps must be taken within technology workplaces to protect inner balance.

OBJECTIVES OF THE STUDY

- To reduce work-related stress by balanced resource allocation.
- To promote a healthy work-life balance between work and personal life.
- To improve employee productivity and performance at work place.
- To create a supportive work environment to support struggling employees.
- To increase employee engagement and satisfaction to create a positive workplace atmosphere.

REVIEW OF LITERATURE

Lessas et al. (2022)¹ Lessas and team looked closely at how stress hits people in dentistry. Eight separate pieces of research showed talking therapies plus learning about emotions helped those already struggling. Still, nothing much existed to stop problems before they started. Schools and clinics must do more to protect minds, their report said. Fresh approaches - built just for British dental workers - are badly overdue.

Greiner et al. (2022)² A look at construction worker mental health programs in 2022 by Greiner and team showed just four studies met criteria. Though changes to job design eased physical signs of stress a bit, overall mental state and burnout stayed unchanged. Their suggestion? Match future efforts more closely to how building sites actually operate, aiming beyond narrow goals. On another front, Monteiro alongside Joseph studied wellness actions in tech firms, spotting a rise in wide-ranging methods - think coping skills workshops or pressure-reduction tools. Yet one piece tends to get lost: money-related support, pointing toward a gap between what exists and what fits the workplace vibe.

Dutta and Mishra(2024)³fresh look at office life in 2024 by Dutta and Mishra explored how artificial intelligence fits into mental wellness, leaning on Open System Theory - turns out, machines mostly lend a hand. Their take? Tech can nudge things forward, yet real change stalls without support from people and company habits; progress hinges on teamwork between staff and systems. Jumping back to 2022, Monteiro and Joseph scanned efforts across tech firms: programs boosting toughness, early coping tools, and care for body and mind popped up often.

Still, money matters slipped through cracks, overlooked despite needing roots in shared values.

Farhan and Muzamil (2025)⁵They spotted a clear link, r equals 0.640, between emotional intelligence and better mental health among workers in India's service industry; their work showed how stronger EI lifts mood and job results alike, underlining its role in helping staff thrive. A couple of years earlier, in 2027, Coppens and team studied wellness efforts in small firms, uncovering hurdles like tight management bandwidth and fear employees feel about speaking up; they found progress depends on showing real financial upsides while easing worries around confidentiality to get companies on board.

RESEARCH METHODOLOGY

1. SOURCES OF DATA

The study is based on a look at how mental health and well being at IT sector uses a straightforward approach are collected through a structured questionnaire using Google Form, and the results were analysed using statistical tests. Primary data was collected through a structured questionnaire administered to IT sector employees.

II. DATA COLLECTION METHOD

This study employs a Descriptive research method:

Primary data

Primary data was collected directly from students using a structured Google form. Out of all responses, 60 complete questionnaires were used for the study.

Secondary data

Secondary data was collected from existing sources such as Books, Online Journals, Articles, Magazines, and Websites.

III. AREA OF THE STUDY

The study looks at how companies use Mental health and well being at IT sector. It reviews employees' mental health in the IT sector, in Coimbatore city, including workload pressure, tight deadlines, and their impact on stress, fatigue, and employee burnout in IT professionals. The study examines HR initiatives, counselling services, wellness programs and their effectiveness in promoting mental well-being.

IV. SAMPLING TECHNIQUE AND SAMPLE SIZE

The study uses stratified random sampling, where IT employees are grouped based on designation or department, and respondents are selected randomly from each group to ensure proper representation of different job levels. In situations where access to respondents is limited, convenience sampling is adopted using online surveys. The sample size consists of 30 IT employees, which is considered sufficient to analyse mental health and well-being, stress levels, work-life balance, and organisational support in the IT sector while remaining practical for effective data collection and statistical analysis.

V. PERIOD OF THE STUDY

The study collects primary data from respondents. This took place between November 2025 and January 2026. The survey method was used to analyse the Mental health and wellbeing at IT sector, which helps to decide how employees has their mental condition has analysed.

VI. STATISTICAL TOOLS OF THE STUDY

Simple Percentage Analysis

The simple percentage analysis tests the personal details of respondents by converting text into numbers. It makes data easier to understand. It also helps with comparison and interpretation.

Chi-Square Analysis

The chi-square test examines the relationship between age and the overall Mental health and wellbeing at IT sector.

Average Score

The study uses this tool to find out how often employees working at IT sector environment are analysed by respondents.

LIMITATIONS OF THE STUDY

1. The study includes 30 respondents, who make up the sample size, and may not accurately reflect the total population.
2. There may be bias towards primary data collected from the respondents.
3. The study does not monitor changes in spending behaviour over an extended period of time since it uses a cross-sectional design, which records answers at a particular point in time.

DATA ANALYSIS AND INTERPRETATION

The collected data were analysed using descriptive statistics such as percentages and frequencies to study mental health factors. Inferential tools like the chi-square test were used to identify relationships between personal variables and the mental well-being of IT employees, and the results were interpreted accordingly.

PERSONAL PROFILE OF THE RESPONDENTS

TABLE NO:1.1

Personal profile	Particulars	No. of respondents	Percentage(%)
Gender	Female	20	66.7
	Male	10	33.3
Age	20-30 years	22	73.3
	31-40 years	7	23.3
	41-50 years	1	3.4
	Above 51 years	0	0.0
Education Qualification	MBA	8	26.7
	MA	10	33.3
	HR Analytics	8	26.7
	Doctorate	4	13.3
Occupation	HR Executive	9	30.0
	HR Generalist	7	23.3
	Senior HRBP	7	23.3
	HR Director	7	23.3
Monthly income	2.5-4.5 LPA	5	16.7
	6-12 LPA	10	33.3
	15-30 LPA	7	23.3
	Above 40 LPA	8	26.7

Source Primary Data

Interpretation

The study reveals that most respondents are young HR professionals aged 20–30 years. Female participation is higher than Male. The majority possess professional HR qualifications and work in HR-related roles. Respondents mainly belong to urban and semi-urban areas, indicating greater exposure to AI-based recruitment practices.

Frequency of Mental Health and well being at IT Sector

TABLE NO:1.2

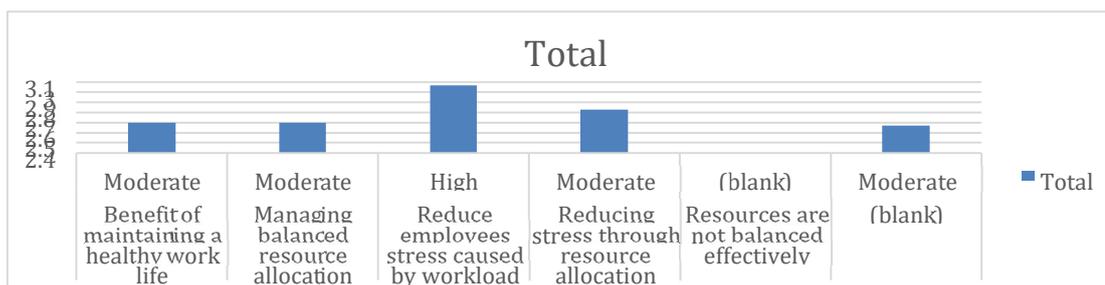
Particulars	Average score	Interpretation
Managing balanced resource allocation	2.70	Moderate
Reduce employees' stress caused by the workload	3.07	High Moderate
Resources are not balanced effectively	2.67	
Benefit of maintaining a healthy work-life balance	2.70	Moderate
Reducing stress through resource allocation	2.83	Moderate

Interpretation

The study reveals that most respondents are young HR professionals aged 20–30 years. Male participation is higher than female. The majority possess professional HR qualifications and work in HR-related roles. Respondents mainly belong to urban and semi-urban areas, indicating greater exposure to AI-based recruitment practices.

Mean Score of Frequency of Mental Health and wellbeing at IT sector

Chart no 1.1



Interpretation

The results show moderate to high awareness of resource allocation and stress management, highlighting skill-based task allocation and proactive management, while indicating mixed understanding of tools, imbalance signs, and work-life balance benefits.

Chi-square Analysis – Age and overall Impact of mental health and well being at IT sector

Null Hypothesis (Ho)

It indicates that there is no significant relationship between the personal factors of respondents and the overall impact of mental health and well-being at IT sector.

Alternative Hypothesis(H1)

It shows there is a significant relationship between the personal factors of respondents and the overall impact of mental health and well-being at IT Sector.

Table no: 1.3

S.NO	Personal Factors	Chi-square Value	Significant Value	S\NS
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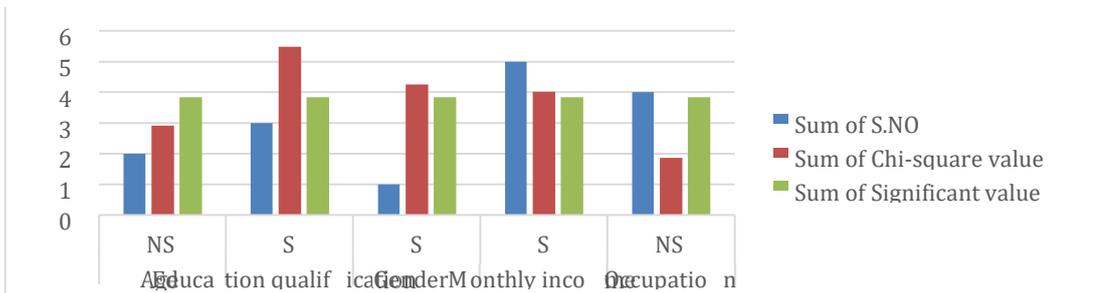
1	Gender	4.26	3.84	S
2	Age	2.91	3.84	NS
3	Education qualification	5.48	3.84	S
4	Occupation	1.87	3.84	NS
5	Monthly income	4.02	3.84	S

Interpretation

The chi-square analysis reveals that age has a significant influence on the overall Impact of the IT sector, as per Table 4.3, the p-value > 0.05. However, the personal factors do not show a significant relationship with the overall impact of Mental health and wellbeing at IT sector.

Overall impact of Mental health and well being at IT sector

Chart 1.2



Interpretation

Chart 4.3 depicts that age has a significant influence on the impact of AI-based recruitment on hiring efficiency. However, other factors such as gender, educational qualification, occupation and monthly income do not have a significant effect.

FINDINGS

- The mean score of mental health and well-being indicates a moderate level of well-being among respondents.
- The standard deviation shows noticeable variation, suggesting that mental health levels differ significantly across individuals.
- Chi-square analysis reveals a significant association between age and mental health status, indicating that mental well-being varies across age groups.
- There is no significant relationship between gender and mental health, as the calculated chi-square value is less than the table value.
- Educational qualification shows a significant impact on mental well-being, with higher education levels associated with better mental health scores.

SUGGESTIONS

Organisations should introduce structured mental health programs such as counselling services, stress-management workshops, and mindfulness training. Flexible work arrangements, including hybrid work and flexible hours, should be promoted to improve work–life balance. Regular mental health awareness sessions can help reduce stigma and encourage employees to seek support. Managers should be trained to identify early signs of stress, burnout, and anxiety among employees. Workload and unrealistic deadlines should be monitored to prevent chronic stress and burnout. Organisations should conduct periodic mental health assessments to understand employee well-being and plan interventions. Employee assistance programs (EAPs) should be strengthened and made easily accessible.

CONCLUSION

Mental health is an issue in the IT sector. This is because people who work in IT have to work a lot and for a long time. They also have to deal with technology all the time, and they are not sure if they will have a job tomorrow. The IT sector is a place where new things are created, and people can grow. It is also a place where people can get really stressed out and feel burned out. They can get anxious. They can not balance their work and personal life. The study shows that companies should think about their employees and not just about how much work they can get done. They should make policies that are good for the employees. Mental health and well-being of employees like those in the IT sector, should be a priority. Promoting a supportive work culture, flexible work arrangements, mental health awareness programs, and access to professional support can significantly enhance employee well-being. Prioritising mental health not only improves individual quality of life but also contributes to sustained organisational performance and long-term success.

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