STRESS AND VOLUNTARY TURNOVER: AN EMPIRICAL ANALYSIS
WITH SPECIAL REFERENCE TO SOFTWARE EMPLOYEES
IN BANGALORE, INDIA

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ABSTRACT
Excessive work stress is now considered a modern day pandemic, which carries significant cost and health implications for individuals, organizations, and societies at large. Occupational stress is thought to be a primer of voluntary turnover, which is when an employee leaves their organization of their own volition, often against the wishes of their employer. Stress is a feeling of strain and pressure. It may be understood as a response produced by your body when you are subjected to various types of demand whether physically, mentally or emotionally. Stress can be broadly classified into work-related and personal life-related. This paper focuses on stress that is work-related. Stress at workplace is inevitable. “Workplace stress” is the harmful physical and emotional responses that can happen when there is a conflict between job demands on the employee and the amount of control an employee has over meeting these demands. In general, the combination of high demands in a job and a low amount of control over the situation can lead to stress. Increasing complexities of work are a great source of stress for the employees. Jobs in information technology are the most coveted one in modern India, and the most brilliant section of the youth are going for it. People working in the IT industry experience a lot of stress, anxiety, depression and loneliness because of the work environment and often exhibit a feeling of inadequacy, low self-esteem and dissatisfaction that leads to voluntary exit from the organization. The challenge for most of the organizations today is an effective retention of talented employees for attainment of organizational goals. This article is concerned with the impact that stress has on the voluntary turnover of software professionals in India.

KEYWORDS: Stress, Workplace Stress, Voluntary Exit, Retention, Human Resource Management

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“A landmark 20-year study conducted by the University of London concluded that unmanaged reactions to stress were a more dangerous risk factor for cancer and heart disease than either cigarette smoking or high cholesterol foods.”