

Rajasthan's IT Industry

Swati Sharma¹ and Sweta Pareek²

¹*Kanoria PG Mahila Mahavidyalaya, Jaipur*

²*University of Engineering and Management, Jaipur*

Abstract

The IT sector in Rajasthan is developing quickly and making a substantial contribution to the digital economy of India. But along with this expansion come difficulties that have an impact on IT workers' mental health. Workload and organizational culture have a significant impact on employee well-being, particularly in an area where traditional values and contemporary work paradigms collide. In order to provide practical insights for long-term workforce management, this study examines the effects of these factors on mental health. A combination of methods was used. In order to get quantitative data, 500 IT professionals from Rajasthan's main IT hubs—Jaipur, Udaipur, and Jodhpur—were given standardized questionnaires. Workload, organizational culture, and mental health metrics like stress, anxiety, and burnout were all evaluated by the questionnaire. In-depth interviews with 50 employees were also conducted to acquire qualitative insights into their individual experiences and viewpoints. The data was analyzed using statistical techniques such as multiple regression and structural equation modelling (SEM) in order to find important correlations.

The results demonstrate how important organisational culture is in determining mental health outcomes. Stress and burnout were found to be reduced in supportive and inclusive work environments, but mental health problems were made worse by inflexible, hierarchical, or fiercely competitive cultures. Another important element was workload, as high demands were closely linked to increased anxiety and emotional tiredness. Fascinatingly, the relationship between workload and organisational culture showed that while weak cultures exacerbated the detrimental impacts of high workloads, supportive cultures could lessen their negative effects.

Rajasthan's sociocultural factors also had an impact on mental health results. The collectivist customs of the area encourage interpersonal ties that frequently lessen stress but may also make conformity pressures more intense. Effective personnel management in the IT industry requires striking a balance between these factors.

This study emphasizes how important it is for Rajasthan IT companies to put mental health first by encouraging compassionate leadership, open communication, and adaptable task management techniques. Employee well-being can be improved by region-specific strategies that combine contemporary mental health techniques with traditional values. Businesses can create a resilient workforce and maintain development in the cutthroat IT sector by using technology-driven solutions, such AI-enabled mental health tools, and raising awareness through industry partnerships.

Keywords: Mental Health, Organizational Culture, Workload, IT Industry, Rajasthan

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