



The purpose of this study is to investigate current stress management practices use by software employees and to understand their perception of ICT supported occupational stress management interventions. The study only focus on the stress associated in the working environment.

**As an employee of the software industry** we kindly request your honest information, and thoughtful suggestions to make this objective a success.

This survey will take only 5-8min to complete.

We are very appreciative of the time you take to assist in our study. Thank You So Much...!!

**1. I'm a** \_\_\_\_\_

- ☐ Male
- ☐ Female

**2. I belong to age category of** \_\_\_\_\_

- ☐ 18-24 Years
- ☐ 25-34 Years
- ☐ 35- 44 Years
- ☐ 45-54 Years
- ☐ 55-64 Years
- ☐ 65 and over

**3. What is your marital status?**

- ☐ Married
- ☐ Single, Never Married
- ☐ Single, Divorced
- ☐ Single, Widowed

**4. If you have children living at home, please specify the no. in respective age categories.**

|                       |                      |
|-----------------------|----------------------|
| No Children           | <input type="text"/> |
| Less than 4 years old | <input type="text"/> |
| 4 to 12 years old     | <input type="text"/> |
| 13 to 18 years old    | <input type="text"/> |
| 19 and over           | <input type="text"/> |

**5. Highest Education Qualification that you have**

- ☐ GCE A/L or Less
- ☐ Certificate/Diploma/ Higher Diploma level
- ☐ Bachelor's Degree
- ☐ Postgraduate qualification (Postgraduate Diploma, Masters, PhD,etc.)

**6. My job title?**

Other

**7. I have..... years of experience in the software industry**

**8. My employment is on**

- ☐ Contract Basis
- ☐ Permanent Basis

**9. Size of the company**

- ☐ Small (Less than 49 employees)
- ☐ Medium (50-99 employees)
- ☐ Large (More than 100 employees)

**10. Do you think that your family-work life is well balanced?**

- ☐ Yes
- ☐ To a certain extent
- ☐ No
- ☐ Not sure

**11. What is your habitual sleep like?**

- ☐ Very Calm
- ☐ Fairly Calm
- ☐ Neither Calm nor Restless
- ☐ Quite Restless
- ☐ Very Restless

**12. How would you rate your average stress level at work**  
**1-No Stress and 10- Highest**

**13. What makes you stressed at your work (Select Where Applicable)**

|                                                                                               | Strongly Agree        | Agree                 | Neutral               | Disagree              | Strongly Disagree     |
|-----------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Long Working Hours                                                                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Unmanageable Workload                                                                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Tight deadlines and Poor Deadline Management                                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Poor Relationships with Colleagues                                                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Rapidly Changing Nature of Technology & Requirement (Stay up-to date with technology)         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Unsupportive Boss or Organizational Culture                                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Few Career Growth Opportunities                                                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Assuming Different Roles in the Same Project or in Different Projects (Disturbances)          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Lack of Technical Expertise                                                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Lack of Support from Family or Family Commitments                                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Pressure being a team manager/leader and/or managing subordinates                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Gray Areas on development requirements                                                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Client Interaction/ Pressure Arise from the Clients (from both internal and external parties) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

|                                                                                  | Strongly Agree        | Agree                 | Neutral               | Disagree              | Strongly Disagree     |
|----------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Poor Project Management                                                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Insufficient Monetary/ Non-monetary Incentives/ Transport and Other Benefits     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Organizational Setting and Work Environment                                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Insufficient Leave Facility (Casual, Medical, Annual, Parental Leaves, etc)      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Problem of handling multiple responsibilities (In work as well as in the family) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Other                                                                            | <div></div>           |                       |                       |                       |                       |

**14. In case of stressful situation what are the activities you involve in to reduce your stress levels?**

|                                                                                 | Rarely (Never)        | Occasionally          | Sometimes             | Fairly Often          | Very Often (Always)   |
|---------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Listen to music                                                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Watch videos or movies                                                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Engage in religious activities                                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Practice Yoga                                                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Do meditation                                                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Walk                                                                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Practice Deep breathing                                                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Practice Muscle relaxation activities                                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Do Singing and/or Dancing                                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Do Painting                                                                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Hanging around with friends and family (Go on trips, partying, chit-chat, etc.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Play digital games (computer games, online games, mobile games, etc.)           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Use social media (Use FB, WhatsUp, Tweeter,etc)                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Engage in Physical Activities/Sports (e.g. Badminton, Cricket, Swimming)        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Smoking/Consume Alcohol                                                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Other

**15. When your job becomes a source of conflict and tension leading to stress, you will**

|                                                            | Rarely (Never)        | Occasionally          | Sometimes             | Fairly Often          | Very Often (Always)   |
|------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Talk to my supervisor/boss and request support             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Talk to HR and request support                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Talk to co-workers and request support                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Talk to friends and family members and request for support | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Try to solve it by your own                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**16. How do you usually perform activities to reduce your stress levels? (select all applicable)**

|                                     | Rarely (Never)        | Occasionally          | Sometimes             | Fairly Often          | Very Often (Always)   |
|-------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Individually/Alone                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| With a close friend or Partner      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| In a group                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| As an online activity               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| As an offline (Physical Activities) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Comment

**17. Do you know about any ICT tools available for stress management? (E.g. Websites/mobile apps/Online forums/etc.)**

- ☐ Yes  
☐ No

**18. Have you ever used such applications?**

- ☐ Yes  
☐ No

**19. Are you interested in using ICT supported tools to manage your stress levels?**

- ☐ Yes  
☐ No  
☐ Not Sure

**20. If you are interested to use ICT supported tools to manage your stress level, what is your preferred platform?**

|                                                  | To a Great Extent     | Somewhat              | Very Little           | Not at all            |
|--------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Mobile applications                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Web application                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Wearable sensors                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Standalone application<br>(Desktop applications) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Hybrid (combination of above<br>options)         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**21. What features would you like to see on such platform? (select all applicable)**

- ☐ Audio and Video clips
- ☐ Gaming components
- ☐ Motivational and feedback notifications
- ☐ Physical Exercises
- ☐ Mental relaxation activities
- ☐ Text or voice-based conversations
- ☐ Chat Bot
- ☐ Online Communication Platform/ Social Networking Platform to connect with people **inside** your organization
- ☐ Online Communication Platform/ Social Networking Platform to connect with people **outside** your organization
- ☐ Other

Please specify

**22. What type of online support that you prefer in ICT supported tool to manage stress [Support and interaction in the form of: Messages, feedback, conversations, guidance, etc.,]**

|                                       | Very Important        | Important             | Moderately Important  | Slightly Important    | Not Important         |
|---------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Support from a counsellor             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Support from Peers/Colleagues/Friends | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Computer based Guidance               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Self-help or manage by myself option  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**23. What are the other features that you find important in ICT applications for stress management?**

|                                  | Very Important        | Important             | Moderately Important  | Slightly Important    | Not Important         |
|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Confidentiality                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Security                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Content Accuracy                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Customizable/tailor made content | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Interactive components           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Other, Please specify

**24. Please specify other features and functions in ICT supported tools that might help you to manage high stress level & motivate you to use such system**