National Conference on Recent Advances in Engineering, Technology, Science, Management and Humanities (NCRAETSMH – 2025)

23rd February, 2025, Nagpur, Maharashtra, India.

CERTIFICATE NO : NCRAETSMH /2025/C0225169

A Study of Emotional Intelligence and Occupational Stress Among Software Professionals

Tridas Kumar Swain

Research Scholar, Ph.D. in Management, P.K. University, Shivpuri, M.P., India.

ABSTRACT

Emotional intelligence and occupational stress are important factors influencing the professional performance, mental well-being, and job satisfaction of software professionals. In the modern technological environment, software professionals frequently experience various forms of occupational stress due to tight project deadlines, excessive workloads, continuous technological changes, client expectations, long working hours, and work-related competition. These factors may negatively affect their physical and psychological health, interpersonal relationships, and overall work efficiency. Emotional intelligence refers to an individual's ability to recognize, understand, regulate, and manage their own emotions as well as understand the emotions of others. It plays a significant role in helping software professionals cope with workplace challenges and stressful situations. Individuals with higher emotional intelligence are generally better equipped to control emotional reactions, maintain positive relationships, resolve workplace conflicts, and make appropriate decisions under pressure. Furthermore, emotional intelligence contributes to effective communication, teamwork, adaptability, and professional development. The relationship between emotional intelligence and occupational stress is therefore an important area of research. Understanding this relationship can help organizations develop effective stress management programmes, emotional development initiatives, and supportive working environments. Such measures may improve employee productivity, job satisfaction, organizational commitment, and the overall quality of professional life among software professionals.