

The Relationship between Agile Methodology and Organizational and Professional Stress of Employees of IT Companies

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Abstract : This work is devoted to the study of the impact of the methodology of flexible management in IT companies on the level of organizational and professional stress of employees. It is assumed that the level of organizational and professional stress will decrease statistically significantly, provided that the company operates in accordance with the principles of flexible methodology, including Scrum or Kanban frameworks. The professional health of employees of various companies in the modern world is a stable interest for organizational psychology and many other related disciplines. The urgency of the problem is due to the fact that professional health is an extremely important factor that ensures the well-being, involvement, and interest of an employee in the activity, which directly affects his efficiency and work results. The use of modern methodologies for managing projects, teams, and entire companies, as practice shows, largely contributes to improving the efficiency and satisfaction of employees, but it is still not clear what factors contribute to this result. The purpose of this study is largely to clarify the question of how HR management methodologies affect the professional health of company employees. The study involved 44 employees of IT companies, of which 27 are men and 17 women, where Agile management methodology is used, and 41 employees of IT companies (33 men, 8 women) where Agile is not used. As a result, it was found out that the use of Agile methodology is interrelated with low indicators of organizational stress and professional stress; however, regression analysis showed that only the Kanban framework acts as a predictor of reducing professional stress, while the level of organizational stress is statistically significantly reduced when using Scrum and Kanban.

Keywords : professional stress, organizational stress, agile, scrum, Kanban

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