

A Study on Job satisfaction among Software Employees**Dr.V. Subathra****Principal, AIMAN College of Arts & Science for Women, Trichy****&****V.Prinitha****Ph.D Research Scholar, Bharathidasan University****AIMAN College of Arts & Science for Women,****K.Sathanur ,Trichy****Abstract**

Job satisfaction in regard to one's feeling or state of mind regarding nature of their work. Job can be influenced by variety of factors like quality of one's relationship with their supervisor, quality of physical environment in which they work, degree of fulfillment in their work etc. Positive attitude towards job are equivalent to job satisfaction where as negative attitude towards job has been defined variously from time to time. In short job satisfaction in person's attitude towards job.

In this context, the present study seeks to examine the relationship between family status and job satisfaction among Software Employees. Analysis revealed that employees working in respective area mostly belong to the age group of 26-35 and most of them are married. Female employees working in the respective area are approximately half of the working male and most of them are Post graduates. The next objective of the researcher is to find out the relationship between family status and Job satisfaction and the chi square value showed that the association is not statistically significant.

Key Words: Job Satisfaction, Work environment, Software Employees, Satisfaction level.

Introduction

Human life has become very complex and completed in now-a-days. In modern society the needs and requirements of the people are ever increasing and ever changing. Creating job satisfaction begins by first providing a positive work environment. Basically employee's satisfaction is a measure of how happy workers are with their job and working environment.

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Job satisfaction can be defined as an individual's total feeling about their job and the attitudes they have towards various aspects or facets of their job, as well as an attitude and perception that could consequently influence the degree of fit between the individual and the organization (Ivancevich & Matteson 2002; Spector 1997).

Job Satisfaction among Software Professionals

Employee satisfaction is a key to the success of IT industries that relies on a variety of organizational and psycho economic factors every software company wants to compete in this globalize world market. So the company is forcing the employees work more with new technologies with lesser expenses and investments. This may lead the employees to get dissatisfaction of job. There is a strong need to address the various issues concerning job satisfaction of employees of IT sector which contributes significantly to India's GDP .Generally employee job satisfaction has been a problem in many organizations for several decades Chen (2008) evaluates job satisfaction among information system professionals through examining two broad elements: achievement motivations (perseverance, competition, and difficulty control) and job characteristics (task identity, professionalism, feedback, and autonomy). Chen's conclusion signifies that job satisfaction increases as job characterized by more feedback, professionalism and autonomy while factors of achievement motivation do not change personnel satisfaction. Diala and Nemani (2011), however, when attempt to answer the question of "what are the factors influence IT professional's perceptions of job satisfaction", find autonomy in work, motivation, and the potential for advancement as factors with direct impact on general satisfaction.

Literature Overview

Kamal and Sengupta (2008) conducted a study on job satisfaction among Bank officers, stated that overall job satisfaction in case of officers was not very high and they concluded that with the change of satisfaction determinants, level of job satisfaction also varies. It was also observed that as a person ages, job satisfaction shows an increasing trend. With age, spiritualism of the person increases, but alternatives for change decreases. Younger employees have more energy, more expectations and more options, and hence have lesser satisfaction with the job. Overall the job satisfaction of bank officers though was not very high but still satisfactory

Sarminah (2006) studied on the effects of demographic variables on workers job satisfaction and job leave, results showed that training courses had positive effect on reduction of job leave; job satisfaction had more effect on job leave in comparison with other work characteristics, and workers perceptions about managers support made them more satisfied.

Methodology

The present study seeks to examine the Level of Job satisfaction among Software employees. The research design of the present study is descriptive. The sample size of the study consists of 50 Software Professionals working in 3 different IT Companies in Chennai. The sample includes Programmers, Developers, Implementers and Project Managers. The sampling technique used in this study is convenience sampling. The researcher circulates the questionnaire personally to the employees for collecting data. The researcher used a standardized scale developed by **Amar Singh and T. R. Sharma (2012)** for collecting the data. The schedule form comprised of two parts, The first part of the questionnaire contained the questions related to the personal profile and the second part consists of measuring the level of Job satisfaction among Software Employees.

Table-1 Distribution of Respondents by Socio economic data(n=50)

Variable		Total	
		No. of respondents	Per cent
Age (In years)	Below 25	16	32
	26-35	22	44
	36-45 & above	12	24
Gender	Male	34	68
	Female	16	32
Domicile	Rural	16	32
	Urban	34	68
Marital Status	Married	27	54
	Unmarried	23	46
Type of Family	Joint Family	15	30
	Nuclear Family	35	70
Educational Qualification	Undergraduate	27	54
	Postgraduate	22	44
	Research degree	1	2
Monthly Income (In rupees)	Below 20,000	12	24
	20,000-50,000	11	22
	50,000-1,00,000	16	32
	1,00,000-2,00,000	10	20
	2,00,000 above	1	2
Years of Experience	less than 5	7	14
	6-10	22	44
	11-15	6	12
	16-20	10	20
	20 above	5	10

Source: Primary data

Table-2 Distribution of the respondents by Job Satisfaction Level

Job Satisfaction level	No. of respondents	Per cent
Low job satisfaction	23	46
Moderate job satisfaction	17	34
High job satisfaction	10	20
Total	50	100

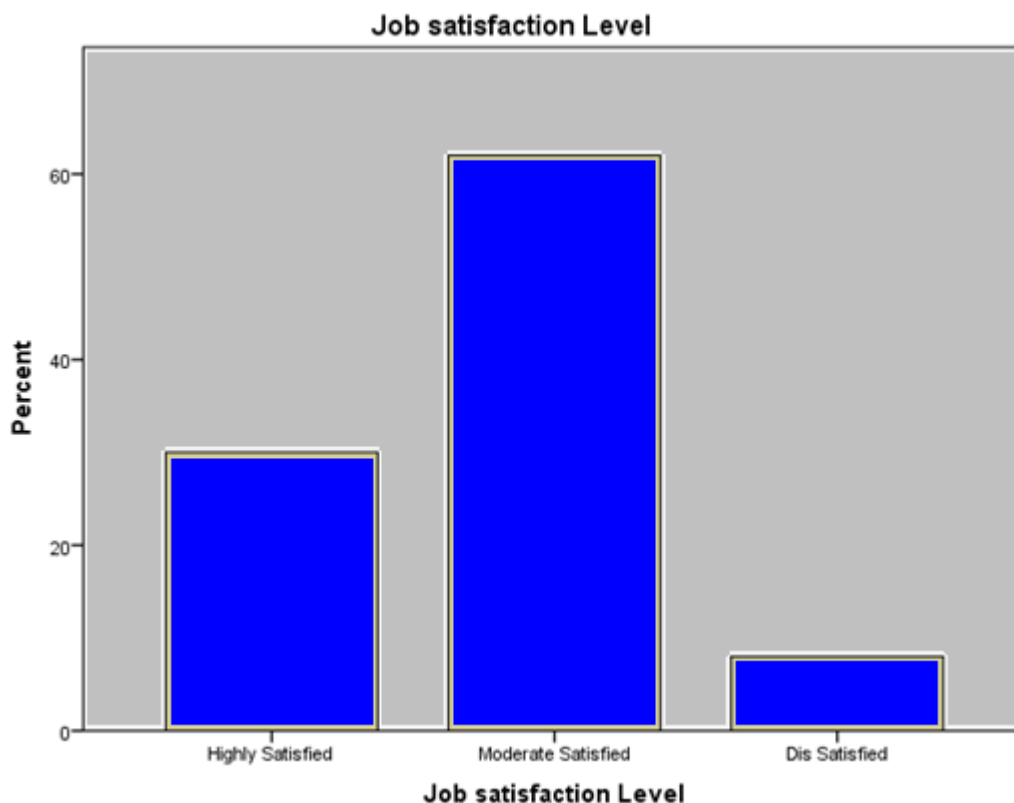
Source: Primary data

According to the e table 1 reveals that the majorities 44% of the respondents belong to the age group of 26-35 years, and 32% of the respondents belong to the age group below 25, and only 24% of the respondents belong to 36-45 years. 64% of the respondents are male and rest 32% is female. It indicates working males are greater than working Females in the selected area.

As far as educational back ground of the respondents is concerned, 54% are Graduates, 44% are Post graduate, and the rest 2% are Research degree. 54% of the respondents are Married and the rest 46% are unmarried or single. Majority 32% of the respondents draw Salary range is Rs. 50000-Rs.100000, whereas only 2% of the respondents draw above Rs.200000.

Total work experience of most 44% of the respondents was up to 6-10 years and only 10% of the respondents have the work experience above 20 years. Maximum of 70% of the respondents live in nuclear family and 30% of the respondents live in Joint Family and 68% of the respondents are from urban area.

Table 2 reveals that among the total respondents, 46% of the respondents belongs to Lower level and 34% of the respondents belong to Middle Level job and only 20% of the respondents are in Higher Level Job.

Chart-1 Distribution of Respondents by Job satisfaction Level

Source: Primary data

Table-3 Association between Respondents Type of Family and Job Satisfaction

Type of family	Job Satisfaction			Total
	High job satisfaction	Moderate job satisfaction	Low job satisfaction	
Joint family	6	7	2	15
Nuclear family	9	24	2	35
Total	15	31	4	50

Chi-Square test					
Chi-Square	calculated value	df	Asymp.Sig. (2 sided)	Table value	Significance
Pearson χ^2	2.289	2	0.318	5.991	Not Significant

Source: Primary data

The table 3 indicates that 40.0% of the respondents who live in joint family have high Job satisfaction and 68.6% of the respondents who live in Nuclear family have Moderate Job satisfaction, whereas 13.3% of the respondents who live in joint family have Dissatisfied in Job. The chi square value shows that the association is not statistically significant. Thus there is no association between Family Status and Job satisfaction ($P > 0.05$)

Findings and Discussion

Statistics in Table I, describes the personal characteristics of the respondent employees i.e. age of the employees, gender, marital status, educational qualification and Family status of the employees respectively. From these findings researcher describes that employees working in respective area mostly belongs to the age group of 26-35 and most of them are married. Female employees working in the respective area are approximately half of the working male and most of them are graduates. The next objective of the researcher is to find out the relationship between family status and Job satisfaction and the chi square value showed that the association is not statistically significant.

Researcher concluded that overall the job satisfaction of IT employees though is not very high but still satisfactory. An organization should try to take every possible step to enhance job satisfaction among employees that would result in increase in commitment and minimize employee turnover.

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