

## JOB SATISFACTION OF WOMEN EMPLOYEES IN SELECT IT COMPANIES IN INDIA- A STUDY

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### **Abstract**

*The role of women in corporate worldwide is undergoing a dramatic change. Today women share all fields with men, be it kitchen or in defense. Working women are no longer a rarity and are now accepted as an integral part of the working force. Indian organization has experienced a steady increase in the number of women employees and this pattern is bound to continue in the future as well.*

*One of the key factor successes in organization is able human resource. For received in this aim is necessary personnel have high level satisfaction. Job life is one of the important parts of our daily lives which cause a great deal of stress. Due to the competitive nature of the job environment most of the people in the world are spending their time for job related work purposes resulting ignore the stressor those are influencing their work and life. And stress is a situation that creates excessive psychological or physiological demands on a person.*

*This research work is focused on working women contribution in IT Companies towards company as well as nation development. "Women in corporate world" is about: working women in IT companies. It's a study of women ideas, knowledge, skills, performances, abilities, dedication towards work, their capability to work under risk and stress full conditions, and their leadership qualities to lead towards success and more over it's all about problems and opportunities for them. The purpose of this study is to explore the relationship between work stress and job satisfaction in the corporate world. Organization plays an extremely important role in the development of country.*

**Key Words:** Information Technology, Employees job satisfaction, Work Stress

### **1. INTRODUCTION**

#### **History of the study: 19th century:**

Since ancient times women have been working along with men in agricultural fields. The Industrial Revolution of the late 18th and early 19th centuries changed the nature of work in Europe and other countries of the Western world. Working for a wage, and eventually a salary, became part of urban life. Initially, women were to be found doing even the hardest physical labor. During 19<sup>th</sup> century, an increasing number of women in India took jobs in factories, textile mills, and started working in small size markets.

#### **20th century**

In the beginning of The 20th century the first census states Women were 15% of the total work force (1.8 million out of 12.5). They made up one-third of factory "operatives," teaching and the occupations of dressmaking and tailoring played a larger role. Two-thirds of teachers were women. Women could also be found in such unexpected places as iron and steel works (495), mines (46), sawmills (35), oil wells and refineries (40), gas works (4).

### **Women's work in the India in the early 21st century**

It is impossible to understand women's work in India – or indeed anywhere else in the world today – without situating it in the specific trajectory of capitalism in that location. Throughout its history, capitalism has proved adept at causing patterns of labour supply to change in accordance with demand, and this is particularly so in the case of female labour. Women have been part of the working class since the beginning of capitalism, even when they have not been widely acknowledged as workers in their own right. Even when they are not paid workers, their often unacknowledged and unpaid contribution to social reproduction as well as to many economic activities has always been absolutely essential for the functioning of the system, as noted so effectively for India by Jain (1982) several decades ago. All women are usually workers, whether or not they are defined or recognised as such. In all societies, and particularly in developing countries, there remain essential but usually unpaid activities (such as cooking, cleaning and other housework, provisioning of basic household needs, child care, care of the sick and the elderly, as well as community-based activities), which are largely seen as the responsibility of the women. This pattern of unpaid work tends to exist even when women are engaged in outside work for an income, whether as wage workers or self-employed workers. Women from poor families who are engaged in outside work as well usually cannot afford to hire others to perform these tasks, so most often these are passed on to young girls and elderly women within the household, or become a “double burden” of work for such women. These processes are also integral to capitalism: the production of both use values and exchange values by women is essential for the accumulation process, and if anything this reliance has become even more marked in recent years. This means that the issues relating to women's work employment are qualitatively different from those of male workers (Beneria and Sen 1981). Just increasing paid employment does not always mean an improvement in the conditions of women workers, since it can lead to a double burden upon women whose household obligations still have to be fulfilled. So there has to be a focus on the quality, the recognition and the remuneration of women's work in developing countries, as well as the conditions facilitating it, such as alternative arrangements for household work and child care. All of these are critically affected by social relationships as well as economic policies and processes, which determine whether or not increased labour market activity by women is associated with genuine improvements in their economic circumstances. Several features reflect the intertwining of capitalist development with women's work in India as in other parts of the developing world: the significance of female labour in the extraction of absolute and relative surplus value; the role of unpaid labour; the ways in which women workers have affected capitalist practices of the management of labour and in turn been affected by it; and the part played by women in forming the reserve army of labour. Custers (2012) has shown how the gender division of work is flexible, changing over time according to the need to preserve not just male power over women but also to ensure the greater economic exploitation of women to suit the needs of capital. Segmented labour markets then have major effects in depressing women's wages and allowing for even greater extraction of surplus value from their work. There are many strategies for increasing working hours and reducing wages of women, which contribute to increases in both absolute and 1 relative surplus value. Piece rate work is a particularly significant weapon in this regard, particularly because it also combines other advantages such as reducing the need for supervision. This use of patriarchal social relations becomes fundamental to the accumulation process itself, which actually requires the continuing impoverishment of certain sections for its very success.

### **21<sup>st</sup> century women in corporate world**

The role of women in corporate worldwide is undergoing a dramatic change. Today women share all fields with men, be it kitchen or in defence. Working women are no longer a rarity and are now accepted as an integral part of the working force. Indian organization has experienced a steady increase in the number of women employees and this pattern is bound to continue in the future as well.

One of the key factor successes in organization is able human resource. For received in this aim is necessary personnel have high level satisfaction. Job life is one of the important parts of our daily lives which cause a great deal of stress. Due to the competitive nature of the job environment most of the people in the world are spending their time for job related work purposes resulting ignore the stressor those are influencing their work and life. And stress is a situation that creates excessive psychological or physiological demands on a person.

### **Women's wages**

Throughout most of this period women were paid less than their male counterpart working alongside them, which created great financial difficulties for working women. From the 1850s onwards, trade unions began to be established, first among better paid workers and they then expanded to represent a wider range of workers. However, women remained for the most part excluded from trade unions, and unequal pay was the norm. In many cases, women attempted to demand better rights and some were supported by social reformers.

In 1888 Clementine Black, one of the only 2 women delegates at the Women's Trades Union Council proposed the first TUC equal pay resolution. This demand was made not on the basis of women's right to equal pay, but on the basis that their lower pay disadvantaged men in the labor market. The resolution stated that where women were "employed merely because they were cheaper, all work gradually fell into their hands, ... and that this resulted in lower (wages) to the general injury of men and women alike." But it took many decades for this demand to be supported by the wider union movement. The majority of upper and most middle class women did not undertake paid work except for 'respectable' activities like being a governess or a music teacher or even a nurse. Most women of this class were expected just to get married and look after their children and home. Professional jobs like lawyers, vets, civil servants remained closed to women through much of the 19th century.

### **Definition of Job Satisfaction:**

In simple words, job satisfaction can be defined as the extent of positive feelings or attitudes that individuals have towards their jobs. When a person says that he has high job satisfaction, it means that he really likes his job feels good about it and values his job highly. Job satisfaction can be defined as an individual's overall attitude towards his or her job. It is a positive state resulting from the appraisal of one's job or job experience. It is regarded both as a general attitude as well as satisfaction with specific dimensions of the job such as pay, the work itself, promotion opportunities, supervision, co-workers etc. The degree of satisfaction may vary with how well outcomes fulfill or exceed expectations.

- Employee job satisfaction is both a function of the person and the job environment.
- Person—characteristics like education, age, expectations, negative or positive disposition can affect job satisfaction, work experience.
- Job Environment – management style or leadership, work tasks, social support, the design of the job etc.

**There are three important dimensions to job satisfaction:**

- i Job satisfaction cannot be seen, it can only be inferred. It relates to one's feelings towards one's job.
- ii Job satisfaction is often determined by how well outcomes meet the expectations or exceed the expectations. If the employees working in the organisation feel that they are working much harder than others in the department but are receiving lower rewards, they will be dissatisfied and have a negative attitude towards the job, the boss and the co-workers. On the other hand, if they feel that they are being paid equitably and treated well by the organisation, they will be satisfied with their jobs and will have positive attitudes.
- iii Job satisfaction and job attitudes are typically used interchangeably. Positive attitudes towards the jobs are conceptually equivalent to jobs satisfaction and negative attitudes towards the job indicate job dissatisfaction.

## **2. REVIEW OF LITERATURE**

1. **According to Thahier et al. (2014)**, motivating employees is very important because motivation of every individual is his willingness to unreservedly work hard for high productivity; meaning the employee is willing to use all the abilities that he has for the sake of his organization by utilizing the available opportunities to accomplish his organization's mission. They further quote McClelland on need for achievement need for power and need for affiliation as motivators for achievement and satisfaction. On the contrary, according to Nohria et al 2008, the things that influence choices and underlie everything we do are the drives to acquire both tangible and intangible things; the need to bond with others; comprehend; and defend or protect against external threats and promote justice.
2. **DiPietro et al (2014)** in their article state that employees are motivated by intrinsic and extrinsic factors which are driven by the interest or enjoyment of the task (intrinsic) and things that come from outside the individual, such as money or rewards (extrinsic).
3. **Peters, J (2013)** made an exploratory study in the work load of Waldorf teachers using an open design. It was found that teachers coped positively with the stresses and strains of teaching when school supported them at all levels of school's activities.

4. **Parsa et.al., (2013)** examined the relationship between job stress and job satisfaction and responsiveness among 259 teachers in high schools of Urmia city. Parametric and non parametric test was used for the analysis. The result revealed that there was a significant and positive relationship between responsiveness and job satisfaction and significant and positive relationship between job satisfaction and job stress. A linear relationship was found between responsiveness of teachers, job satisfaction, age and job background. There was no relationship found between responsiveness and job stress.
5. **Similarly Wang, L (2012)** focused on three hundred primary and junior high school teachers to know the level of work stress and job satisfaction. Result revealed that work stress and job satisfaction of teachers were found average in such schools.
6. **Malik (2011)** observed different factors in his studies which includes surplus work, undefined role, conflict of role and absence of higher management support in the organization contribute towards professional stress.
7. **Khalid and Irshad, (2010)** examined the constituents of job satisfaction which are performance, pay, promotion, remuneration, and appreciation besides overall job satisfaction, their results concluded that employees working private sector banks were more gratified with their salary, acknowledgement, and working hours as compared to employees of public sector banks, whereas the employees of public sector banks were happy with the security of their jobs.
8. **Vijay V. Raghavan, (2010)**, The effect of flexible work schedule, employee support and training, and telecommuting as potential coping resources to relieve stress. Perceived workload, role ambiguity, work facilitation, and decision latitude are potential stressors of IT professionals. Removing role ambiguity and improving work facilitation reduce work-related stress and allowing employees to have flexible work schedules ease their perceptions of workload.
9. **Deshmukh N.H. (2009)**, Stress and life satisfaction among working and non working women from similar levels of socio economic status of the society, resulted that there was no significant difference in physical and family stress among working and non working women. Role stress was significantly higher among working than non working women. Life satisfaction was better in working women than non working women.
10. **Kohetal.** Job satisfaction is the collection of feeling and beliefs that people have about their current job. People's levels of degrees of job satisfaction can range from extreme satisfaction to extreme dissatisfaction. In addition to having attitudes about their jobs as a whole. People also can have attitudes about various aspects of their jobs such as the kind of work they do, their coworkers, supervisors or subordinates and their pay (George et al., 2008).
11. **KaifiAzami (2003)**, in his study on job satisfaction at Shaf leather products, Periamet Limited, Chennai", found that very poor pay offered inter alia by the company significantly dampened job satisfaction of workers though the workers were satisfied with the majority of the aspects of job satisfaction. He suggested that the scale of pay may be restructured in a



way to provide adequate comfort to improve the living and working conditions of the employees.

**12. Hammermesh (2001)** finds that earnings shocks have a significant impact on satisfaction, however the effect is temporary. The first observation is important since any empirical model investigating the effects of promotions on job satisfaction must accurately account for earnings. It also suggests a mechanism through which promotions might affect employee satisfaction: promotions raise the worker to a higher position relative to those who do not receive one.

**13. Cooper & Palmer, *Conquer Your Stress*, 2000**

'[Stress is] the reaction people have to excessive pressures or other types of demand placed upon them. It arises when they worry that they cannot cope'.

**3. NEED FOR THE STUDY**

Time management – A key to reduce work stress.

- Schedule a time table.
- Prioritize your work.
- Assign for each activity.
- Reduce job stress by improving emotional intelligence.
- Consider what you can control and work on that.
- Job Performance leads to Job satisfaction but only when performance is linked to valued rewards. Higher performers receive more rewards, consequently they are more satisfied.
- The recognition must supply the employer and employee with specific information about what behaviors or actions are being rewarded and recognized.
- IT companies in India, now join the global league of companies like Google Inc., Face book Corp. and Yahoo Inc. for whom women constitute about 30% of their total workforce. "This is a healthy number and representative of the percentage in the IT industry," said HemaRavichandar, a strategic HR expert. Every year, 600,000 engineers graduate, of whom 36% are women. While the IT sector employs 30% women, for other core sectors the number is between 7% and 10%, according to Aspiring Minds, National employability report 2014. More women join IT companies as the conditions and nature of work creates a more level-playing field for them.
- Today women share all fields with men, be it kitchen or in defence.
- Women recently began to join the ranks of managers in large numbers.
- But women at the top management positions are still few members.
- Globally, they comprise only 10 percent of senior managers in Fortune 500 companies, less than 4% are in the uppermost ranks of CEO, president, executive vice-president and COO and less than 3% of them are top corporate earners.
- According to recent study 36% of US women aspire for top job in India 11 % of CEO's are women.

#### 4. Objectives of the Study

The study has the following objectives.

1. To study the working conditions and work stress of women employees in IT companies.
2. To study the job satisfaction of women employees in selected IT companies.

#### 5. OUTLOOK OF THE STUDY OR RESEARCH

The scope of the study is limited to only twin cities of Hyderabad and Secunderabad, only the women employees working in the IT industry data covered.

#### 6. MODE OF RESEARCH

In accomplishing modified purpose of the survey and to analyze the different factors with appropriate methodology has been adopted. The current survey is exploratory and elaborative as well. The survey was conducted during January to March 2017. The important information is processed from 50 employees of IT sector in Hyderabad. The responses for the statements were measured on a likert scale of servqual tool.

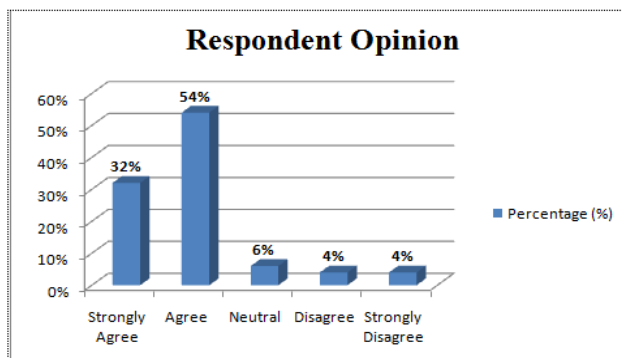
#### DATA ANALYSIS AND INTERPRETATION

**Table 7.1: Representing Job Satisfaction of women employees in select IT Companies**

S. No	Variable Name	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1.	Companies have many opportunities for advancement.	16	27	3	2	2
2.	Comfortable life at the work place.	20	23	4	1	2
3.	On my job whatever situation arises, there are procedures or guidelines for handling it.	20	18	5	4	3
4.	I perform tasks that are quite simple and easy.	19	24	4	2	1
5.	Conduct of y seminars/ symposia/ workshops training programmers for staff personality development would be encouraging.	14	24	6	3	3
6.	Own method of working.	15	20	10	2	3
7.	Company provides adequate training facilities to its employees.	21	24	2	1	2
8.	Promotion must be awarded as per seniority.	20	25	3	1	1
9.	The promotion policy framed is encouraging.	9	20	13	7	1
10.	The promotions policy needs to be reviewed and modified every (10) years.	16	11	10	9	4
11.	Implementation of career advancement scheme.	21	14	9	4	2
12.	The existing medical scheme needs to be reviewed positively.	14	26	5	3	2
13.	Company provides adequate welfare facilities and amenities to its employees and their families.	20	18	8	2	2
14.	Creche facility for women employees in necessary.	18	23	7	1	1
15.	Personal growth and development is possible in services career.	17	20	6	4	3
16.	Hard work is invariably recognized and appreciated in this organization.	14	18	10	6	2
17.	Communication gap is one of the causes of the job satisfaction.	20	23	4	2	1
18.	Stress due to overload.	4	6	10	23	7
19.	Job insecurity	7	8	11	19	5
20.	Heavy work load.	6	8	6	20	10

**Table 7.2: Representing Women employees' job satisfaction on the statement 'Company have many opportunities for advancement.'**

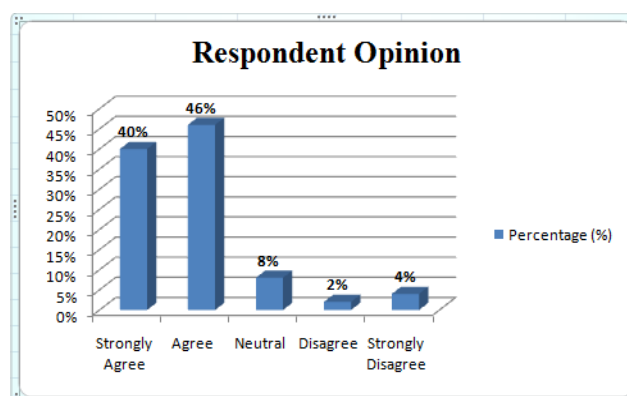
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	16	32
Agree	27	54
Neutral	3	6
Disagree	2	4
Strongly Disagree	2	4
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:** 54% of employees are agree that Company have many opportunities for advancement 32% employees strongly agree, 6% employees are neutral, and 4% employees are disagree and strongly disagree the statement.

**Table 7.3: Representing Women employees' job satisfaction on the statement 'Comfortable life at the work place.'**

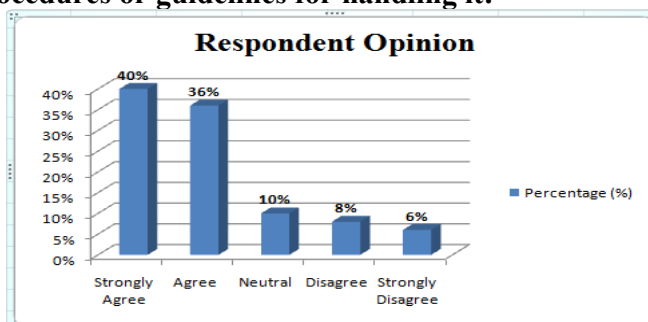
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	20	40
Agree	23	46
Neutral	4	8
Disagree	1	2
Strongly Disagree	2	4
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:** 46% of employees are agree that Comfortable life at the work place 40% employees strongly agree, 8% employees are neutral, and 6% employees are disagree and strongly disagree the statement.

**Table 7.4: Representing Women employees' job satisfaction on the statement 'On my job whatever situation arises, there are procedures or guidelines for handling it.'**

Opinion	No. of Respondents	Percentage (%)
Strongly Agree	20	40
Agree	18	36
Neutral	5	10
Disagree	4	8
Strongly Disagree	3	6
<b>Total</b>	<b>50</b>	<b>100</b>

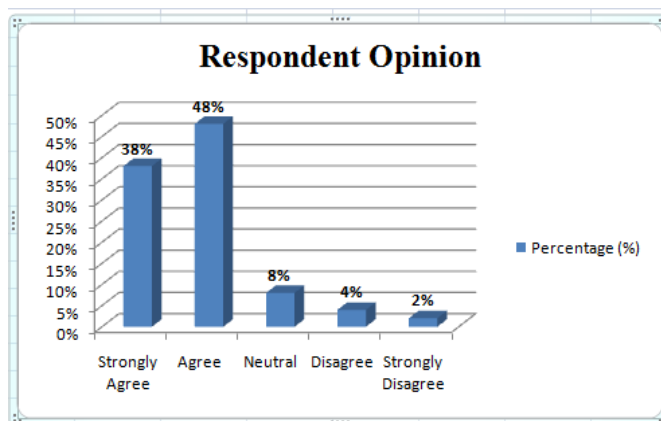




**Inference:**40% of employees are strongly agree that On my job whatever situation arises, there are procedures or guidelines for handling it 36% employees agree, 10% employees are neutral, and 14% employees are disagree and strongly disagree the statement.

**Table 7.5: Representing Women employees' job satisfaction on the statement 'I perform tasks that are quite simple and easy.'**

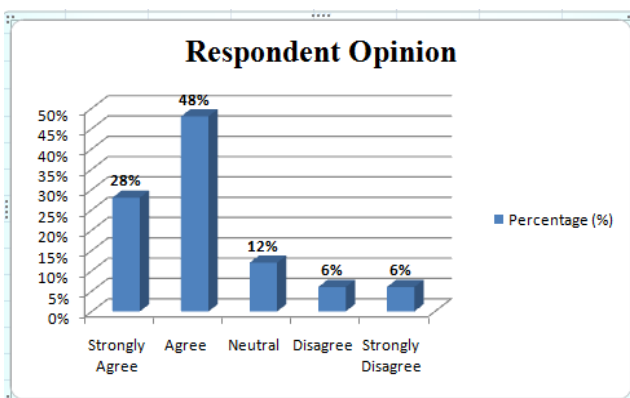
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	19	38
Agree	24	48
Neutral	4	8
Disagree	2	4
Strongly Disagree	1	2
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**48% of employees are agree that Company have many opportunities for advancement 38% employees strongly agree, 8% employees are neutral, and 6% employees are disagree and strongly disagree the statement.

**Table 7.6: Representing Women employees' job satisfaction on the statement 'Conduct of y seminars/ symposia/ workshops training programmers for staff personality development would be encouraging.'**

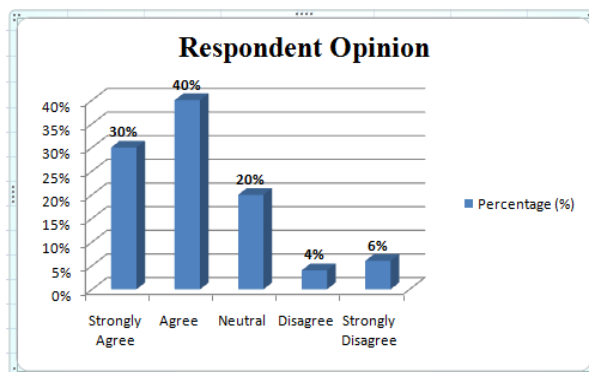
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	14	28
Agree	24	48
Neutral	6	12
Disagree	3	6
Strongly Disagree	3	6
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**48% of employees are agree that Conduct of y seminars/ symposia/ workshops training programmers for staff personality development would be encouraging28% employees strongly agree, 12% employees are neutral, and 12% employees are disagree and strongly disagree the statement.

**Table 7.7: Representing Women employees' job satisfaction on the statement 'Own method of working.'**

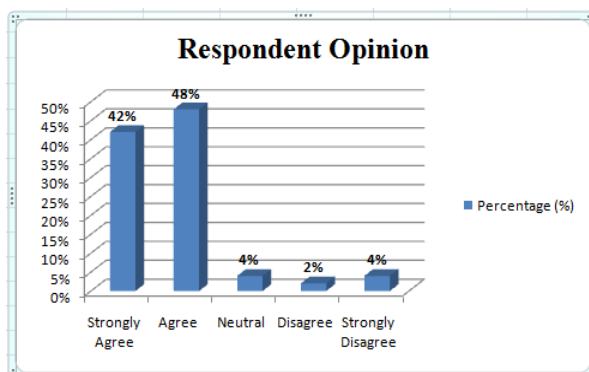
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	15	30
Agree	20	40
Neutral	10	20
Disagree	2	4
Strongly Disagree	3	6
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:** 40% of employees are agree that own method of working 30% employees strongly agree, 20% employees are neutral, and 10% employees are disagree and strongly disagree the statement.

**Table 7.8: Representing Women employees' job satisfaction on the statement 'Company provides adequate training facilities to its employees.'**

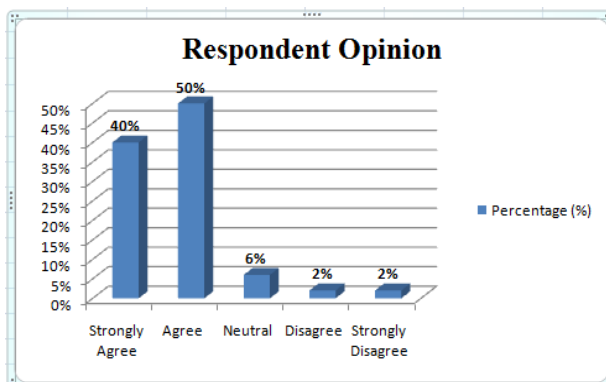
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	21	42
Agree	24	48
Neutral	2	4
Disagree	1	2
Strongly Disagree	2	4
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:** 48% of employees are agree that Company provides adequate training facilities to its employees 42% employees strongly agree, 4% employees are neutral, and 6% employees are disagree and strongly disagree the statement.

**Table 7.9: Representing Women employees' job satisfaction on the statement 'Promotion must be awarded as per seniority.'**

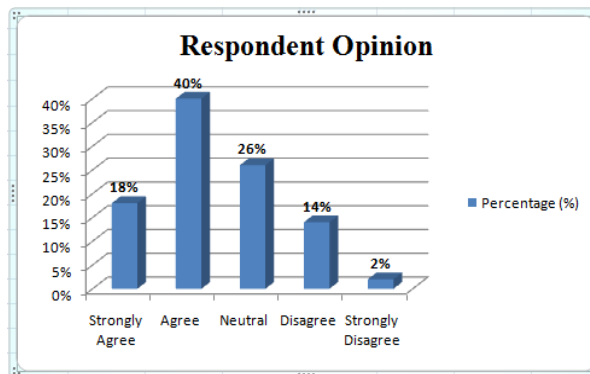
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	20	40
Agree	25	50
Neutral	3	6
Disagree	1	2
Strongly Disagree	1	2
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**50% of employees are agree that Promotion must be awarded as per seniority 40% employees strongly agree, 6% employees are neutral, and 4% employees are disagree and strongly disagree the statement.

**Table 7.10: Representing Women employees' job satisfaction on the statement 'The promotion policy framed is encouraging.'**

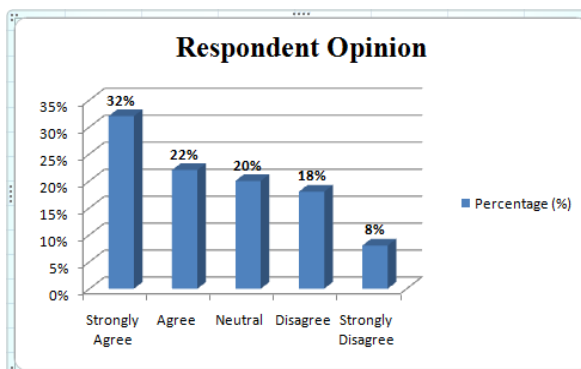
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	9	18
Agree	20	40
Neutral	13	26
Disagree	7	14
Strongly Disagree	1	2
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**40% of employees are agree that The promotion policy framed is encouraging26% employees neutral, 18% employees are strongly agree, and 16% employees are disagree and strongly disagree the statement.

**Table 7.11: Representing Women employees' job satisfaction on the statement 'The promotions policy needs to be reviewed and modified every (10) years.'**

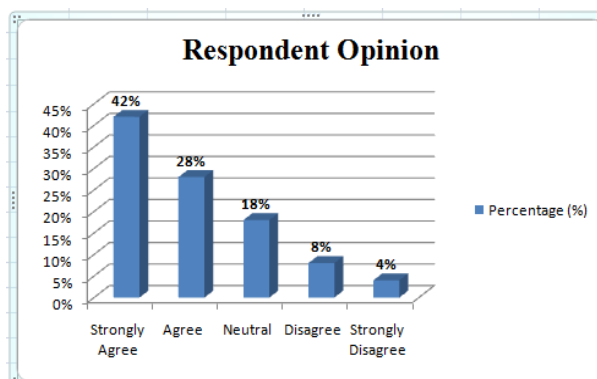
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	16	32%
Agree	11	22%
Neutral	10	20%
Disagree	9	18%
Strongly Disagree	4	8%
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**32% of employees are strongly agree that The promotions policy needs to be reviewed and modified every (10) years22% employees agree, 20% employees are neutral, and 18% employees are disagree and 8% employees are also strongly disagree the statement.

**Table 7.12: Representing Women employees' job satisfaction on the statement 'Implementation of career advancement scheme.'**

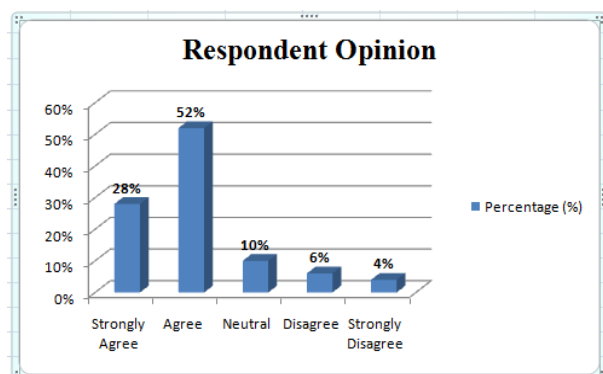
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	21	42%
Agree	14	28%
Neutral	9	18%
Disagree	4	8%
Strongly Disagree	2	4%
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**42% of employees are strongly agree Implementation of career advancement scheme 28% employees agree, 18% employees are neutral, and 12% employees are disagree and strongly disagree the statement.

**Table 7.13: Representing Women employees' job satisfaction on the statement 'The existing medical scheme needs to be reviewed positively.'**

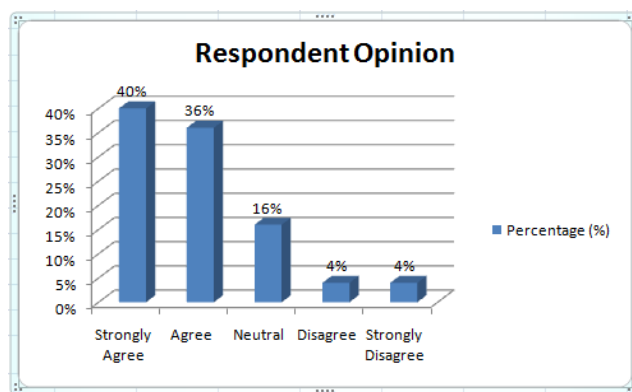
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	14	28%
Agree	26	52%
Neutral	5	10%
Disagree	3	6%
Strongly Disagree	2	4%
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**52% of employees are agree that The existing medical scheme needs to be reviewed positively 28% employees strongly agree, 10% employees are neutral, and 10% employees are disagree and strongly disagree the statement.

**Table 7.14: Representing Women employees' job satisfaction on the statement 'Company provides adequate welfare facilities and amenities to its employees and their families.'**

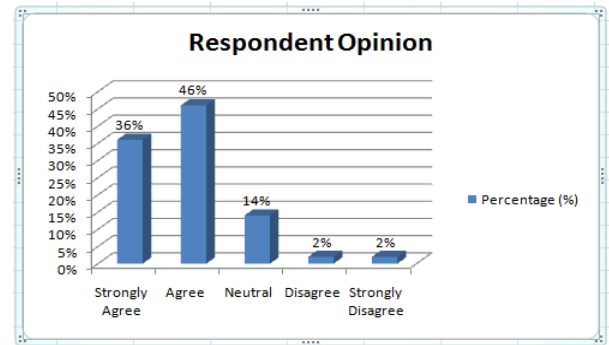
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	20	40%
Agree	18	36%
Neutral	8	16%
Disagree	2	4%
Strongly Disagree	2	4%
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**40% of employees are strongly agree that Company provides adequate welfare facilities and amenities to its employees and their families 36% employees agree, 16% employees are neutral, and 8% employees are disagree and strongly disagree the statement.

**Table 7.15: Representing Women employees' job satisfaction on the statement 'Creche facility for women employees in necessary.'**

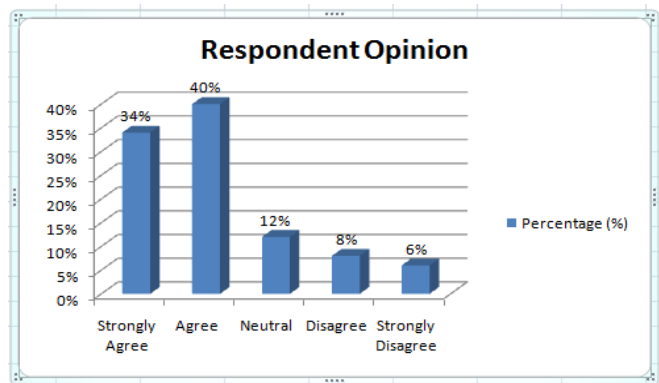
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	18	36%
Agree	23	46%
Neutral	7	14%
Disagree	1	2%
Strongly Disagree	1	2%
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**46% of employees are agree that Crèche facility for women employees in necessary 36% employees strongly agree, 14% employees are neutral, and 4% employees are disagree and strongly disagree the statement.

**Table 7.16: Representing Women employees' job satisfaction on the statement 'Personal growth and development is possible in services career.'**

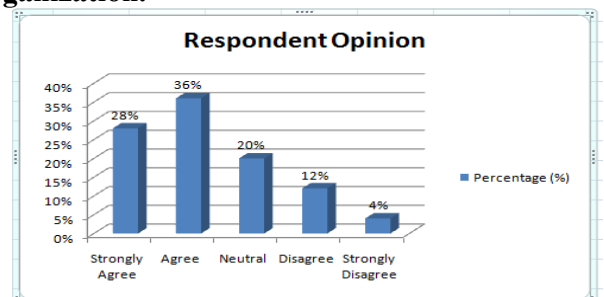
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	17	34%
Agree	20	40%
Neutral	6	12%
Disagree	4	8%
Strongly Disagree	3	6%
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**40% of employees are agree that Personal growth and development is possible in services career,34% employees strongly agree, 12% employees are neutral, and 8% employees are disagree and 6% employees also strongly disagree the statement.

**Table 7.17: Representing Women employees' job satisfaction on the statement 'Hard work is invariably recognized and appreciated in this organization.'**

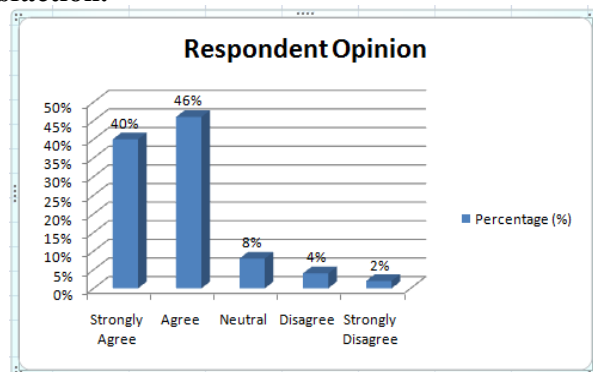
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	14	28%
Agree	18	36%
Neutral	10	20%
Disagree	6	12%
strongly Disagree	2	4%
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**36% of employees are agree Hard work is invariably recognized and appreciated in this organization,'28% employees strongly agree, 20% employees are neutral, and 12% employees are disagree and 4% employees also d strongly disagree the statement.

**Table 7.18: Representing Women employees' job satisfaction on the statement 'Communication gap is one of the causes of the job satisfaction.'**

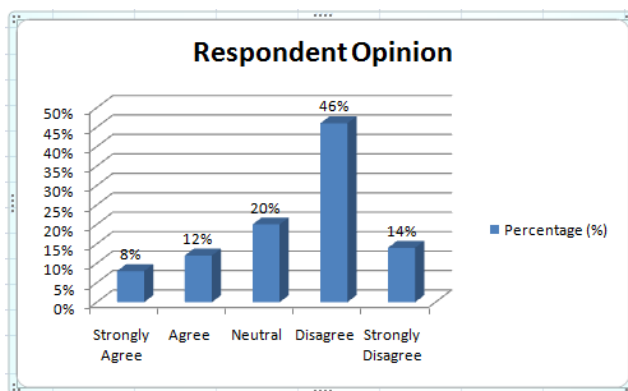
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	20	40%
Agree	23	46%
Neutral	4	8%
Disagree	2	4%
Strongly Disagree	1	2%
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**46% of employees are agree that Communication gap is one of the causes of the job satisfaction, 40% employees strongly agree, 8% employees are neutral, and 6% employees are disagree and strongly disagree the statement.

**Table 7.19: Representing Women employees' job satisfaction on the statement 'Stress due to overload.'**

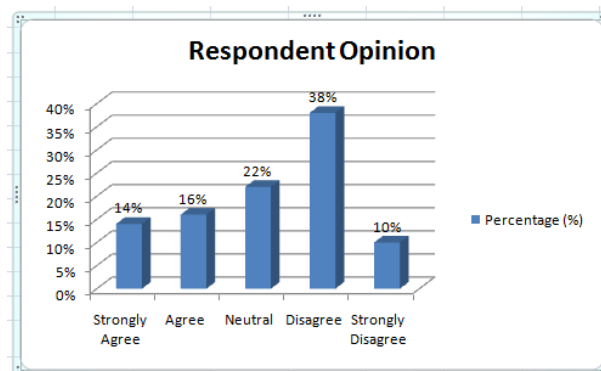
Opinion	No. of Respondents	Percentage (%)
Strongly Agree	4	8%
Agree	6	12%
Neutral	10	20%
Disagree	23	46%
Strongly Disagree	7	14%
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**46% of employees are disagree that Stress due to overload, 20% employees are neutral , 14% employees are strongly disagree, and 12% employees are agree and 8% employees are also strongly agree the statement.

**Table 7.20: Representing Women employees' job satisfaction on the statement 'Job insecurity'.**

Opinion	No. of Respondents	Percentage (%)
Strongly Agree	7	14%
Agree	8	16%
Neutral	11	22%
Disagree	19	38%
Strongly Disagree	5	10%
<b>Total</b>	<b>50</b>	<b>100</b>

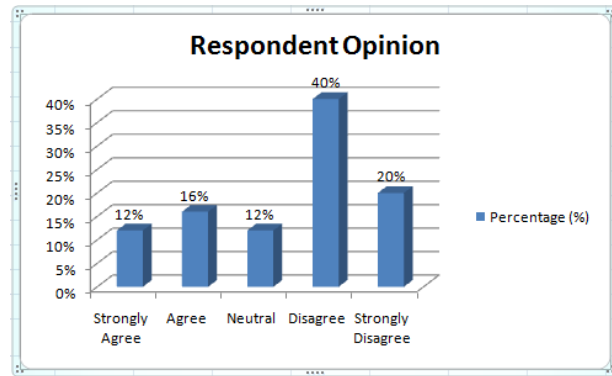




**Inference:**38% of employees are disagree that Job insecurity, '22% employees are neutral, 16%employees are agree, and 14% employees are strongly agree and 10% employees are strongly disagree the statement.

**Table 7.21: Representing Women employees' job satisfaction on the statement 'Heavy work load.'**

Opinion	No. of Respondents	Percentage (%)
Strongly Agree	6	12%
Agree	8	16%
Neutral	6	12%
Disagree	20	40%
Strongly Disagree	10	20%
<b>Total</b>	<b>50</b>	<b>100</b>



**Inference:**40% of employees are disagree thatHeavy work load, 20% employees strongly disagree, 16% employees are agree, and 12% employees are neutral and 12% employees are also strongly agree the statement.

## 8. CONCLUSION

The purpose of the study was to investigate the relationship between work environment and job satisfaction of employee's in IT companies. Review of literature provided a strong evidence of the relationship between the study variables. Analysis and interpretation of the data have empirically demonstrated that workload stress, stress overtime, fatigue, boredom are some factors to increase job dissatisfaction. On the other hand good working condition, refreshment & recreation facility, health & safety facility, fun at workplace increase the degree of job satisfaction. The important aspect of every organization is, Stress. Stress has become the most common cause of employees in all the industries. Stress can make an individual productive and constructive when it is identified and well managed. Positive attitude and meditation will be helpful for coping the stress. There are many ways for managing stress, such as meditation, Yoga etc.

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