

A Study of Flexible Working Condition and Its Impact on Job Satisfaction of Women Employees in IT Sector

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Abstract

Job Satisfaction by fostering a positive work culture, offering career-building opportunities for women employees. When this leads to a proper fulfilment with the job then only it passes on success and future growth for organizations. Now a days in life job is now an major key element for every women to live there independent life. Satisfaction with the job is in high demand for both an employee and organization. When the employee gets various benefits like monetary & non-monetary so that it leads to job satisfaction and an organization more proficient work culture will lead same for better growth of the company.

Primary data is collected through structured questionnaires, targeting respondents from various occupations. This study gives valuable feedback of women job satisfaction in IT sector, It highlights the various factors the influencing for employee satisfaction at the work place some of factors are like compensation & benefits, hybrid structure, work life balance, job security, flexible hours. This says the overall employee job satisfaction is based on the factors that which affects the employee satisfaction in the organization. it leads to the productivity & retention of employee at the work place.

Keywords: Job Satisfaction, IT sector, Women Employees, Compensations, Rewards.

1.0 Introduction

‘Women Employee Job Satisfaction’ Employee Job Satisfaction’ employee job satisfaction is important in the workplace comparison as it will come depend upon to keep their employees. Job satisfaction is a feeling of an employee that how relate to their job, specific its positive emotional state.

When satisfaction is felt with the employee and workplace, employer or organization where emotion both on high level as well low to them at same point.

Happy employees often feel happy, and satisfied in their job. If the workplace benefits like motivation, incentives and

encouragement along with good relationship are high maintained into an organization it leads to a reduction in terms of complaints or absenteeism grievances turnover & termination. It improves the self-confidence and employee loyalty & Punctuality. This one provides the employee longevity & performance.

The women employee job satisfaction is the crucial factor in an organization and this will cause a good working condition for the worker, it helps for build up moral relationship between the employer and their group withstanding by her. All the organization objectives and goals meet with employee job satisfaction, in IT sector to

reach its through end but before results is reached getting a fully satisfied bit will lead.

2.0 Need for the Study

To foster a positive work environment empathy for job satisfaction and work-life balance is necessary. A key factor influencing wellbeing and productivity is job satisfaction which measures how content workers are in their roles. Along the same lines work-life balance helps women balance their personal and professional lives which lowers stress and boosts productivity. When employees are content, they are more motivated devoted and involved. By providing flexible scheduling encouraging a positive work environment and offer opportunity for valued employers can improve employee relationships. By taking these actions you will eventually raise staff morale and contribute to the long-term success of the company.

3.0 Statement of the Problem

Job Satisfaction is a key tool for employees to work effectively in an organization, Work life balance also plays a vital role in women employment as they have to work and manage the family, and this study aims to recognize the impact of flexible working conditions on job satisfaction among women employees. The purpose of this study is to observe the connection between a company capacity to provide flexible work arrangements and its women workers job satisfaction. The current mission involves investigating the potential benefits of flexible work arrangements on employee morale engagement and overall job satisfaction.

4.0 Objectives of the Study

- To study the concept of flexible working system in IT sector.
- To identify the factors which impact on employee job satisfaction.
- To analyze the factors which impact on

flexible working condition on women employee job satisfaction.

- To suggest the measure to improve the job satisfaction of employee

5.0 Scope of the study

Research emphasizes the study of “women employee job satisfaction in IT sector”. It will help to know which key factors that will satisfy with employee requirements in organization. The study represents the factors influencing Bangalore’s IT sector’s job satisfaction.

6.0 Research Methodology

- **Type of research** - Descriptive Research
- **Type of sampling** – Convenience Sampling
- **Sample frame** – Women Employees in IT sector
- **Sample Size** – 120
- **Statistical Tools:** Chi-Square Test

Data Collection

- **Primary Source** - Questionnaires
- **Secondary Source**-Data Composed From other bases like, Literature, Articles, books.

7.0 Hypothesis

Null hypothesis (H0) There is no impact of flexible working condition on women job satisfaction

Alternative hypothesis (H1) There is an impact of flexible working condition on women job satisfaction.

8.0 Limitations

- Reluctance to answer the questions.
- Time constraint.

9.0 Literature Review

1. **Vijesh Chaudhary, Veena Prasad Vemuri, Luigi Pio Leonardo Cavaliere, (2024)**

In this instance they compare the inspection behavior in Bilaspur. They also gain of employee motivational elements too job knowledge on how to keep up working satisfaction across public and private relationships with their staff members and enterprises. In command to understand how verify that they are content with their work satisfaction & employee motivational positions by providing them with more factors affect public versus private firms, they encouragement from capable leaders. are doing a comparison analysis.

2. Reetu Anshu Yadav, Kulbir Singh Radhe (2024)

In this specific instance, they investigate how work happiness among employees affects the information technology industry organizational efficacy. To aid in this they are interested in learning how organizational work in the IT industry is impacted by job satisfaction.

3. Nanjaraje S. Urs, Dr. Sandeep Kumar Gupta, Dr. T. Lavanya Kumari, Dr. Anouja Mohanty (2024)

They investigated the dynamics of job satisfaction & employee engagement in the IT industry in this instance. Their main goals in doing this are to examine the dynamics of job satisfaction & employee engagement in the IT sector and to find out what the local problems facing employees are.

4. Dr. Sangeeta, Dr. Varinder Jeet Singh, Dr Anshul Arora, Ms. Anupriya, Deepak Kumar (2024)

In this case, the Indian automotive industry is specifically mentioned as they examine the empirical analysis between the degree of job-satisfaction among employees and their working environment. In this instance, they attempt to comprehend the working-environment and job happiness of employees in the Indian automobile business.

5. Pushkar Dubey, Abhishek Kumar Pathak and Kailash Kumar Sahu (July 2022)

Here they examine how effective leadership affects job satisfaction and organizational

behavior in Bilaspur. They also gain knowledge on how to keep up working relationships with their staff members and verify that they are content with their positions by providing them with more encouragement from capable leaders.

6. Kumari Rashmi and Aakanksha Kataria (2021)

This present work focuses on appraising job resources and job happiness among the Indian nursing professionals testing for the moderator role of work-life balance. They mainly focus on Indian nurses in this case, and how job satisfaction influences the extent to which the nurses can practice work-life balance.

7. Dr. Kusum, Phagwara Dr. Megha Gupta, Kurukshetra Suresh Chauhan (2020)

The aspects pertaining to frontline personnel job satisfaction in Himachal Pradesh hotels are explored in this instance. This learning is intended to assist in determining which aspect of job satisfaction affects front-line staff members in Himachal Pradesh hotels.

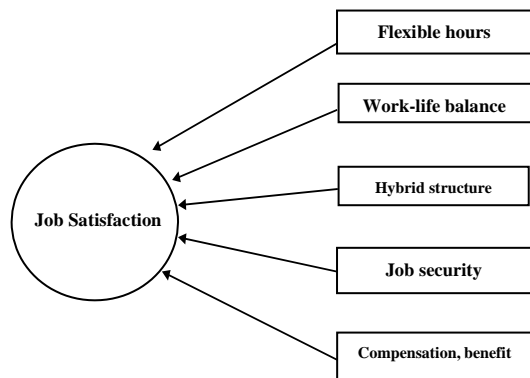
10.0 Research Gap

This study inspects women job satisfaction levels. Above researchers have focused on employee job satisfaction in different areas but this research aims to focus on women employee job satisfaction in IT sector. An association between employee work satisfaction, job pride, and staff involvement was shown in a recent study. The need for more research in this area is highlighted by the fact that treating women employees fairly and with respect has been demonstrated to boost their equal level of job satisfaction.

11.0 Factors Identified for the Study

DEPENDENT VARIABLE

INDEPENDENT VARIABLE



12.0 Data Analysis

DEMOGRAPHIC FACTORS

Table 1: Table showing the age of the responders

Ages	No. of Respondent	% of Respondent
18-22	13	11.8%
23-30	48	43.6%
31-40	30	27.3%
41-50	11	10%
51-60	8	7.3%
Total	110	100%

*Source: Primary Data

Analysis

Among the respondents, the most common group is between the ages of 23 and 30 (48 out of 110), followed by those between the ages of 31 and 40 (30 out of 110), 18 and 22 (13 out of 110), 41 and 50 (11 out of 110), and 51 and 60 (8 out of 110).

Interpretation

In comparison to other age groups, the graph shows that majority of Respondents fall within the 23-30 (43.6%) age range. Compare to respondents the 23-30 this has more respondent.

Table 2: Table showing the education of the responders

Education	No. of Respondent	% of Respondent
10 th	10	9.1%
2ed PUC (12 th)	24	21.8%
Degree	53	48.2%
Masters	23	20.9%
Total	110	100%

Analysis

The Popular of the responders of Most of Degree Are 53, 2ed PUC Are 24 and Masters are 23 And Also 10th Are 10 of The Employees Education.

Interpretation

In comparison to other education groups, the graph shows that majority of Respondents fall within the Degree range is 53. It's shows the 48.2% responded employees are pass out the degree.

Table 3: Table showing flexible working arrangement employee preferences

Particulars	No of respondents	% of respondents
Flexible time	45	40.9%
Compressed work week	23	20.9%
Telecommuting	8	7.3%
Part-time hours	7	6.4%
Full time	27	24.5%
Total	110	100%

Analysis

Above table shows the flexible working arrangement which women employees prefer and there are 45 employees are responding to the flexible time for flexible working arrangement employee preference.

Interpretation

In comparison to other the flexible working arrangement they prefer, the flexible time that is majority of Respondents fall with this is 40.90%.

13.0 Hypothesis Testing

HYPOTHESES

H0 There is no impact of flexible working condition on employee job satisfaction.

H1 There is impact of flexible working condition on employee job satisfaction.

Which flexible working arrangement employees prefer?

Table Showing Chi Square Test

Parameters	O	E	(O-E)	(O-E) ^2	(O-E) ^2/E
Flexible time	45	24	21	441	18.37
Compressed work week	23	24	-1	1	0.04
Telecommuting	8	24	-16	256	10.67
Part-time hours	7	24	-17	289	12.04
Full time	27	24	3	9	0.37
Total	110	120			41.49

Observed frequency (O) =

$$45+23+8+7+27 = 110$$

Expected frequency (E) =

$$24+24+24+24+24 = 120$$

Degree of Freedom (U) = 5-1= 4

Tabulated value, X₂ 0.05= 7.81

Calculated value, (O-E)²/E=41.49

$$(O-E)^2/E = 44.$$

$$(O-E)^2/E = 41.49 > X_{2} 0.05 = 7.81$$

Interpretation

This test proves that the Alternative hypothesis is considered & Null hypothesis (H0) is rejected because of the calculated value is more than tabulated value and the alternative hypothesis (H1) is accepted. Hence, the employees are responding opinion is shows there is an impact on flexible working condition on job satisfaction.

14.0 Findings

- Nearly 43.6% of the feedbackers and their response belong the age group of 23 to 30.
- At least 52% of respondents claimed that felt more fulfilled in their work life balance as a outcome of flexible working deals.
- Flexible time is the maximum prevalent flexible working preparation among employees 40.9% representing a significant desire for independent in development in their work.
- Regarding work life balance is almost of the 49.1% employees reported experiencing less stress saying that managing work and personal responsibilities is on the increase.
- Concerning issues about the job security almost half of employees (44.5%) mentioned that they obtained the swift responses from both their immediate supervisor and human resources department.

15.0 Suggestions

- An effective way to improve work life balance is the break up more workload into smaller and large manageable project relatively than piling on as much as possible.
- Work-life balance was established as a means of managing workloads and improving working conditions. In order to reach the company goal, family and leisure time are scheduled.
- The company's work-life balance initiatives are effective and that women employees can successfully manage their personal and work lives without going through a ration of stress.

16.0 Conclusion

The outcomes of this study suggest that adopting flexible work measures can grow in job satisfaction in IT Sectors (Bengaluru), by more benefits than drawbacks. Among the benefits mentioned are improved cooperation between team members, improved and distinctive employment hours and thus improved productivity. That is why employers can use these benefits in order to adjust the atmosphere in the workplace and make it more friendly and tolerant.

Women Employee “Job Satisfaction” in the IT sector is influenced by a combination of factors. These includes Flexible hours, Work-life balance, Hybrid structure, Job security, Compensation, benefit. Fulfilling employee needs can lead to organizations success.

JS in a IT sector can be influenced by specific challenges, such as high workload, tight deadlines, pressure to stay updated with rapidly evolving technology and limited resources. Employers need to address these challenges to ensure employee satisfaction and well-being.

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