

JOB SATISFACTION IN IT COMPANIES: A COMPARATIVE STUDY

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ABSTRACT

Study aims to make a comparative analysis of job satisfaction and its factors in selected five IT companies of Bangalore. The study is mainly based on the primary data collected from employees of the IT companies. The sample size of the study was 500 and the number of companies selected were five namely; SAP, Infosys, Cognizant, Oracle and Huawei. It was found from the study that there is a significant difference in Job Satisfaction in five IT companies namely; SAP, Infosys, Cognizant, Oracle and Huawei. Infosys has the highest mean value of Job Satisfaction, while the least mean value is of SAP. It was found from the study that the employees of the selected five IT companies of Bangalore are satisfied towards their job and various factors of job satisfaction namely; welfare measure, growth & promotion, salary & compensation, Supervision quality/supervisors' skill and knowledge, Training and development opportunities, Complaint and grievance handling mechanism, work itself, Insurance schemes/medical benefits/fringe benefits, and Fair and Transparent Policies.

KEYWORDS: *Job Satisfaction, Working Environment, Career Growth and Development, IT Companies.*

Introduction

Job satisfaction in regards 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 whereas negative attitude towards job has been defined variously from time to time. In short job satisfaction is a person's attitude towards job. Job satisfaction is an attitude which results from balancing & summation of many specific likes and dislikes experienced in connection with the job- their evaluation may rest largely upon one's success or failure in the achievement of personal objective and upon perceived combination of the job and combination towards these ends. Job satisfaction is an important indicator of how employees feel about their job and a predictor of work behavior such as organizational citizenship, Absenteeism, Turnover. Job satisfaction benefits the organization includes reduction in complaints and grievances, absenteeism, turnover, and termination; as well as improved punctuality and worker morale. Job satisfaction is also linked with a healthier work force and has been found to be a good indicator of longevity. Job satisfaction is not synonyms with organizational morale, which the possessions of feeling have being accepted by and belonging to a group of employees through adherence to common goals and confidence in desirability of these goals. Morale is the by-product of the group, while job satisfaction is more an individual state of mind.

Job satisfaction and occupational success are major factors in personal satisfaction, self-respect, self-esteem, and self-development. To the worker, job satisfaction brings a pleasurable emotional state that can often leads to a positive work attitude. A satisfied worker is more likely to be creative, flexible, innovative, and loyal. For the organization, job satisfaction of its workers means a work force that is motivated and committed to high quality

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