

## Study on Influence of Job Satisfaction on the Quality of Life of Software Employees

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### Abstract

This study is centered on the influence of job satisfaction on the range of quality of life of the software professionals operating in Kannur District of Kerala. The sample of 416 software professionals were contacted and picked up knowledge exploitation snow ball sampling technique. Questionnaire method was used to collect information from the employees. The information were analysed using the percentage analysis, ANOVA, t-test, correlation, chi-square and regression. The findings in the study discovered that the job satisfaction and therefore the quality of lifetime of software professionals were seem to be moderate. It had been conjointly found that demographic variables had a major association with the job satisfaction and quality of life of the software professionals.

**Key Words:** Job satisfaction, quality of life, software professionals, demographic factors.

## 1. Introduction

The contribution of the expansion of Indian IT and software trade within the country's development is considerable. Quite a large numbers of youngsters are attracted towards these industries owing to varied reasons like high package, sophisticate life and rank. These industries offer all kinds of facilities and advantages to their staff with an objective to keep them happy in order that they'll contribute a lot towards their job. The nature of job during this trade needs the employee to work based on project targets and time limitations. Extended operating hours in front of the computers make them tired and restless and conjointly they're prone to physical problems like headache, back pain, eye strain, etc. These factors induce the stress which may have an adverse effect on the job satisfaction of the staff. Job satisfaction is considered as the emotion of enjoyment or fulfilment that a worker gets from their job completion. The amendment in the perception towards the work results in the discontentment of the job and conjointly it's going to influence the overall quality of the life of the staff. Therefore there arises a matter "Does these employees have employment satisfaction and quality of life? Quality of life is outlined because the individual well-being in their life which incorporates their satisfaction on family, colleagues, health, education, wealth, employment, spiritual beliefs, etc. Thus, this study is an effort to understand the amount of job satisfaction and its effect on quality of life of the software employees.

## 2. Review of literature

Ranjit and Mahespriya (2013) in their article on job stress and quality of life of the software employees have found that the standard of life is influenced by the amount of job stress of software worker. Their study additionally found that the demographic factors had a big association with the job stress and quality of life of system workers. Another study displays that the demographic variables specifically age and education had no significant relationship with the quality of life of the worker. The study additionally found that the job stress was the leading factors that influence the standard of life of the staff (Baune. B.T and Aljeesh.Y, 2006). In the findings of another study unconcealed that the quality of life of the employees were explained by 3 factors namely quality of sleep, temporary state and family (Chung, Chi-Ti; Chung, Ue-Lin, 2009). A study on job satisfaction of workers found that the duty satisfaction was influenced by the demographic factors. It had been pictured hat there was a big correlation found among age, sex, education and job satisfaction. The study additionally found that the job satisfaction was in terms with organizational factors like work shifts, job state of affairs and hours of labor (ShahnazTabatabaei, et.al., 2013). Dore (2004), in his study found that there was a big relationship between job satisfaction and turnover intention of the code workers. Gunlu et al (2010) their study results shows a significant relationship between job satisfaction and structure commitment of the staff. Rashid Saeed (2013) The job satisfaction of the staff within the telecommunication sector is at the positive level.

### 3. Objectives

1. To assess the level of job satisfaction and quality of life of the software employees.
2. To study the influence of demographic variables on the job satisfaction and quality of life of the software employees.
3. To study the relationship between the job satisfaction and quality of life of the software employees.

### 4. Methodology

The software employees working in the Kannur District of Kerala was taken not necessary for the present study. The samples for the study were selected by means of adopting snow ball sampling technique. The software employees were met by means of getting reference from one to one. It was practically difficult for the researcher to get permission from the concerned industry to collect data from the employees. The data was collected from the respondents through a questionnaire which consisted of three sections namely 1. Demographic profile, 2. Job satisfaction scale profound by B.L.Dubey, K.K.Uppal, S.K.Verma, C.K.Mani, (1980) and 3. Quality of life scale profound by B.L.Dubey and Verma.S.K (1983). The scales were standardised by means of satisfying the reliability and validity. The reliability of the scales were found to be 0.63 (job satisfaction) and 0.72 (quality of life). The validity of the scales was found using face validity. The statistical tools namely percentage analysis, ANOVA, T-Test, Correlation and Regression were used to analyze the collected data.

### 5. Analysis and Interpretation

Table 1: Level of Job Satisfaction and Quality of Life

Variables	Job Satisfaction		Quality of life	
	Frequency	Percent	Frequency	Percent
High (99-125)	40	9.6	62	14.9
Moderate (83-98)	340	81.7	304	73.1
Low (25-82)	36	8.7	50	12.0

It is evident from the above table that 81.7 percent of the software employees are having a moderate level of job satisfaction, less than one tenth of them (9.6 percent) of them are having high level of job satisfaction and less than one-tenth of them are having low level of job satisfaction. The percentage distribution of the software employees based on their quality of life depicts that less than three-fourth of them (71.1 percent) are having moderate level of quality of life, less than one-fifth (14.9) of their quality of life is high and 12 percent of their quality of life is found to be low. From the above table it is evident that a moderate level of job satisfaction and quality of life was found among the software employees.

Table 2: Influence of Demographic Variables on the Level of Job Satisfaction and Quality of Life of the Respondents

Variable	Test	Value	Result
Age	Correlation	r= - 0.125 p<0.05*	r= - 0.128 p<0.05*
Gender	t-test	t = -0.296 P>0.05(NS)	t = 2.108P<0.05*
Marital status	ANOVA	F = 3.297 P<0.05*	F = 1.439 P>0.05 (NS)
Type of family	t-test	t = 2.216 P<0.05*	t = 4.104 P<0.05*
Place of residence	ANOVA	F = 1.280 P>0.05(NS)	F = 0.421 p>0.05(NS)
Monthly Income	Chi-square	Chi= 50.859 P<0.01**	Chi= 32.630 P<0.01**
Years of experience	Chi-square	Chi= 14.658 P<0.05*	Chi= 12.856 P<0.05*
Role of job	ANOVA	F = 10.325 P>0.05(NS)	F = 1.566 P>0.05(NS)
Nature of work	Chi-square	Chi= 14.534 P<0.05*	F = 23.622 p<0.05*

\* Significant at 0.05 level \*\* Significant at 0.01 level NS – Not Significant

The influence of demographic variables on the job satisfaction and quality of life of the software employees are depicted in the above table. The above table indicates that age, marital status, type of family, monthly income, years of experience and nature of work significantly influences the job satisfaction level of the software employees. While considering the quality of life, the demographic variables namely age, gender, type of family, monthly income, years of experience and nature of work significantly influences the quality of life of the software employee. From this it is understood that the demographic variables have a significant influence over the job satisfaction and quality of life of the software employees.

Table 3: Determining the Quality of Life using Job Satisfaction Factors Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.594	.353	.344	8.11045

The R square value (R=0.353) indicates that 35.3 percent of the variation in the quality of life is explained by the six factors of job satisfaction namely job and working condition, organizational factors, pay, supervisor, promotion and security.

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14697.611	6	2449.602	37.240	.000
	Residual	26903.771	409	65.779		
	Total	41601.382	415			

It is evident from the ANOVA value (F=37.240) that there is a significant difference in the quality of life based on the six factors of job satisfaction.

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.918	5.155		3.864	.000
	Job and working conditions	.734	.106	.314	6.957	.000
	Organisational factors	.150	.174	.040	.861	.390
	Pay	1.355	.206	.337	6.566	.000
	Supervisor	.430	.257	.079	1.670	.096
	Promotion	.635	.456	.057	1.394	.164
	Security	1.004	.417	.110	2.409	.016

The above table reveals that out of the six factors of job satisfaction, three factors significantly influences the quality of life of the respondents. The factors namely job and working condition, pay and security have a significant influence over the quality of life of the software employees. The factors namely organizational factors, supervisors and promotion do not significantly influence the quality of the life of the software employees.

Table 4: Relationship between Job Satisfaction and Quality of Life using Regression Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.572	.327	.325	8.22345

The R square value (R=0.32.7) indicates that 32.7 percent of the variation in the dependent variable (quality of life) is explained by the independent variable (job satisfaction).

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13604.547	1	13604.547	201.176	.000
	Residual	27996.835	414	67.625		
	Total	41601.382	415			

It is evident from the ANOVA value (F=37.240) that there is a significant difference in the quality of life based on the level of job satisfaction of the respondents.

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.015	4.267		4.691	.000
	Job Satisfaction	.669	.047	.572	14.184	.000

The above table reveals that job satisfaction significantly influences the quality of life of the respondents.

## 6. Salient Findings

- A moderate level of job satisfaction and quality of life have been found among the software employees.
- Age, marital status, type of family, monthly income, years of experience and nature of work significantly influences the job satisfaction.
- Age, gender, type of family, monthly income, years of experience and nature of work significantly influences the quality of life
- Job satisfaction factors (working condition, pay and security) have a significant influence over the quality of the life of the software employees.
- Job satisfaction significantly influences the quality of life of the respondents.

## 7. Suggestions and Scope for Future Research

Based on the findings of the study it's advised that the management should liberally set their working hours by creating versatile period which can facilitate the staff to cut back their stress that successively to boost their job satisfaction and quality of life. The management must. After necessary coaching associated with the outcomes that are handled by the fresher's which can facilitate them to figure jubilantly and with satisfaction. Family functions like birthday parties, anniversaries, picnic with relations; etc is organized by the management to boost their quality of life. Knowledge sharing session services are to be provided the needy workers to refresh from their work. The future researchers will embrace job stress alongside the job satisfaction and quality of life using structural equation modelling. The long run study may also concentrate on the mediating and moderating variables between the work satisfaction and quality of life of the respondents. A comparative study is done by taking completely two different professionals alongside software professionals.

## 8. Conclusion

This study concludes that medium level of job satisfaction and quality of life is found among the software engineers.

The article additionally concludes that the demographic variables such as age, gender, etc. do influence the amount of job satisfaction and quality of life of the software professionals. Employees are the basis of associate degree organizations, therefore the management should be aware of their employees by adopting and implementing correct and adequate facilities that the employees to fancy doing their job with full satisfaction.

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