

# APPLICATION OF FACTOR ANALYSIS IN JOB SATISFACTION OF EMPLOYEES IN IT COMPANIES

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## Abstract:

Employees from IT companies are facing various problems in his or her job that's an effect on job satisfaction. Technical companies are struggling to secure his or her employees happiness and own business life. Employees are the backbone of any organization. Employers are always thinking about the employee. The present research paper highlighted factors influenced on Job satisfaction of employees and know level of job satisfaction of employees. Factor analysis statistical method used for data analysis. This Research concentrated on gender-wise factor which is influenced by job satisfaction. Employee means respondents are working in Information Technology companies. The researcher has selected 370 respondents from selected IT companies of Kolhapur city as a sample for the study; Adopted Convenience and simple random sampling technique; Primary data and secondary data used for this research. Collected data was analyzed, interpreted with the help of suitable statistical tools such that factor analysis, percentage, mean, etc. Research Result shows that level of job satisfaction of employee and important factor which are influenced on (or an effect on) job satisfaction of employees.

Key Words: factor analysis, job satisfaction in gender-wise, application of factor analysis

## Introduction:

Job satisfaction is the focal point of all companies for internal and external growth. In today's globalized era, it has become very difficult to maintain customers of IT Companies. Needs and expectations differ from customer to customer, employee to employee, employee to employer and employee to customer. Upgraded Information Technology expectations are increasing day by day. Technical Employees and Employers are under pressure. Lots of computation found in IT business. Indian Technical industry has been witnessing severe competition and rapidly changing business. Everyday winning in the modern business world is the most important role handled by IT employees. It has resulted in increased expectations of smart consumers and customers. Job satisfaction most essentials to every company. IT companies are always run satisfaction surveys for the company's growth. In this research paper, the researcher has studied factors showing Job satisfaction of Employee.

## Objective:

- To know the level of job satisfaction of employees in IT Companies
- To identify the factor influenced on Job Satisfaction of employees (gender-wise) using factor analysis.

## Methodology:

The Descriptive research methodology was selected to discover the important factors of Job satisfaction from Information Technology employees. Respondents or employees from selected IT companies of Kolhapur City. The author has explored job satisfaction factors. Hence, the present research is exploratory. The primary data has been gathered through a simple random & convenience sampling method used. To accomplish the stated objective primary data was collected through a self- designed structured questionnaire. The questionnaire comprises a scale to

assess the factors in terms of employee prefer. The study is conducted in selected IT companies in Kolhapur city. The employees from these and willing to fill up the questionnaire (include a demographic question gender, the highest qualification, 48 statements by five-point Likert Scale for observation, etc) is the sample unit under the study. The Researcher has used the combination of MSQ and Job Satisfaction Survey to identify and measure the level of Job Satisfaction. Single Global Rating & Summation Job facets used to reach the research objective. Secondary data collected through review article, books, blogs, etc. Total of 370 respondents have filled the questionnaire, and it is the sample size of the study. Suitable statistical tools have been applied to analyse the collected data such as percentages, averages, factor analysis, with the help of SPSS, MS Excel, XLStat application software. Project Duration: 10 January 2018 to 10 July 2019

### **Theoretical background:**

- (1) Locke in 1969, 1976 was defined job satisfaction as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences."
- (2) Author<sup>1</sup> stated in the article title 'Human Resources Management Practices in Modern World' that "Modern Human Resources (M-HR) was defined bringing clarity, simplicity, enhancing, maintaining, capturing, assigning & caring human in personal, organisation and within organisation. M-HR aim is trying to fulfill requirement of employee, employer, upcoming candidate and unselected candidate." Again he was explained, "Modern Human Resources Management (M-HRM) is a process of bringing people, employee, employer, unselected candidate, and organisation and other than organisation together so that the goals, mission and objectives of each are met. M-HRM focusing systematically, effectively manages, maintain, control, develop human." It was designed to maximize employee performance for organizations and country
- (3) Author<sup>1</sup> stated in the article title 'Job Satisfaction Factors of Employee in Virtual Workplace: Review' stated that there was following important Factors that influenced on job satisfaction which are Place, Work, Time, Stress, Gender, Age, Experience, Immediate superior, Relationship, Communication, Technology, Payment, Policy, Security, Responsibility, Personal, dependency, Guidance, Achievement, Traveling, Social, Status, Trust, Feedback, Help, Psychology and Law
- (4) Article shared by venkatesh was reviewed definition of Fieldman and Arnold told that Job satisfaction will be defined as the amount of overall positive effect or feeling that has been individuals and it will towards their jobs. Andrew Brin has defined Job satisfaction is the amount of pleasure or contentment associated with a job. If you like your job intensely, you will experience high job satisfaction also told that If you dislike your job intensely, you will experience job dissatisfaction. The Author told that organizational, work environmental; work itself and personal factor effect on Job satisfaction.
- (5) Factor analysis and Reliability Analysis: "Both are statistical techniques used to reduce a larger set of measured items (i.e, observed variables) into a smaller set of latent constructs. According to study, firstly use factor analysis to organize the items into constructs and then use reliability analysis to determine how well each construct holds together". According to review 'Majority Researchers typically use factor analysis first to organize the items into constructs and then use reliability analysis to determine how well each construct holds together also be sure reliability of items that must be reliable'
- (6) Principal Component Analysis used for data reduction. It requires a large sample size. Varimax with Kaiser Normalization was used to reduce groups of variables to theoretically important latent variables.
- (7) Factor Loading & Name assigning to the factor: Researchers<sup>1</sup> Study told that the higher the absolute value of the loading, the more the factor contributes to the variable. Firstly, looked or see the all content of variable (in simple say items or observed statements) that load onto the same factor to trying to identify more common themes if available, otherwise items measured highly correlated to provide reasonable bases for factor name decision and secondly, check all items reliability of each component by statistics test. Items must be reliable during factor name assigned.
- (8) Kaiser-Meyer-Olkin Measure did for Sampling Adequacy (considered 0.5 above value for adequacy) (According to study 0.00 to 0.49 unacceptable, 0.50 to 0.59 miserable, 0.60 to 0.69 mediocre, 0.70 to 0.79 middling, 0.80 to

0.89 meritorious, 0.90 to 1.00 marvelous.) & Bartlett’s Test of Sphericity (if Sig.  $p < 0.05$ , rejection of hypothesis). Both of these Test indicates that data is suitable for conducting factor analysis.

(9) According to Marsh, H. W., Morin, A. J., Parker, P. D., & Kaur, G. (2014) Advantage of Factor analysis is resolving the common problem, in real contexts, of non-zero cross-loading and Disadvantages of factor analysis is Fit indexes, data-drive structure without theory, problems with measurement errors, you can’t include common variance of the method and, most important, it can’t be used to test structural equation models.

**Data analysis and interpretation:**

Data was collected & then after it is analyzed and interpreted as,

(a) Table 1 Showing Demographic Analysis

	Variable	F	%
1	Gender	Male	166 45 %
		Female	204 55 %
2	Highest Qualification	Polytechnic Diploma	39 11 %
		Graduate	175 47 %
		Post Graduate	108 29 %
		Doctorate (Ph.D.)	27 7 %
		Technical Courses	21 6 %

Interpretation 1:

Out of 100% of respondent Male employees were 45% and Female employees were 55%. Majority of female employees are more. Qualifications of Respondents with Polytechnic Diploma are 11 %, Graduate are 47 %, Post Graduate are 29 %, Doctorate (Ph.D.) are 07 %, and Technical Courses are 6 %. Maximum Graduated respondents are working in IT companies.

(b) Table 2 Showing Male & Female and Overall Responses with the percentage.

Respondent	Counted Received response from respondents					Total
	SD	D	U	A	SA	
Male	41 (25%)	47 (28%)	12 (7%)	45 (27%)	21 (13%)	166 (100%)
Female	62 (30%)	67 (33%)	6 (3%)	43 (21%)	26 (13%)	204 (100%)
Overall	103 (28% )	114 (31%)	18 (5 %)	88 (24%)	47 (13%)	370 (100%)

Source: Primary Data |

Interpretation 2:

Out of 370 (100%) Male 166 (45%) and Female 204 (55%) responded. Female respondents are more than male employees. Respondent was responded 103 (28% ) as SD, 114 (31%) as D, 18 (5 %) as U, 88 (24%) as A and 47 (13%) as SA with summation from observed statements. The Majority of respondents show below disagree responded with statements, which means respective observed statements are important for satisfaction. Note that decided score such as, ‘1: Strongly Dissagree (SD)’, ‘2: Disagree (D)’, ‘3: Undecided (U)’, ‘4: Agree’ (A), ‘5: Strongly Agree (SA)’.

(c) Table 3 Showing Male & Female and Overall Responses, mean, Standard Deviation

Q No	Observation / Items / Questions /Statements	Male		Female		Overall	
		M_N = 166		F_N = 204		N = 370	
		Mean	SD	Mean	SD	Mean	SD
1	Pays & Benefits Comparing With Other IT Company	2.16	1.19	1.91	0.99	2.02	1.09
2	Present Salary, Wages	2.08	1.17	1.75	0.96	1.90	1.07
3	Co-workers Help	3.12	1.42	2.83	1.51	2.96	1.48

4	Team Members Support	2.24	1.11	2.05	1.03	2.14	1.07
5	Its Ok Job In Itself	2.19	1.20	1.79	0.96	1.97	1.09
6	Sufficient Info For Work	2.58	1.33	2.26	1.21	2.40	1.27
7	Supervisor Help	2.27	1.22	1.84	0.91	2.04	1.08
8	Other Departmental Supervision	3.06	1.36	2.89	1.38	2.97	1.38
9	Employee Policy Is On Paper Only	3.75	1.20	3.83	1.20	3.80	1.20
10	T & C Of Customer	2.91	1.36	2.61	1.37	2.75	1.37
11	Team Members Trust	2.51	1.31	1.99	1.10	2.22	1.22
12	Listening With Each Other By Work Members	2.27	1.21	2.03	1.07	2.14	1.14
13	Physical Working Condition At Work	2.29	1.23	1.83	1.09	2.04	1.18
14	Physical Working Condition In Client Organization	2.02	1.26	1.82	0.96	1.91	1.11
15	Hope Of Better Post In This Company	2.21	1.25	1.75	0.93	1.96	1.11
16	Work Is Challenging	2.19	1.25	1.88	0.99	2.02	1.12
17	Work Is To Fast	3.82	1.25	3.79	1.35	3.80	1.30
18	Feel Relax During Work	2.37	1.32	2.10	1.20	2.22	1.26
19	Finding Exact Fault	3.53	1.34	3.22	1.50	3.36	1.44
20	Feel Alone In Critical Work	3.92	1.28	3.94	1.20	3.93	1.24
21	Technical Changes Affected On Mental	3.63	1.24	4.06	1.07	3.87	1.17
22	Stressfully Work	4.05	0.97	4.05	1.08	4.05	1.03
23	Assigned Work Is Positive	2.22	1.17	1.89	1.08	2.04	1.13
24	Work Life Policy Good	2.27	1.33	1.99	1.19	2.11	1.26
25	Location Of Work Wellness	2.71	1.35	2.19	1.30	2.42	1.34
26	Expect In Home City Work	3.85	1.09	3.96	1.12	3.91	1.11
27	Social Media Effect On My Satisfaction	4.07	1.09	4.15	1.05	4.12	1.07
28	Organisation Famous In Social Site	2.08	1.11	1.82	1.09	1.94	1.10
29	Immediate Superior Talk	3.81	1.14	4.11	1.03	3.98	1.09
30	Skipping Question By Senior	3.51	1.28	3.34	1.42	3.42	1.36
31	Caring Your Health	2.37	1.26	1.86	1.01	2.09	1.16
32	Meditation Provides	1.99	0.98	1.85	0.91	1.91	0.94
33	Well With Upgrade Technical Skill	2.30	1.24	2.73	1.49	2.54	1.40
34	Less Time Given During Learning	3.93	1.00	4.07	1.00	4.01	1.00
35	Future Opportunity For Learning	2.69	1.39	2.35	1.40	2.50	1.41
36	Best Training Provider	2.53	1.38	2.03	1.10	2.26	1.26
37	Business Strategy Focused	3.20	1.36	2.64	1.51	2.89	1.47
38	Leader Understood Business Climate	2.69	1.37	2.24	1.21	2.44	1.30
39	Support By Manager For Training	2.39	1.37	1.75	1.03	2.04	1.23
40	Developing Employees	2.32	1.25	1.94	0.98	2.11	1.12
41	Organization Culture	2.64	1.38	2.24	1.34	2.42	1.37
42	Promotion Of Learning And Creativity Activity	2.60	1.32	2.12	1.14	2.33	1.24
43	Customer Service Is Good	2.44	1.38	2.75	1.55	2.61	1.48
44	Received Customer Focus Training	3.58	1.37	3.41	1.45	3.48	1.42
45	Communicated Well Of Company Goal	2.16	1.12	1.80	0.97	1.96	1.06
46	Idea Sharing In Company	2.12	1.15	1.86	0.93	1.98	1.04
47	Feedback	2.01	1.08	1.86	1.06	1.93	1.07
48	Guidance	2.54	1.34	2.28	1.27	2.40	1.31
	<b>Mean Of Means</b>	<b>2.75</b>	<b>0.67</b>	<b>2.53</b>	<b>0.83</b>	<b>2.63</b>	<b>0.75</b>

{Source: Primary Data, SPSS output }

Interpretation 3:

Above analysis shows Out of 370 (100%) employees given responses. In this male 166 (45%) and female 204 (55%) given response. Male employees: summation of job satisfaction response that is mean of means 2.75 st dev 0.67 and

Female employees: summation of job satisfaction response that is mean of means 2.53 std dev 0.83. Total 370 (100%) Overall Job satisfaction mean value is 2.63 st dev 0.75. The Majority of employees found Female employees are more. Response responded by five point Likert Scale. There were used observed 48 statements are in positive theme; response obtained and taken the appropriate scoring decision for analysis such as '1: Strogly Disagree', '2: Disagree', '3: Undecided', '4: Agree', '5: Strongly Agree'. The level of Satisfaction score are categorized by Very low (1.0 to 1.8 mean value), low (1.8 to 2.60 mean value), medium (2.61 to 3.40 mean value), high (3.41 to 4.20 mean value) and very high (4.21 to 5.00) level of satisfaction. According to a study it was concluded that there was 'Medium Level of Job Satisfaction' found in Male respondent whose summation score is 2.75. There were 'Low Level of Job Satisfaction' found in Female respondent whose summation score is 2.53. There were 'Medium Level of Job Satisfaction' found in overall respondents in Information technology companies.

(d) Factors Analysis:

The researcher was interested to know the important factors that are contributed to job satisfaction to understand the factors exploratory factor analysis (Principle component) technique is used. Firstly, a researcher was decided for Reliability Analysis for checked-out item or variable are suitable for analysis. Item N= 48, Overall Respondent O\_N is 370, Male Respondents, M\_N = 166 and For Female Respondents, F\_N = 204.

(d.1) Reliability Analysis Staus:

Below result shows Reliability status of items by without deleted any item,

(d.1.a) For Overall respondents O\_N = 370, N of Item 48. The Cronbach's Alpha coefficient is 0.87 mean 126.28 variance 485.174 st dev 22.02. The Scale is reliable, all items.

(d.1.b) For Male Respondents, M\_N = 166, Item 48. The Cronbach's Alpha coefficient is 0.883 mean 132.19 variance 555.369 st dev 23.56. The Scale is reliable, all items.

(d.1.c) For Female Respondents, F\_N = 204, Item 48. The Cronbach's Alpha coefficient is 0.78 mean 121.47 variance 378.724 std dev 19.46. The Scale is reliable, all items. Next, the researcher was decided for conducting Factor Analysis of Male Respondents M\_N= 166 of items 48.

Next, Researcher are conducting factor analysis of Male respondents total counted 166 and observation/ items/ statements 48, see below.

(d.2) (Male Respondents) Factor Analysis : M\_N= 166 of items 48

(d.2.1) Kaiser-Meyer-Olkin & Bartlett's test: (Male Respondents only): Firstly did Kaiser-Meyer-Olkin Measure for Sampling Adequacy (consider 0.5 above value for adequacy) & Bartlett's test of Sphericity (if Sig. p < 0.05, rejection of hypothesis). Both of these tests indicates that data is suitable for conducting factor analysis. According to data analysis (KMO is 0.809 & p is 0.0000 ) that means data is suitable for conducting factor analysis.

(d.2.2) Factor Extraction: (Male Respondents only)

Component	Total Variance Explained								
	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	18.452	38.442	38.442	18.452	38.442	38.442	13.002	27.088	27.088

2	7.638	15.913	54.355	7.638	15.913	54.355	5.473	11.401	38.489
3	2.934	6.112	60.467	2.934	6.112	60.467	5.293	11.027	49.517
4	2.682	5.587	66.055	2.682	5.587	66.055	4.582	9.545	59.062
5	2.048	4.267	70.321	2.048	4.267	70.321	2.761	5.752	64.814
6	1.593	3.319	73.640	1.593	3.319	73.640	2.603	5.422	70.236
7	1.081	2.252	75.893	1.081	2.252	75.893	2.499	5.207	75.443
8	1.062	2.212	78.105	1.062	2.212	78.105	1.278	2.662	78.105
9	0.992	2.066	80.170						
<Note: Eigenvalues greater than 1 (one) is sufficient for the decision of identifying factor, so Component 10 to 47 not wrote here. >									
48	0.012	0.026	100.00						
Extraction Method: Principal Component Analysis.   SPSS output									

The above table shows that all factors are extractable from the analysis along with their eigenvalues, the percentage of variance attributable to each factor, the cumulative variance of the factor and previous factors. From the above table, it is identified that there are **Eight** factors with *eigenvalues* greater than **1 (one)**.

(d.2.3) Factor rotation (Male Respondents only) :

In this study researcher used Extraction Method was Principal Component Analysis. Rotation Method was Varimax with Kaiser Normalization & at least 0.40 for noting the significant factor) 8 components were extracted from 48 variables. The researcher considered factor scores of at least 0.40 for noting the significant factor, as the sample size was 370 in this study. The variable which has the highest loading on the particular factor has been assigned under that certain factor.

(d.2.4) Factor Loading and Assigning Name, Decision: (Male Respondents only):

Factor loading and Final Label is assigned to the factor. Next is tested the reliability of items (with the deleted items for fitting reliable). Correlation value of items (or variable) was sorted high to low loading in the related components. The following table shows component or factor, factor loading, Correlation value, reliability test value and final name assigned to the particular component.

Q No	Particular	Items	Value	Reliability Test	*Final Name Assigned
				Cronbach's Alpha	
16	Factor 1	Work Is Challenging	0.859	0.943	Challenging Work in Excellent Physical Working Condition
14		Physical Working Condition In Client Organization	0.889		
40		Developing Employees	0.844		
15		Hope Of Better Post In This Company	0.821		
46		Idea Sharing In Company	0.818		
42	Factor 2	Promotion Of Learning And Creativity Activity	0.861	0.933	Promotion Of Learning, Creativity Activity in Business Climate
38		Leader Understood Business Climate	0.842		
25		Location Of Work Wellness	0.830		
41		Organization Culture	0.829		
11		Team Members Trust	0.748		
19	Factor 3	Finding Exact Fault	0.790	0.877	Accurate Fault Finding and Diagnosis
30		Skipping Question By Senior	0.716		
44		Received Customer Focus Training	0.715		

37		Business Strategy Focused	0.676		
3		Co-workers Help	0.610		
8		Other Departmental Supervision	0.597		
32	Factor 4	Meditation Provides	0.805	0.735	Meditation
47		Feedback	0.693		
24		Work-Life Policy Good	0.585		
28		Organisation Famous In Social Site	0.735		
23	Factor 5	Assigned Work Is Positive	0.755	0.856	Positive Work Life Policy
24		Work-Life Policy Good	0.755		
8	Factor 6	Other Departmental Supervision	0.704	0.835	Departmental Supervision
10		T & C Of Customer	0.675		
37		Business Strategy Focused	0.671		
9		Employee Policy Is On Paper Only	0.610		
31	Factor 7	Caring Your Health	0.753	0.861	HealthCare
13		Physical Working Condition At Work	0.737		
36		Best Training Provider	0.727		
27	Factor 8	Social Media effect On My Satisfaction	0.450	0.618	Social Media
22		Stressfully Work	0.450		

Finally author concluded that, These are Eight important Factor influenced on Job Satisfaction of Male Employee in Information Technology Companies that are (1) Challenging Work in Excellent Physical Working Condition (2) Promotion of Learning, Creativity Activity in Business Climate (3) Accurately Fault Finding and Diagnosis (4) Meditation (5) Positive Work Life Policy (6) Departmental Supervision (7) Healthcare (8) Social Media. Next, the researcher was decided for conducting Factor Analysis of Female Respondents F\_N= 204 of items 48.

Next, Researcher are conducting factor analysis of Female respondents total counted 204 and observation/ items/ statements 48, see below.

(d.3) (Female Respondents) Factor Analysis: F\_N= 204 | items 48

(d.3.1) Kaiser-Meyer-Olkin & Bartlett’s test: (Female Respondents only) : According to data analysis (KMO is 0.780 & p is 0.0000 ) that means data is suitable for conducting factor analysis.

(d.3.2) Factor Extraction: (Female Respondents) F\_N= 204 (Female Respondents only)

Component	Total Variance Explained								
	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	17.978	37.453	37.453	17.978	37.453	37.453	11.985	24.968	24.968
2	7.175	14.947	52.401	7.175	14.947	52.401	6.433	13.401	38.369
3	3.593	7.486	59.887	3.593	7.486	59.887	4.560	9.500	47.869
4	2.567	5.348	65.235	2.567	5.348	65.235	3.323	6.924	54.792
5	2.221	4.627	69.863	2.221	4.627	69.863	2.956	6.157	60.949

6	1.511	3.148	73.010	1.511	3.148	73.010	2.794	5.820	66.769
7	1.327	2.765	75.775	1.327	2.765	75.775	2.774	5.779	72.549
8	1.275	2.657	78.432	1.275	2.657	78.432	2.050	4.271	76.820
9	1.204	2.509	80.941	1.204	2.509	80.941	1.645	3.428	80.247
10	1.046	2.179	83.120	1.046	2.179	83.120	1.379	2.873	83.120
11	0.860	1.792	84.912						
<Note: Eigen values greater than 1 (one) is sufficient for decision of identifying factor, so Component 12 to 47 not wrote here. >									
48	0.007	0.015	100.000						
Extraction Method: Principal Component Analysis.  SPSS output									

The above table shows that all factors are extractable from the analysis along with their eigenvalues, the percentage of variance attributable to each factor, the cumulative variance of the factor and previous factors. From the above table, it is identified that there are Ten factors with *eigenvalues* greater than 1 (one).

(d.3.3) Factor rotation (Female Respondents only):

In this study researcher used Extraction Method was Principal Component Analysis. Rotation Method was Varimax with Kaiser Normalization & at least 0.40 for noting the significant factor) 9 components were extracted from 48 variables. The researcher considered factor scores of at least 0.40 for noting the significant factor, as the sample size was 370 in this study. The variable which has the highest loading on the particular factor has been assigned under that certain factor.

(d.3.4) Factor Loading and Assigning Name, Decision: (Female Respondents only):

Factor loading and Final Label is assigned to factor. Next is tested reliability of items (with the deleted items for fitting reliable). A Correlation value of items (or variable) was sorted high to low loading in the related components. The following table shows component or factor, factor loading, Correlation value, reliability test value and final name assigned to particular component.

Q No	Particular	Items	Value	Reliability Test	*Final Name Assigned
				Cronbach's Alpha	
25	Factor 1	Location Of Work Wellness	0.836	0.964	Suitable Work Location
40		Developing Employees	0.825		
31		Caring Your Health	0.814		
41		Organization Culture	0.808		
38		Leader Understood Business Climate	0.798		
12		Listening With Each Other By Work Members	0.797		
42		Promotion Of Learning And Creativity Activity	0.795		
11		Team Members Trust	0.792		
35		Future Opportunity For Learning	0.779		
6		Sufficient Info For Work	0.770		
45		Communicated Well Of Company Goal	0.757		
39		Support By Manager For Training	0.753		
46		Idea Sharing In Company	0.742		
15		Hope Of Better Post In This Company	0.740		
36		Work Is Challenging	0.738		
13		Physical Working Condition At	0.717		



		Work			
4		Team Members Support	0.704		
30	Factor 2	Skipping Question By Senior	0.789	0.919	Attain Query
8		Other Departmental Supervision	0.771		
37		Business Strategy Focused	0.757		
3		Co-workers Help	0.749		
19		Finding Exact Fault	0.747		
44		Received Customer Focus Training	0.746		
10		T & C Of Customer	0.680		
24	Factor 3	Work Life Policy Good	0.759	0.870	Positive Work Life Policy
23		Assigned Work Is Positive	0.729		
32		Meditation Provides	0.713		
47		Feedback	0.711		
48	Factor 4	Guidance	0.645	0.784	Guidance
18		Feel Relax During Work	0.645		
15	Factor 5	Hope Of Better Post In This Company	0.844	0.897	Hope of Better Position
13		Physical Working Condition At Work	0.749		
7		Supervisor Help	0.728		
23		Assigned Work Is Positive	0.725		
5		Its Ok Job In Itself	0.72		
2	Factor 6	Pays & Benefits Comparing With Other It Company	0.645	0.849	Salary, Wages, Pay & Benefits
1		Present Salary, Wages	0.645		
16	Factor 7	Work Is Challenging	0.783	0.820	Challenging Work
14		Physical Working Condition In Client Organization	0.676		
24		Work Life Policy Good	0.592		
22	Factor 8	Other Departmental Supervision	0.587	0.717	Work Stress
9		Employee Policy Is On Paper Only	0.544		
20		Feel Alone In Critical Work	0.484		
36	Factor 9	Best Training Provider	0.312	0.476	Training Provider
28		Organisation Famous In Social Site	0.312		

Finally author concluded that, these are Nine important Factor influenced on Job Satisfaction of Female Employee in Information Technology Companies that are (1) Suitable Work Location (2) Attain Query (3) Positive Work Life Policy (4) Guidance (5) Hope of Better Position (6) Salary, Wages, Pay & Benefits (7) Challenging Work (8) Work Stress (9) Training Provider

### Finding:

- (1) According to the study there was found that the level of satisfaction varies in gender-wise.
- (2) A study found that the medium level of job satisfaction seen in the overall IT employees, medium level job satisfaction is seen in Male employee and low-level job satisfaction is seen in Female employee from the IT companies. Female employees are less satisfied toward her job.
- (3) According to a research study, it was seen that Job Satisfaction depends on various factors. There is different or the same factors influenced in job satisfaction. In the case of Gender-wise employee's job satisfaction; there was seen that job satisfaction factors are slightly different. In the Male & Female employees, there was found Challenging work and positive work-life policy are the most common factors influence on job satisfaction.
- (4) It was seen in the male employee that there are eight factors influenced in job satisfaction these are (a) Challenging Work in Excellent Physical Working Condition (b) Promotion of Learning, Creativity Activity in Business Climate (c) Accurately Fault Finding and Diagnosis (d) Meditation (e) Positive Work-Life Policy (f) Departmental Supervision (g) Healthcare (h) Social Media.

- (5) It was seen in the female employee that there are nine factors influenced on job satisfaction these are (a) Suitable Work Location (b) Attain Query (c) Positive Work Life Policy (d) Guidance (e) Hope of Better Position (f) Salary, Wages, Pay & Benefits (g) Challenging Work (h) Work Stress (i) Training Provider

### **Suggestion:**

- (1) IT companies are sure from employees that what they need from companies. A satisfied employee gets more benefit to business than unsatisfied employees.
- (2) Male and Female employees have a different mentality, physically and indoor-outdoor workability.
- (3) According to the study of Male employees who are working in IT companies are expecting a challenging work with the need of good Physical Working Conditions. Be sure about learning Promotion, Creativity Activity is working in Business Climate, Find out accurately find & diagnosis the fault. Meditation requires in male employees to reduce work pressure. There are requiring Work-Life Policy by the positive way. Departmental Supervision is good or not be sure about it. Companies should maintain the health of employee and find out social Media affection on job satisfaction.
- (4) According to study Female Employees from IT Companies are expecting the Suitable Work Location and Attain Query during work. They are also expecting Positive Work-Life Policy. Female employees require well guidance from companies. They are waiting for a better Position in companies so be choosing suitable candidate and promote to better position. Salary, Wages, Pay & Benefits are important in female employees. They are requiring a challenging Work. You must try to reduce work Stress in female candidate and they require better training provider.
- (5) IT companies should treat and understand gender-wise job satisfaction.

### **Conclusion:**

Satisfied in the job will get more benefits to employees and employers. Job satisfaction depends on various factors. Gender-wise research study has been shown that satisfaction in jobs various, different than by considering all employees. Treating to employees by conducting individual information regarding dissatisfaction towards job then it helps to increase employee enhancing strategy. An IT employee has a medium level of job satisfaction. It has been clear that below are certain Factors influenced by Job Satisfaction. Study clearly seen that factor influenced on job satisfaction in Male Employee from IT Companies that are Challenging Work in Excellent Physical Working Condition, Promotion of Learning, Creativity Activity in Business Climate, Accurately Fault Finding and Diagnosis, Meditation, Positive Work-Life Policy, Departmental Supervision, Healthcare, and Social Media is very important role in job satisfaction. In case of female employees from IT companies study clearly seen that factor influenced on job satisfaction that are Suitable Work Location, Attain Query, Positive Work-Life Policy, Guidance, Hope of Better Position, Salary, Wages, Pay & Benefits, Challenging Work, Work Stress and Training Provider is very important role in job satisfaction. Mind and human ability are different in Male employees and Female employees. Both they are skilled and taking various role and responsibility to complete customer and company's technology demands. Job satisfaction role affects business. Organizational studies are focusing on employee satisfaction for company's has better future. Carefully understanding the various Job satisfaction factor by gender-wise will help overall growth. Every employee needs a happy working life.

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