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The Impact of Job Satisfaction on Well Being in TCS

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Abstract: ***Job satisfaction plays a major role because it affects their psychological state. Job satisfaction is a positive attitude towards their respected job in an organization. Employee job satisfaction is highly valued by management as it has a direct impact on employee behavior within the organization. A content employee is likely to put forth greater effort to enhance their job performance, which is essential for the overall success of the organization. The factors that effects the job satisfaction are work environment, job clarity, recognition and feedback. The objective of this study is to know about the areas that effects of the job satisfaction of wellbeing. This data is collected through the questionnaire method by taking samples from 40 IT professionals. The important finding has been that the job satisfaction depends on the work environment and the organizational structure. As it's important to maintain job satisfaction or working life they must create the healthy and stress less environment in the organization.***

Keywords: Job Satisfaction, IT Professionals, Workplace Stress, Employee Well-being, Employee Behavior

I. INTRODUCTION

Job Satisfaction, also known as employee satisfaction or job satisfaction, is a gauge of how happy employees are with their jobs, regardless of whether they enjoy the job itself or certain aspects of it, like the type of work or supervision. Evaluative, emotional, and behavioral components can all be used to gauge job satisfaction. Additionally, the degree to which job satisfaction measures capture sentiments about the job varies, according to researchers. Or thoughts regarding the work. Job satisfaction has become a crucial component of employee well-being and organizational success in today's fast-paced and cutthroat workplace. The term "job satisfaction" describes how happy and fulfilled a person is with their work, which includes a variety of factors including their job position, the workplace culture, their interactions with coworkers and superiors, and their chances for advancement and recognition. It is a complicated and multidimensional concept that differs from person to person and is impacted by both extrinsic and intrinsic elements. Both scholars and organizational leaders have paid close attention to the connection between work satisfaction and well-being. In this sense, "well-being" refers to a person's total health, which includes their social, psychological, and physical aspects.

Numerous advantages, including reduced stress, improved mental and physical health, and enhanced life satisfaction, are linked to high levels of job satisfaction. Conversely, job dissatisfaction can negatively impact both individual and organizational performance, leading to issues such as burnout, anxiety, depression, and various health problems. For organizations aiming to cultivate a productive and healthy workforce, it is crucial to understand the relationship between job satisfaction and overall well-being. Engaged, motivated, and loyal employees contribute to higher creativity, efficiency, and customer satisfaction. In contrast, employees who experience job dissatisfaction may exhibit lower productivity, increased absenteeism, and higher turnover rates, all of which can incur significant costs for businesses. It is important to recognize that job satisfaction varies among employees; the factors influencing one individual's satisfaction may not necessarily apply to another, even within the same workplace and under similar conditions.

II. REVIEW OF LITERATURE

Mas-Machuca et al. (2016) explored the relationship between job satisfaction and employee well-being using a cross-sectional approach. The study highlighted that job satisfaction enhances psychological resilience and workplace engagement. Tamunomiebi and Oyibo (2020) conducted a systematic review of work-life balance (WLB) and job satisfaction, identifying systemic barriers that hinder the implementation of policies improving both satisfaction and well-being. Wijaya and Suwandana (2022) investigated how job satisfaction influences work-life balance and performance, focusing on female nurses. They found a positive and significant correlation between job satisfaction and well-being Abdullah et al. (2022) analyzed the connection between work-life balance, job satisfaction, and well-being among academics.

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Their findings suggest job satisfaction mediates the positive effects of work-life balance on well-being SalasVallina et al. (2020) Reviewed human resource management practices focusing on employee well-being and job satisfaction. The study emphasized the role of organizational support in enhancing job satisfaction and reducing burnout. Hauff et al. (2017) focused on the interplay between cultural contexts, job satisfaction, and well-being. The review emphasized that cultural factors influence how employees perceive job satisfaction and its impact on overall life satisfaction.

Mensah and Adjei (2020) examined the relationship between work-life balance, job satisfaction, and well-being. The study highlighted that work-life integration and organizational support play a critical role in promoting job satisfaction and reducing stress Otuya and Andeyo (2020) Reviewed the effect of workload on job satisfaction and employee well-being in developing economies. They noted a strong negative correlation between excessive work demands and well-being. Thilagavathy and Geetha (2023) conducted a systematic review of work-life balance practices and their relationship with job satisfaction and well-being. Their findings indicated that flexible work arrangements significantly improve both dimensions. Shouman et al. (2022) analyzed how job satisfaction mediates the relationship between firm innovativeness and employee well-being. Their review indicated that innovation-oriented firms often report higher levels of employee satisfaction and well-being. Babatunde et al. (2020) focused on the academic sector, linking job satisfaction with performance and well-being. The study noted that environmental factors, such as a supportive work culture, enhance satisfaction and reduce occupational stress. Ethelmary and Nebolisa (2019) Investigated job satisfaction in Nigerian banks, showing that workplace dynamics and clear role expectations reduce stress and enhance well-being. Khateeb (2021) reviewed the role of mindfulness in mediating job satisfaction and well-being. The study highlighted that mindfulness practices improve resilience and psychological well-being among employees

III. OBJECTIVES

1) To discover the factors which impact employees' job satisfaction in the IT sector.
2) To Explore Strategies to Improve Job Satisfaction of an individual in the IT sector.
3) To evaluate the level of job satisfaction of the employees in IT sector.

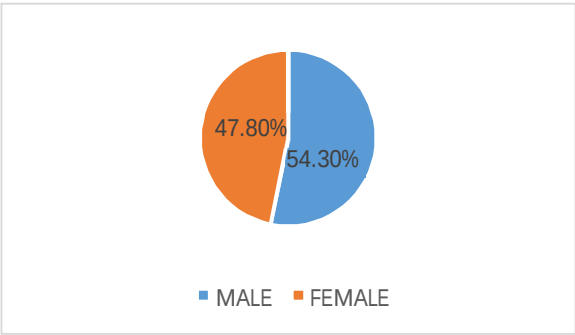
IV. RESEARCH METHODOLOGY:

This study examines TCS employees' job satisfaction using a mixed methods that combines qualitative and quantitative data. The methods employed in this study are basic random sampling. This research employs a descriptive design. This study is done by taking sample size of 45. This study's data sources include a mix of primary and secondary sources; the online questionnaire was used to gather primary data, while journals, articles, websites were used to gather secondary data.

V. DATA ANALAYSIS

1) What is your Gender?

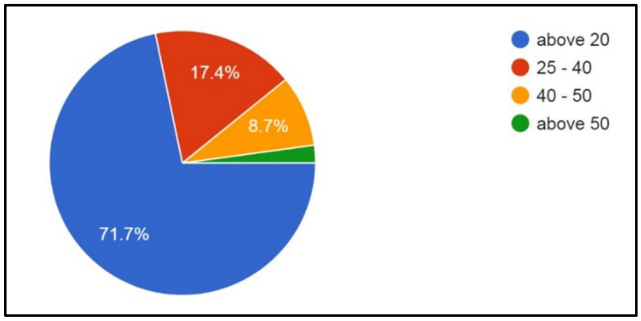
RESPONSES	PERCENTAGE
Male	54.30%
Female	47.80%



Interpretation: From above pie chart we can say that 47.80% are female and 54.30% are male.

2) What is your age?

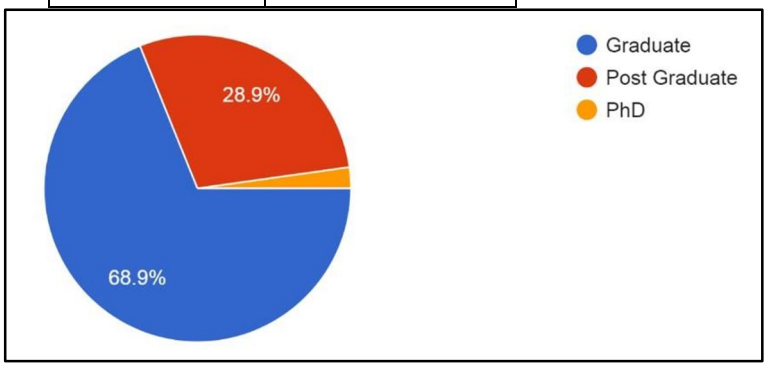
RESPONSES	PERCENTAGE
above 20	70.70%
25 - 40	17.40%
40 - 50	8.70%
above 50	3.20%



Interpretation: 71.7% are above 20 years, 17.4% are between 25 – 40 years, 8.7% are between 40 – 50 years, 3.20% are above 50 years.

3) What is your Qualification?

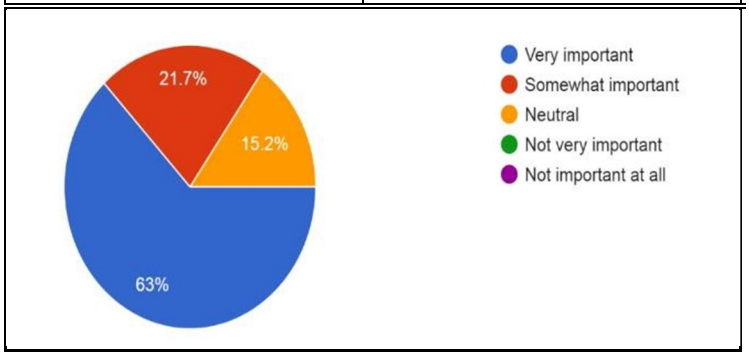
RESPONSES	**PERCENTAGE**
Graduate	68.90%
Post Graduate	28.90%
PhD	2.20%



Interpretation: 68.90% employees are graduated, 28.90% employees are post graduated, and 2.20% are employees are PhD.

4) Is Job satisfaction is Important?

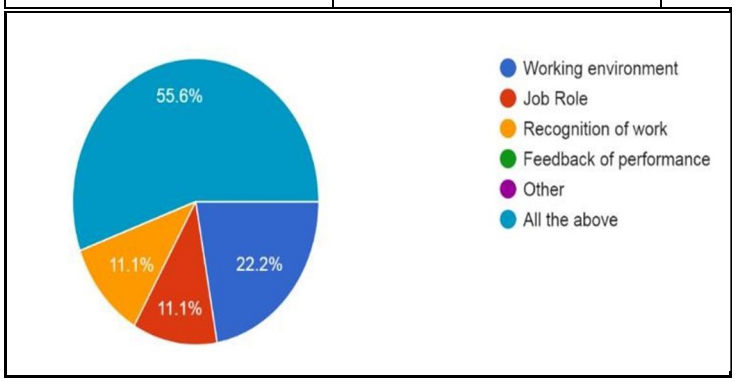
RESPONSE	PERCENTAGE
Very Important	63.00%
Somewhat Important	21.70%
Neutral	15.30%
Not very Important	0
Not important at all	0



Interpretation: From the above pie chart 63.00% of employees consider job satisfaction to be very important, while 21.70% view it as somewhat important. Additionally, 15.30% of employees express a biased perspective regarding the importance of job satisfaction.

5) What factor mostly effects job Satisfaction?

RESPONSE	PERCENTAGE
Working Environment	22.20%
Job Role	11.10%
Recognition Of work	11.10%
Feedback of Work	0%
Other	0%
All the Above	55.60%

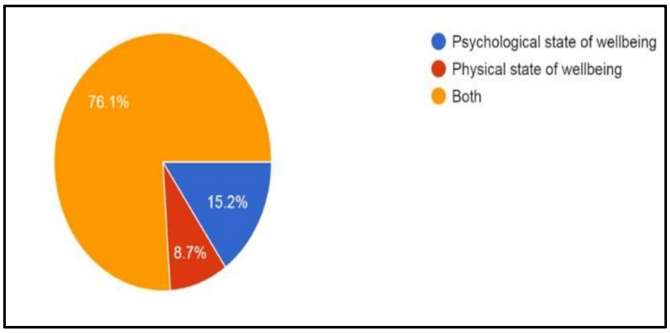


Interpretation: From the above pie chart we illustrate that 22.20% of employees indicate that the working environment primarily influences job satisfaction. Meanwhile, 11.10% attribute their job satisfaction mainly to their job role, and another 11.10% cite recognition of their work as the key factor. Notably, 55.60% of employees believe that a combination of the working environment, job role, recognition of work, and feedback significantly impacts their job satisfaction.

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6) How does job satisfaction effects?

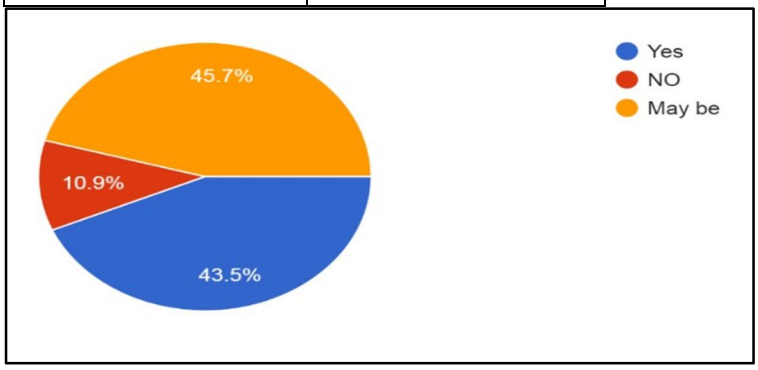
RESPONSES	PERCENTAGE
psychologically	15.20%
physically	8.70%
both	76.10%



Interpretation: According to the above pie chart 15.2% of employees believe that job satisfaction influences their psychological well-being, while 8.7% assert that it only impacts their physical health. In contrast, 76.1% of employees contend that job satisfaction affects both their psychological and physical states.

7) Does Your Organization consider your Job Satisfaction?

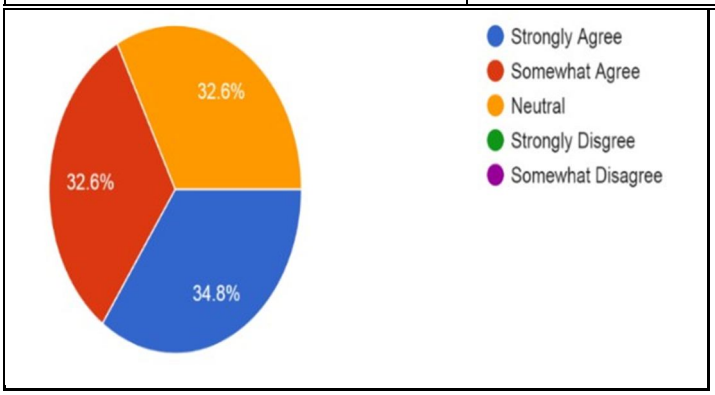
RESPONSES	**PERCENTAGE**
Yes	43.50%
No	10.90%
May be	45.70%



Interpretation: According to the above information, 43.5% of employees indicate that their organization takes their job satisfaction into account. Conversely, 10.9% state that their organization does not consider this aspect, and 45.07% express uncertainty, suggesting that their organization may or may not acknowledge their job satisfaction.

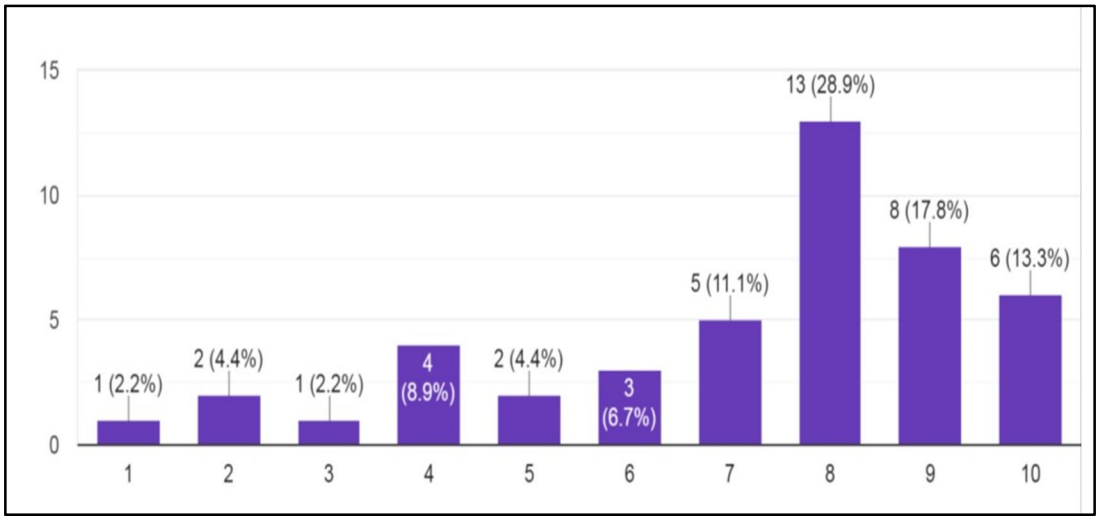
8) Do you feel that the company recognizes and rewards good performance?

RESPONSES	PERCENTAGE
Strongly Agree	34.80%
Somewhat Agree	32.60%
Neutral	32.60%
Strongly Disagree	0
Somewhat Disagree	0



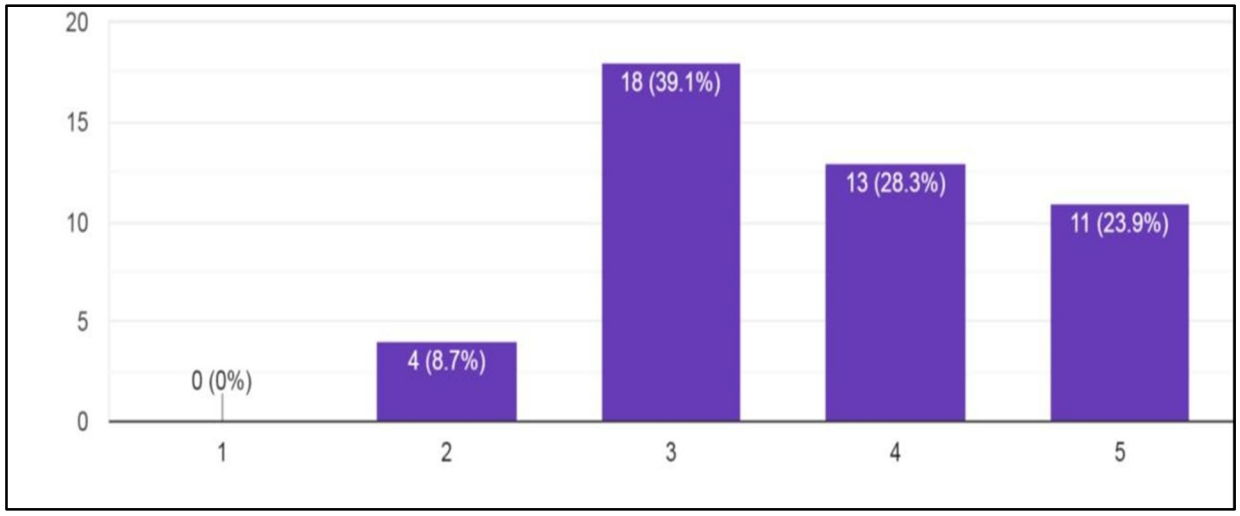
Interpretation: Based on the above pie chart, 34.8% of employees strongly agree that their company effectively recognizes and rewards commendable performance.

9) How do you rate your relationship with your manger/supervisor.



Interpretation: Based on the above bar diagram we can illustrate of 17.2% of employees have poor relationship with manager, while 22.2% employees have better relationship with the manager, whereas 60% % employees have good relationship with the manager.

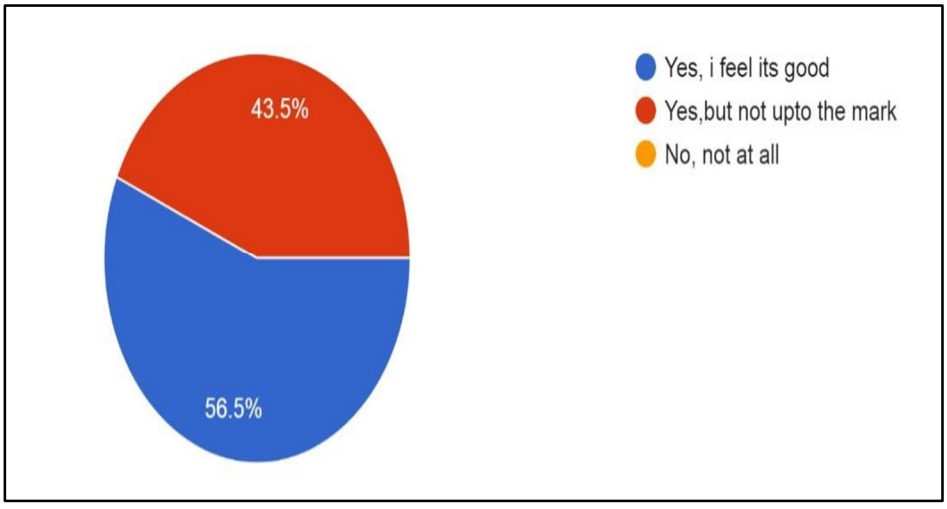
10) How Satisfied are you with your job?



Interpretation: The above pie chart state that, 8.7% respondents are poorly satisfied with their job, 39.1% respondents are satisfied with their job, and 52.2% respondents are Very satisfied with their job.

11) Do you have good environment in working place?

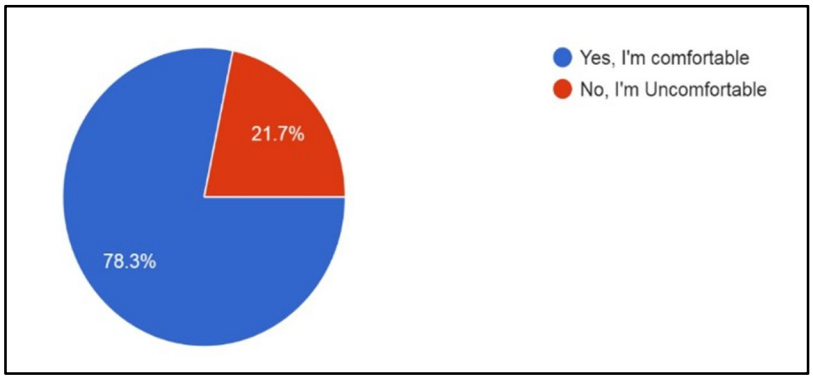
RESPONSES	PERCENTAGE
Yes, i feel its good	56.50%
Yes, but not up to the mark	43.50%
No, not at all	0.00%



Interpretation: This pie chart interprets, that 56.50% of employees report having a positive working Environment, while 43.50% acknowledge a satisfactory environment, albeit not meeting optimal standards.

12) Do you feel comfortable speaking up about issues that concern you at work?

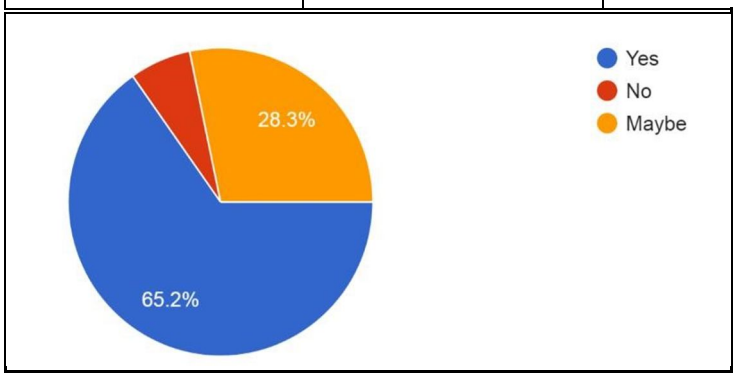
RESPONSES	PERCENTAGE
Yes	65.20%
No	6.50%
May be	28.30%



Interpretation: Based on the above information, 76.3% employees say that they feel comfortable speaking up about issues that concern you at work, 21.7% employees say that they feel Uncomfortable speaking up about issues that concern you at work

13) Do you feel that there are enough opportunities for you to learn and grow in your current position?

RESPONSES	PERCENTAGE
Strongly Agree	26.10%
Somewhat Agree	43.50%
Neutral	26.10%
Strongly Disagree	4.30%
Somewhat Disagree	0

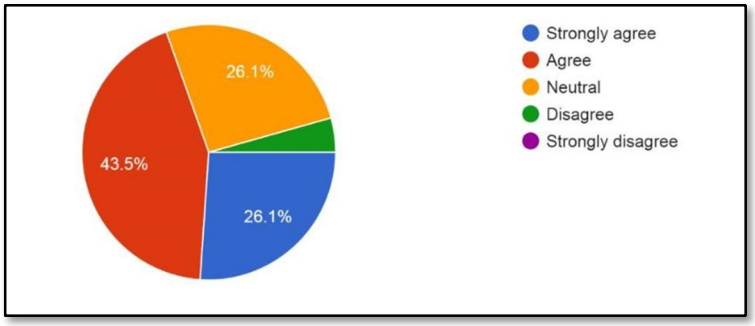


Interpretation: From the above pie chart, 65.20% employees say that they are having enough opportunities for you to learn and grow in your current position, 6.50% employees say that they are not having enough opportunities for you to learn and grow in your current position, 28.30% employees say that they may or may not have enough opportunities for you to learn and grow in your current position

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14) *Do you agree that the company provides sufficient training and resources to support effective communication and collaboration among team members?*

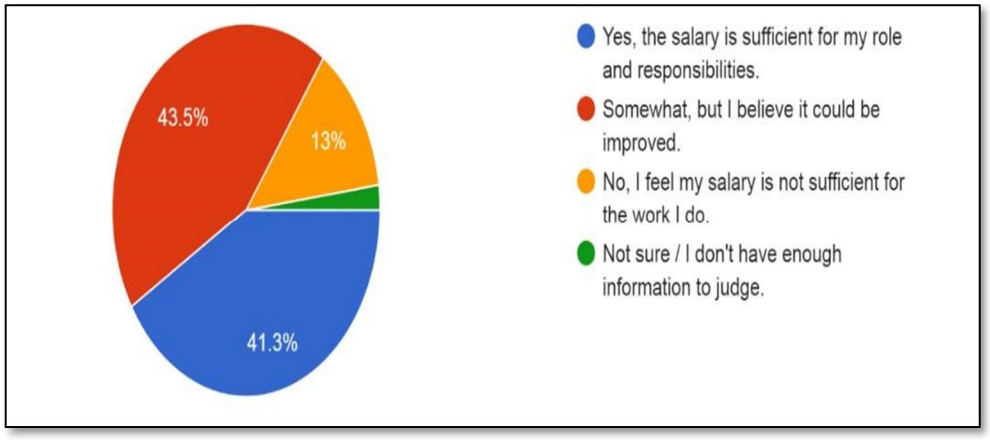
RESPONSES	PERCENTAGE
Yes, I'm comfortable	78.30%
No, I'm Uncomfortable	21.70%



Interpretation: According to the above pie chart, 26.10% employees strongly agree that the company provides sufficient training and resources to support effective communication and collaboration among team members, 43.50% employees somewhat agree that the company provides sufficient training and resources to support effective communication and collaboration among team members, 26.10% employees biased that the company provides sufficient training and resources to support effective communication and collaboration among team members,4.30% employees strongly disagree that the company provides sufficient training and resources to support effective communication and collaboration among team members.

15) *Does your company paying enough salary for your work?*

RESPONSES	PERCENTAGE
Yes, the salary is sufficient for my role and responsibilities.	41.30%
Somewhat, but I believe it could be improved.	43.50%
No, I feel my salary is not sufficient for the work I do.	13.00%
Not sure / I don't have enough information to judge.	2.20%

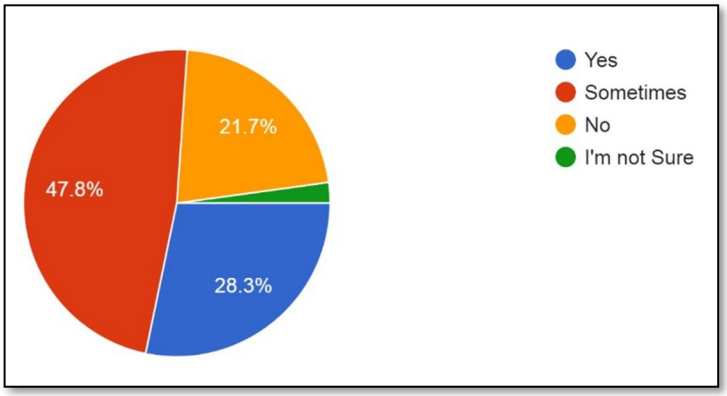


Interpretation: This pie chart indicates that, 41.30% employees say that the salary is sufficient for their role and responsibilities, 43.5% employees say that the salary somewhat okay but they fell that it could be improved, 13.0% employees say that the salary is not sufficient for their role and responsibilities, 2.20% employees cannot judge as they are not sure about it.

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16) Does your company assigns more work rather than you committed?

RESPONSES	PERCENTAGE
Yes	28.30%
Sometimes	47.80%
No	21.70%
I'm not sure	2.20%



Interpretation: the above pie chart interprets that, 28.3% employees say that their company assigns more work rather than you committed, 47.8% employees say that their company sometimes assigns more work rather than you committed, 21.70% employees say that their company do not assigns more work rather than you committed, 2.20% employees say that they are not sure about this.

VI. FINDINGS

1) Job Satisfaction is important to survive in work place.
2) Majority of the respondents says job satisfaction effect both psychological and physical state of wellbeing.
3) Respondents majorly agree that the factors like working environment, job role, recognition of work, feedback of work effects the job satisfaction.
4) Most of the employees feel that their organization consider their job satisfaction.
5) Most of the employees feel that their company recognizes and rewards good performance.
6) Most of the employees are having a good and healthy relationship with their manager/ supervisor.
7) The company having a positive environment, however, there is no need for improvement in the workplace atmosphere.
8) Majority of the employees are comfortable to speak up about their issue that concern at the work.
9) Respondents accept that they are enough opportunities in the organization to grow.
10) Employees are satisfied with their salary provided by company for their work most of the employees feel that they are not paying enough salaries for their work.

VII. SUGESSTIONS

1) Motivate yourself to embrace new responsibilities or roles that resonate with your personal interests.
2) Acquire new competencies through participation in workshops, courses, and certification programs.
3) Regularly seek for feedback from your supervisor to gain insights in the organization.
4) Utilize constructive criticism to Improve personal and professional development.
5) Personalize your work environment to cultivate a serene and motivating atmosphere.
6) Encourage your organization to implement leadership development programs for better productivity changes.
7) Propose initiatives that encourage collaboration across different departments or facilitate talent mobility.
8) Take advantage of any available Employee Assistance Programs (EAP).
9) If facing significant challenges, consult with your coach, mentor, or counselor for guidance.
10) Schedule a discussion with your manager to explore opportunities for career advancement.
11) Continuously enhance your knowledge and skills within your daily work activities.

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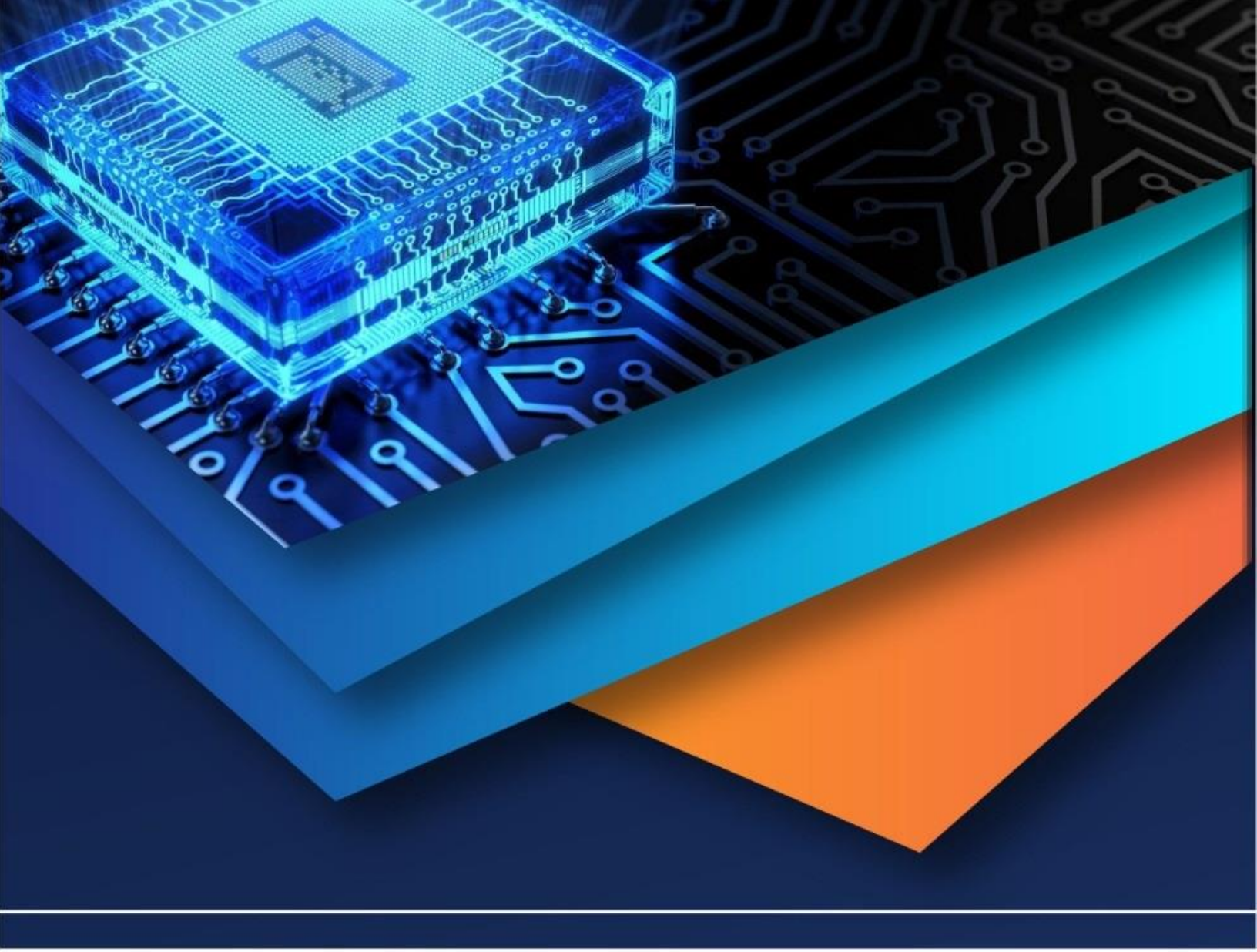
VIII. CONCLUSION

This study emphasizes how important work happiness is to general wellbeing. The results show that workers with high job satisfaction are more likely to report improved social, psychological, and physical health. In addition to increasing engagement and productivity, job satisfaction lowers stress, burnout, and turnover intentions, all of which support a better work-life balance. Important factors of job satisfaction were found that include meaningful work, encouraging leadership, advancement possibilities, and excellent working relationships. When properly taken care of, these components promote resilience, fulfillment, and a sense of purpose—all of which are critical for preserving one's personal and professional wellbeing. The study also emphasizes how work discontent may have a detrimental impact on mental health, increasing stress, anxiety, and even physical health problems. This emphasizes how crucial it is for businesses to implement measures to raise employee happiness, such encouraging a healthy workplace culture, providing professional growth opportunities, and giving employee appreciation and well-being programs top priority. In summary, job satisfaction is an important aspect of general wellbeing rather than just a desired workplace quality. Since creating a fulfilling work environment may result in happier, healthier, and more productive people and organizations. The long-term impacts of work satisfaction on certain health outcomes and organizational performance may be further investigated in future studies.

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