



**ISSN: 2454-9940**



**INTERNATIONAL JOURNAL OF APPLIED  
SCIENCE ENGINEERING AND MANAGEMENT**

**E-Mail :  
editor.ijasem@gmail.com  
editor@ijasem.org**

**[www.ijasem.org](http://www.ijasem.org)**

# A STUDY ON EMPLOYEES JOB SATISFACTION LEVELS IN SELECTED IT INDUSTRY IN TELANGANA STATE

TAMIDELA JYOTHI <sup>1</sup>, Dr.M.PRASAD <sup>2</sup>

<sup>1</sup>Associate Professor, Department of Management, Krishna Chaitanya Institute of Science and Technology - kakatur.

<sup>2</sup>Associate Professor, Department of Management, Krishna Chaitanya Institute of Science and Technology - kakatur.

## ABSTRACT

The research was expanded to use Importance Performance Analysis to identify the weaker qualities. The research revealed that "remuneration", "promotion", "position", "sick leave", and "social support" were the features. The main goal of the article is to use survey technique to understand the work satisfaction levels of employees in Job satisfaction levels in selected IT Industry in Telangana State. By measuring job satisfaction, news channels will be able to assess the level of their present workforce and expectations, pinpoint their strong and weak points, and make the required adjustments. The workers' job satisfaction index has an average score of 7.23, meaning that the present job satisfaction level is 'very pleasant.' With the use of this framework, managers of news channels will be able to gauge employee job satisfaction and prioritise workers' weaker traits in order to increase it.

## I. INTRODUCTION

Job satisfaction is the state of mind or emotion related to the nature of one's employment. Numerous variables, such as the nature of the employee-supervisor relationship, the standard of the workspace, the level of job satisfaction, etc., may have an impact on a person's job.

While a bad attitude towards one's work has been described in a variety of ways throughout time, a positive attitude towards one's work is synonymous with job satisfaction. Job satisfaction, to put it simply, is one's perspective on their work.

An individual's assessment of their job satisfaction may primarily depend on their success or failure in achieving personal goals and how they perceive their job and its combination to achieve these goals. Job satisfaction

comes from balancing and summing several job-related likes and dislikes.

Pestonejee asserts that job satisfaction is a composite of an employee's emotions in four key domains. These are the following:

1. The nature of the job is it boring, risky, or exciting the hours worked, coworkers, potential for growth and development at work, rules about overtime, interest in the task, the physical workspace, and the equipment and machinery.
2. Management: involvement, supervision, incentives and penalties, compliments and criticism, policy, and partiality.

3. Social relationships: friendships and acquaintances, neighbours, perspectives on community members, social activity involvement, sociability, and caste divide.

4. Individual adjustment: emotionality and health.

## II. REVIEW OF LITERATURE

**Szymon Dziuba (2020)** An employee's level of work happiness significantly affects his performance. The impression of work safety among employees is influenced by both factors. A contented worker puts his all into his task, follows instructions more accurately, and protects himself and others. He's comfortable with others. The article used a simple poll to assess job satisfaction and productivity. A metallurgical company's employees were surveyed to determine job satisfaction. Employees defined their job happiness by examining three characteristics used to generate the satisfaction index and consulting 20 statements. The poll made it possible to determine the overall degree of worker satisfaction.

**Rehan Sohail Butt (2020)** A key component of increasing productivity in any organisation is workplace happiness. Thus, the purpose of This study examined how Pakistani telecom workers' job satisfaction relates to their level of pleasure at work. The motivation theory served as the study's foundation, and it also contains certain elements that affect motivation at work. Workplace inspiration, job stability, pay and benefits, leadership, and work environment are some of the motivating elements. It is anticipated that these motivating factors will have an impact on employee job satisfaction, a mediating variable, which would then affect the dependent variable (happy at work). It is anticipated that employee job satisfaction, acting as an

independent variable, would have an impact on the exogenous variable (happy at work).

**Muhammad Jahanzeb Khan (2021)** Job satisfaction and performance in Peshawar, Pakistan's private sector enterprises were examined in this research. For that reason, 180 private sector workers from Peshawar were sampled. A random selection method selected 60 people from banks, universities, and hospitals. Self-constructed Performance Evaluation version (PRF) and Weiss et al. (1967) Minnesota Satisfaction Questionnaire (short version). were utilised. Calculating both instruments' reliability statistics helped assess the scales' significance. The research found a high correlation between job happiness and occupation. Positive correlations were also found between employee performance and job pleasure. The study shows that happy workers outperformed unhappy ones in performance and helped elevate their companies. Given Peshawar's unstable political and economic situation, companies must utilise a number of methods to motivate and satisfy their employees and encourage good performance.

**Donghun Yoon (2020)** The research findings are the primary determinant of the national science and technology of South Korea's competitiveness. Producing research outcomes is a crucial task carried out by researchers at national research institutes and university lecturers. As a result, the roles and objectives of researchers at national research institutes and university instructors are always expanding. Professors at universities create knowledge and impart it. Researchers at the National Research Institute are in favour of government R&D initiatives and national scientific policy-making. For university professors and researchers at national research institutes, adequate research

assistance and conducive research settings are critical. In light of their research environment and output, this report examines the degree of work satisfaction among university professors and researchers at national research institutes.

**Barween Al Kurdia (2020).** Employee satisfaction is crucial to organisational effectiveness, particularly in the service industry. Improving employee satisfaction improves corporate operations by increasing long-term productivity and retaining profitable customers. This study examines consumer and employee satisfaction in real life. The study covers five staff variables—communication, incentives, retention, dedication, and loyalty—that impact customer satisfaction. Next, theoretical and practical hypotheses were created using SEM-PLS. In conclusion, staff satisfaction was shown to cause consumer delight and was crucial in this case. The paper includes the study's further findings and research suggestions. Employee-customer happiness research in marketing literature and applications is few. There is dispute over how much happy workers' behaviours affect customers' views of company interactions (Jeon & Choi, 2012). Happy workers believe they can deliver better service, according to this theory. Happy personnel are also expected to show their happiness and transfer it to customers (Grandey, 2000). Retail contact personnel are "the major contact point for the customer before, during and after the purchase," hence they are vital to customer satisfaction. Closely interacting employees improve client experiences and enhance encounter and relationship satisfaction, which may appear contradictory to consumers (Van Dolen et al., 2004, p. 437). Remember that a few applied studies show that happy and loyal customers cannot be maintained without happy and loyal workers. Employee happiness may

directly boost customer satisfaction, therefore having happier staff benefits a firm (Evanschitzky et al., 2011).

**Chenyu Shan, (2020).** A crucial but difficult component of business environmental, social, and governance (ESG) standards is how employees are treated. Although it might boost business efficiency, meeting employee requirements comes at a cost to shareholders. We demonstrate that having contented staff members is beneficial to the company using exclusive data for Chinese publicly traded companies. More specifically, in terms of stock market success, companies with greater employee satisfaction levels are better able to endure COVID-19. Businesses in knowledge-based sectors and those with a higher proportion of intangible assets will see this impact more strongly. Additionally, greater operational success is predicted with higher employee satisfaction levels. Even if it isn't completely understood in calm times, the impact of employee happiness becomes apparent when businesses face adverse shocks like COVID-19. According to our research, companies may benefit from strong performance during times of crisis by continuing to do so.

**Appel-Meulenbroek, (2018)** For businesses, employee happiness is essential since it raises perceived productivity and organisational effectiveness. Workplace design and office ideas have an impact on employee happiness. These impacts are still unclear, however, especially in light of the activity-based notion. Therefore, a comprehensive method is used in this research to examine employee satisfaction with the work environment. The mediating effects of the perceived relevance of employee needs are included in the description and measurement of the impacts of the employee's workspace and personal traits on work

environment satisfaction. A web poll was conducted with 327 employees from 13 knowledge-based firms. Path analysis evaluated the direct and indirect effects of environmental, personal, and perceived requirement relevance on satisfaction. It showed that human and environmental variables affect satisfaction, and that many of these influences are perceived indirectly owing to needs' priority. Used workspaces were very beneficial.

**Hieu Minh Vu, (2021).** The influence of entrepreneurs' competences on profitability and employee happiness was clarified by this research. We made use of surveys that were done on 200 Ghanaian microbusiness owners. To examine the relationship between employee happiness, profitability, and entrepreneur abilities, we used both descriptive and regression analysis. Based on data collected from 150 participants, it seems that entrepreneur abilities significantly and favourably impact profitability. Employee happiness is positively and significantly impacted by additional entrepreneur abilities. Our research makes clear how, in the context of growing markets, entrepreneur abilities may improve profitability and employee happiness. By addressing the "human element" in business and drawing on the resource-based paradigm, the study contributes to the entrepreneurship discourse, particularly in Ghana. Entrepreneurs are more aware of the impact that competences have on the profitability of their businesses and the happiness of their workforce. The authors came to the conclusion that strong capabilities are essential for entrepreneurs in order to promote superior profitability and raise employee satisfaction levels.

**Chu-Hsuan Chang, (2017).** This research investigates the degree to which employee turnover a proxy for employee loyalty—assists in mediating the link between

financial results and Taiwanese companies' performance in terms of corporate social responsibility (CSR). The findings indicate that staff turnover and turnover variability are adversely connected with a company's CSR performance, and that employee turnover is also negatively associated with a company's financial success. The outcome is particularly significant for research on Taiwanese businesses since a large number of them are original equipment manufacturers, or OEMs, of intermediate products. While the contribution of social responsibility to financial performance for the sample organisations seems to have a negligible direct impact, we establish that employee excitement may modify and mediate the amount to which CSR has influence on long-term financial results.

### III. NEED FOR THE STUDY

A company is made up of people who combine their limited resources, such as labour, materials, equipment, and capital. In order to achieve the intended outcomes, they must be appropriately coordinated and organised. There are broader ramifications for the business and the personnel.

Every organisation makes an effort to adopt and create appropriate strategies to draw in qualified applicants. As a result, the management of IT organisations neglected the critical necessity to carry out a project research on hiring. The goal of recruitment is to draw in candidates with a variety of talents and backgrounds who will complement current and future organisational initiatives.

### IV. OBJECTIVES OF THE STUDY

- To investigate Hyderabad's IT employees' degree of satisfaction.

- To understand how to raise staff satisfaction levels.
- To find out how satisfied staff members are with the company's policies.
- To be aware of the policy in order to fulfil them by meeting the desired levels of personnel.
- To provide recommendations, if any, for improving IT companies' job satisfaction processes.

## V. METHODOLOGY

Research involves scientifically gathering facts about a topic. "Research comprises defining and redefining problems, formulation of hypothesised suggested solutions, collecting, organising and evaluating the data, making deductions and reaching conclusions, and at last carefully testing the hypotheses." Scientific research is art.

DATA COLLECTION: Two categories of data exist.

### □ PRIMARY DATA

Primary data may be gathered via surveys or first-hand observation. Primary data are those that are gathered newly and for the first time, meaning they are unique in nature.

□ Through observation, personal conversation, personal interview, and questionnaire

### □ SECONDARY DATA

Data that has previously been made accessible is referred to as secondary data. Journals, periodicals, official

documents, brochures, office files, yearly reports, the Internet, and conversations with relevant personnel are some places to find secondary data.

### □ SAMPLING METHOD

Sampling processes include selecting a tiny portion of a larger population to estimate or predict a fact, event, or consequence.

Random sampling approach is the study method used.

100 responders make up the sample size.

IT companies are the sampling unit, while Hyderabad is the sampling area.

### STATISTICAL ANALYSIS

Factor analysis is used for test factors influence on employee job satisfaction

### TOOLS FOR DATA COLLECTION:

□ Questionnaire – This approach is utilised for data collecting and is becoming more and more common, especially for large-scale investigations involving private individuals and research personnel from both public and commercial organisations. A series of questions written or typed in a certain sequence on forms make up a questionnaire. The questions must be answered independently by the responders.

□ Questionnaire Design – The questionnaire is made up of several questions written in a certain format or sequence.

## VI. DATA ANALYSIS AND DISCUSSION

◦1. Whether you are satisfied with the workplace of organization ?	Frequency	Percent
1) Strongly satisfied	35	31.8
2) Satisfied	41	37.3
3) Slightly satisfied	24	21.8
4) Dissatisfied	5	4.5
5) Strongly dissatisfied	5	4.5
<b>Total</b>	<b>110</b>	<b>100.0</b>

**INTERPRETATION:** from the above analysis about employee satisfaction towards organisation 37% peoples are satisfied, 31% peoples are strongly satisfaction only few members are dissatisfied in the organization.

2. Whether you are satisfied with the infrastructure of organization ?	Frequency	Percent
1) Strongly satisfied	33	30.0
2) Satisfied	45	40.9
3) Slightly satisfied	20	18.2
4) Dissatisfied	9	8.2
5) Strongly dissatisfied	1	0.9
<b>Total</b>	<b>110</b>	<b>100.0</b>

**INTERPRETATION:** from the above analysis about employee satisfaction towards organization 40% peoples are satisfied, 30% peoples are strongly satisfied only few members are strongly dissatisfied in the organization.

3. Whether you are satisfied with the canteen facility provided by organization ?	Frequency	Percent
1) Strongly satisfied	22	20.0
2) Satisfied	37	33.6
3) Slightly satisfied	35	31.8
4) Dissatisfied	11	10.0
5) Strongly dissatisfied	5	4.5
<b>Total</b>	<b>110</b>	<b>100.0</b>

**INTERPERTATION:** from the above analysis about employee satisfaction towards organization 33% peoples are satisfied , 20% peoples are strongly satisfied .only few members are strongly dissatisfied in the organization.

4. Whether you are satisfied with the implementation of rules and responsibilities ?	Frequency	Percent
--	-----------	---------

1) Strongly satisfied	21	19.1
2) Satisfied	44	40.0
3) Slightly satisfied	31	28.2
4) Dissatisfied	12	10.9
5) Strongly dissatisfied	2	1.8
<b>Total</b>	<b>110</b>	<b>100.0</b>

**INTERPRETATION:** from the above analysis about employee satisfaction towards organization 40% peoples are satisfied, 19% people are strongly dissatisfied. only few members are strongly dissatisfied in the organization.

5. Whether you are satisfied with convenient working hours ?	Frequency	Percent
1) Strongly satisfied	24	21.8
2) Satisfied	35	31.8
3) Slightly satisfied	28	25.5
4) Dissatisfied	16	14.5
5) Strongly dissatisfied	7	6.4
<b>Total</b>	<b>110</b>	<b>100.0</b>

**INTERPRETATION:** from above analysis about employee satisfaction towards organisation 31% peoples are satisfied, 21% peoples are strongly satisfied. Only few members are dissatisfied in the organization.

6. Whether you are satisfied with Job security ?	Frequency	Percent
1) Strongly satisfied	29	26.4
2) Satisfied	33	30.0
3) Slightly satisfied	31	28.2
4) Dissatisfied	11	10.0
5) Strongly dissatisfied	6	5.5
<b>Total</b>	<b>110</b>	<b>100.0</b>

**INTERPRETATION:** from above analysis about employee satisfaction towards organization 30% peoples are satisfied, 28% peoples are slightly satisfied only few members strongly dissatisfied in the organization.

Statistical analysis

Descriptive Statistics		
	Mean	Std. Deviation
Analysis N		

◦1. Whether you are satisfied with the workplace of organization ?	3.89	1.062	108
◦2. Whether you are satisfied with the infrastructure of organization ?	<b>3.93</b>	.954	108
3. Whether you are satisfied with the canteen facility provided by organization ?	3.55	1.071	108
◦4. Whether you are satisfied with the implementation of rules and responsibilities ?	3.65	.979	108
◦5. Whether you are satisfied with the freedom given at work ?	3.78	1.044	108
◦6. Whether you are satisfied with the team spirit in organization ?	3.71	1.120	108
◦7. Whether you are satisfied with convenient working hours ?	3.49	1.172	108
◦8. Whether you are satisfied with Job security ?	3.62	1.133	108
◦9. Whether you are satisfied with the targets achievable ?	3.49	1.046	108
◦10. Whether you are satisfied with the targets achievable ?	3.57	1.052	108
◦11. Whether you are satisfied with the opportunities of promotions ?	3.56	1.026	108
◦12. Whether you are satisfied with the payment of salary on time ?	<b>3.94</b>	1.016	108
◦13. Whether you are satisfied with the quality of formal training and induction program ?	3.66	1.015	108
◦14. Whether you are satisfied with the quality of in-house training ?	3.66	1.034	108
◦15. Whether you are satisfied with the period of training ?	3.60	1.076	108
◦16. Whether you are satisfied with the proper and proactive HR division ?	3.56	1.088	108
◦17. Whether you are satisfied with the performance appraisal system ?	3.40	1.067	108
◦18. Whether you are satisfied with the performance appraisal system ?	3.45	1.027	108
◦19. Whether you are satisfied with the celebration of employees birthday ?	3.43	1.070	108

◦20. Whether you are satisfied with forum for face-to-face communication ?	3.55	1.106	108
◦21. Whether you are satisfied with encouragement to employees suggestions ?	3.49	1.148	108
◦22. Whether you are satisfied with positive acceptance of employees suggestions ?	3.56	1.113	108
<b>◦23. Whether you are satisfied with management keeps promises ?</b>	<b>3.54</b>	<b>1.063</b>	<b>108</b>

INTERPREATION: - According to the aforementioned descriptive study, the organization's infrastructure is satisfactory, salaries are paid on time, and the means and SD are higher.

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.900
Bartlett's Test of Sphericity	Approx. Chi-Square	1988.581
	Df	253
	<b>Sig.</b>	<b>.000</b>

To test the assumptions, refer to the following table. Basically, a significant Bartlett's test ( $p < .05$ ) and a Kaiser-Meyer-Olking (KMO) statistic of larger than 0.600 are required. KMO is used for assessing sampling adequacy

#### FACTOR ANALYSIS

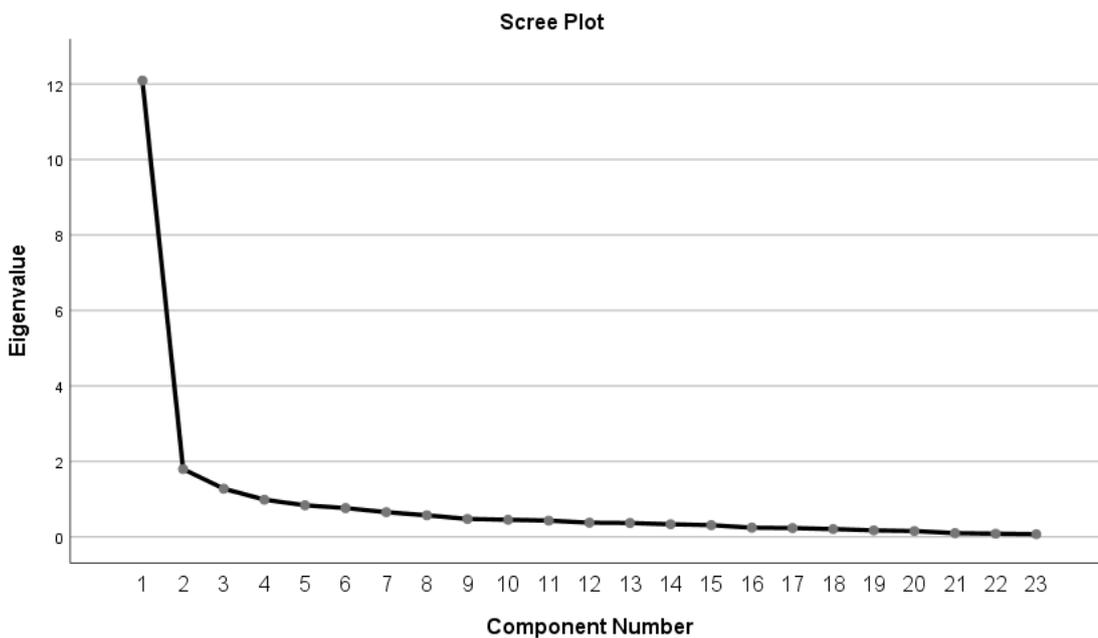
<b>Communalities</b>		
	Initial	Extraction
◦1. Whether you are satisfied with the workplace of organization ?	1.000	.659
◦2. Whether you are satisfied with the infrastructure of organization ?	1.000	.703
3. Whether you are satisfied with the canteen facility	1.000	.556

provided by organization ?		
◦4. Whether you are satisfied with the implementation of rules and responsibilities ?	1.000	.600
◦5. Whether you are satisfied with the freedom given at work ?	1.000	.650
◦6. Whether you are satisfied with the team spirit in organization ?	1.000	.700
◦7. Whether you are satisfied with convenient working hours ?	1.000	.550
◦8. Whether you are satisfied with Job security ?	1.000	.589
◦9. Whether you are satisfied with the targets achievable ?	1.000	.665
◦10. Whether you are satisfied with the targets achievable ?	1.000	.628
◦11. Whether you are satisfied with the opportunities of promotions ?	1.000	.671
◦12. Whether you are satisfied with the payment of salary on time ?	1.000	.553
◦13. Whether you are satisfied with the quality of formal training and induction program ?	1.000	.649
◦14. Whether you are satisfied with the	1.000	.693

quality of in-house training ?		
◦15. Whether you are satisfied with the period of training ?	1.000	.688
◦16. Whether you are satisfied with the proper and proactive HR division ?	1.000	.596
◦17. Whether you are satisfied with the performance appraisal system ?	1.000	.647
◦18. Whether you are satisfied with the performance appraisal system ?	1.000	.685
◦19. Whether you are satisfied with the celebration of employees birthday ?	1.000	.688
◦20. Whether you are satisfied with forum for face-to-face communication ?	1.000	.685
◦21. Whether you are satisfied with encouragement to employees suggestions ?	1.000	.773
◦22. Whether you are satisfied with positive acceptance of employees suggestions ?	1.000	.820
<b>◦23. Whether you are satisfied with management keeps promises ?</b>	<b>1.000</b>	<b>.713</b>

**Extraction Method: Principal Component Analysis.**

INTERPREATION: - The amount of variation in that variable that is explained by each component is represented by a communality (h<sup>2</sup>) which is the sum of the squared component loadings. For instance, 65.9% is made up of the five separated components.



From the above analysis 2-3 factors highly correlated with the other factors

Rotated Component Matrix <sup>a</sup>			
	Component		
	1	2	3
◦1. Whether you are satisfied with the workplace of organization ?	.032	.287	.759
◦2. Whether you are satisfied with the infrastructure of organization ?	.195	.166	.798
3. Whether you are satisfied with the canteen facility provided by organization ?	.355	.000	.656
◦4. Whether you are satisfied with the implementation of rules and responsibilities ?	.389	.299	.599

◦5. Whether you are satisfied with the freedom given at work ?	<b>.565</b>	.035	.574
◦6. Whether you are satisfied with the team spirit in organization ?	.122	.631	.535
◦7. Whether you are satisfied with convenient working hours ?	.189	.396	.598
◦8. Whether you are satisfied with Job security ?	.203	.354	.650
◦9. Whether you are satisfied with the targets?	<b>.562</b>	.392	.443
◦10. Whether you are satisfied with the targets achievable ?	<b>.615</b>	.326	.379
◦11. Whether you are satisfied with the opportunities of promotions ?	.297	.645	.409
◦12. Whether you are satisfied with the payment of salary on time ?	.213	.534	.472
◦13. Whether you are satisfied with the quality of formal training and induction program ?	.733	.263	.207
◦14. Whether you are satisfied with the quality of in-house training ?	.738	.327	.202
◦15. Whether you are satisfied with the period of training ?	.780	.175	.221
◦16. Whether you are satisfied with the proper and proactive HR division ?	.373	.643	.207
◦17. Whether you are satisfied with the performance appraisal system ?	.586	.503	.225

◦18. Whether you are satisfied with the performance appraisal system ?	.639	.481	.213
◦19. Whether you are satisfied with the celebration of employees birthday ?	.741	.349	.132
◦20. Whether you are satisfied with forum for face-to-face communication ?	.619	.521	.177
◦21. Whether you are satisfied with encouragement to employees suggestions ?	.329	.784	.226
◦22. Whether you are satisfied with positive acceptance of employees suggestions ?	.365	.794	.239
◦23. Whether you are satisfied with management keeps promises ?	.434	.712	.132
Analysing principal components is the extraction method.			
Varimax with Kaiser Normalisation is the rotation method used.			

The Pearson correlations between items and components, or "factors," are shown in the Rotated Component Matrix. We can decipher which features our components could represent by using these, which are referred to as factor loadings.

Total Variance Explained- Rotation Sums of Squared Loadings						
Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	12.089	52.559	52.559	5.499	23.909	23.909
2	1.796	7.810	60.369	5.089	22.126	46.034
3	1.278	5.555	65.924	4.575	19.890	65.924
4	.986	4.287	70.212			
5	.839	3.646	73.857			
6	.763	3.317	77.174			
7	.655	2.846	80.021			
8	.573	2.490	82.511			
9	.477	2.073	84.584			
10	.454	1.973	86.556			
11	.431	1.874	88.431			
12	.377	1.638	90.069			
13	.368	1.598	91.667			
14	.335	1.455	93.123			
15	.311	1.351	94.473			
16	.245	1.063	95.537			
17	.233	1.015	96.552			
18	.208	.906	97.458			
19	.173	.752	98.210			
20	.156	.677	98.887			
21	.100	.433	99.320			
22	.085	.371	99.691			
23	.071	.309	100.000			

Extraction Method: Principal Component Analysis.

Total Variance Explained						
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	12.089	52.559	52.559	12.089	52.559	52.559
2	1.796	7.810	60.369	1.796	7.810	60.369
3	1.278	5.555	65.924	1.278	5.555	65.924
4	.986	4.287	70.212			
5	.839	3.646	73.857			
6	.763	3.317	77.174			
7	.655	2.846	80.021			
8	.573	2.490	82.511			
9	.477	2.073	84.584			
10	.454	1.973	86.556			
11	.431	1.874	88.431			
12	.377	1.638	90.069			
13	.368	1.598	91.667			
14	.335	1.455	93.123			
15	.311	1.351	94.473			
16	.245	1.063	95.537			
17	.233	1.015	96.552			
18	.208	.906	97.458			
19	.173	.752	98.210			
20	.156	.677	98.887			
21	.100	.433	99.320			
22	.085	.371	99.691			
<b>23</b>	<b>.071</b>	<b>.309</b>	<b>100.000</b>			

INTERPREATION: - The variation explained by each component and the total variance explained by all components are shown in the following table, which has an obvious name. The amount of variation in the whole collection of variables/items that is explained by the component(s) is what we mean when we talk about variance explained in relation to this table. For example, component 3 accounts for 7.035% of the variation in the items, that is, in the variance-covariance matrix of the items. We may also state that the three extracted components accounted for 55.032% of the variation in our items.

**Extraction Method: Principal Component Analysis.**

<b>Component Matrix<sup>a</sup></b>			
	Component		
	1	2	3
◦1. Whether you are satisfied with the workplace of organization ?	.586	.561	-.040
◦2. Whether you are satisfied with the infrastructure of organization ?	.635	.524	.157
3. Whether you are satisfied with the canteen facility provided by organization ?	.560	.347	.349
◦4. Whether you are satisfied with the implementation of rules and responsibilities ?	.728	.234	.120
◦5. Whether you are satisfied with the freedom given at work ?	.667	.160	.424
◦6. Whether you are satisfied with the team spirit in organization ?	.728	.272	-.309
◦7. Whether you are satisfied with convenient working hours ?	.663	.325	-.072
◦8. Whether you are satisfied with Job security ?	.674	.367	-.019
<b>◦9. Whether you are satisfied with the targets achievable ?</b>	.808	-.004	.111
<b>◦10. Whether you are satisfied with the individual targets achievable ?</b>	.768	-.075	.180

◦11. Whether you are satisfied with the opportunities of promotions ?	.778	.070	-.247
◦12. Whether you are satisfied with the payment of salary on time ?	.693	.186	-.195
◦13. Whether you are satisfied with the quality of formal training and induction program ?	.713	-.271	.259
◦14. Whether you are satisfied with the quality of in-house training ?	.752	-.288	.210
◦15. Whether you are satisfied with the period of training ?	.698	-.270	.358
◦16. Whether you are satisfied with the proper and proactive HR division ?	.718	-.137	-.247
<b>◦17. Whether you are satisfied with the work life balance system ?</b>	.775	-.215	-.011
◦18. Whether you are satisfied with the performance appraisal system ?	.788	-.250	.035
◦19. Whether you are satisfied with the celebration of employees birthday ?	.730	-.350	.179
◦20. Whether you are satisfied with forum for face-to-face communication ?	.781	-.275	-.017
◦21. Whether you are satisfied with encouragement to employees suggestions ?	.784	-.121	-.379

◦22. Whether you are satisfied with positive acceptance of employees suggestions ?	.819	-.131	-.364
◦23. Whether you are satisfied with management keeps promises ?	.757	-.243	-.283

**Extraction Method: Principal Component Analysis.<sup>a</sup>**

**a. 3 components extracted.**

The loading of each variable on each component is shown in the following table. The result shows that two of the items—the workplace and the canteen run by the organization—create their own retained component (also with an eigenvalue larger than 1) instead of loading on the first component, which is always the strongest component without rotation.

**VII. FINDINGS AND RECOMMENDATIONS**

The amount of variation in the whole collection of variables/items that is explained by the component(s) is what we mean when we talk about variance explained in relation to this table. For example, component 3 accounts for 7.035% of the variation in the items, that is, in the variance-covariance matrix of the items. We may also state that the three extracted components accounted for 55.032% of the variation in our items. Most of employees are satisfied with the targets achievable satisfied with management keeps promises.

**VIII. RECOMMENDATIONS**

The analysis and observations are where the recommendations come from. Here are a few recommendations in case the organization's chosen working hours are inconvenient for Hyderabad-based IT company personnel.

The job security criterion is not very satisfying, thus management has focused on employee job security so they may work without worrying about losing their jobs inside the company.

There are extremely few possibilities for workers to progress, which increases the risk of employee turnover. As a result, management must prioritise expanding prospects for promotion based on employee performance.

Based on our investigation, we have determined that the 3-day in-house training duration is insufficient to provide comprehensive information about the task. Therefore, the training should last for a maximum of five days.

Although staff members actively participate in decision-making, their proposals are seldom implemented. Employee confidence so declines, demotivating them.

Therefore, management might take into account certain appropriate ideas made by the workers in order to stimulate the staff. Employee motivation and, eventually, job satisfaction at Hyderabad's IT companies will both benefit from it.

## **IX. CONCLUSION**

Every conclusion about the job satisfaction of Hyderabad's IT workers is derived from the examination and interpretation of source data.

based on the analysis and findings, it can be concluded that most employees are happy with their employment, with a small minority—that is, not very many—not being pleased. In a similar vein, the majority of workers are content with Hyderabad's IT workers' infrastructure and the cafeteria amenities, while relatively few workers are dissatisfied. It indicates that Hyderabad's IT workers have acceptable or adequate work environments and infrastructure.

□ It is found that almost all employees are satisfied with the way the responsibilities and regulations are being carried out. And just a tiny portion of them are unhappy with the obligations and rules that have been put in place. As a result, it demonstrates how equally rules and responsibilities are implemented.

□ According to the survey, a greater proportion of workers are content with the latitude that management grants them at work, with just a small minority expressing dissatisfaction.

Based on research and interpretation, the majority of workers' express satisfaction with the organisational culture, with very few expressing dissatisfactions. This suggests that there is a strong sense of teamwork inside the company.

According to this survey, a small percentage of workers really believe that the organization's Their preferred working hours are the ones that work best for them. Some people are not in support of these working hours. Consequently, it is clear that the management gave careful thought to the hours worked and the working circumstances, which is good news for the staff.

Only a small portion of the workforce is content with the prospects for advancement provided by the company. It proves that there are no opportunities for employees to progress. Analysis shows that wages are paid on time every single time.

According to an investigation, workers strongly agree that the aims set are feasible, with the exception of one area where they do not believe they are. As a result, the management's goals are reachable.

## **X. REFERENCES**

1. Dziuba, S. (2020). Employees' job satisfaction and their work performance as elements influencing work safety: Safety management – human and system. \*Safety Management – Human and System\*, 2(1), 18-25.
2. Butt, R. S. (2020). Mediated Effect of Employee Job Satisfaction on Employees' Happiness at Work and Analysis of Motivational Factors: Evidence from Telecommunication Sector. \*Asian Business Research Journal\*, 5, 19-27.
3. Khan, M. J. (2021). A Study of Job Satisfaction and Its Effect on the Performance of Employees Working in Private Sector Organizations, Peshawar. \*Education Research International\*, 2021.

4. Yoon, D. (2020). The job satisfaction level analysis for the research environment and the research production. *\*Cogent Business & Management\**, 7(1).
5. Al Kurdia, B. (2020). The impact of employee satisfaction on customer satisfaction: Theoretical and empirical underpinning. *\*Management Science Letters\**, 10, 3561–3570.
6. Shan, C. (2020). The Value of Employee Satisfaction in Disastrous Times: Evidence from COVID-19. *\*SSRN Electronic Journal\**.
7. Appel-Meulenbroek. (2018). The effectiveness of physical office environments for employee outcomes: An interdisciplinary perspective of research efforts. *\*Journal of Corporate Real Estate\**, 20(1), 00-00.
8. Chang, C.-H. (2017). Corporate social responsibility, customer satisfaction, and financial performance: The moderating effect of the institutional environment in two transition economies. *\*Journal of Cleaner Production\**.
9. Vu, H. M. (2021). Influence of entrepreneur competencies on profitability and employee satisfaction. *\*International Journal of Management and Enterprise Development\**.