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This is to certify that ... Dr: ... M: P: ... Asha ... Kumari, Associate Professor,
of ... Muslim ... Arts ... College, Thiruvithancode

has presented a paper entitled A ... Study ... on ... Job ... satisfaction ... and ... Organizational
Commitment of Information Technology Employees in
in this International Conference. Nagercoil


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A Study on Job Satisfaction and Organizational Commitment of Information Technology Employees in Nagercoil

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Abstract

Job Satisfaction leads to higher Organizational Commitment of Employees and high commitment leads to over all organizational success. Committed and satisfied employees are normally high performers that contribute towards organizational productivity. Objectives of the study is to assessment the level of Job Satisfaction of Employees in the IT industry. The present study using both primary and secondary data. A well planned questionnaire was used to collect the primary data. Secondary sources are collected by Internet Journals and research papers. This study applied simple random sampling method. For the purpose of study the respondent selected in Nagercoil, The size of sample is 80 majority of the employees in the IT industry have moderate Job Satisfaction

Keywords: Job Satisfaction, Organizational Commitment

Introduction

Job satisfaction and organizational commitment have an important bearing on turnover intent of an employee in the organization. Job satisfaction is one of the most researched and critical issues in the field of organizational behavior. A satisfied employee brings positive affect and desirable work value leading to enhanced efficiency and productivity. Job satisfaction leads to lower absentees and employee turn over and also reduces hiring costs.

Job satisfaction

Employee job satisfaction is about how contented a workers is with his job. It is a feeling that appeals as a result of the perception that a job made the material social and psychological needs to a worker. It shows that some people get satisfied with their jobs if their desires are met and they are emotionally balanced. Employee job satisfaction leads to higher organizational commitment of employees and high commitment leads to over all organizational success. Job Satisfaction also refers to the employee's general attitude towards his job. It refers to the contentment experience by an employee when his wants are satisfied. Job satisfaction is defined as positive affect of employees towards their job or job situations

Organizational Commitment

According to Meyer and Allen (1990) Organizational Commitment can be stated as the level to which an individual is involved and loyal in his organization's activities. It is the extent to which an employee is ready to put the organizations goals ahead of personal goals and self improvement. Organizational Commitment has been directly associated with attitude and behavior in the actual workplace. This statement holds true to the fact that positive or negative attitude can be directly derived from Organizational Commitment. This in turn tends to generate a coping strategy within the employee which allows for desired or undesired behavior. This is usually the end result of organizational power which tends to form a psychological map within the employees mind to tackle the given tasks while maintaining a level head. It also tends to either discourage or encourage an employee to himself engage in organizational politics. These psychological disturbances will lead to performance degradation which affects the organizational performance in the long run.

Review of Literature

Novita(2020) The primary drive of ethical value and organizational culture in a company is how to generate a strong foundation in which employees could have a decisive stand point when it comes to the job satisfactions in the organization. Therefore, a company that has a specific value and culture can nurture the positive job satisfaction inside the organization; thus the company will also be able to diminish the loss of negative performance while trying to grow the Quality of Service inside the company. This study will discuss the correlation between ethical values and organizational culture that are affecting employee's job satisfaction which in the end resulted in the quality of service. From the study, it showed that ethical values has a significant, positive and robust effect towards job satisfaction, employees value organizations which morale is high and it boosts workplace ethics, when employees are satisfied they present in their best for the organization.

Objectives of the Study

To Assess the level of job satisfaction employees in the IT industry.
To find the relationship between Organizational Commitment and Job Satisfaction.

Methodology

The present study using both primary and secondary data. A well planned questionnaire was used to collect the primary data. Secondary sources are collected by Internet ,Journals and research papers. This study applied simple random sampling method .For the purpose of study the respondent selected in Nagercoil , The size of sample is 80 respondents.

Analysis and interpretation**Table1****Level of job satisfaction of IT employees in the kanyakumari District**

Group	Frequency	Percentage
High Job Satisfaction Group	20	25
Average Job Satisfaction Group	52	65
Low Job Satisfaction Group	08	10
Total	80	100

Source : Primary Data

From Table 1 it is clear that 20(25%) respondents have high jobsatisfaction,52(65%)have average job satisfaction and 08(10%)have low job satisfaction. This clearly shows that majority of the employees in the IT industry have moderate Job Satisfaction.

Findings

1.Majority of the employees in the IT industry have moderate Job Satisfaction.

Suggestion

In this study study suggest that organizations should consider some factors that have been identified to have strong impact on organizational commitment and incorporate them in employees' development programs to improve their attitude in the workplace.

Conclusion

Job satisfaction and Organizational commitment are job related attitudes that have received considerable attention from researchers around the globe. This is because committed and satisfied employees are normally high performers that contribute towards organizational productivity.

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