

A STUDY ON PROBLEMS AND ITS INFLUENCE ON ORGANISATIONAL COMMITMENT AMONG INFORMATION TECHNOLOGY (IT) EMPLOYEES IN CHENNAI CITY

S.Bindhu M.Com.,M.Phil.,

(Reg no. 20121231012006)

Research scholar

Sri Paramakalyani college, Alwarkurichi

Manonmaniam Sundaranar University, Abishiekapatti, Tirunelveli-627012. Tamil Nadu, India.

Dr.R.Sivasankari M.com. ,M.Phil. ,Ph.d. ,SET

Assistant professor, Department of Commerce (SF)

Sri Paramakalyani college, Alwarkurichi,

Manonmaniam Sundaranar University, Abishiekapatti, Tirunelveli-627012. Tamil Nadu,
India.

ABSTRACT

Organizational commitment takes an important part in influencing an employee to do work in the same organization for a longer period of time. Organizational commitment is psychological attachment in their work. The IT sector is a booming sector for economic development. At present, study researcher aimed to explore problems faced by the IT sector employees in Chennai city. The study investigates the factor responsible for organizational commitment and its influence among the selected 100 IT sector employees in the study area. In this study researcher have used statistical tools like percentage, weighted average method for analysis of sample respondents. Simple random sampling technique has been used to select 100 employees and the study revealed that detachment from family is the major problem. The study also discovered that the work environment and current employer are considered as major factors for organizational commitment.

Key words: organizational commitment, work life balance ,IT employees, psychological attachment.

I. INTRODUCTION.

Organizational commitment¹ is defined as a view of an employee's psychology towards their attachment to the organization. Organizational commitment must be created among employees with their satisfaction beyond the problems faced by them in the job. Organisational commitments make the employees to have loyalty and work for a longer period. Nowadays the Information technology sector plays an important role in economic development and also there are more employment opportunities in the IT sector boom. Pay and perks are more satisfied at the same time. Lots of commitments and deadlines lead to unpredictable stress levels for the employees during the working time. Work life balance is the determination of the level preference given to professional life and personal life in an individual person. Organizational commitment is creating some affection for work.

Organizational commitment is creating positive feelings and making motivation to achieve organizational goals. There exists three distinct types of organizational commitment: . Affective commitment . Continuance commitment . Normative commitment.²

¹ <https://www.questionpro.com/blog/organizational-commitment/>

² <https://www.questionpro.com/blog/organizational-commitment/>

II. REVIEW OF LITERATURE

Dave jyoti (2019) studied relationship between work life balance and organizational commitment in academic sector. Researcher considered the 82 respondents from engineering institute and management institutes. the results that were yielded show that work life balance has come to center stage in academics as well.

Stefanus ramangkit(2019) analyzed work life balance as a predictor of organizational commitment is a multidimensional approach . from 90 respondents the study came out with the findings that the dimensions of work life balance (time balance , involvement balance , and satisfaction balance) positively affects organizational commitment.

Cem berk (2018) TURKEY, studied the effect of work life balance on organizational commitment of accounts, this research is unique in combining work life balance and organizational commitment in work might be related to work life balance. On the basis of correlation analysis the finding is reveal that an unbalanced work and life of accounts leads to less organizational commitment, therefore accountants need to be educated on policies that project work life balance. Researcher gave suggestions lead to a more career oriented rather than a money oriented approach by the accountants.

Dr. Upasana jothi sethi (2014) studied the relationship between work life balance and organizational commitment among women employees working in public and private sector banks. from the 500 respondents correlation derived the results that in public sector work life balance is positively related to organizational commitment.

Gupta and Charu(2013) Examined the impact of Work Life Balance on job satisfaction of IT sector employees .From the 100 employees by adopting convenience sampling method. questionnaire Chi-square result shows that work life balance and burnout affects the job satisfaction among employees in IT sector.

III. STATEMENT OF THE PROBLEM

Now a days the employers expectation is more from employees to achieve their organizational goals .Employees are affecting from more work pressure in their work life balance .Today employees are both male and female having so many responsibilities in their work life such as office work, house work ,family, children like that, so every employees facing difficulties in balancing their work and personal life. Thus the researcher decided to focus to study the work life balance, problems faced and organizational commitment of employees working in information technology sector at Chennai city.

IV.OBJECTIVES OF THE STUDY

- To analyses the factors affects the organizational commitment of IT employees in the study area
- To recognize the problems faced by IT employees in study area
- To give suggestions to improve the organizational commitment in the study area

V. RESEARCH METHODOLOGY

Area of the study

The area selected for the study is Chennai city.

Sampling techniques

Simple random technique was adopted for selecting respondents

Sample size

The study was conducted among 100 respondents in Chennai city to identify the factors determining work life balance and organizational commitment.

Sources of data

The researcher analyzed this study based on both primary and secondary data. The primary data were collected through a structured questionnaire. The required secondary was collected from journals, books, magazines and web-sites

Tools for analysis

Percentage, weighted average **are** used for analyzing the sample

VI. LIMITATION OF THE STUDY

The study confined the following limitations:

- ✓ The study is limited to the IT employees who are working in Chennai city only .
- ✓ Time and cost are the others factors limiting the study sample to 100 respondents.
- ✓ Present study is mainly based on primary data. Hence the possibility of sampling error is inevitable.

VII. ANALYSIS AND FINDINGS

Data was collected from 100 IT employees working in different companies in Chennai. The following table describes the demographic details of the sample respondents.

TABLE: 1 DEMOGRAPHIC DETAIL OF THE RESPONDENTS

Variable	Categories	No. of respondents	Percentage
GENDER	Male	81	81
	Female	19	19
	TOTAL	100	100
AGE	20-30	43	43
	31-40	47	47
	Above 40	10	10
	TOTAL	100	100
Educational qualification	Graduate	82	82
	Post graduate	10	10
	Professional	8	8
	Total	100	100
Marital status	Married	86	86
	un Married	14	14
	TOTAL	100	100
Type of family	Joint family	66	66
	Nuclear family	34	34
	TOTAL	100	100
Experience of employees	Less than 1 year	14	14
	1 -5	41	41
	6-10	30	30
	More than 10	15	15
	TOTAL	100	100

Source: Primary data

Interpretation

Above table.1 reveals the demographic profile of the respondents, 81% of the respondents are male, 82% of the respondents are graduate, 47% of the respondents are in the group of 31-40, 86% of the respondents are married, 66% of them are from joint family and 41% of them are having 1 to 5 years' experience in their job. The following table describes the problems faced by the sample respondents.

TABLE: 2 PROBLEMS FACED BY THE RESPONDENTS

Problems faced by employees	1 st	2 nd	3 rd	4 th	5 th	Total average score-total/100	RANK

Depression	2175	1891	650	400	325	54.41	II
Eye sight Problem	1200	2196	1250	400	325	53.71	III
Detachment from the family	2250	488	2150	280	300	54.68	I
Low productivity	900	854	450	2320	200	47.24	IV
High rate of absenteeism	975	671	500	600	1350	40.96	V

Source: Primary data

Table 2 reveals the problems faced by the employees ,problems are ranked by using Garrett ranking technique. Detachment from the family occupies the first rank, secondly most of them Fall on depression due to continuous work in their organization.

TABLE: 3 WEIGHTED AVERAGE OF FACTORS AFFECTING ORGANISATIONAL COMMITMENT

Factors	Strongly agree	Some what agree	Agree	Somewhat disagree	disagree	Strongly disagree	ΣWX	$\Sigma WX/\Sigma W$	rank
My work makes me strong sense of belonging to my organization	12	23	51	9	2	2	452	21.52381	1
My work makes me feel a part of family at my organization	8	31	38	14	7	0	418	19.90476	III
I feel my organization makes a important role in my every development	9	29	34	16	7	0	402	19.14286	IV
Would you feel like, if I leave from this organization 'I would stand lose'	4	16	14	20	14	29	275	13.09524	IX

Would you feel your salary is most suitable for your job	2	24	25	4	13	28	299	14.2381	VIII
Do you feel very comfortable with your current employers	9	10	55	10	8	4	419	19.95238	II
Will you feel guilty if you leave from this organization.	2	20	11	12	12	36	143	11.57143	X
I feel my efforts are not rewarded in my organization	8	21	36	15	7	10	381	18.14286	V
Is your organization support to grow up your talent	13	38	18	11	5	10	373	17.7619	VI
Would you feel your personal life affect your carrier and development	6	30	20	11	14	16	333	15.85714	VII

**Source: Primary data
Interpretation**

Table 3. Reveals that rank is given on the basis of weighted average for factors affecting organizational commitment of employees; it indicates that most of the employees have strong sense of belonging to their organization work and they are feel very comfort with their current employer. The table also identified that the employees have positive approach towards organization makes a important role in the development of talent. Satisfaction regarding salary and working in the organization makes the employees feel strong.

VIII. FINDINGS OF THE STUDY

The purpose of the study is to find out the problems and its influence on organizational commitment among IT sector employees working in Chennai city with the sample of 100 respondents. The findings are Due to unsystematic working time of the employees they are facing some problem in their life most of the employees are feel like detachment from their family and also they are affected from heavy depression at the same time

IX. SUGGESTIONS AND CONCLUSION

From this study it is concluded that, Most of the employees feeling like Detachment from the family due to heavy work in their organization even though Majority of the respondents have strong sense belong to their organizational commitment and also they feel very comfortable with their current employers. Employees suggested to make proper flexible time ,There must be a proper flexible time that has to be adopted ,so that employees doesn't feel stressed about the overtime working and they can spend a quality of time with their family and they can even make time to finish their family duties and commitments.

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