

## A STUDY ON THE RELATIONSHIP BETWEEN WORK ENVIRONMENT AND WOMEN EMPLOYEES' CAREER DEVELOPMENT AND JOB SATISFACTION IN BANGALORE- BASED IT FIRMS

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### Abstract

*This article examines the primary factors influencing women's career advancement in Bangalore-based IT firms. The employee's level of job satisfaction is reflected in the woman's work ethic. The low level of job satisfaction may be reflected by decreased consistency, discipline, duty, diminished authority, vacillation, and staff absence. This paper aims to determine how women employees use their work environment as a tool for their career advancement and the level of satisfaction with these variables by examining the Job Satisfaction of employees. The elements of employment satisfaction were divided into three dimensions: the requirements and benefits of the job, the employee's status, and their workplace environment. The findings suggest particular aspects of the nature of employment and the workplace. The result of job satisfaction shows a solid relationship between job satisfaction **and the** other primary variable; Satisfaction with an environment of work. The article is quantitative; the author/s used quantitative research tools to explore the factors which have the most correlated career development of women and job Satisfaction in Bangalore. A sample of four hundred seventy women IT-based employees was chosen randomly.*

**Keywords:** Career Development, Career Success, Work Environment, Job Satisfaction, Women, Bangalore-based IT companies

### Introduction

Career development is a lifelong process of managing, learning, working, leisure, and transitioning to a personally crafted, cultivated, determined, and transforming future (Super, 1990). Career development concerns how individuals manage their careers within and across organizations and how organizations structure employees' jobs. Numerous factors can affect career development and success, according to career development research. Catalyst (1998) found that many factors can influence and contribute to the career development of women, with the work environment being the most significant.

The significance and necessity of career development and management for all employees stem from the notion that they will only attain their goals by progressing along their professional pathways. Women are currently contributing to global development; this study will focus on women's professional advancement in IT enterprises situated in Bangalore. Many factors can influence career growth and success, including economic development, social conditions, organizational culture, legal aspects, demographic and geographic considerations, and political and technological concerns. Most studies and research show that the work environment is the most crucial factor impacting career development and success. This study is primarily concerned with the workplace. Organizations encounter several issues nowadays due to the changing nature of the modern world. One of the numerous obstacles a company faces is satisfying its employees, adapting to a continuously changing and developing environment, making development, and remaining competitive. The company must provide ideal working circumstances to improve employees' competency, sufficiency, profitability, and job duties. The purpose of this paper is to examine the impact of the workplace.

### Significance of the Study

The significance of this study stems from the need

- To add to the body of knowledge regarding professional advancement and success of women employees' career development and job satisfaction in Bangalore- based IT firms.
- Explore and comprehend the aspects affecting Career Development and success.
- To investigate how the workplace influences career growth and success.
- This study will only focus on women.

#### **Objectives of the Study**

- How does the work environment positively assist the professional development of women in IT companies in Bangalore?
- To discover the factors that contribute to job satisfaction in the workplace.
- To uncover rules and behaviors that inhibit the career advancement of women.
- To discover the variables that impede the career advancement of women.

#### **Working Environment**

Working Environment and conditions are essential and play a vital role in employees' satisfaction and career development; it makes employees happy or unhappy at work. In addition, studies showed that women employees are highly motivated and satisfied with suitable working environments and conditions, such as working methods, equipment and tools, clean office, hours at work, shift work, rest area, washrooms, air-conditioning and parking facilities, and safety. The work environment is vital in all organizations' women's career development. Baah and Amoako (2011) portrayed that the motivational variables (the nature of work, the feeling of accomplishment from their work, the acknowledgment, the obligation that is conceded to them, and open doors for self-awareness and headway) help employees to locate their value regarding esteem given to them by association. Further, this can increase women employees' motivational level, which will eventually raise the interior bliss of employees, and the inside joy will bring about satisfaction. Hygiene variables can motivate extreme pleasure, yet they are not sufficiently effective in changing over dissatisfaction into satisfaction.

Brough and Frame (2004) stated that work conditions are work tools, an employee's workplace, the work itself, organizational rules, structures, and policies. In addition, there are other factors, for example, lighting, temperature, noise, ventilation, flexible working hours, shift work, and hygiene, which means work conditions and environment are significant.

#### **Career Development**

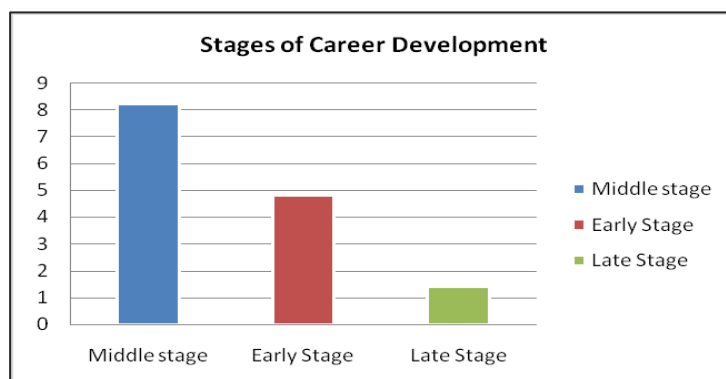
According to Greenhouse (2010), three distinct stages of career development occur at various stages of an individual's life span. The early stage refers to the first five years in the workforce, which involve learning the fundamentals of a job, training in the skills required for an employee position, collecting paychecks, and gaining experience with office politics. When an individual works under supervision and supervises no one as long as they have not been trained and advanced to the next stage.

The subsequent stage is the middle stage, which comprises most of a person's life and is essential to career development. The mid-career phase is characterized by the individual's successful accomplishments, which typically occur during middle age. Here, a person strives to be a successful contributor to the business; they attain a specific degree of competence, optimize their strengths, and perhaps become a mentor to another individual. It is the intermediate stage of a person's career development, where they are professionally at the top of their game (Gibson, 2003). Thirdly, the mid-career stage is for those who continue to develop professionally. The later phase is typically enjoyable for them because they may rest. At this level, a person becomes a senior employee. They have graduated from the learning stage and are now teaching others what they have acquired via experience. It is the period during which an individual's work mobility declines. At this point, people will anticipate retirement and consider beginning something new (Osipow, 1973). The following hypothesis was put forth:

#### **Hypothesis 1:**

*H<sub>1</sub>: A significant association exists between the work environment and women's career growth.*

*H<sub>0</sub>: There is no significant relationship between work environment and women's career development.*



### Women Career Development

Recently, it has been seen that women have made tremendous strides in all fields in Bangalore, particularly in the IT industry. Bangalore is regarded as a model for the empowerment of women. Women from several Indian states are relocating to Bangalore to advance their IT careers. Bangalore is the fastest-growing metropolis in the Indian state regarding economic and infrastructure development, and women play a significant part in the country's economic progress. Women's participation in the government and private sectors is outstanding and continually expanding.

Education, government initiatives, gender equality and job satisfaction, position, management style, leadership, and positive attitudes toward women working have all been identified as predictors of women's career success in Bangalore. Furthermore, women currently lead and manage in Bangalore's government and corporate sectors. They are also engaged in decision-making.

### Job Satisfaction

Employees who feel like corporate transients may not want to form significant work relationships (Leana and Van Buren, 1999). Organizational versatility-expecting employees will prioritize work accordingly. For instance, mobile workers may make less "casual conversation" in the lobby than those who don't, yet doing so may help them get to know their coworkers and create trust that could help them finish assignments. Representatives have limited time and period-escalated societal interest (Granovetter, 1973). Representatives planning to switch supervisors may put less effort into enhancing their WSI Workforce Safety and Insurance in one business. It supports that human capital interests are restrained, and employers negotiate the best solutions. Becker (1964) suggests most workers will pay for general preparation as firms won't pay for something that advantages another business (e.g., schooling). Representatives enthusiastically pay for a trial to enhance wages. Portability advocates encourage individuals to build social networks outside work through systems management and professional affiliations. Research shows that people find a new employment through personal connections and that interactions outside one's direction are better for discovering new chances.

Satisfaction with Organizational Mobility distinguishes employee satisfaction with organizational mobility from other organizational behavior principles (EOM). Staying employed requires job changes. It's not intended to depart or organizational commitment without effect. Loyal employees know they must move to remain employed. These satisfactions depend on one's occupational mobility norms. Employees who like their jobs may stay until a better opportunity comes up. Employees need mobility. Precision may affect job satisfaction and turnover. Repatriates' idealized satisfaction may hurt occupational fulfillment (Pickard, 1999). (Bonache, 2005). Execution and repatriation increase satisfaction (Black, 1991; Black et al., 1999). Turnover targets and genuine work satisfaction are linked (Vidal et al., 2007b, 2008). The above literature proposed this hypothesis:

### Hypothesis 2

*H<sub>1</sub>: There is a significant relationship between work environment and job Satisfaction.*

*H<sub>0</sub>: There is no significant relationship between work environment and job Satisfaction.*

**Hypothesis 3**

*H<sub>1</sub>: There is a significant relationship between women's career development and job Satisfaction.*

*H<sub>0</sub>: There is no significant relationship between women's career development and job Satisfaction.*

**Data Analysis and Statistical Treatment**

The author/s coded, screened, and analyzed questionnaire data using SPSS v.18. Pearson correlation and t-tests were used to reject the hypothesis in this investigation. Demographic variables were descriptively analyzed. Present, research, and interpret baseline and statistical data.

**Limitations of the study**

Limitations guide the future study. These constraints include the questionnaire and data collection issues. The study's primary drawbacks:

- First, the authors could not verify the authenticity of obtained data, presuming that respondents provided accurate information.
- Second, the authors could not assess the impact of potential non-response bias.
- Thirdly, using just English may have omitted a subset of employees (non-native English speakers) whose responses could have altered the results.
- Fourth, the authors did not have perfect control over the questionnaire distribution, particularly inside the offices that received and subsequently completed the questionnaire.
- Lastly, the author(s) collected the data based on the respondents' potential and cooperation.

**Data Analysis and Results**

*Descriptive analysis*

Item		Frequency	Percentage	Total 100%
Age	Below 30	212	45.1	470
	30 – 45	195	41.5	
	above 45	63	13.4	
Income	Below Rs. 10000	201	42.8	470
	RS. 10001 – 20000	174	37.0	
	Above RS. 20001	95	20.2	
Experience	Less than three years	122	26.0	470
	4-8	167	35.5	
	9-13	104	22.1	
	above 13	77	16.4	
Marital status	Married	236	50.2	470
	Single	234	49.8	
Position Rank	Top Level	80	17.0	470
	Middle Level	251	53.4	
	First Level	139	29.6	

Table 1 shows the sample item based on participant demographics. 45.1 percent of responders were under 30, while 41.5 percent were 30-45. 42.8 percent earned less than Rs 10,000. Respondents received the experience question. 35.5% responded. Married 236 respondents (50.2 percent) had the highest marital status, while 53.4 percent of 470 samples were in Middle-Level Positions.

**Correlations**

To analyze the objectives of this study, the relationship between study factors, the relationship between the dependent variable and the independent variables, and person correlation were employed. Work Environment (Y) is the dependent variable, whereas Women's Career Development (X1) and Job Satisfaction are independent factors (X2).

**Table 2** Correlation

<b>Correlations</b>		
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		Work Environment	Women's Career Development	Job Satisfaction	Mean	Std. Deviation
Work Environment	Pearson Correlation	1	.769**	.712**	3.4373	.73913
	Sig. (2-tailed)		.000	.000		
	N	470	470	470		
Women's Career Development	Pearson Correlation	.769**	1	.778**	3.3907	.72821
	Sig. (2-tailed)	.000		.000		
	N	470	470	470		
Job Satisfaction	Pearson Correlation	.712**	.778**	1	3.2945	.79052
	Sig. (2-tailed)	.000	.000			
	N	470	470	470		

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Work Environment, Women's Career Development, and Job Satisfaction may be linked since they tend to be high or low in the same or different locations. The Work Environment affects women's career development and job satisfaction. This statement distinguishes the work environment, women's career development, and job satisfaction. Correlation does not prove either proposition. Third, variables like job contentment or unemployment may be the cause.

Statistics successfully detect present variables, which requires determining the relationship and producing more decisions. Thus, the work environment via women's career advancement was significantly associated with a coefficient of 0.769, and job satisfaction was strongly associated with 0.712. The study variables are firmly connected and related.

The work environment phenomena strongly affect women's career growth and job satisfaction. Thus, statistical approaches show a direct association between survey variables indicating that women's career development and job satisfaction increase with workplace contentment. Numerous studies show that high friction between women's career progress and job commitments increases the chance of occurrence.

**Hypothesis Testing**

**Table 3 T-Test**

One-Sample Test						
	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Work Environment	100.821	469	.000	3.43732	3.3703	3.5043
Women's Career Development	100.946	469	.000	3.39073	3.3247	3.4567
Job Satisfaction	90.351	469	.000	3.29453	3.2229	3.3662

**Findings and Conclusion**

This section summarizes the study's findings, conclusions, and recommendations for examining the elements affecting the work environment, the career development of women, and job satisfaction.

A majority (45.1%) of the respondents had an age category of (below 30) years, a majority (42.8%) of the respondents had an income of below Rs/- 10,000, a majority (35.5%) of the respondents had work experience of (4-8) years, a majority (50.2%) of the respondents had a marital status of married. Most (53.4%) respondents had a position rank in the middle-level category. Therefore, this knowledge could be valuable for academic and management purposes. In conclusion, the administration views women in the professions and work favorably.

According to the study, management's view of the workplace affects women's career advancement, whereas human resource management practices don't support women. Some businesses lack gender diversity, and human resource management practices do not help a balanced employee life. Most

respondents reported workplace gender pay equality. However, respondents said workplaces don't foster work-life balance for women. Most respondents claimed that work environment expectations create high stress, while a minority reported low pressure.

Respondents cited the credibility of coworkers as a factor affecting women's career development and job satisfaction, management style as a factor affecting women's career advancement, gender inequality as a factor influencing women's career advancement, and organizational structure as a factor influencing women's career advancement. The findings revealed that most respondents indicated that the elements affected the work environment, career progression, and job satisfaction of women employees to a large extent, while a minority percentage of respondents showed that the factors had no effect.

The study concludes that management in the workplace has a favorable perception of women employees, and as a result, this perception influences women employees "career advancement to a significant degree. Additionally, the study suggests that human resource management policies embrace women employees and that human resource management policies at work foster a balanced employee work life and affect women employees "career advancement to a significant degree. Thus, basic organizational structure or behavior changes impact women's career advancement and satisfaction.

### Recommendations

The study accepts that the management of every firm has made some effort to implement human resource policies that are conducive to employee satisfaction. Compared to many other businesses, they encourage female employees to work in a stress-free environment.

More may be done to make the firm a better employer for women, to foster good attitudes among women, and to become a model employer for other companies with women-friendly practices. Internships and jobs should not discriminate against women. The paper recommends work/life policies and adjustment hours for new moms to promote women's hiring, retention, and progress.

In today's fast/complex environment, the research suggests family-friendly or work-life policies to help employees balance work and family. The report says that men must adapt to achieve gender equality. Gender equality benefits them too.

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