

# Job Satisfaction of Women Employees: with Special Reference to Employees in Infopark Kochi, Kerala

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## Abstract

The task of women includes going through an emotional change. Today, women are present in all fields alongside men, whether it's in the home or the workplace. Working women are not unique and are currently counted as an essential piece of the functioning power. Indian affiliation has encountered a constant growth in the number of women employees, and this case will certainly move on within the destiny too. A flourishing human asset is one of the keys to thinking about victory affiliation. Forged, this factor is essential for the body of workers to have a tremendous level of fulfillment. Work-life styles are one of the considerable portions of our ordinary workouts, which causes a variety of Stress.

Furthermore, Stress is what's occurring, making pointless intellectual or physiological requests on an individual. This study includes 150 selected samples, and they were collected randomly. Their work-life balance, satisfaction, and their relations are carefully examined in this study, which also analyzes the various stress factors that affect their WLB. This study details the satisfaction level of working women, work stress, and the work-life balance.

**Keywords:** Information Technology; Employee Job Satisfaction; Work Stress; Work Life Balance.

## 1. Introduction

The satisfaction of employees, particularly women, is a critical determinant of both individual well-being and organizational effectiveness. Job satisfaction encapsulates an individual's overall sentiment, positive or negative, towards their job and the organization. With the rising participation of women in the workforce, attention to their job satisfaction has intensified, acknowledging the distinctive challenges they encounter while balancing professional and personal responsibilities. Infopark Kochi, situated in Kerala, India, stands as a prominent technology park hosting multinational companies and serving as a focal point for the regional IT industry. Women employees in Infopark confront diverse challenges, including gender-based discrimination, unequal pay, limited promotional opportunities, and struggles with work-life balance. This study endeavors to delve into the job satisfaction of women employees within Infopark, Kochi. The investigation aims to scrutinize various factors influencing job satisfaction, encompassing dimensions such as work-life balance, job security, organizational culture, and job autonomy. Moreover, the study will explore the ramifications of gender-based discrimination on the job satisfaction of women in this professional setting. Employing a mixed-methods approach, the research will collect data through qualitative and quantitative methods, engaging women employees in Infopark, Kochi. Statistical tools like regression analysis and correlation analysis will be employed to dissect the data, identifying significant factors shaping women's job satisfaction. The anticipated findings hold the potential to offer valuable insights into the determinants of job satisfaction among women in the IT industry. Furthermore, the study aims to assist organizations in crafting strategies to enhance job satisfaction and retain the talents of women employees. By shedding light on the nuanced experiences of women in the workplace, particularly in the context of Infopark Kochi, the study contributes to the broader literature on women's job satisfaction and addresses issues of gender-based discrimination in professional settings. The modified title, Job Satisfaction of Women Employees: With Special Reference to Employees in Infopark Kochi, Kerala, aptly reflects the specific focus and geographical context of the study.

## 2. Statement of The Problem

This study examines the employment satisfaction of female representatives at Infopark Kochi, Kerala, India. Women face several problems in the workplace, including gender-based segregation, wage disparity, insufficient advancement possibilities, and work-life imbalance, all of which may significantly affect their job satisfaction. Although work happiness has received considerable attention in several

organizations, little emphasis has been placed to the variables influencing women's employment satisfaction in the IT sector, particularly at Infopark Kochi. The IT sector is infamous for its extended working hours, high-stress environment, and stringent deadlines, which may intensify the challenges faced by women in the workplace. This study aims to investigate the aspects significantly influencing women's work happiness at Infopark Kochi, including the balance of serious and recreational activities, professional stability, hierarchical culture, and occupational autonomy. The research aims to examine the effect of orientation-based separation on women's employment happiness. This study will elucidate the issues encountered by female workers in the IT sector and assist organizations in formulating strategies to enhance workplace satisfaction and retain skilled female professionals. The review's conclusions will enhance the research about women's job satisfaction and orientation-based segregation in the workplace.

### 3. Scope of The Study

The scope of this study is to analyze the job satisfaction of female employees in Infopark Kochi, Kerala, India, especially in the IT sector. The review measures to identify the elements that influence ladies' work fulfillment, for example, a balance between serious and fun activities, professional stability, authoritative culture, and occupational independence. The study likewise plans to assess the impact of orientation-based separation on the job satisfaction of women. Among ladies' representatives working in Infopark Kochi, including those, for example, programmers, project supervisors, HR experts, and regulatory staff, the review will be driven. A combination of qualitative and quantitative methods will be employed in the review to obtain information from the members. The subjective examination techniques will join centre gathering conversations and top to bottom meetings to accumulate center insights with respect to the members' encounters and points of view. Quantitative exploration is proposed to include reviews and surveys to encompass potential information on different factors adding to work fulfilment. The review was additionally confined to female delegates working in Infopark Kochi, and this may not be generalizable to other regions or enterprises. The review additionally won't analyse the effect of different variables like age, training, and conjugal status on ladies work fulfilment, since the examination is fixated on orientation based separation. Despite these obstacles, this study will provide valuable insights on the job satisfaction of women employees in IT industry especially in the ambience of Infopark, Kochi. The findings of the review will help associations construct methodologies to improve work experience which will lead to direction of ladies' experts in the labour force and subsequently help on the prosperity of the IT business in the territory.

### 4. Research Design

For the study 150 working-class women were selected from the Info Park-Kochi, and all the assumptions were checked for the parametric analysis; responses were collected using a structured questionnaire. All the respondents are selected randomly from the Kochi, a well-structured questionnaire is issued for them to collect their answers; after that, these data are transferred to statistical software to generate the conclusions.

### 5. Job Satisfaction of Women Employees

Historically, women have borne the primary responsibility for domestic duties. As wives and mothers, they juggled the demands of child-care and household management while contributing to family income. This dual role often led to significant stress and challenges.

However, recent socio-economic and political changes have empowered women, expanding their roles beyond the domestic sphere. Increased participation in education, employment, and social organizations has provided them with greater autonomy and opportunities.

While these advancements have brought about positive changes, they have also presented new challenges. Balancing work and family life can significantly impact women's mental and physical health.

The Indian Constitution enshrined women's rights and freedoms, but the reality for many has been a complex interplay between tradition and progress. Rural women, particularly, often face economic hardships and limited opportunities.

The rise of educated, working women from middle and upper-class families marks a significant shift. However, this often leads to increased responsibilities and a sense of divided loyalties between work and home.

Job satisfaction plays a crucial role in women's overall well-being and professional success. Factors influencing job satisfaction include individual perceptions of their roles, opportunities for growth, and the overall work environment.

Studies have shown a strong correlation between job satisfaction and factors like professional development opportunities, a supportive work environment, and the ability to contribute meaningfully to society.

For working women, job satisfaction has profound implications for their personal and professional lives, impacting their overall well-being, family dynamics, and career success. Organizations must recognize and address the unique challenges faced by working women to foster a more supportive and inclusive work environment."

Work achievement outcomes from an evaluation of the job's characteristics as a sensation of people approximately diverse elements in their positions (Hedge and Borman, 2012).

Work achievement is the diploma to which people like or loathe their positions and what sort of sense they have emphatically or adversely approximately exclusive elements in their positions. As in keeping with Salazar et al. (2006), people can be satisfied with their positions, disappointments, and what is greater and come to a well-known give up result. The higher the open doorways for talent development, may be the educators' achievement (Rao, 1986). The higher the disposition toward educating, places of work reachable within the divisions, the better may be the achievement (Malik and Matel, 1990). Das and Bishnoi (1999) discovered that maximum increased fulfilled phrase related bunch have been professionals and information perusers (66.67%) followed through independently hired individuals (60%). It will be anticipated to the pleasure they obtained through serving the humanities, outstanding future, social eminence, and top-notch procuring. Work achievement for running women is of exceptional importance to their own circle of relatives, society, and manager. It makes a difference that the discernible influences the outlook of running women and the enterprise to extrude its approach for resulting performance and enhance achievement.

## 6. Theoretical framework

The speculative development for zeroing in on the gig fulfillment of women delegates in Infopark Kochi draws on several scattered speculations and contemplations. Herzberg's Two-Section Hypothesis (Herzberg, 1959) places that work fulfillment and disappointment are influenced by inspirations and cleanliness factors. This hypothesis is material to see unequivocal elements impacting ladies' work fulfillment in Infopark Kochi. Besides, Hackman and Oldham's Work Attributes Model (Hackman and Oldham, 1976) suggests that work fulfillment is impacted by the qualities of the certifiable gig, featuring the significance of centrework viewpoints. This model will be used to outline how these perspectives line up with the places of women workers in Infopark, Kochi. Concerning the course, the Bearing Occupation Hypothesis (Eagly, 1987) sets those social assumptions and how heading occupations impact ways of dealing with acting and perspectives, making it relevant to look at what standard course occupations mean for women's work fulfillment. Social Individual Hypothesis (Tajfel and Turner, 1979) is utilized to see the value in what women's social identity means for their work fulfillment, especially with status-based segregation. Conclusive hypotheses are merged to understand the more noteworthy setting. Different evened out Help Hypothesis (Eisenberger et al., 1986) proposes that apparent conclusive help truly impacts work fulfillment, and Occupation Congruity Hypothesis (Eagly and Karau, 2002) investigates what concordance between course occupations and authentic positions means for fulfillment. These speculations will be applied to isolate the different evened out parts affecting position fulfillment among women in Infopark Kochi. Considering balance among fun and serious activities and occupation independence, the Work-Family Fit Hypothesis (Greenhaus and Beutell, 1985) is utilized to analyze the difficulties people face in changing work and family responsibilities. Mental Figuring out Hypothesis (Rousseau, 1995) is proper to investigate the unwritten doubts among representatives and associations, especially the way that the mental plan partners with work opportunity for women specialists in Infopark Kochi. By coordinating these hypotheses, the study aims to give a nuanced comprehension of the elements outlining position fulfillment among women delegates in Infopark Kochi, taking into account both individual and moderate viewpoints.

## 7. Women's Wages Influence on Satisfaction

During this time, women received lower compensation than their male counterparts, resulting in considerable financial difficulties for young working women. Beginning in the 1850s, labor groups started to proliferate, first among more affluent professionals and then adapting to include a greater multitude of workers. Nonetheless, young women were often excluded from labor associations, and irregular payments became standard practice. In times of uncertainty, young females sought to achieve superior accolades, while a pair was supported by admirable reformers. In 1888, Clementine Dark, a prominent representative of the Women's Exchanges Association Chamber, proposed the fundamental TUC equal pay expectation. This desire was not fundamentally rooted in women's entitlement to higher remuneration, but rather in the notion that their diminished salaries deterred individuals from joining the market.

The goal suggested that young women were mostly employed due to their lower cost, resulting in a significant influx of opportunities for them, which therefore led to a relative diminishment in the overall detriment to persons alike. It was anticipated that this ancillary interest would be maintained in the long run due to the significant expansion of connections. The overwhelming majority of highly educated and exceptionally skilled young Polish women rejected paid employment, except for desirable proactive roles such as train conductors, track instructors, or scientific guardians. Young Polish women were mostly expected to marry and manage their households and offspring. During the nineteenth century, occupations such as solicitors, veterinarians, and specialists were available to young women.

## 8. Definition of Job Satisfaction

In basic words, work fulfillment can be characterized as the degree of good sentiments or perspectives that people have towards their positions. At the point when an individual says that he has high work fulfillment, it implies that he truly loves his work, feels better about it, and values his occupation exceptionally. Work fulfillment can be characterized as an individual by and large demeanor towards their work. It is positive because of the evaluation of one's work or professional training. It is viewed both as an overall demeanour and fulfillment with explicit elements of the gig, for example, pay, the actual work, advancement potential open doors, management, colleagues, and so on. The level of fulfillment might differ with how well results fulfill or surpass assumptions.

## 9. Review of Literature

This is as evidenced by Thahier et al of method (2014), the period when that Benevolence and competition in gentlemen and in the depths called the ultimate reality of every individual (which is embodied in his moral to the possibility of the years that he will impel) to spend in vain towards decidedly devoted skill personal; which implies that the individual will pursue all his capabilities towards his cooperation by technique for the usage of the nearby chances to ensure his affiliation's Advancements. They also overlook McClelland at the need-to-achieve, need for strength, need for association motivations, use of achievement and fulfillment. Actually, Nohria et al 2008 discovered that the sex that spur choices and shooters all that we do are drives you get each supercilious and inconsequential problems; Their Paper DiPietro et al (2014) explains that delegates are stimulated with the aid of using intrinsic and extrinsic stuff which might be stimulated with the aid of using standing or satisfaction of the task (intrinsic) and the whole thing that comes from outdoor the person, which includes money or rewards (extrinsic). For the purpose, Peters, J (2013) opened a tune inside the commitment of Waldorf instructors to use an open arrangement. It was perceived that teachers adapted decidedly to the weights and styles of tutoring while personnel persevered regarding personnel's discipline. Parsa et. al. (2013) [dissect its association between. strain and calling satisfaction and responsiveness in optional universities educators of Urmia city.

The analysis was performed by using parametric and non-parametric tests. The final output revealed a strong relationship between responsiveness and professional satisfaction, and a strong and positive relationship. and role-call strain. In the responsiveness of teachers, a straightforward dating became discernible. There was no assurance of responsiveness and work pressure. Wang, L. (2012) also focused on 300 rudimentary and trot specialists to exhibit affirmation of work strain and word-related happiness. That's what the results found. strain had been found normal in such schools, and calling the satisfaction of teachers. Malik (2011) observes that different factors in his test extra., undefined cycle, battle of interaction, and nonappearance of a better administration guide within the association contribute towards skill pressure. Describing and discussing cycle fulfillment elements, Khalid and Irshad (2010) can be execution, pay, headway, repayment, and appreciation besides inside in broad. accomplishment: their results considered that regulators working in individual area banks had

been extra content with their settlement, assurance, and working hours, while standing out from individuals of public area banks, although individuals of public area banks had been satisfied with the wellbeing in their positions. Vijay V. Raghavan (2010), The versatile arrangement for buying. gone through, advisor assistance, preparations, and working from homegrown as limit changing crazy things. Observed commitment, process uncertainty. Removing process vulnerabilities and developing accordingly. help decrease task-related pressure and stimulate representatives to have versatile designs for buying. fulfilled their view of commitment. Deshmukh N.H. (2009), Anxiety and method of everyday sickness among working and non-working ladies from comparable measures of monetary status of the public, found that there has never been any huge evaluation in substantial and individual circle of family strain among working and non-working ladies. Work strain was broadly favored in the working ladies compared to non-working ladies. Life accomplishments had spread out and were repelled in the lives of women impacting the world, beyond non-working women. Job revenue is the mix of feelings and ideas that people have regarding their talent landing space following a course of work. The degree to which one is satisfied with their calling can range from absurd levels of satisfaction to ridiculous disillusionment. As cosily as having attitudes little of their stance in general. Individuals, obviously, will have things normal moving parts in their themes, comparable to. If so, then consider their colleagues, mentors, or subordinates and their repayment (George et al., 2008). His arrangement with KaifiAzami (2003), satisfaction ShafCalfskin things, Periamet Restricted, Chennai, saw that by and by poor progression of reparation between esteemed when contrasted with normal for styles and simply the association entangled dramatically dislike of method as hosed variety anyway the specialists had been happy with somewhat a couple fresh benefit of calling profitability. He suggested that the pay components that are presumably changed need to be a way that gives enough comfort. at the boys of the delegates' home and work programs. Hammermesh (2001) finds that income shocks affect satisfaction, but the effect is short-lived. It is amazing to look at the main conviction, by any honest treatment; this is absurd hurt regarding the enhancements. satisfaction should be part benefit. It further indicates a machine through which upgrades ought to affect master fulfillment: enhancements enhance the expert to a favored work over those who don't get one.

## 10. Objectives

- To find out the work-life balance of women employees.
- To determine the satisfaction level of IT women employees.
- To determine the relationship between WLB and satisfaction level.
- To find out the influence of career development on job acceptance.

## 11. Hypothesis

- There is no influence of the opportunity of career advancement work job acceptance of women employees.
- There is no relationship between Work Life Balance and satisfaction level.
- There is no significant influence of job security, organizational culture, and job autonomy.

## 12. Analysis

**Table 1:** Opportunity for Career Advancement

Opinion	No. of respondent	Percentage %
Powerfully Agree	64	42.33
Agree	30	20
Neutral	36	24.32
Disagree	12	8
Strongly Disagree	8	5.33
Total	150	

Most female employees say that their firm provides good career development facilities. Only a small portion, nearly 13 per cent, are saying some dissatisfaction.

**Table 2:** Work-Life Balance at the Workplace

Opinion	No. of respondent	Percentage %
Strongly Agree	50	33.33
Agree	43	28.66
Neutral	41	27.33
Disagree	12	8
Strongly Disagree	4	2.65
Total	150	

From the above analysis, more than 60 per cent of women employees in the Kochi IT industries say that they can balance their life with their work. Only 10 % of employees cannot concentrate on work and their personal activities. So that most of the women employees in the Kochi IT field have having good Work Life Balance.

**Table 3:** Easiness of Task

Opinion	No of respondents	Percentage %
Strongly Agree	47	31.32
Agree	39	26
Neutral	38	25.34
Disagree	14	9.32
Strongly Disagree	12	8
Total	150	

The survey results depict a spectrum of opinions among 150 respondents regarding the ease of a given task. A notable 31.32% of participants expressed a strong agreement that the task is easy, while an additional 26% agreed with this sentiment. The middle ground is occupied by 25.34% of respondents who maintained a neutral stance on the task's ease.

Conversely, 9.32% disagreed with the notion that the task is easy, and 8% strongly disagreed. This distribution showcases a diversity of perspectives, with a majority finding the task to be manageable, a significant portion adopting a neutral standpoint, and a smaller yet noteworthy group expressing disagreement or strong disagreement with the perceived ease of the task. These varying opinions shed light on the subjective experiences and perceptions of individuals in relation to the specified task. Understanding these perspectives can be instrumental in tailoring approaches or interventions to address the concerns or needs of different segments within the respondent population.

The table above shows that 31 % of women employees in the Kochi IT sector say that their task is very easy, 26 % say that their work is easy, and 25% of employees have a neutral opinion. Finally, nearly 19% of women employees have a different opinion from others.

**Table 4:** Relationship between Work Life Balance and Satisfaction Level

Correlations		WLB	satisfaction
WLB	Pearson Correlation	1	.840**
	Sig. (2-tailed)		0
	N	150	150
Satisfaction	Pearson Correlation	.840**	1
	Sig. (2-tailed)	0	
	N	150	150

The connection analysis results indicate a compelling and statistically significant positive correlation between the Balance of Serious and Fun Activities (WLB) and the level of fulfillment among the subjects examined. The Pearson correlation value of 0.840 signifies strong associations for an affiliation, suggesting that people who attain a greater equilibrium between important and pleasurable pursuits would generally experience heightened levels of contentment. The p-value of .000 indicates the substantial importance of this link, suggesting that the observed relationship is improbable to have arisen by mere chance. The results, based on a sample size of 150 for both work-life balance and satisfaction, demonstrate a significant correlation between an optimal blend of enjoyable and serious tasks and elevated feelings of fulfillment among the participants in the study. These results underscore the need to incorporate and endorsing a combination of enjoyable and serious tasks to enhance overall work satisfaction.

**Table 5:** H0 There Is No Significant Influence Between Job Security, Organizational Culture and Job Autonomy

Correlations		Job Security	Organisational Culture	Job Autonomy
Job Security	Pearson Correlation	1	.670**	.862**
	Sig. (2-tailed)		.000	.001
	N	150	150	150
Organisational Culture	Pearson Correlation	.670**	1	.907**
	Sig. (2-tailed)	.000		.000
	N	150	150	150
Job Autonomy	Pearson Correlation	.862**	.907**	1
	Sig. (2-tailed)	.001	.000	
	N	150	150	150

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

The association analysis emphasized employer stability, authoritative culture, and occupational independence, uncovering a crucial connection among these elements, hence refuting the erroneous assumption that they lack substantial interrelation. Pearson correlation coefficients provide information about the degree and direction of these relationships. A notable positive correlation of 0.670 was identified between employer stability and hierarchical culture, accompanied by a substantial p-value of .000. This suggests that enhancing employer stability will positively impact the overall hierarchical culture. The correlation between employer stability and occupational independence was notably stronger, with a coefficient of 0.862 and a very significant p-value of 0.001. This is a robust positive correlation, suggesting that enhanced professional stability correlates with more work autonomy. Hierarchical culture and occupational independence exhibited a significant positive correlation of 0.907, with a critical p-value of .000, suggesting that a good hierarchical culture is associated with more work independence. The anticipated relevance levels of these connections at the 0.01 significance level (2-followed) illustrate the measurable consistency of the observed associations. These results indicate that enhancements in professional stability may align with positive transformations in authoritative culture and increased work autonomy. These pieces of information may be essential for organizations aiming to enhance workplace attributes and employee experiences. The dismissal of the flawed assumption underscores the interconnectedness of different elements within the workplace, emphasizing the potential for a comprehensive strategy for managing and operating in hierarchical contexts.

**Table 6:** Influence of Opportunity of Career Advancement, Work Job Acceptance of Women Employees

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				Durbin-Watson
					R Square Change	F Change	Df1	Sig. F Change	
1	.823a	0.677	0.631	0.62569	0.679	13.245	148	0	2.23

The relapse inquiry led to an analysis of the influence of professional success opportunities on work recognition among female representatives, which gave significant and educational results. The model overall fit is shown in the difference of the connection coefficient (R) of .823. This reveals significant regions of strength in the relationship between the free component (a possibility for professional achievement) and the dependent variable (work recognition). The R Square value of 0.677 suggests that the possibility of professional achievement may explain around 67.7% of the variation in job recognition. The Changed R Square, which measures the number of indicators in the model, is 0.631. This value illustrates that, even after accounting for the number of components, the model accounts for a considerable portion of the change in work acknowledgment. The standard error of the gauge (0.62569) provides a fraction of the changeability of true

work acknowledgment scores around the expected scores. A lower esteem indicates that the model attacked the information more successfully. The Change Measurements box informs us of the model's commitment to the free factor. The R Square Difference of .679 and the F Change measurement of 13.245 both indicate that increasing the likelihood of professional achievement had an overall effect on the model's logical power.

The corresponding p-value of 0.000 shows that this improvement is indeed significant. The Durbin-Watson measurement checks for the existence of autocorrelation in the residuals. With a value of 2.23, it is within an acceptable range, indicating that there is no severe autocorrelation. The findings of this relapse model highlight areas of strength for a demonstrably important relationship between the likelihood of professional achievement and occupational recognition among female workers. The model provides valuable insights into the factors that influence position recognition, emphasizing the need to assess possible opportunities for professional advancement when making work choices for female employees. The dependent variable in this case is job recognition, while the independent variable is the possibility for professional advancement. The findings indicate that professional accomplishment has a significant influence on job recognition via vocational advancement activities. So it is discovered that at whatever point the company provides the office with professional achievement, the representatives seem to begin to tolerate their employment. The purpose that professional accomplishment has a 63% influence on job recognition.

### 13. Findings of The Study

- Career advancement has almost 60 percent influence on job acceptance
- It is found that the relationship between WLB and satisfaction is very high
- Most women employees say they are getting good career advancement in their workplace
- Almost 60 percent of the employees say they have good WLB

### 14. Scope for Further Study

- The study only covers the working women in Info Park; the same analysis can be done on Techno Park, Tidal Park or other Parks.
- The role of stressors among the working women can be studied for advanced results.
- Study can be done on multi-dimensional aspects, including the mediating role or moderation

### 15. Conclusion

The motivation in the back of the evaluation turned into discovering the relationship between the place of business and employee's professional satisfaction in IT businesses Infopark, Kochi. Survey of writing gave regions of energy for a relationship among the evaluated factors. Examination and translation of the records have observed that duty pressure, pressure greater time, weakness, and fatigue are some factors to increment. Then splendid operating conditions, praise and enjoyment office, well-being and protection office. Surroundings increase the extent of professional fulfillment. The full-size part of each affiliation is Stress. Stress has changed into the famous leading-cause for representatives in each one of the businesses. Uplifting outlook and mirrored image may be beneficial for adapting to the pressure. Several methods for overseeing pressure, such as mirrored image, yoga, etc.

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