

CHAPTER-4.1

Data Analysis: Part A

Frequency Analysis

4.1 Frequency Analysis - Questions Wise

Q-1 Do you feel stressed by the demands of work?

Table 4.1.1 shows how frequently respondents feel stressed by the demands of work.

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	Per cent
Always	381	38.1	50	35.7	59	36.9	33	33.0	597	42.6
Sometimes	394	39.4	54	38.6	61	38.1	36	36.0	483	34.5
Never	225	22.5	36	25.7	40	25.0	31	31.0	320	22.9
Total	1000	100.0	140	100.0	160	100.0	100	100.0	1400	100.0

Interpretation:

- The above table interprets the survey results on how often people in different cities of Gujarat, India, feel stressed by work demands. Stress Prevalence: Overall, a significant portion (42.6%) of respondents reported feeling stressed "always" or "sometimes" due to work demands.
- The difference in stress levels between the cities. Ahmedabad, Vadodara, Surat, and Rajkot have a relatively similar distribution, with roughly 35-40% reporting stress "always" or "sometimes."
- Never Stress: A sizeable percentage (around 22.9%) reported never feeling stressed by work. This could be due to various factors like job satisfaction, good work-life balance, or the specific demands of their professions. Always Stress: A smaller but noteworthy portion (around 42.6%) reported feeling stressed "always" in the work environments and potential stressors in these cities.

Q- 2 How would you rate the level of your work stress?

Table 4.1.2 shows the level of work stress

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	Per cent
Most Stressful	111	11.1	20	14.3	32	20.0	21	21.0	244	17.4
More Stressful	149	14.9	38	27.1	29	18.1	26	26.0	366	26.1
Stressful	277	27.7	32	22.9	33	20.6	22	22.0	329	23.5
Less Stressful	211	21.1	26	18.6	28	17.5	20	20.0	223	15.9
Least stressful	252	25.2	24	17.1	38	23.8	11	11.0	238	17.0
Total	1000	100.0	140	100.0	160	100.0	100	100.0	1400	100.0

Interpretation: From the above table, we can interpret that at Ahmedabad, 27.7 % having stressful rated their work stress level in the organization, 25.2 % had the least stressful, 21.2 % had the least stressful, 14.9% (149) respondents faced the most stressful level of work stress. 11.1% (111) of respondents are the most stressed at work. At Vadodara, 27.1% (38) of the sample rated their level of work stress as 22.9% (32) stressful, 18.6% less stressful, 17.1% least stressful, and 14.3% most stressful.

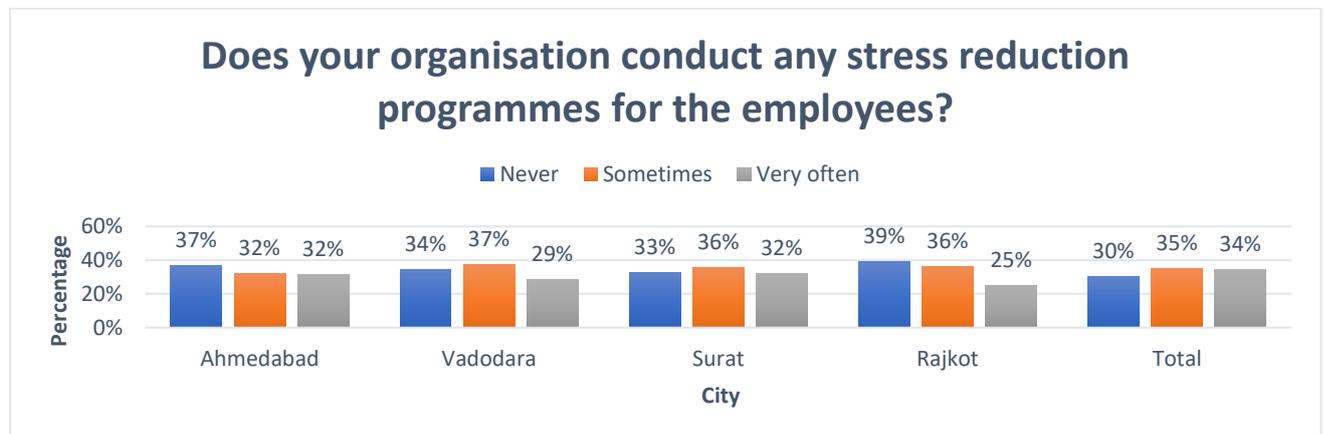
- At Surat, 23.8 % of the sample felt least stressed in the workplace. 20.6% is stressful, 20.0 % is most stressful, 18.1 % is more stressful, and 17.5% is less stressful. At Rajkot, 26.0% are more stressed, and 22% have a stressful level of work stress. 21% are most stressful, 20% are less stressful, and 11% feel least stressed at the workplace.
- From the combined picture, we can interpret that 26.1% (366) of the respondents feel more stressed at work, 23.5 % (329) feel stressed, 17.4% (244) feel more stressed, 17.0% (238) feel the least stressed overall, and 15.9% (223) feel less stressed.
- Overall, we can see that the majority of respondents across all cities rated their work stress level as either "stressful" or "less stressful," with fewer respondents indicating "Most Stressful" or "More Stressful" levels.
- However, there are variations in the distribution of stress levels across different cities. For example, Vadodara and Rajkot have higher percentages of respondents indicating "More Stressful" levels than other cities. Surat has a higher percentage of respondents indicating "Least stressful" levels than the other cities.

Q-3 Does your organization conduct any stress reduction programs for employees?

Table 4.1.3 shows how often organizations conduct stress-reduction programs for employees.

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
Valid	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	Per cent
Never	365	36.5	48	34.3	52	32.5	39	39.0	426	30.4
Sometimes	319	31.9	52	37.1	57	35.6	36	36.0	493	35.2
Very often	316	31.6	40	28.6	51	31.9	25	25.0	481	34.4
Total	1000	100.0	140	100.0	160	100.0	100	100.0	1400	100.0

Chart 4.1.1 shows the percentage of how often organizations conduct stress reduction programs for employees.



Interpretation:

- Approximately 30% of respondents said that their organizations never conduct stress reduction programs, 35% said such programs are conducted sometimes, and 34% stated that such programs are conducted very often.
- In Ahmedabad, 37% of the 1000 respondents surveyed indicated that stress reduction programs are never conducted in their organizations. 32% mentioned they are conducted sometimes, while 32% stated that they are conducted very often.
- Similarly, in Vadodara, out of the 140 candidates interviewed, 34% mentioned that stress reduction programs are never conducted, 37% mentioned they are conducted sometimes, and 29% stated that they are conducted very often in their workplace.
- In Surat, 33% of candidates mentioned that stress reduction programs are never conducted, 36% said they are conducted sometimes, and 32% said they are conducted very often.

- Rajkot follows a similar trend to Surat, with 39% (39) of respondents indicating that stress reduction programs are never conducted, 36% stating that they are sometimes conducted, and 25% stating that they are conducted very often.
- When conducted very often, stress reduction programs can contribute positively to an employee’s well-being, morale, and productivity, ultimately leading to a better work environment. However, many respondents indicated that such programs are never conducted, which suggests a potential gap in addressing stress-related issues in the workplace.

Q-4 Do you feel your organization should adopt more Stress Management strategies?

Table 4.1.4 shows whether the organization should adopt more Stress Management Strategies.

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
Valid	Freq.	%	Freq.	%	Freq	%	Freq.	%	Freq.	Per cent
Yes	452	45.2	90	64.3	87	54.4	64	64.0	752	53.7
No	548	54.8	50	35.7	73	45.6	36	36.0	648	46.3
Total	1000	100.0	140	100.0	160	100.0	100	100.0	1400	100.0

Chart 4.1.2 shows the percentage of whether organizations should adopt some more Stress Management Strategies.



Interpretation:

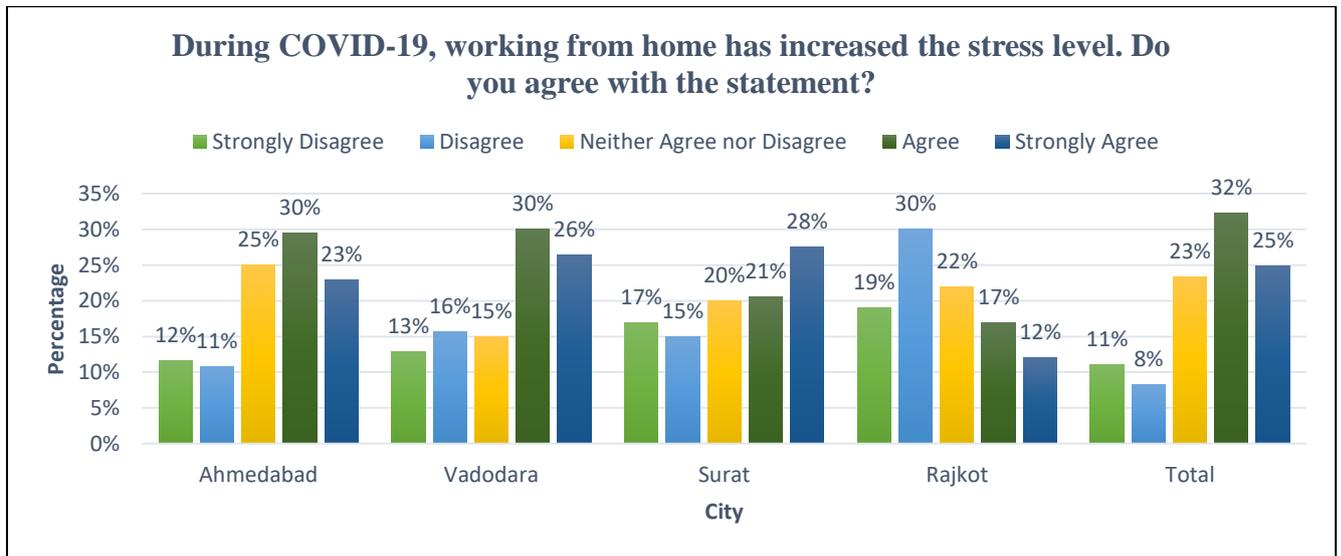
- Across all cities, nearly 54% (752) of respondents believe that their organization should adopt more strategies to address stress. In contrast, 46% (648) of respondents do not feel alternative stress management strategies are necessary.
- In Ahmedabad, 45% of the total 1000 respondents believed that alternative stress management methods should be adopted, while 55% do not share the same point of view as the former. Meanwhile, Vadodara stands out with a high percentage of respondents (64%), which amounts to approx. Ninety people out of the total 140 surveyed indicated the need for alternative stress management strategies, while 36% (50) do not agree with the former perspective of people.
- Similarly, 54% of respondents in Surat believed that more strategies should be adopted to manage stress, while 46% disagreed. Rajkot mirrors the trend observed in Vadodara, where 64% recommend alternative stress management strategies, and 36% indicate no such need.
- The data shows that all cities, especially Vadodara and Rajkot, have a high demand for their institutions to address the issue of stress management among employees interviewed.

Q-5 During COVID-19, working from home has increased the stress level. Do you agree with the statement?

Table 4.1.5 shows the stress level while working from home during Covid-19

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
	Freq.	%	Freq.	%	Freq	%	Freq.	%	Freq.	Per cent
Strongly Disagree	116	11.6	18	12.9	27	16.9	19	19.0	155	11.1
Disagree	108	10.8	22	15.7	24	15.0	30	30.0	116	8.3
Neither Agree nor Disagree	251	25.1	21	15.0	32	20.0	22	22.0	328	23.4
Agree	295	29.5	42	30.0	33	20.6	17	17.0	453	32.4
Strongly Agree	230	23.0	37	26.4	44	27.5	12	12.0	348	24.9
Total	1000	100.0	140	100.0	160	100.0	100	100.0	1400	100.0

Chart 4.1.3 shows the percentage of stress levels while working from home during COVID-19.



Interpretation:

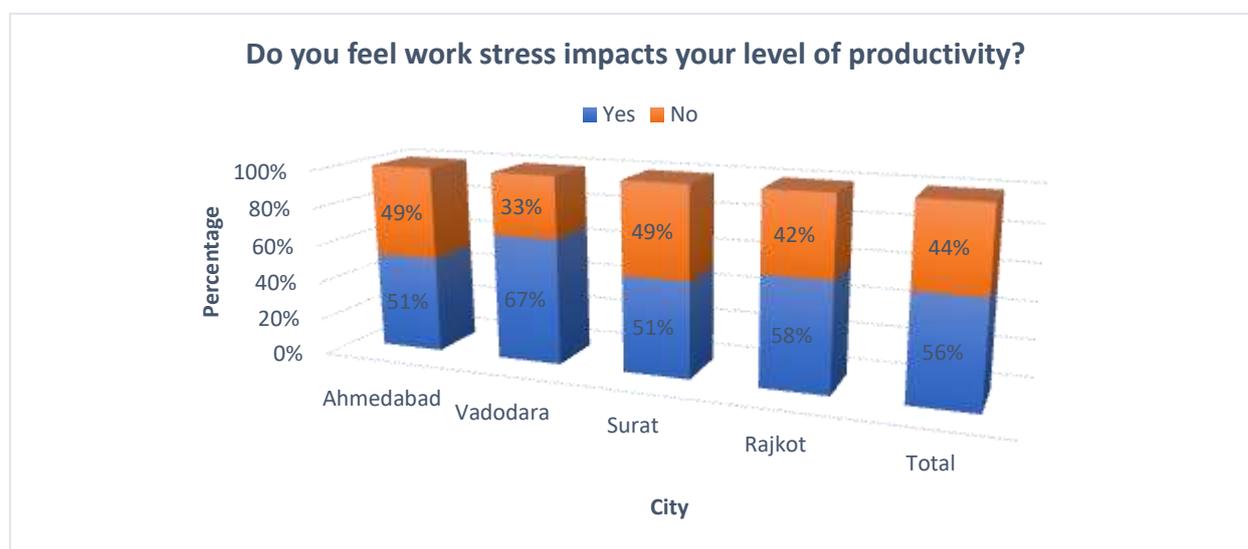
- The data compares a range of agreements and disagreements between employees regarding increased stress levels due to working from home. Approximately 25% of respondents agree that stress levels might have increased due to working from home, 11% strongly disagree, and 23% neither agree nor disagree.
- In Ahmedabad, 1000 candidates were interviewed, of which 53% of respondents either agree or strongly agree with workplace stress management efforts, while 23% disagree or strongly disagree.
- Vadodara shows a similar pattern to Ahmedabad, with 56% of the 140 respondents agreeing or strongly agreeing and 29% disagreeing or strongly disagreeing.
- In Surat, 49% of respondents agree or strongly agree with the question asked regarding stress management, while 35% disagree or strongly disagree.
- Rajkot has a lower level of agreement than other cities, with 29% of respondents agreeing (17%) or strongly agreeing (12%) and 42% of the population disagreeing or strongly disagreeing.
- High levels of agreement indicate that a significant portion of employees recognize stress management efforts positively, which can contribute to improved well-being and job satisfaction. However, a notable proportion of employees expressing disagreement suggests potential gaps or shortcomings in the effectiveness of current stress management initiatives.

Q-6 Do you feel work stress impacts your level of productivity?

Table 4.1.6 shows the impact of work stress on productivity

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	Per cent
Yes	514	51.4	94	67.1	82	51.2	58	58.0	789	56.4
No	486	48.6	46	32.9	78	48.8	42	42.0	611	43.6
Total	1000	100.0	140	100.0	160	100.0	100	100.0	1400	100.0

Chart 4.1.4 shows the percentage of the impact of work stress on productivity.



Interpretation:

- The records show that most respondents believe that work stress impacts their performance. Across all towns, approximately 56% of respondents consider that work stress negatively impacts their overall performance, while forty-four % believe otherwise.
- In Ahmedabad, 51% of the respondents believe that work stress might affect their productivity levels, while the remaining candidates (49%) said otherwise.
- Of the 140 people interviewed in Vadodara, a majority (67%) agreed that stress during office hours leads to lower workplace productivity, while the remaining rejected this viewpoint.

- Similarly, in Surat, 51% of the respondents experienced work stress affecting their overall performance; at the same time, 49% disagreed.
- Rajkot follows the trend observed in Ahmedabad, where 58% of the respondents sensed work pressure to hurt productivity; on the other hand, 42% believed otherwise.
- The idea that job pressure has a terrible impact on performance shows that employees perceive the adverse outcomes of stress on their overall performance.
- Employers should prioritize addressing job strain to reduce its adverse effect on productivity. Implementing pressure management programs, providing resources to lessen pressure, and fostering a supportive environment should be considered critical techniques for successfully coping with this issue.

Q-7 How would you rate the overall level of your productivity at this organization?

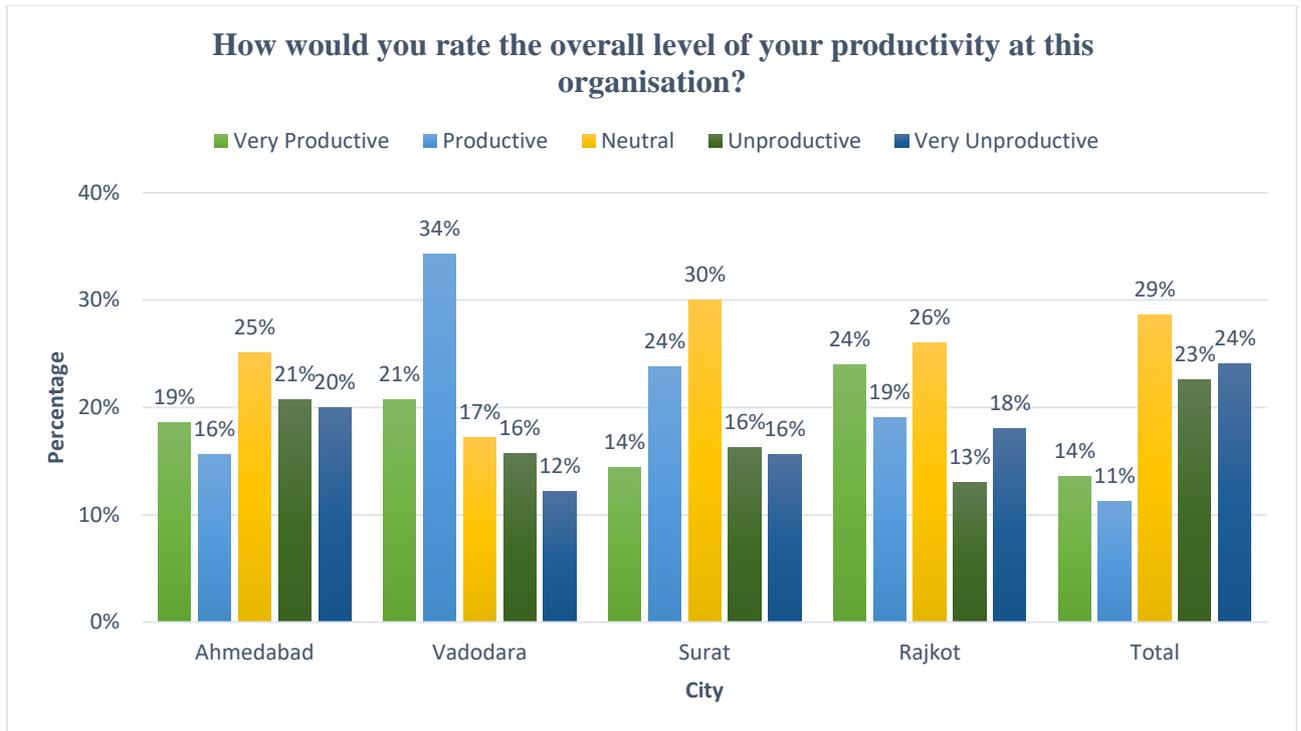
Table 4.1.7 shows the overall level of productivity

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	Per cent
Very Productive	186	18.6	29	20.7	23	14.4	24	24.0	190	13.6
Productive	156	15.6	48	34.3	38	23.8	19	19.0	157	11.2
Neutral	251	25.1	24	17.1	48	30.0	26	26.0	400	28.6
Unproductive	207	20.7	22	15.7	26	16.3	13	13.0	316	22.6
Very Unproductive	200	20.0	17	12.1	25	15.6	18	18.0	337	24.1
Total	1000	100.0	140	100.0	160	100.0	100	100.0	1400	100.0

Table 4.1.7(a) shows the central value of the overall level of productivity.

N	Valid	1400
	Missing	0
Mean		3.32
Median		3.00
Mode		3
Std. Deviation		1.319
Minimum		1
Maximum		5

Chart 4.1.5 shows the percentage of the overall level of productivity.



Interpretation:

- The table and bar graph show how employees rate their overall organizational productivity. This survey was conducted in four cities, labelled in the table accordingly.
- The Very Productive category represents employees who feel highly productive and efficient. In Ahmedabad, 19% of employees rate themselves as very productive, while in Vadodara, 21%; in Surat, 14%; and in Rajkot, 24%. These employees likely complete tasks effectively and contribute significantly to their organization's goals.
- In Ahmedabad, 16% of employees rate themselves as productive. Vadodara had the highest number of respondents, with 34% classifying themselves as productive; Surat had 24%, and Rajkot had 19%.
- In Ahmedabad, 25% of employees call themselves neutral regarding work productivity. In Vadodara, such people were observed to be 17%; in Surat, it was 30%; and in Rajkot, it was 26% of the total population interviewed. Most people interviewed classified themselves as unbiased regarding their work productivity levels.
- In Ahmedabad, out of the 1000 candidates, 21% of employees rate themselves as unproductive; in Vadodara and Surat, 16%; and Rajkot, 13%. In Ahmedabad, 20% of

employees fall into the category of people labelling themselves as Very Unproductive at the workplace; in Vadodara, it is 12%; in Surat, it is 16%; and in Rajkot, it is 18%. These employees likely face significant difficulties completing tasks and may require additional support or resources to improve productivity.

Q-8 Employees' quality of work life depends on?

Table 4.1.8 Shows the number of employees' quality of work life depends on

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	Per cent
Socioeconomic factors	306	22.8	17	9.7	63	21.4	72	21.4	212	9.9
Work Stress	298	22.2	55	31.4	64	21.8	71	21.1	204	9.5
Working Condition	216	16.1	11	6.3	54	18.4	74	22.0	274	12.7
Job Satisfaction	256	19.0	12	6.9	56	19.0	61	18.1	188	8.7
All the above	269	20.0	80	45.7	57	19.4	59	17.5	1273	59.2
Total	1345	100.0	175	100.0	294	100.0	337	100.0	2151	100.0

Interpretation:

- The table and the bar graph show different factors affecting the quality of work life. In Ahmedabad, while all the factors had an almost equal share of the chart, the prominent one was socioeconomic factors (23%), which affect the quality of work life. It was closely followed by work stress (22%), and then the rest of the factors followed in close proportion.
- Similar was the case for employees working in Surat and Rajkot city, as all the factors had an almost equal share in affecting an employee's work life, thus resulting in a similar pattern of bar graphs.
- In contrast, people from Vadodara showed that all the factors grouped (46%) had an essential role in determining the quality of work life, followed by work stress (31%).
- Among all the candidates across all cities, approximately 59% of them accounted for all the factors that affect their work quality.
- Overall, the data suggests that employees in different cities attribute their quality of work life to various factors, with some variations across locations. While factors like work stress and job satisfaction are relatively consistent concerns across cities, there are differences in the perceived importance of socioeconomic factors and working

conditions. Additionally, a substantial portion of respondents across all cities believe that their quality of work life depends on a combination of all the mentioned factors.

Q-9 What factors drive you to choose IT as a career?

Table 4.1.9. shows the number of factors that drive one to choose IT as a career.

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	Per cent
Money	266	19.8	33	18.9	57	19.4	60	17.8	233	10.8
Job Security	170	12.6	29	16.6	49	16.7	77	22.8	215	10.0
Career Development	315	23.4	30	17.1	69	23.5	53	15.7	390	18.1
Recognition	252	18.7	42	24.0	64	21.8	79	23.4	310	14.4
Combination of all	342	25.4	41	23.4	55	18.7	68	20.2	1003	46.6
Total	1345	100.0	175	100.0	294	100.0	337	100.0	2151	100.0

Interpretation:

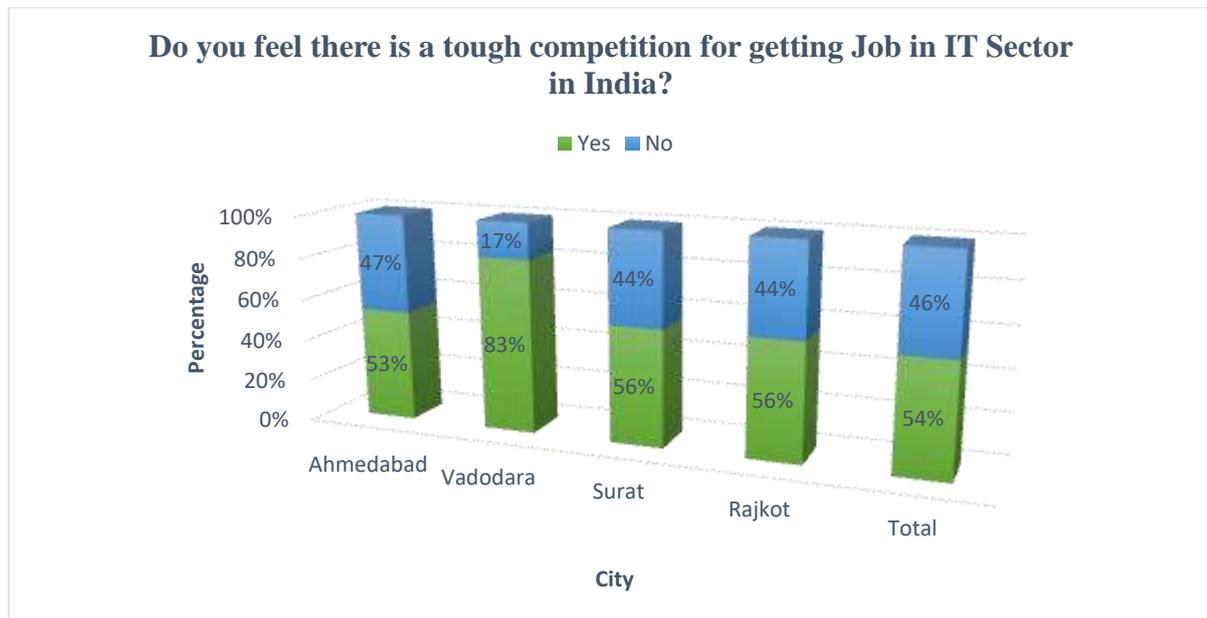
- The table and graph above mention the factors that played an essential role in the employees' decision to choose the IT field as a career option.
- In Ahmedabad, most people (25%) stated that combining all these factors influenced them towards the IT field. While 23% of them stated Career development as the factor responsible for choosing the IT field, 20% stated money as a factor, which was closely followed by recognition for deciding to pursue a career in the IT field.
- Vadodara and Surat showed a similar trend, with almost equal numbers of employees stating recognition, money, and job security as essential factors in choosing a career in the IT field. In contrast, people of Rajkot said that job security and recognition (23%) equally motivated them to pursue a career in the IT field, followed by a combination of all factors and money.
- Understanding these motivations is crucial for employers and policymakers when designing strategies to attract and retain IT industry employees. Further research and targeted interventions might also be necessary to address individuals' specific needs and preferences in each city to foster a thriving IT workforce.

Q-10 Is there tough competition for getting a Job in the IT Sector in India?

Table 4.1.10 shows whether respondents feel there is tough competition for jobs in the IT sector.

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
Valid	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	Per cent
Yes	531	53.1	116	82.9	89	55.6	56	56.0	752	53.7
No	469	46.9	24	17.1	71	44.4	44	44.0	648	46.3
Total	1000	100.0	140	100.0	160	100.0	100	100.0	1400	100.0

Chart 4.1.6 shows the percentage of respondents who feel tough competition for a job in the IT sector.



Interpretation:

- Across all the cities interviewed, about 54% of people believe there is tough competition for jobs in the IT field, while the rest disagree. Ahmedabad also showed a similar trend in attaining a job in the IT field, with almost 53% of people agreeing to it.
- Vadodara contradicted Ahmedabad's case. The majority (83%) agreed with the question, showing a rise in competition for jobs in the IT field, while the rest (17%) completely disagreed.

- In Surat and Rajkot, 56% of the employees interviewed responded positively to rising difficulties in securing a job in the IT sector, while the remaining 44% stated otherwise.
- India's IT industry has long been acknowledged for its noteworthy economic contributions and explosive growth. The competition for jobs has increased due to the growing need for qualified professionals.

Q-11 How do you perceive your organization as a place of work?

Table 4.1.11 shows the perceived level of organization as a place of work

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	Per cent
Best	139	13.9	29	20.7	20	12.5	16	16.0	100	7.1
Good	234	23.4	36	25.7	28	17.5	14	14.0	250	17.9
Neutral	284	28.4	33	23.6	33	20.6	24	24.0	397	28.4
Satisfactory	207	20.7	23	16.4	39	24.4	21	21.0	321	22.9
Bad	136	13.6	19	13.6	40	25.0	25	25.0	332	23.7
Total	1000	100.0	140	100.0	160	100.0	100	100.0	1400	100.0

Interpretation:

- In every city, most respondents think their Company is a better or more satisfying workplace, with 68% expressing favourable opinions (best, sound, or satisfactory) concerning the same. About 7% of respondents say their Company is the best place to work, compared to 18% who say it is good and 23% who say it is satisfactory.
- Nonetheless, a significant proportion of participants (24%) maintain unfavourable opinions, and 14% rank their organization as a poor workplace.
- The majority of respondents in Ahmedabad either view their organization as satisfactory (21%) or as neutral (28%). Nonetheless, 23% think it is an excellent workplace, and 14% think it is the greatest.
- In Vadodara, a large number of people (26%) consider their organization a comparatively good workplace. This is closely followed by the people who consider it neutral, while 21% believe it to be the best working place.
- In Surat, a notable percentage of respondents (25%) rate their organization as bad to work with, while 18% consider it reasonable. Then, it is followed by 24% who consider it a satisfactory place, and 21% who believe it to be just good.

- Rajkot has a relatively balanced distribution of perceptions, with 16% rating their organization as the best place to work and 14% of them as reasonable. However, a significant portion of people (25%) view it as harmful.
- Positive perceptions indicate a conducive work environment, fostering employee satisfaction, retention, and higher productivity.
- Negative perceptions, particularly in cities like Surat and Rajkot, may indicate underlying issues such as poor management, inadequate facilities, or lack of employee engagement initiatives.

Q-12 How committed you are to a long-term career at your organization?

Table 4.1.12 shows the level of commitment to a long-term career at the organization.

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	Per cent
Fully Committed	353	35.3	70	50.0	40	25.0	22	22.0	542	38.7
Neutral	274	27.4	43	30.7	67	41.9	40	40.0	371	26.5
Not Committed	373	37.3	27	19.3	53	33.1	38	38.0	487	34.8
Total	1000	100.0	140	100.0	160	100.0	100	100.0	1400	100.0

Interpretation:

- The table and graph indicate a mixed level of commitment among employees towards a long-term career at their organizations. Approximately 39% of the respondents interviewed across all cities express total commitment to their long-term career at the organization, 27% remain neutral, and 35% do not feel committed.
- In Ahmedabad, 35% of respondents are fully committed to a long-term career at their organization, 27% remain neutral, and 37% do not feel committed.
- Vadodara stands out, with the highest percentage of employees (50%) expressing total commitment to their long-term career at the Company they work for. However, 31% remain neutral, and the rest, 19%, do not feel committed.
- In Surat, 25% of respondents are fully committed to a long-term career at their Company, 42% remain neutral, and 33% do not feel committed.

- Rajkot follows a similar pattern to Surat, with 22% of the total respondents fully committed to their organizations, 40% neutral, and 38% not committed to a long-term career at their organizations.
- As seen in Vadodara, high levels of commitment indicate a positive work culture, solid employer-employee relationships, and career growth and development opportunities.
- As observed in Ahmedabad, Surat, and Rajkot, lower levels of commitment may indicate potential issues such as employee dissatisfaction with work conditions, a lack of career advancement opportunities, or a poor organizational culture.

Q-13 Are you satisfied with your job?

Table 4.1.13 shows the level of satisfaction with the job

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	Per cent
Highly Satisfied	103	10.3	14	10.0	14	8.8	14	14.0	116	8.3
Satisfied	168	16.8	23	16.4	24	15.0	20	20.0	282	20.1
Neutral	216	21.6	33	23.6	59	36.9	22	22.0	401	28.6
Dissatisfied	267	26.7	27	19.3	37	23.1	23	23.0	332	23.7
Highly Dissatisfied	246	24.6	43	30.7	26	16.3	21	21.0	269	19.2
Total	1000	100.0	140	100.0	160	100.0	100	100.0	1400	100.0

Interpretation:

- The data indicates a diverse range of job satisfaction levels among employees who work in the IT industry.
- Approximately 28% of respondents express high job satisfaction, while 44% are satisfied or highly satisfied.
- However, approximately 43% of respondents express dissatisfaction with their current jobs.
- In Ahmedabad, 10% of respondents are delighted with their jobs, while 17% are satisfied. However, 52% expressed dissatisfaction, with 27% being dissatisfied and 25% being highly dissatisfied.
- Vadodara shows similar patterns to Ahmedabad, with 10% highly satisfied, 16% satisfied, and 50% dissatisfied or frustrated with their job (19% dissatisfied, 31% highly dissatisfied).

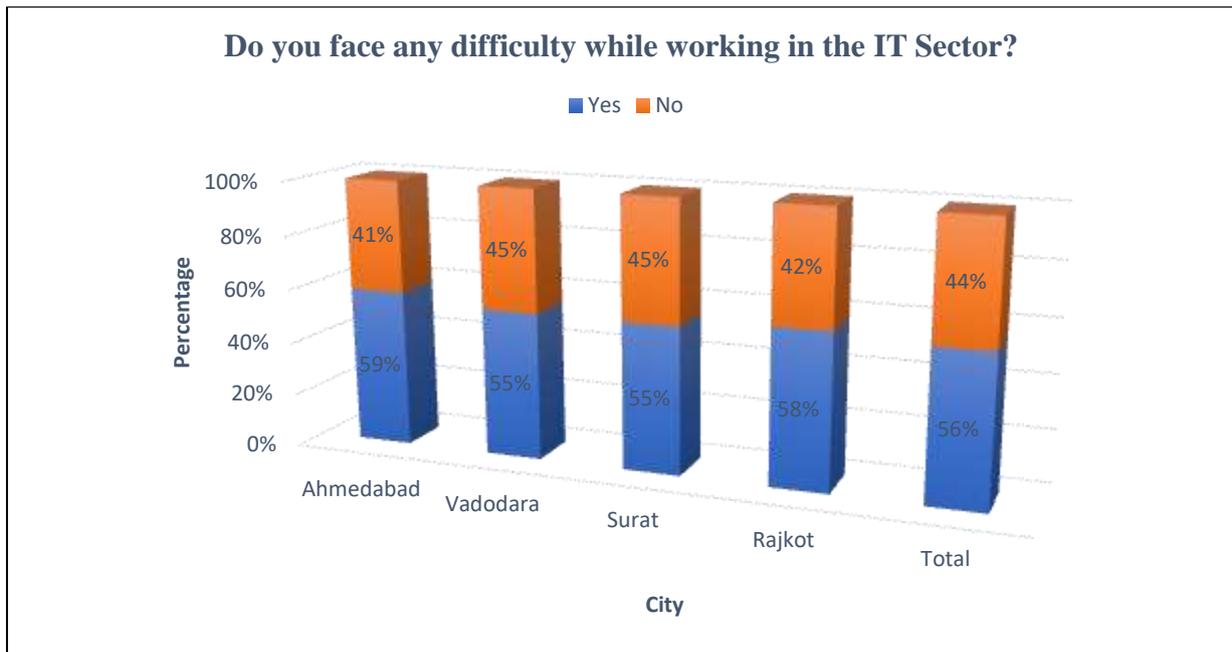
- Surat has a higher percentage of neutral responses (37%), indicating a significant level of uncertainty or ambivalence towards job satisfaction. Only 9% are highly satisfied, while 15% are satisfied. Dissatisfaction levels are 39% (23% dissatisfied, 16% highly dissatisfied).
- In Rajkot, 14% of respondents are delighted, and 20% are satisfied. However, dissatisfaction levels are notably high, with 44% expressing some dissatisfaction (23% dissatisfied, 21% highly dissatisfied).
- High satisfaction levels, such as in Rajkot, indicate positive work environments conducive to employee engagement, productivity, and retention.
- Conversely, high levels of dissatisfaction, as observed in Ahmedabad and Vadodara, may signal underlying issues such as poor management, inadequate resources, or lack of career growth opportunities.
- Neutral responses, particularly prevalent in Surat, may indicate a need for employers to improve communication, address concerns, and enhance overall workplace satisfaction.

Q-14 Do you face any difficulty while working in the IT Sector?

Table 4.1.14 shows whether respondents face any difficulty while working in the IT Sector

City	Ahmedabad		Vadodara		Surat		Rajkot		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	Per cent
Yes	586	58.6	77	55.0	88	55.0	58	58.0	784	56.0
No	414	41.4	63	45.0	72	45.0	42	42.0	616	44.0
Total	1000	100.0	140	100.0	160	100.0	100	100.0	1400	100.0

Chart 4.1.7 shows the percentage of respondents who face difficulty while working in the IT Sector



Interpretation:

- The data indicates that a significant majority of IT professionals face difficulties in their work, with 56% of respondents reporting challenges.
- Conversely, 44% of respondents stated they are okay working in the IT sector.
- In Ahmedabad, most respondents (59%) of the total employees reported facing difficulties while working in the IT sector, while the remaining 41% did not face any difficulties.
- Similarly, 55% of respondents reported having difficulty in Vadodara, while 45% completely disagreed.
- In Surat, 55% of respondents also reported difficulties, while the rest, 45%, did not.
- Rajkot follows the same trend observed in other cities, with 58% of respondents reporting difficulties while working in the IT sector and 42% reporting not facing any challenges.
- The high percentage of respondents reporting difficulties indicates potential challenges in the IT sector across all cities.
- Possible difficulties include workload, project deadlines, technical complexities, workplace culture, or work-life balance.

[Objective 1: To explore the factors that cause work stress among IT employees.]

Q-15: Show your level of agreement with the below-mentioned statement about Factors that Cause Stress in the Workplace.

1-Highly Stressful, 2 -Moderately Stressful, 3- Neutral, 4- Less Stressful And 5- Least Stressful

Table 4.1.15 shows the level of agreement of factors that cause stress at the workplace

Sr. No.	City	Ahmedabad	Vadodara	Surat	Rajkot	Total
	Statement	Mean	Mean	Mean	Mean	Mean
WRF1	Tight working schedules	1.93	1.86	2.52	2.76	2.05
2	Strict rules to be followed	1.92	1.93	2.56	2	2
3	Long hours/overtime work	2.41	2.06	3.03	2.08	2.42
4	Attending more than one customer/Project at a time	2.71	2.14	3.43	1.15	2.62
5	Workplace bullying (Unreasonable behaviour from employer)	2.57	3.52	4.31	1.54	2.79
WRF AVG.		2.34	2.37	3.42	2.07	2.45
RRF6	Clear target/Fix targets to achieve	1.8	2.44	2.91	2.76	2.06
7	Sudden change in the role and responsibilities.	2.07	1.84	1.98	1.96	2.03
8	Role demands (Pressure to perform the role assigned).	2.15	1.84	1.97	1.17	2.03
9	Monotonous or repetitive work.	2.39	2.49	2.94	1.23	2.38
10	I am attending frequent meetings.	2.22	1.95	2.48	1.11	2.14
11	The high degree of accountability	2.27	1.98	2.5	1.12	2.19
RRF AVG.		2.29	2.1	2.49	1.96	2.27
PIF12	High level of expectations from the Superior	2.04	1.99	2.01	1.9	2.02

13	Demands for work interfere with family life	2.5	2.44	3.31	1.2	2.49
14	Family conflict	2.74	3.44	3.35	3.04	2.9
15	Lack of communication with higher authority	1.76	2.5	2.42	2.82	1.99
16	Criticisms in the office	2.3	2.56	2.91	2.91	2.44
17	Competition among colleagues	1.79	2.59	2.94	2.92	2.08
PIF AVG.		2.38	2.59	2.94	2.9	2.51
FCF18	Inadequate pay/ Payment of salary	1.36	2.16	2.96	2.87	1.73
19	There is no chance of getting a promotion/Increment	2.57	2.5	3.02	2.21	2.59
20	Inadequate financial incentives/bonuses	2.06	2.51	3.02	2.21	2.22
21	No recognition for the work done	2.3	2.57	2.92	1.32	2.33
22	No opportunities for intellectual growth	2.79	2.49	2.41	1.24	2.6
FCF AVG.		2.03	2.39	2.51	2.12	2.13
HI23	Illness of the self/family member	1.77	2.52	2.42	2.82	1.99
24	Frequent anxiety attacks	1.59	2.31	2.42	2.78	1.84
25	Sleep disturbances/Insomnia	1.61	2.41	2.92	2.87	1.93
26	Frequent hospitalization/medical emergency	2.28	2.59	2.42	2.01	2.31
27	Medical Conditions Caused by COVID-19	2.46	2.8	2.46	2.12	2.47
HI AVG.		1.76	2.57	2.43	2.8	1.99
OF28	Inadequate staff	2.84	2.7	3.42	3.79	2.96

29	Poor workplace ambience/ unclean working areas	3.15	2.93	2.49	2.23	2.99
30	Over-harsh discipline	2.33	2.64	2.91	2.09	2.41
31	Poorly designed, unsuitable or uncomfortable furniture	3.2	3.28	3.56	2.41	3.19
32	Problems in coping with new technology, techniques, ideas and challenges	2.63	2.33	2.89	2.78	2.64
OF AVG.		2.99	2.85	2.97	2.99	2.98
GD33	Prejudice from colleagues or superiors based on caste, religion, language, etc.	2.79	2.59	2.43	2.8	2.73
34	Gender is considered a constraint in performing complex tasks.	3.02	3.07	3.49	2.3	3.03
35	The Company provides gender-neutral flexible work hours.	2.81	2.7	2.96	2.9	2.82
36	Unsympathetic management	3.32	2.64	2.94	2.12	3.13
37	Partiality or discrimination shown by the superiors	2.81	2.6	2.91	1.31	2.7
GD AVG.		2.81	2.69	2.94	2.1	2.76
WE38	Poor Organization policy and procedures	3.51	2.84	2.96	2.99	3.34
39	Poor Human Resource planning	3.91	3.11	3.27	2.11	3.63
40	Lack of Grievance Redressal System	3.04	3.64	4.34	2.42	3.2
41	Organization discipline	1.96	2.08	2.57	2.28	2.06
WE AVG.		3.21	3.09	3.41	2.31	3.16

Interpretation:

- This table presents a survey of factors causing stress in the workplace across different cities (Ahmedabad, Vadodara, Surat, and Rajkot). The factors are categorized into various domains, such as Work-related Factors (WRF), Role-related Factors (RBF),

Personal and interpersonal Factors (PIF), Financial and Career Factors (FCF), Health Issues (HI), Organizational Factors (OF), Gender-related Discrimination (GD), and Work Environment (WE).

- From the above table, we can see that the mean score of most statements is near two (moderately stressful) and four (less stressful) on a scale of five. This represents respondents' factors causing stress in the workplace across different cities.
- By observing the overall work-related factor average, In Ahmedabad, the mean of the Work-related factor is 2.34; in Vadodara, the mean is 2.37; in Rajkot, 2.07, and the total is 2.79, which is near to the two (moderately stressful) on a scale of five. Here, the employees face issues with tight working schedules and strict rules to follow, generally perceived as moderately stressful across cities. Long hours/overtime work and attending more than one customer/project at a time are rated as more stressful. Workplace bullying is considered highly stressful in Surat and Vadodara.
- By observing the result of the role-related factor average, Ahmedabad has a mean of 2.29, Surat has a mean of 2.49, and the total is 2.27, which is near to three (neutral) on a scale of five. Vadodara and Surat have a mean of 2.1 and 1.96, which is near two (moderately stressful) on a scale of five. Clear targets for achievement are less stressful, whereas sudden changes in roles and responsibilities and role demands are moderately stressful. Monotonous or repetitive work and attending frequent meetings are also moderately stressful for employees.
- Observing the personal-interpersonal factor results, the statements in Surat and Vadodara have a mean of 2.94 and 2.59. The total has a mean of 2.51. In Ahmedabad and Rajkot, the mean is 2.38 and 2.9, near three (neutral) on a scale of five. High expectations from superiors and demands at work interfere with family life and are moderately stressful. Family conflict is rated as highly stressful.
- By observing the results of the financial and career factors, the mean in Surat and Vadodara is 2.51 and 2.39. In Rajkot, the total result of the average of the financial and career factors is 2.12 and 2.13. In Ahmedabad, the mean is 2.03, nearly three (neutral) on a scale of five. Inadequate pay or salary payment is perceived as the least stressful. No chance of promotion or increment is considered highly stressful across cities.
- By observing the results of the health issues in Vadodara and Surat, the mean is 2.57 and 2.43, which is near the three (neutral) on a scale of five. In Ahmedabad and

Rajkot, the mean is 1.76 and 2.8, respectively, and the total mean is 1.99, which is near two (moderately stressful) on a scale of five. Many individuals consider sleep difficulties like sleeplessness as well as personal or family illnesses to be moderately stressful. COVID-19-related medical issues are moderately stressful.

- The organizational factor results show that in Vadodara and Surat, the mean is 2.99 and 2.85. In Surat and Rajkot, the mean is 2.97 and 2.99; in the total picture, the mean is 2.98, which is near three (neutral) on a scale of five. An inappropriate office atmosphere and a lack of employees are considered highly stressful. Additionally, issues with adjusting to new technologies and improperly designed items are considered unpleasant.
- By observing the result of the gender discrimination in Ahmedabad and Surat, the mean is 2.81 and 2.94. In Vadodara and Rajkot, the mean is 2.69 and 2.1, and the overall total mean is 2.76, which is near three (neutral) on a scale of five. Discrimination based on religion, caste, and other factors is quite upsetting. It is tough to execute challenging tasks when one's gender is viewed as a limitation, and dealing with indifferent management is rated as highly stressful.
- By observing the result of the work environment in Surat and Ahmedabad, the mean is 3.41 and 3.21. In Vadodara and the total picture of the work environment, the mean is 3.09 and 3.16, which is near three (neutral) on a scale of five. In Rajkot, the mean is 2.31, which is near two (moderately stressful) on a scale of five. High-stress levels are associated with inadequate organization policies and processes, inadequate human resource planning, and a deficiency of grievance redressal mechanisms. People describe organizational discipline as being moderately stressful.
- Based on several moderately stressful factors cited by respondents as causes of workplace stress, we can read between the lines that respondents of Ahmedabad and Vadodara are more moderately stressed than respondents of Surat and Rajkot regarding the cause of workplace stress. One reason is that poor work environment and infrastructure, among other factors, impact workplace stress in Ahmedabad and Vadodara more than in Surat and Rajkot.
- According to the table, several elements, including those related to career advancement, company guidelines, and work environment, are the most stressful aspects of the workplace. Workplace stress is also significantly influenced by personal

and health-related issues. Due to COVID-19 and today's fast-growing work life, there is pressure on employees to do their jobs in the missing service level agreement.

Showing the rank of the factors that cause stress in the workplace

(1-Highly Stressful, 2 -Moderately Stressful, 3- Neutral, 4- Less Stressful And 5- Least Stressful)

City		Ahmedabad		Vadodara		Surat		Rajkot		Total	
Sr No.	Stress causing factors		Rank		Rank		Rank		Rank		Rank
1.	WRFAVG	2.34	5	2.37	7	3.42	1	2.07	7	2.45	5
2.	RRFAVG	2.29	6	2.1	8	2.49	7	1.96	8	2.27	6
3.	PIFAVG	2.38	4	2.59	4	2.94	4	2.9	2	2.51	4
4.	FCFAVG	2.03	7	2.39	6	2.51	6	2.12	5	2.13	7
5.	HIAVG	1.76	8	2.57	5	2.43	8	2.8	3	1.99	8
6.	OFAVG	2.99	2	2.85	2	2.97	3	2.99	1	2.98	2
7.	GDAVG	2.81	3	2.69	3	2.94	4	2.1	6	2.76	3
8.	WEAVG	3.21	1	3.09	1	3.41	2	2.31	4	3.16	1

- The rank table also reveals significant findings across all the cities regarding the factors causing stress among the respondents. Overall, the work environment (WEAVG) had a minor stressor ranking across most of the cities in the survey, particularly across the cities of Ahmedabad, Vadodara, and Rajkot. This indicates that the work environment across most cities is proven efficient and well-managed and thus does not contribute significantly to stress among the respondents. Thus, it can be considered a source of low stress levels across the cities. Similarly, organizational factors (OFAVG) were ranked as the least causing stressors, especially in Rajkot, where it ranked first. This finding indicates that organizational management across all the cities effectively reduces employee stress.
- Contrary to this, health-related issues (HIAVG) were observed to be a significant source of stress, especially in the cities of Ahmedabad and Surat, where it ranked as

the most stressful factor among others. This showcases a need for better health and wellness initiatives in these cities. Role-related factors (RRFAVG) were also critical factors causing high stress, particularly in cities like Vadodara. This suggests that clarity regarding the role of employees and job satisfaction should be improved to reduce stress

- To some extent, work-related factors contribute to causing significant stress among the respondents, especially in cities like Rajkot and Vadodara. Meanwhile, personal and interpersonal issues (PIFAVG) show mixed results, being less stressful in the cases of Rajkot city while being moderately higher in other cities. Similarly, financial and career-related factors (FCFAVG) cause stress in cities like Ahmedabad and Vadodara. In contrast, respondents from Rajkot City do not experience the same amount of stress from the respective factors as others. At the same time, gender discrimination (GDAVG) was responsible for causing a moderate amount of stress across most of the cities, particularly in Rajkot.

[Objective 2: To measure the influence of the quality of work on the productivity of IT employees.]

Q-16 Show your agreement level with the statements below about EMPLOYEE’S PRODUCTIVITY FACTORS.

- 1- Strongly Disagree, 2- Disagree, 3- Neither Agree nor Disagree, 4- Agree, 5- Strongly Agree

Table 4.1.16 shows the level of agreement of employee’s productivity factors

Sr. No.	City	Ahmedabad	Vadodara	Surat	Rajkot	Total
	Statement	Mean	Mean	Mean	Mean	Mean
QW1	Stress at work influences one's quality of working life.	4.46	4.16	3.90	4.80	4.39
2	The quality of my work is reduced by heavy work pressure.	4.20	3.85	3.50	3.99	4.07
3	The intense job demands lower the quality of work.	3.88	3.62	3.06	3.90	3.76
4	My quality of work has improved	4.31	3.85	3.12	4.10	4.11

	over time.					
QWAVG.		4.15	3.94	3.51	4.00	4.05
AB5	A high absence rate is a result of my stressful job.	4.07	3.44	2.60	2.34	3.71
6	I see an increase in absences from work owing to my discontent with my employment.	4.18	3.23	2.35	3.82	3.85
7	Absence has an impact on my work and potential career.	3.47	3.60	3.96	4.00	3.58
8	I am aware that the health of a workforce is linked to productivity	3.58	4.04	4.02	4.10	3.71
AB AVG.		3.97	3.79	3.45	4.01	3.89
PP9	Stress at work reduces performance overall.	4.15	3.98	3.49	4.79	4.10
10	Detrimental influence on rewards and recognition.	3.85	3.69	2.54	3.01	3.62
11	Fear of losing one's job results from poor performance.	3.62	3.42	3.04	3.90	3.55
12	Work productivity depends on the quality of tasks I completed	3.94	3.61	2.96	4.62	3.85
PP AVG.		4.07	4.00	3.48	3.92	3.98
GE13	Group involvement is significantly impacted by work stress.	4.14	3.96	3.49	3.15	3.98
14	Due to work stress, I sense improper communication with other teams.	3.66	3.69	3.03	3.14	3.56
15	My performance is impacted by low group engagement.	3.21	3.54	3.53	2.43	3.22
16	As an employee, I work with the employer to enhance my ability to cope with work stress.	3.61	3.76	3.00	4.72	3.63
GE AVG.		4.04	3.94	3.48	3.16	3.90
MSL17	Stress at work prevented me from finishing my assignment before the	4.21	3.41	3.03	3.91	3.97

	deadline.					
18	I put in additional time to do my task.	3.90	3.69	3.54	2.43	3.74
19	I miss deadlines, negatively affecting the Company's commitment to its clients.	3.72	3.49	3.54	2.42	3.58
20	I feel stressed out trying to finish my task by the deadline.	4.04	3.66	3.46	3.11	3.87
21	Moonlighting can reduce productivity and fatigue by balancing extra work with the main job	4.04	3.40	3.06	3.90	3.86
MSL AVG.		3.70	3.42	3.04	3.12	3.55

Interpretation:

- This table surveys employee productivity factors across different cities (Ahmedabad, Vadodara, Surat, and Rajkot). The factors are categorized into various domains, such as Quality of Work (QW), Absenteeism (AB), Poor Performance (PP), Group Engagement (GE), and Missing Service Level Agreement (MSL).
- From the above table, we can interpret that the average mean scores of Quality of Work (QWAVG) indicate that respondents in Ahmedabad (4.15) have the highest average perception of stress's influence on the quality of working life, followed by Rajkot (4.00), Vadodara (3.94), and Surat (3.51) and total mean is 4.11 which are near to four (agree) on a scale of five. This implies that respondents in Ahmedabad and Rajkot generally perceive stress as having a more significant impact on their working quality than in Vadodara and Surat.
- From the above table, we can interpret that the average mean scores of absenteeism (ABAVG) indicate that the respondents in Surat average mean is 3.45 which is near to three (neutral) on a scale of five, Rajkot (4.01) having the highest beliefs and perceptions related to absenteeism, followed by Ahmedabad (3.97), Vadodara (3.79) and total mean is 3.89 which are near to four (agree) on a scale of five. This suggests that there may be regional differences in attitudes and beliefs regarding absenteeism, which could influence workplace dynamics and strategies for addressing absenteeism-related issues.

- From the above table, we can interpret that the average mean scores of Poor Performance (PP) indicate that respondents in Ahmedabad (4.07) have the highest average mean, followed by Vadodara (4.00), Rajkot (3.92), and total mean is 3.98 which are near to four (agree) on a scale of five. In Surat, the average mean is 3.48, near three (neutral) on a scale of five. This indicates variations in perceptions across different cities, suggesting that stress, fear of job loss, and productivity may be perceived differently among employees depending on their location.
- From the above table, we can interpret that the average mean scores of Group Engagement (GE) indicate that respondents in Ahmedabad (4.04) have the highest average mean, followed by Vadodara (3.94), and a total mean of 3.90 which is near four (agree) on a scale of five. In Surat and Rajkot, the average mean is 3.48 and 3.16, near three (neutral) on a scale of five. This suggests that employees in Ahmedabad generally perceive the highest impact of work stress on group involvement, while those in Surat perceive the lowest impact. However, all cities show notable concern regarding the effects of work stress on various aspects of workplace dynamics and performance.
- From the above table, we can interpret that the average mean scores of Missing Service Level Agreement (MSL) indicate that respondents in Ahmedabad (3.70) have the highest average mean, and the total mean is 3.55, which is near four (agree) on a scale of five. In Vadodara, Rajkot and Surat, the average mean is 3.42, 3.12 and 3.04, respectively, which are near to three (neutral) on a scale of five. This suggests variations in stress levels, productivity, and concerns regarding meeting deadlines among employees in different cities, with Ahmedabad consistently showing higher stress levels and concerns about meeting deadlines.

Showing the rank of the employee's productivity factors

(1- Strongly Disagree, 2- Disagree, 3- Neither Agree nor Disagree, 4- Agree, 5- Strongly Agree)

City		Ahmedabad		Vadodara		Surat		Rajkot		Total	
Sr. No	Employee productivity factors		Rank		Rank		Rank		Rank		Rank
1.	QWAVG	4.15	1	3.94	2	3.51	1	4.00	1	4.05	1
2.	ABAVG	3.97	3	3.79	4	3.45	2	4.01	2	3.89	3

3.	PPAVG	4.07	2	4.00	1	3.48	3	3.92	3	3.98	2
4.	GEAVG	4.04	4	3.94	2	3.48	3	3.16	5	3.90	4
5.	MSLAVG	3.70	5	3.42	5	3.04	5	3.12	4	3.55	5

- The ranking table shows that employees across different cities agree that stress negatively affects essential factors like the quality of work, absenteeism, performance, group engagement, and meeting service level agreements. This points to stress management strategies better to improve employee well-being and company performance.
- Looking at the ranking of employee productivity factors across Ahmedabad, Vadodara, Surat, and Rajkot, it is clear that different cities focus on different things. Quality of work (QWAVG) ranked the highest in all cities, especially in Ahmedabad and Rajkot, with scores of 4.15 and 4.00, making it the top priority for employee productivity. This suggests that workers here see the quality of work as the most critical factor for productivity.
- In contrast, missing service level agreements (MSLAVG) ranked the lowest in all cities, especially in Rajkot and Surat, scoring 3.12 and 3.04, respectively. This might mean that meeting service level agreement is not considered a significant issue in these places compared to other factors.
- Absenteeism (ABAVG) showed some differences between cities. Rajkot rated it relatively high, with a score of 4.01, which shows that absenteeism is more of a concern there. Vadodara, however, rated it lower, with a score of 3.79. Group engagement (GEAVG) also varied across cities, ranking higher in Ahmedabad and Vadodara but much lower in Rajkot, where it ranked fifth.
- Overall, quality of work stands out as the most critical factor for employee productivity in all the cities. Meanwhile, absenteeism and group engagement show different levels of importance, and missing service level agreements consistently rank as less of a priority.

[Objective 3: To analyze the impact of work stress on employees' productivity.]

Q-17 Show your level of agreement with the below-mentioned statements about THE IMPACT OF WORK STRESS ON THE PERCEIVED LEVEL OF EMPLOYEE PRODUCTIVITY.

1- Strongly Disagree, 2- Disagree, 3- Neither Agree nor Disagree, 4- Agree, 5- Strongly Agree

Table 4.1.17 shows the impact of work stress on the perceived level of employee productivity

Sr. No.	City	Ahmedabad	Rank	Vadodra	Rank	Surat	Rank	Rajkot	Rank	Total	Rank
	Statement	Mean		Mean		Mean		Mean		Mean	
WS1	No satisfaction in the IT sector job due to stressful working conditions.	3.69	3	3.19	7	3.01	5	2.33	7	3.47	5
2	The ability to reach the target for the present work has been increased.	3.96	1	3.43	4	3.44	3	2.33	7	3.73	3
3	I have taken proactive steps to improve the organization's quality of services.	3.01	6	3.61	2	2.96	6	3.86	4	3.13	6
4	The pressures of	3.96	1	3.62	1	3.44	3	3.91	3	3.86	2

	my IT job have been manageable so far.										
WS AVG		3.96		3.56		3.46		3.13		3.81	
5	I have developed the skill of making accurate judgments in times of crisis at the workplace to manage stress.	3.96	1	3.55	3	3.48	2	4.70	1	3.92	1
6	I am satisfied with the overall quality of my working life.	2.79	7	2.60	8	2.46	7	4.39	2	2.85	9
7	I feel stagnant in my job.	3.18	4	3.25	6	3.01	5	2.33	7	3.11	7
8	I am eager to learn new ways of making work more productive under stress.	3.75	2	2.49	9	4.38	1	2.42	6	3.60	4
9	I have	3.03	5	3.27	5	3.02	4	3.12	5	3.06	8

	enough authority and support to make the decision necessary to accomplish assigned work under stressful situations.									
EP AVG		3.30		3.08		3.44		3.12		3.28

Interpretation:

- This table presents a survey on the impact of work stress on the perceived level of employee productivity factors across different cities (Ahmedabad, Vadodara, Surat, and Rajkot). The factors are categorized into Work Stress (WS) and Employee's Productivity (EP).
- From the above table, we can interpret that the average mean scores of Work Stress (WS) indicate that respondents in Ahmedabad (3.96) have the highest average mean, followed by Vadodara (3.56). The total mean is 3.81, close to four (agree) on a scale of five. In Surat and Rajkot, the average mean is 3.46 and 3.13, respectively, close to three (neutral) on a scale of five.
- This suggests variations in perceptions of work stress and job satisfaction among IT professionals across the four cities. Ahmedabad generally has higher scores across most statements, indicating potentially lower levels of work stress and higher job satisfaction than other cities. On the other hand, Rajkot tends to have lower scores regarding perceived job satisfaction and manageable work pressures.
- Ahmedabad employees (Rank 3) and Surat employees (Rank 5), as evident from the table, tend to report comparatively lower levels of satisfaction levels in the IT sector due to stressful working conditions, while Vadodara (Rank 7) and Rajkot (Rank7) seem to be satisfied with working in IT sector

- The employees of Ahmedabad (Rank 1) demonstrate that their ability to reach the target has increased, followed by Surat (Rank 3), Vadodara (Rank 4), and then Rajkot (Rank 7). Similarly, the employees of Ahmedabad (Rank 1) and Vadodara (Rank 1) agree that they find their work pressures more manageable than other work stress impacts.
- From the above table, we can interpret that the average mean scores of Employee Productivity (EP) indicate that respondents in Surat (3.44) have the highest average mean, followed by Ahmedabad (3.30), Rajkot (3.12) and Vadodara (3.08). The total mean is 3.28, near three (neutral) on a scale of five.
- Rajkot employees (Rank 1) demonstrate the highest skill development in making accurate judgments during workplace stress, followed by Surat employees (Rank 2). In contrast, Vadodara employees (Rank 3) and Ahmedabad employees (Rank 3) exhibit slightly lower levels of skill development.
- Employees from Surat (Rank 1) show the highest amount of eagerness to learn new ways of making work stress more productive, followed closely by the employees from Ahmedabad (Rank 2), then after employees of Rajkot and finally Vadodara (Rank 9).
- This suggests variations in employee perceptions across different cities, with each city showing strengths and areas for development in managing stress, satisfaction with work life, and productivity.

Q-18 Show your level of agreement with the below-mentioned statements about MEASUREMENT OF EMPLOYEE’S JOB SATISFACTION.

1- Highly Dissatisfied, 2- Dissatisfied, 3- Neutral, 4- Satisfied, 5- Highly Satisfied

Table 4.1.18 shows the impact of the measurement of employee job satisfaction.

Sr. No.	City	Ahmedabad	Rank	Vadodara	Rank	Surat	Rank	Rajkot	Rank	Total	Rank
	Statement	Mean		Mean		Mean		Mean		Mean	
1	Implementation of the changes and innovations	2.85	3	3.37	4	2.94	4	3.82	6	2.99	3
2	The working conditions of my organization (drinking water, washrooms, lighting, cleaning, ventilation, etc.)	2.94	1	3.57	1	3.46	1	4.7	1	3.19	1
3	I am satisfied with health and safety practices	2.39	4	3.39	3	2.97	3	4.61	2	2.71	4
4	The salary I get for my work experience	1.71	6	2.58	5	2.46	6	4.39	5	2.07	6
5	I need the provision of tools and technologies	2.91	2	3.4	2	2.97	2	4.6	3	3.09	2

	to do my job well.										
6	The level of salary offered by the organization commensurate with employee skill and experience	2.21	5	2.54	6	2.48	5	4.4	4	2.43	5
EJS AV G.		2.68		3.16		2.94		4.51		2.89	

Interpretation:

- This table presents a survey measuring employee job satisfaction factors across different cities (Ahmedabad, Vadodara, Surat, and Rajkot).
- The table indicates that for the employees surveyed in Rajkot (Rank 6), there seems to be dissatisfaction among the employees regarding the implementation of changes and innovations provided by the Company compared to the factors concerning job satisfaction. While the remaining employees hailing from Ahmedabad, Vadodara and Surat seem moderately satisfied.\
- Almost all the employees from all four cities surveyed agreed they were highly content with their organization's working conditions. These conditions included drinking water, washrooms, lighting, cleaning, and ventilation. Vadodara and Surat topped the list, while Ahmedabad was closely followed.
- Conversely, there was a considerable amount of discontent among the employees from Ahmedabad regarding the salary they are offered and the work experience they bring to the table. The employees of Vadodara also showed similar traits, while the employees of Rajkot and Surat showed similar traits.
- On the other hand, the employees of Ahmedabad and Surat showed a moderate level of discontent with the tools and technology provided by the Company to do the work. The employees of Vadodara followed closely behind. Interestingly, the employees of

Rajkot were quite happy about it compared to the other factors dictating the employees' job satisfaction.

- From the above table, we can interpret that the average mean scores of Employee's Job Satisfaction (EJS) indicate that respondents in Rajkot (4.51) have the highest average mean, which is near five (Highly Satisfied) on a scale of five. In Vadodara, Surat, and Ahmedabad, the average mean is 3.16, 2.94 and 2.68, respectively, and the total mean is 2.89, which is near to three (neutral) on a scale of five. This table suggests that employees in Rajkot tend to have higher levels of job satisfaction across various aspects, including salary, health and safety practices, new tools, techniques and innovations, etc., compared to other cities like Ahmedabad, Vadodara, and Surat.

[Objective 7: To provide strategies suitable for reducing stress at personal and organizational levels.]

Q-19 Coping Strategies TO CONSIDER SUITABLE TO REDUCE STRESS AT THE PERSONAL LEVEL & ORGANIZATIONAL LEVEL.

1- Always, 2- Most of the time, 3- Some times, 4- Rarely, 5- Never

Table 4.1.19 shows the impact of the coping strategies considered suitable for reducing stress at the personal and organizational levels.

Sr. No.	City	Ahmedabad	Rank	Vadodara	Rank	Surat	Rank	Rajkot	Rank	Total	Rank
	Statement	Mean		Mean		Mean		Mean		Mean	
1	Engage in hobbies like reading, painting, writing, watching TV, etc.	3.00	9	2.50	9	2.95	2	2.12	7	2.88	6
2	Spend time on social media like WhatsApp, Facebook, Twitter, etc.	2.97	10	2.67	6	2.48	7	2.90	2	2.88	6
3	Discussing	3.12	4	2.60	8	2.47	8	1.32	11	2.87	7

	situations with like-minded persons/Friends.										
4	Learn to say 'No'.	3.04	7	3.05	3	2.49	6	2.15	6	2.92	5
5	Long sleep	3.03	8	2.64	7	2.94	3	1.42	9	2.87	7
6	Taking professional help	3.05	6	2.88	4	2.49	6	1.42	9	2.85	8
PL AV G.		3.05		2.74		2.48		2.12		2.88	6
7	Career planning program	3.30	2	3.13	1	3.02	1	1.53	8	3.12	2
8	Encouraging to attend conference/seminar	3.18	3	3.09	2	3.02	1	2.33	3	3.09	3
9	Counselling/Psychiatric help	3.74	1	3.05	3	2.53	5	3.83	1	3.54	1
10	Recognition of work/ Encouragement	2.80	11	2.58		2.56	4	2.23	4	2.71	9
11	Off-site picnics / Sports events / Family tour organized by the Company	3.11	5	2.69	5	2.48	7	2.19	5	2.93	4
12	Incentives and rewards	2.09	12	2.07	10	2.05	9	1.37	10	2.04	10
OL AV G.		3.11		2.85		3.01		2.32		3.02	

Interpretation:

- This table presents a survey on coping strategies suitable for reducing stress at the personal and organizational levels across different cities (Ahmedabad, Vadodara,

Surat, and Rajkot). The factors are categorized into domains, such as Personal Level (PL) and Organizational Level (OL).

- It can be observed that compared to Rajkot (Rank 7) and Vadodara (Rank 9), employees in Surat (Rank 2) and Ahmedabad (Rank 9) are less likely to take up hobbies as a coping mechanism. Employees of all cities consider spending time on social media a somewhat efficient strategy.
- The employees from Rajkot seem to agree that discussing issues with like-minded people can be an effective strategy for coping with stress at the workplace. The employees from Vadodara and Surat closely followed this strategy, while those from Ahmedabad consider it a moderately effective solution. Regarding long sleep as a remedy against stress, Ahmedabad, Vadodara, and Rajkot employees share a similar viewpoint. At the same time, Surat considered other Strategies mentioned in the survey to be better.
- From the above table, we can interpret that the average mean scores of Personal Level (PL) indicate that respondents in Ahmedabad (3.05) have the highest average mean, followed by Vadodara (2.74), and the total mean is 2.88, which is near to three (Sometimes) on a scale of five. In Surat and Rajkot, the average mean is 2.48 and 2.12, respectively, near two (Most of the time). This suggests that personal strategies for coping are constant across cities, suggesting that people view these tactics similarly wherever they are used. Nonetheless, there are variances in the efficacy of particular coping mechanisms between cities, indicating that cultural or geographical disparities may affect how stress-reduction tactics are perceived.
- It was also observed that the employees of Rajkot considered career planning as a coping mechanism and a great alternative. In contrast, Ahmedabad, Vadodara, and Surat employees had a very contradictory perspective. Employees in Surat (Rank 5) and Ahmedabad (Rank 3) are more likely to seek counselling or psychiatric help provided by the organization compared to Vadodara (Rank 3) and Rajkot (Rank 1) as a coping mechanism compared to other alternatives.
- While the Company organized tours and trips, which were considered an excellent option to reduce employee stress, the incentives and rewards were considered the best among the cities. It is understood that company outings can benefit employees by boosting their morale, increasing communication and teamwork, and reducing stress. The employees, however, according to the survey, believed that bonuses could be an

effective motivator and a remedy for preventing workplace stress, thus increasing productivity.

- From the above table, we can interpret that the average mean scores of Organizational Level (PL) indicate that respondents in Ahmedabad (3.11) have the highest average mean followed by Surat (3.01), Vadodara (2.85) and total mean is 3.02 which are near to three (Sometimes) on a scale of five. In Rajkot, the average mean is 2.32, which is near two (Most of the time) on a scale of five. This suggests that counselling and psychiatric help emerges as the most favoured coping strategy across all cities, while incentives and rewards appear less effective.

- **Summary of Question Number 14. a and 20. Showing the impact of work stress on employees' productivity in IT companies in selected Cities of Gujarat.**

Interpretation:

It is evident from the responses provided for question number 14 that those who work in the IT industry face several difficulties. Some of these difficulties are:

- Frequent Updates and Changes: The fast progression of technology necessitates continuous adjustment, making it challenging to stay abreast of fresh modifications and improvements.
- Disparity in Monetary Growth: Employees with comparable experience levels in other divisions have wages that range noticeably from one another.
- Lack of Proper Mentoring: One factor making it challenging to navigate the sector is the need for more mentorship and direction.
- Variable Working Hours: It is difficult to successfully manage personal time and preserve work-life balance when there are no set working hours and erratic deadlines.
- Over Expectations: High expectations from management can cause stress and strain on staff members.
- Non-Tech Background Challenges: People with non-technical backgrounds need help understanding the sector's complexities.
- Competitiveness: Because of the intense competition in the field and the willingness of newcomers to accept lesser compensation, incumbents are under continual pressure to improve their skill sets continuously.

- **Job Insecurity:** There needs to be more job security since more competent workers or artificial intelligence may replace you.
- **Client Demands:** Clients frequently set strict deadlines and demand speedy return times, which can cause stress and health problems.
- **Need for Continuous Learning:** To be competitive, IT workers must keep up with the newest technological advancements and constantly refresh their skill set.

The survey's findings highlight prevalent challenges people encounter in the IT industry. These include managing the constant updates and changes in technology, witnessing differences in the growth of salaries between departments, not having enough mentorship, juggling erratic work schedules and pressing deadlines, feeling overburdened by the demands of management, finding it challenging to comprehend technical details without a background in technology, facing job insecurity as a result of automation, and handling pressure from clients. The IT industry generally needs help preserving skills' applicability, negotiating hostile work situations, and balancing work and personal life.

Some important topics come to light based on the recommendations made under question 20, where participants were asked for suggestions on job stress and productivity in IT firms in particular Gujarati cities:

- **Counselling and Work-Life Balance:** The respondents emphasize the need to offer employees counselling to assist them in managing work-related stress and maintaining a healthy balance in their personal lives. They contend that improving work-life balance and lowering job pressure can boost output.
- **Mentoring and Support:** To assist staff members in overcoming obstacles and advancing their careers, the organization has to provide enough mentorship and support networks. This involves HR having a big part in offering assistance and direction.
- **Adaptation to Fast-Paced Environment:** Respondents acknowledge that the industry moves quickly and that stress is unavoidable yet controllable. They recommend regularly participating in stress-relieving activities and adopting a proactive problem-solving style.
- **Management's Role:** It is recommended that management reflect on the variables that lead to attrition and modify their approach accordingly. Developing relationships with

staff members and creating a positive work atmosphere are essential for reducing stress and increasing productivity.

- **Personal Responsibility:** The respondents emphasize the significance of preserving a professional demeanour while finding fulfilment in one's employment. They support managing one's time well, taking frequent breaks, and assessing one's progress.
- **Wellness Initiatives:** Effective strategies for reducing work-related stress include wellness session suggestions and tools to enhance workers' physical and mental health.

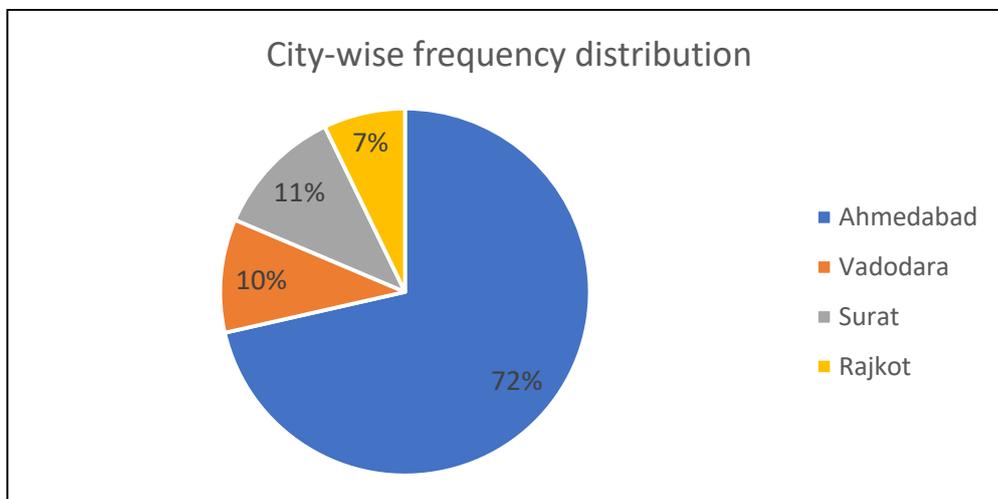
In short, the primary suggestions include creating a positive work environment, offering tools and assistance for stress management, advocating for work-life balance, and supporting individual accountability and career advancement.

Demographic Details:

a) City

City	Frequency	Per cent	Valid Percent	Cumulative Percent
Ahmedabad	1000	71.4	71.4	71.4
Vadodara	140	10.0	10.0	81.4
Surat	160	11.4	11.4	92.9
Rajkot	100	7.1	7.1	100.0
Total	1400	100.0	100.0	

Chart 4.1.8 shows the percentage of the frequency of the city.



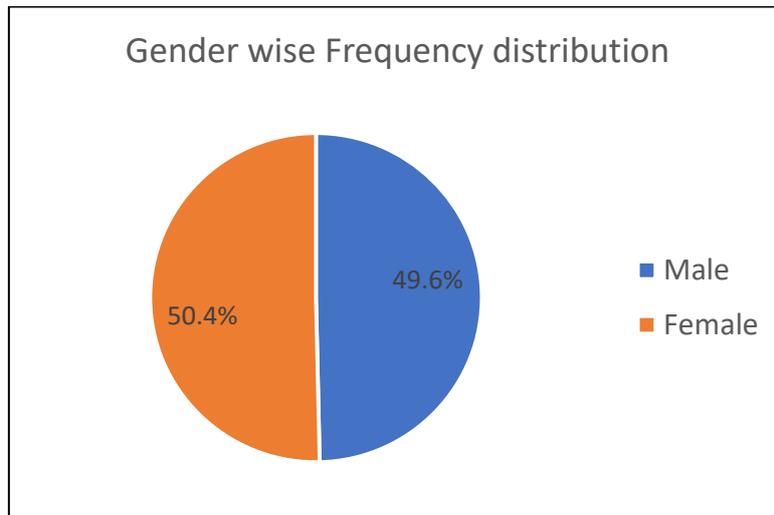
Interpretation:

- From the above table, we can interpret that 71.4% (1000) of the respondents are from Ahmedabad, 11.4% (160) are from Surat, 10.0% (140) are from Vadodara, and 7.1% (100) are from Rajkot. A total of 1400 respondents were considered in the cities of Gujarat for the study.

b) Gender

Gender	Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	Male	695	49.6	49.6
	Female	705	50.4	100.0
	Total	1400	100.0	100.0

Chart 4.1.9 shows the percentage of the frequency the gender



Interpretation:

- The above table and Pie chart exhibit the respondents' gender. We can interpret that males and females participated almost equally, 49.6% (695 out of 1400) and 50.40% (705 out of 1400), respectively.

c) Age

Respondent's Profile

Table 4.1.22 Frequency distribution AGE of the Respondents

Age category		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	20-30 Years	397	28.4	28.4	28.4
	31-40 Years	354	25.3	25.3	53.6
	41-50 Years	338	24.1	24.1	77.8
	51 & Above Years	311	22.2	22.2	100.0
	Total	1400	100.0	100.0	

Interpretation:

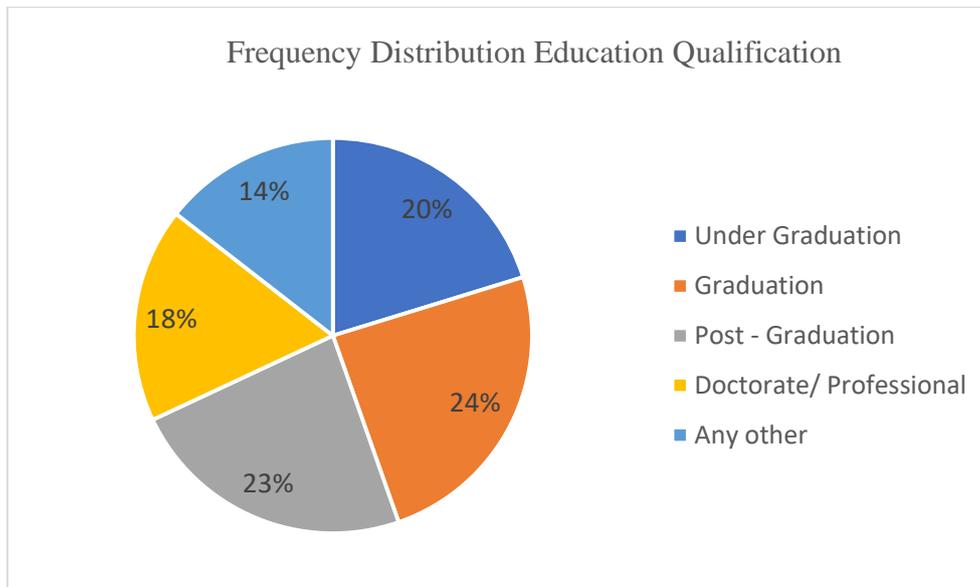
- The above table and Pie chart exhibit the respondents' age groups. About 28.4% of the respondents are aged between 20 and 30. The second largest number of respondents are aged between 31 and 40.
- Among the 1,400 respondents, 56 are aged over 51. The above analysis shows that 53.6 % of the respondents are IT employees.

- This is mainly because the IT sector attracts employees, bright engineers, and developers who can work smart and effectively effectively. IT professionals are supposed to be very dynamic, as things in the sector change frequently. Those who update themselves with new methods and advanced technology survive in the industry.

d) Respondent’s Educational Qualification

Education Qualification		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	Under Graduation	283	20.2	20.2	20.2
	Graduation	342	24.4	24.4	44.6
	Post - Graduation	327	23.4	23.4	68.0
	Doctorate/ Professional	246	17.6	17.6	85.6
	Any other	202	14.4	14.4	100.0
Total		1400	100.0	100.0	

Chart 4.1.10 shows the percentage of the frequency of Educational Qualification



Interpretation:

- The above table shows the educational qualifications of selected respondents for the study in the Information Technology sector. Most of the respondents have graduated.

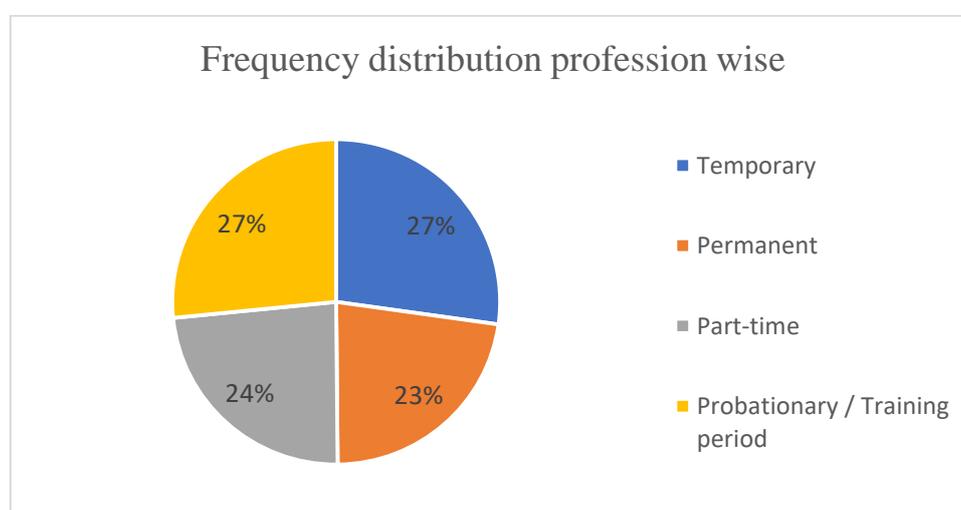
342 out of 1400 respondents have done undergraduate, postgraduate, doctorate/professional, and any other degree, constituting 24.4 of the total sample size.

- As we all know, in the engineering job, the primary degree is Undergraduate, Post-Graduation, Doctorate/ Professional, and others, and they must do at least the degree.
- Other engineering jobs require mere postgraduate study in different branches. The tables above also show that around 327 respondents have completed their postgraduate studies, and around 24.4 % have completed their graduate studies.
- In addition to these qualifications, these graduates will be given specific training at different intervals to perform the job effectively during technological advancements and system changes.

e) Type of Employment

Table 4.1.24 Frequency distribution Type of Employment wise					
Type of Employment		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	Temporary	381	27.2	27.2	27.2
	Permanent	317	22.6	22.6	49.9
	Part-time	330	23.6	23.6	73.4
	Probationary / Training period	372	26.6	26.6	100.0
	Total	1400	100.0	100.0	

Chart 4.1.11 shows the percentage of the frequency of the type of employment



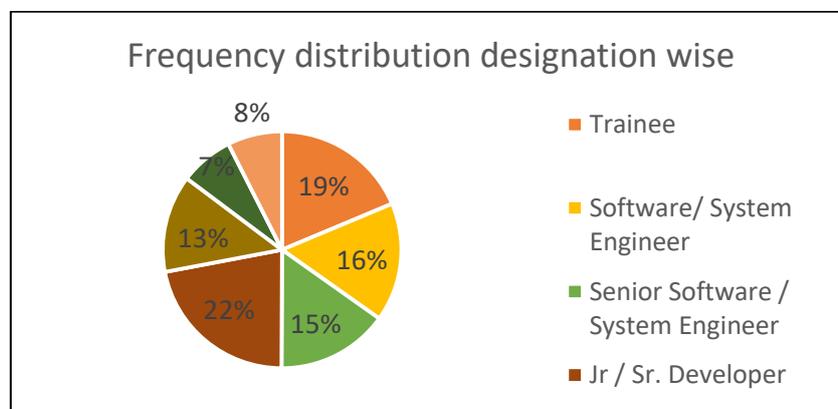
Interpretation

- The above table and Pie chart exhibit the type of employment of respondents. From the above table, we can understand that 27.2% of the respondents are temporary employees (381 out of 1400), 22.6% of them are permanent (317 out of 1400), 23.6% of them are working part-time (330 out of 1400) and 26.6% of them are on probation/training period (372 out of 1400).
- Here, approximately 50.5% of the respondents are doing jobs in the IT sector temporarily or part-time, while the remaining proportion permanent employment proportion is the lowest, around 22.6%

f) Designation

Table 4.1.25 Frequency distribution DESIGNATION wise					
Designation		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	Trainee	261	18.6	18.6	18.6
	Software/ System Engineer	227	16.2	16.2	34.9
	Senior Software / System Engineer	213	15.2	15.2	50.1
	Jr / Sr. Developer	307	21.9	21.9	72.0
	Project / Team Head	186	13.3	13.3	85.3
	Manager	102	7.3	7.3	92.6
	Any Other	104	7.4	7.4	100.0

Chart 4.1.12 shows the percentage of the frequency of designation.



Interpretation:

- The above table and Pie chart exhibit the designations of respondents from the above table; we can understand that 18.6% are designated as Trainees (261 out of 1400), Software/System Engineers at 16.2% (227 out of 1400) and Senior Software/System Engineers at 15.2% (213 out of 1400). Furthermore, 21.9% hold positions as Jr/Sr. Developers (307 out of 1400), with Project/Team Heads comprising 13.3% (186 out of 1400) and Managers representing 7.3% (102 out of 1400). The remaining 7.4% (104 out of 1400) fall under the "Any Other" category.
- The data highlights the prevalence of technical positions such as software developers and engineers and the hierarchical framework.

g) Monthly Income

Monthly Income		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	Less than 25000	282	20.1	20.1	20.1
	25001-50000	276	19.7	19.7	39.9
	50001-100000	241	17.2	17.2	57.1
	100001- 150000	230	16.4	16.4	73.5
	150001 – 200000	193	13.8	13.8	87.3
	Above 2,00,000	178	12.7	12.7	100.0
	Total	1400	100.0	100.0	

Interpretation:

- Table no. {4.1.26} and figure {} Show the monthly income the selected IT employees earn in India. The analysis shows that about 19.7% of the employees earn a salary income of Rs. 25,001 and Rs. 500000 monthly.
- Most respondents earn a salary income of Rs less than 25,000. Their number is 282 out of 1400, constituting 20.1% of the total percentage. About 241 respondents earn monthly salary income between Rs. 50,001 and Rs. 10,0000, constituting 17.2 % of the total 230 respondents earning their monthly salary income between Rs. 10,0001 and Rs. 15,0000.

- Above 193 respondents earned monthly salary income between Rs. 15,0001 and Rs. 20,0000, constituting 13.8% of the total, and 178 respondents earned a monthly salary income between Rs. above 2,00,000, constituting 12.7%.
- His analysis indicates that the majority of the employees in Indian IT companies are earning salaries between Rs. Less than 25,000 per month with perks, which is quite okay after the COVID-19 pandemic compared to the other industries in the pre-and post-economy of India and the world. Since there are more young and fresh engineers and developers, their salaries will also be affected due to the pandemic, and their skills and experience will be commensurate with enhanced knowledgeable ability.

h) Work Experience in the current organization

Work Experience		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	1 to 4 Years	541	38.6	38.6	38.6
	5 to 10 Years	529	37.8	37.8	76.4
	More Than 10 Years	330	23.6	23.6	100.0
	Total	1400	100.0	100.0	

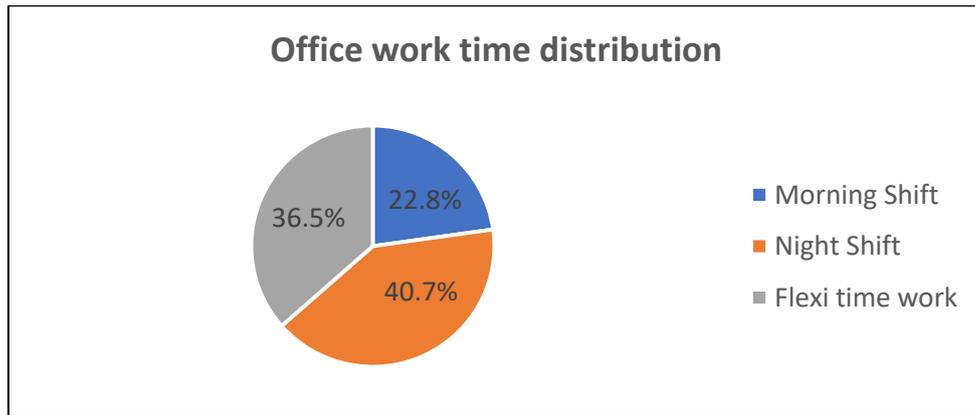
Interpretation:

- The table (4.1.27) shows the respondents' work experience in the Indian IT sector. Of the 1400 respondents, only 330 have more than ten years of experience. Around 37.8% of the respondents, 529 of 1400, have working experience in the organization of 5 to 10 years.
- Among all these groups, 38.6% (541 out of 1400) of the respondents have a working experience between 1 year and four years, who are 541 in numbers of 1400 respondents.

i) Office Working Time

Office Working Time		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	Morning Shift	319	22.8	22.8	22.8
	Night Shift	570	40.7	40.7	63.5
	Flexi-time work	511	36.5	36.5	100.0
	Total	1400	100.0	100.0	

Chart 4.1.13 shows the percentage of the frequency of office working time



Interpretation:

- The above table and Pie chart outline the distribution of respondents based on their office working time. From the above table, we can interpret that 22.8% opt for Morning Shift (319 out of 1400), while a significant portion, 40.7%, prefers Night Shift (570 out of 1400). Flexi-time work is favoured by 36.5% (511 out of 1400) of respondents.
- This table showcases a preference for diverse working hours, with a notable proportion opting for night shifts. This may indicate the prevalence of industries or roles that operate during non-traditional hours. Flexi-time work also emerges as a popular choice, reflecting a trend towards flexible work arrangements.

j) Working Premises

Table 4.1.29 Respondents' Working Premises					
Working Premises		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	Office	385	27.5	27.5	27.5
	Working from Home	541	38.6	38.6	66.1
	Hybrid mode	474	33.9	33.9	100.0
	Total	1400	100.0	100.0	

Interpretation:

- 541 of the 1400 respondents shifted their workplace and premises from different places to different places for work, constituting 38.6%, but it is far from their place of work. Also, during the COVID-19 pandemic, the concept of working from home existed to effectively and efficiently use work premises in the IT sector.

- According to convenience, around 474 respondents (33.9%) work in hybrid mode because they make their premises neat as their place of employment, and 385 respondents (27.5%) work in the office premises.
- The IT Companies are in only a few places in India, specifically Gujarat. However, the respondents are from different parts of the country, and after their education and skills, they should travel to these IT hubs for work, which is to relocate and hybridize here.

k) Marital Status

Marital Status		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	Married	582	41.6	41.6	41.6
	Unmarried	560	40.0	40.0	81.6
	Widow / Divorced	258	18.4	18.4	100.0
Total		1400	100.0	100.0	

Interpretation:

- Most of the respondents selected for this study are married, 582 out of 1400, constituting 41.6 % of the total respondents. Five hundred sixty are still single (Unmarried).
- Two hundred fifty-eight respondents are widowed and divorced, which is common in the IT sector in developing economies. 15.4% of the respondents are widowed and divorced.

l) Family Structure

Family Structure		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	Nuclear	796	56.9	56.9	56.9
	Joint Family	604	43.1	43.1	100.0
	Total	1400	100.0	100.0	

Interpretation:

- The above table shows that 43.1% of the respondents live in a joint family structure, while 56.9% live in a nuclear one.

m) Number of Dependents in the Family

No. of Dependents in the Family		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	1 to 2	565	40.4	40.4	40.4
	3 to 5	361	25.8	25.8	66.1
	6 to 8	256	18.3	18.3	84.4
	More than 9	218	15.6	15.6	100.0
	Total	1400	100.0	100.0	

Interpretation:

- Among the selected IT employees for the study, the majority of the respondents have at least two persons who are dependent on them, either their parents or spouse and kids.
- This percentage is around 40.4% of the total respondents having more responsibility than others.
- 565 respondents have 1 to 2 dependents only. Of the 1400 respondents, 361 have 3 to 5 dependents, 256 have 6 to 8 dependents, and 218 have more than nine dependents, constituting 15.6%.

Descriptive statistics:

Demographic	N	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Gender	1400	1.50	.500	-.014	.065	-2.003	.131
Age	1400	2.40	1.119	.114	.065	-1.353	.131
Residential City	1400	1.54	.952	1.521	.065	.894	.131
Education	1400	2.82	1.332	.193	.065	-1.109	.131
Type of Employment	1400	2.50	1.152	.000	.065	-1.435	.131
Designation	1400	3.47	1.813	.279	.065	-.869	.131
Monthly Family Income	1400	3.22	1.678	.215	.065	-1.186	.131
Work Experience in the current organization	1400	1.85	.775	.267	.065	-1.290	.131
Office Working Time	1400	2.19	.677	-.257	.065	-.839	.131
Working Premises	1400	2.06	.781	-.111	.065	-1.353	.131
Marital Status	1400	1.77	.739	.397	.065	-1.091	.131
Family Structure	1400	1.43	.495	.277	.065	-1.926	.131
No. of Dependents in the Family	1400	2.09	1.096	.530	.065	-1.083	.131
Valid N (listwise)	1400						

- Here, data on demographic parameters such as gender, age, education, profession, monthly income, marital status, and family structure of the respondent are available, for which the skewness and kurtosis are not zero. As a result, we can say that the data are not normally distributed so that further tests can be performed.

CHAPTER-4.2

Data Analysis: Part B

Inferential Statistics

4.2 Inferential Statistics

4.2.1 Reliability Analysis – Scale (Cronbach’s Alpha):

This part of the thesis introduces and describes the scales used for this research. The Cronbach alpha coefficient was calculated for all the scales mentioned below to test whether the items that make up a scale all measure the same underlying attribute. Scales are considered reliable when the Cronbach alpha coefficient of that scale is 0.7 or higher, and this value is preferably higher than 0.9. The table illustrates an overview of all the Cronbach alpha coefficients.

Table 4.2.00 Cronbach alpha coefficients overall

Sr. No.	Measure	Cronbach alpha coefficients	No of Items
1	Work-related factors that cause stress in the workplace.	0.758	68
2	Statement about role-related and organization factors.		
3	Statement about how stress affects health issues.		
4	Statement about work environment in work stress.		
5	Statement about the financial and career factors of employees.		
6	Statement about employee productivity impact at the workplace.		
7	Statement about stress at work influences one’s quality of life.		
8	Statement about increased absenteeism rate as a result of work stress.		
9	Statement about stress at work reducing overall performance.		
10	Statement about the group engagement significantly impacted by work stress.		
11	Statement about the missing service level agreement to prevent stress at work.		
12	Statement about moonlighting potentially reducing productivity and causing fatigue.		
13	Statement about tough competition in the IT sector due to stressful working conditions.		
14	Statement about the eagerness to learn new ways of making work more productive despite workplace stress.		
15	To check the level of satisfaction with the working conditions of		

	the organization.		
16	To examine if the organization's salary aligns with employee knowledge and expertise.		

Summary of the Cronbach alpha coefficient overall:

The Cronbach alpha coefficient was calculated to check the items that make up the factors to check the statement about work-related factors that cause stress at the workplace. Statement about role-related and organization factors. Statement about how stress affects health issues. Statement about work environment in work stress.

Statement about the financial and career factors of employees. Statement about employee productivity impact at the workplace. Statement about stress at work influences one's quality of life—a statement about increased absenteeism rate due to work stress. Statement about stress at work reducing overall performance. Statement about the group engagement significantly impacted by work stress. Statement about the missing service level agreement to prevent stress at work. Statement about moonlighting potentially reducing productivity and causing fatigue. Statement about tough competition in the IT sector due to stressful working conditions. Statement about the eagerness to learn new ways of making work more productive despite workplace stress. To check the level of satisfaction with the working conditions of the organization. To examine if the organization's salary aligns with employee knowledge and expertise. Testing the scale for reliability revealed that for all the above statements, Cronbach alpha coefficient was 0.758. Therefore, this scale is considered reliable.

4.2.2 Hypothesis Testing: Chi-Square Test:

H_0 = no significant relationship exists between respondents' Gender and feeling stressed with the work demands.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Gender * Do you feel stressed by the demands of the work?	1400	100.0%	0	0.0%	1400	100.0%

		Count			
		Do you feel stressed by the demands of the work?			
		Always	Sometimes	Never	Total
Gender	Male	339	227	129	695
	Female	258	256	191	705
Total		597	483	320	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	24.673 ^a	2	.000
Likelihood Ratio	24.784	2	.000
Linear-by-Linear Association	24.362	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 158.86.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected. The chi-square test shows a significant relationship between respondents' Gender and their feeling stressed by work demands. Hence, companies should work to reduce stress due to the demand for work for all genders.

Ho2 = no significant relationship exists between the respondents' residential City and their feeling stressed by the work demands.

Table 4.2.4 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Residential City * Do you feel stressed by the demands of the work?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.5 Residential City * Do you feel stressed by the demands of the work?					
Crosstabulation					
Count					
		Do you feel stressed by the demands of the work?			Total
		Always	Sometimes	Never	
Residential City	Ahmedabad /Gandhinagar	384	451	165	1000
	Vadodara	72	28	40	140
	Surat	70	4	86	160
	Rajkot	71	0	29	100
Total		597	483	320	1400

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	236.886 ^a	6	.078	. ^b	
Likelihood Ratio	283.790	6	.078	. ^b	
Fisher's Exact Test	. ^b			. ^b	
Linear-by-Linear Association	.760	1	.383	. ^b	. ^b
N of Valid Cases	1400				
a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 22.86.					
b. Cannot be computed because there is insufficient memory.					

Interpretation:

- From the above table, the Pearson Chi-square value is .078, more than 0.05. This proves that the null hypothesis was failed to be rejected. This means the chi-square test shows no significant relationship between respondents' Residential City and their feeling stressed by the work demands.

Ho3 = no significant relationship exists between the respondents' Age and feeling stressed with the work demands.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Age * Do you feel stressed with the demands of the work?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.8 Age * Do you feel stressed by the demands of the work?					
Crosstabulation					
Count					
		Do you feel stressed by the demands of the work?			Total
		Always	Sometimes	Never	
Age	20-30	205	86	106	397
	31-40	161	93	100	354
	41-50	86	224	28	338
	51 & above	145	80	86	311
Total		597	483	320	1400

Table 4.2.9 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	206.159 ^a	6	.000
Likelihood Ratio	202.263	6	.000
Linear-by-Linear Association	1.095	1	.295
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 71.09.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. It proves that the null hypothesis is rejected. This means the chi-square test shows that there is a significant relationship between the Age of respondents and their feelings of stress due to the demands of work. Hence, the Age of respondents affects their stress due to work demands.

Ho4 = There is no significant relationship between respondents' Education and their feeling stressed by work demands.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Education * Do you feel stressed by the demands of the work?	1400	100.0%	0	0.0%	1400	100.0%

Count		Do you feel stressed by the demands of the work?			
		Always	Sometimes	Never	Total
Education	Under Graduation	147	107	29	283
	Graduation	171	98	73	342
	Post - Graduation	92	139	96	327
	Doctorate/ Professional	131	8	107	246
	Any other	56	131	15	202
Total		597	483	320	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	270.149 ^a	8	.000
Likelihood Ratio	310.210	8	.000
Linear-by-Linear Association	20.483	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 46.17.

Interpretation:

- The above table shows the Pearson Chi-square value of .000, less than 0.05. This proves that the null hypothesis is rejected. The chi-square test shows a significant relationship between respondents' Education and their stress due to work demands.

Ho5 = There is no significant relationship between the respondents' type of employment and their feeling stressed by the work demands.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Type of Employment * Do you feel stressed by the demands of the work?	1400	100.0%	0	0.0%	1400	100.0%

Count		Do you feel stressed by the demands of the work?			Total
		Always	Sometimes	Never	
Type of Employment	Temporary	194	107	80	381
	Permanent	108	78	131	317
	Part-time	88	191	51	330
	Probationary / Training period	207	107	58	372
Total		597	483	320	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	179.834 ^a	6	.130
Likelihood Ratio	167.147	6	.130
Linear-by-Linear Association	6.152	1	.013
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 72.46.

Interpretation:

- From the above table, the Pearson Chi-square value is .130, more than 0.05. It proves that the null hypothesis failed to be rejected. This means the chi-square test shows no

significant relationship between the respondents' type of employment and their feelings of stress regarding work demands. Hence, the type of employment has no significant effect on the stress felt when the demand for work is present.

Ho6 = There is no significant relationship between the resident City of the respondent and employee stress reduction programs.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Residential City * Does your organization conduct any employee stress reduction programmes?	1400	100.0%	0	0.0%	1400	100.0%

		Count			
		Does your organization conduct any stress reduction programmes for the employees?			Total
		Never	Sometimes	Very often	
Residential City	Ahmedabad /Gandhinagar	281	363	356	1000
	Vadodara	84	25	31	140
	Surat	42	102	16	160
	Rajkot	19	3	78	100
Total		426	493	481	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	215.602 ^a	6	.000
Likelihood Ratio	219.887	6	.000
Linear-by-Linear Association	2.167	1	.141

N of Valid Cases	1400		
a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 30.43.			

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected. The chi-square test shows a significant relationship between the respondent's resident city and employee stress reduction programs. Hence, companies should provide stress reduction programs according to the City of residence of employees.

Ho7 = There is no significant relationship between the Gender of the respondent and stress reduction programs for the employees.

Table 4.2.19 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Gender * Does your organization conduct any stress reduction programmes for the employees?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.20 Gender * Does your organization conduct any employee stress reduction programmes? Crosstabulation					
Count					
		Does your organization conduct any stress reduction programmes for the employees?			Total
		Never	Sometimes	Very often	
Gender	Male	189	274	232	695
	Female	237	219	249	705
Total		426	493	481	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	12.074 ^a	2	.002
Likelihood Ratio	12.098	2	.002
Linear-by-Linear Association	1.088	1	.297
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 211.48.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected. The chi-square test shows a significant relationship between the respondent's gender and stress reduction programs for employees. Hence, companies should provide stress reduction programs based on the employee's Gender.

Ho8 = There is no significant relationship between the respondents' Age and stress reduction programs for employees.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Age * Does your organization conduct any stress reduction programmes for the employees?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.23 Age * Does your organization conduct any employee stress reduction programmes? Crosstabulation					
Count					
		Does your organization conduct any stress reduction programmes for the employees?			Total
		Never	Sometimes	Very often	
Age	20-30	133	104	160	397
	31-40	118	142	94	354
	41-50	70	166	102	338
	51 & above	105	81	125	311
Total		426	493	481	1400

Table 4.2.24 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	66.546 ^a	6	.000
Likelihood Ratio	67.503	6	.000
Linear-by-Linear Association	.462	1	.497
N of Valid Cases	1400		
a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 94.63.			

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected. The chi-square test shows a significant relationship between the respondent's age and stress reduction programs for employees. Hence, Age is essential when designing and conducting employee stress reduction programs.

Ho9 = There is no significant relationship between the Designation of the respondent and stress reduction programs for the employees.

Table 4.2.25 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Designation * Does your organization conduct any stress reduction programmes for the employees?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.26 Designation * Does your organization conduct any employee stress reduction programmes? Crosstabulation					
Count					
		Does your organization conduct any stress reduction programmes for the employees?			Total
		Never	Sometimes	Very often	
Designation	Trainee	33	108	120	261
	Software/ System Engineer	112	64	51	227
	Senior Software / System Engineer	80	81	52	213
	Jr / Sr. Developer	18	204	85	307
	Project / Team Head	92	14	80	186
	Manager	22	15	65	102
	Any Other	69	7	28	104
Total		426	493	481	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	416.322 ^a	12	.000
Likelihood Ratio	448.845	12	.000
Linear-by-Linear Association	5.734	1	.017
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 31.04.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected. The chi-square test shows a significant relationship between the respondent's designation and employee stress reduction programs. Hence, companies should provide stress reduction programs while considering employees' designation levels.

Ho10 = There is no significant relationship between the type of employment of the respondent and stress reduction programs for the employees.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Type of Employment * Does your organization conduct any employee stress reduction programmes?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.29 Type of Employment * Does your organization conduct employee stress reduction programmes? Crosstabulation					
Count					
		Does your organization conduct any stress reduction programmes for the employees?			Total
		Never	Sometimes	Very often	
Type of Employment	Temporary	122	105	154	381
	Permanent	136	136	45	317
	Part-time	58	122	150	330
	Probationary / Training period	110	130	132	372
Total		426	493	481	1400

Table 4.2.30 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	100.037 ^a	6	.000
Likelihood Ratio	111.039	6	.000
Linear-by-Linear Association	4.910	1	.027
N of Valid Cases	1400		
a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 96.46.			

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected. This means the chi-square test shows a significant relationship between the type of employment of the respondent and stress reduction programs for the employees.

Ho11 = no significant relationship exists between the respondent's Age and whether the organization should adopt more Stress Management strategies.

Table 4.2.31 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Should your organization adopt some more Stress Management strategies? * Age	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.32 Should your organization adopt some more Stress Management strategies? * Age Crosstabulation						
Count						
		Age				Total
		20-30	31-40	41-50	51 & above	
Should your organization adopt some more Stress Management strategies?	Yes	180	94	293	185	752
	No	217	260	45	126	648
Total		397	354	338	311	1400

Table 4.2.33 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	268.202 ^a	3	.000
Likelihood Ratio	291.331	3	.000
Linear-by-Linear Association	74.791	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 143.95.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected. This means a significant relationship exists between the respondent's Age and the organization's need to adopt more Stress

Management strategies. Hence, stress management strategies vary based on the Age of employees, and the organization should adapt to strategies accordingly.

Ho12 = There is no significant relationship between the resident City of the respondent and the organization's need to adopt more Stress Management strategies.

Table 4.2.34 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Residential City * Do you feel your organization should adopt more Stress Management strategies?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.35 Residential City * Do you think your organization should adopt more Stress Management strategies? Crosstabulation				
Count				
		Should your organization adopt some more Stress Management strategies?		Total
		Yes	No	
Residential City	Ahmedabad /Gandhinagar	695	305	1000
	Vadodara	14	126	140
	Surat	11	149	160
	Rajkot	32	68	100
Total		752	648	1400

Table 4.2.36 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	367.990 ^a	3	.000
Likelihood Ratio	406.473	3	.000
Linear-by-Linear Association	241.973	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 46.29.

Interpretation:

- From the above table, the Pearson Chi-square value is .000 less than 0.05, which proves that the null hypothesis is rejected.
- This means the chi-square test shows that the respondent's residence in the City significantly impacts the organization's need to adopt more Stress Management strategies. Hence, stress management strategies vary based on the residents' City of employees, and the organization should adapt to stress management strategies accordingly.

Ho13 = No significant relationship exists between the respondent's Gender and the organization's need to adopt more Stress Management strategies.

Table 4.2.37 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Gender * Do you feel your organization should adopt more Stress Management strategies?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.38 Gender * Do you feel your organization should adopt more Stress Management strategies? Crosstabulation				
Count				
		Should your organization adopt some more Stress Management strategies?		Total
		Yes	No	
Gender	Male	327	368	695
	Female	425	280	705
Total		752	648	1400

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	24.652 ^a	1	.000		
Continuity Correction	24.122	1	.000		
Likelihood Ratio	24.724	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	24.634	1	.000		
N of Valid Cases	1400				

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 321.69.

b. Computed only for a 2x2 table

Interpretation:

- The above table shows a Pearson Chi-square value of .000, less than 0.05. It proves that the null hypothesis is rejected. This means the chi-square test shows a significant relationship between the respondents' Gender and an organization should adopt more stress management strategies. Hence, stress management strategies vary based on employees' Gender, and organizations should adapt to stress management strategies accordingly.

Ho14 = No significant relationship exists between the respondent's family structure and the organization's need to adopt more Stress Management strategies.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Family Structure * Should your organization adopt some more Stress Management strategies?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.41 Family Structure * Should your organization adopt more Stress Management strategies? Crosstabulation				
Count				
		Should your organization adopt some more Stress Management strategies?		Total
		Yes	No	
Family Structure	Nuclear	294	502	796
	Joint Family	458	146	604
Total		752	648	1400

Table 4.2.42 Chi-Square Tests					
	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	208.945 ^a	1	.249		
Continuity Correction	207.383	1	.249		
Likelihood Ratio	216.484	1	.000		
Linear-by-Linear Association	208.795	1	.000		
N of Valid Cases	1400				
a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 279.57.					
b. Computed only for a 2x2 table					

Interpretation:

- From the above table, the Pearson Chi-square value is .249, more than 0.05. This proves that the null hypothesis was failed to be rejected. This means the chi-square test shows no significant relationship between the respondent's family structure and an organization that should adopt more Stress Management strategies.

Ho15 = There is no significant relationship between the respondents' Age and feeling that work stress impacts their productivity.

Table 4.2.43 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Age * Do you feel work stress impacts your level of productivity?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.44 Age * Do you feel work stress impacts your level of productivity? Crosstabulation				
Count				
		Do you feel work stress impacts your level of productivity?		Total
		Yes	No	
Age	20-30	256	141	397
	31-40	151	203	354
	41-50	276	62	338
	51 & above	106	205	311
Total		789	611	1400

Table 4.2.45 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	188.370 ^a	3	.000
Likelihood Ratio	197.252	3	.000
Linear-by-Linear Association	16.864	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 135.73.

Interpretation:

- From the above table, the Pearson Chi-square value is .000 less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between the respondent's Age and the impact of work stress on their productivity level. Hence, the impact of work stress on productivity varies according to the Age of employees. Here, respondents between the ages of 20 and 30 and 41 to 50 feel productivity is impacted by work stress.

Ho16 = There is no significant relationship between the resident City of the respondent and feeling work stress impacts your level of productivity.

Table 4.2.46 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Residential City * Do you feel work stress impacts your level of productivity?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.47 Residential City * Do you feel work stress impacts your level of productivity?				
Crosstabulation				
Count				
		Do you feel work stress impacts your level of productivity?		Total
		Yes	No	
Residential City	Ahmedabad /Gandhinagar	570	430	1000
	Vadodara	38	102	140
	Surat	82	78	160
	Rajkot	99	1	100
Total		789	611	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	124.376 ^a	3	.000
Likelihood Ratio	154.873	3	.000
Linear-by-Linear Association	16.016	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 43.64.

Interpretation:

- The above table shows the Pearson Chi-square value of .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows that there is a significant Resident City of the respondent and that work stress impacts your level of productivity. Hence, work stress's impact on productivity may vary according to the residents' City of employees. So, it can be referred to the organization to focus on city-specific work stress management strategies.

Ho17 = There is no significant relationship between the respondents' Education and feeling that work stress impacts their level of productivity.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Education * Do you feel work stress impacts your level of productivity?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.50 Education * Do you feel work stress impacts your level of productivity?				
Crosstabulation				
Count				
		Do you feel work stress impacts your level of productivity?		Total
		Yes	No	
Education	Under Graduation	167	116	283
	Graduation	220	122	342
	Post – Graduation	206	121	327
	Doctorate/ Professional	35	211	246
	Any other	161	41	202
Total		789	611	1400

Table 4.2.51 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	237.786 ^a	4	.000
Likelihood Ratio	253.359	4	.000
Linear-by-Linear Association	4.361	1	.037
N of Valid Cases	1400		
a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 88.16.			

Interpretation:

- The above table shows a Pearson Chi-square value of .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows that the respondents' Education and feelings of work stress impact one's level of productivity. Hence, the impact of work stress on one's level of productivity may vary according to the education level of employees. Higher Education lowers work stress, and organizations should consider this.

Ho18 = There is no significant relationship between the Designation of the respondent and feeling work stress impacts your level of productivity.

Table 4.2.52 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Designation * Do you feel work stress impacts your level of productivity?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.53 Designation * Do you feel work stress impacts your level of productivity?				
Crosstabulation				
Count				
		Do you feel work stress impacts your level of productivity?		Total
		Yes	No	
Designation	Trainee	170	91	261
	Software/ System Engineer	115	112	227
	Senior Software / System Engineer	55	158	213
	Jr / Sr. Developer	284	23	307
	Project / Team Head	47	139	186
	Manager	77	25	102
	Any Other	41	63	104
Total		789	611	1400

Table 4.2.54 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	355.435 ^a	6	.000
Likelihood Ratio	395.810	6	.000
Linear-by-Linear Association	2.159	1	.142
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 44.52.

Interpretation:

- The above table shows a Pearson Chi-square value of .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between the respondent's designation and work stress's impact on productivity. Hence, the impact of work stress on productivity may vary according to the Designation of employees in the organization.

Ho19 = There is no significant relationship between the type of employment of the respondent and employees' perception of what their quality of work life depends on.

Table 4.2.55 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Type of Employment * Employees' quality of work life depends on?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.56 Type of Employment * Employees' quality of work life depends on?							
Crosstabulation							
Count							
		What does the employees' quality of work life depend on?					Total
		Socio-Economic factors	Work Stress	Working Condition	Job Satisfaction	All the above	
Type of Employment	Temporary	12	7	29	72	261	381
	Permanent	14	45	29	68	161	317
	Part-time	4	2	74	7	243	330
	Probationary / Training period	33	4	12	7	316	372

Total	63	58	144	154	981	1400
-------	----	----	-----	-----	-----	------

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	328.393 ^a	12	.014
Likelihood Ratio	320.778	12	.014
Linear-by-Linear Association	4.524	1	.033
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 13.13.

Interpretation:

- From the above table, the Pearson Chi-square value is .014, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between the type of employment of the employees and their perception of what their quality of work life depends upon. Hence, the quality of employees' work life varies according to the employee's employment type in the organization.

Ho20 = There is no significant relationship between the respondents' monthly Income and employees' perceptions of what affects their quality of work life.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Monthly Income * Employees' quality of work life depends on?	1400	100.0%	0	0.0%	1400	100.0%

		Count					
		What does the employees' quality of work life depend on?					Total
		Socio-Economic factors	Work Stress	Working Condition	Job Satisfaction	All the above	
Monthly Income	Less than 25000	1	8	3	1	269	282
	25001 - 50000	34	16	29	5	192	276
	50001 – 100000	18	2	16	28	177	241
	100001 – 150000	10	19	14	57	130	230
	150001 – 200000	0	6	2	14	171	193
	Above 200000	0	7	80	49	42	178
Total		63	58	144	154	981	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	576.563 ^a	20	.000
Likelihood Ratio	548.690	20	.000
Linear-by-Linear Association	38.992	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 7.37.

Interpretation:

- From the above table, the Pearson Chi-square value is .000 less than 0.05, which proves that the null hypothesis is rejected.
- This means the chi-square test shows that the respondents' monthly Income and employees' perceptions significantly influence their quality of work life. Hence,

organizations must consider employees' monthly incomes when balancing work and life.

Ho21= There is no significant relationship between the working premises of the respondent and employees' perception of what their quality of work life depends on.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Working Premises * Employees' quality of work life depends on?	1400	100.0%	0	0.0%	1400	100.0%

		Count					
		What does the employees' quality of work life depend on?					Total
		Socio-Economic factors	Work Stress	Working Condition	Job Satisfaction	All the above	
Working Premises	Office	3	31	3	10	338	385
	Working from Home	47	10	39	92	353	541
	Hybrid mode	13	17	102	52	290	474
Total		63	58	144	154	981	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	221.412 ^a	8	.080
Likelihood Ratio	240.375	8	.080
Linear-by-Linear Association	31.824	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 15.95.

Interpretation:

- From the above table, the Pearson Chi-square value is .080, more than 0.05. This proves that the null hypothesis has failed to be rejected.
- This means the chi-square test shows no significant relationship between the respondent's working premises and employees' quality of work life.

Ho22 = There is no significant relationship between the respondent's marital Status and employees' perception of what their quality of work life depends on.

Table 4.2.64 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Marital Status * Employees' quality of work life depends on?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.65 Marital Status * Employees' quality of work life depends on? Crosstabulation							
Count							
		What does the employees' quality of work life depend on?					Total
		Socio-Economic factors	Work Stress	Working Condition	Job Satisfaction	All the above	
Marital Status	Married	1	24	21	70	466	582
	Unmarried	18	34	123	84	301	560
	Widow / Divorced	44	0	0	0	214	258
Total		63	58	144	154	981	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	331.165 ^a	8	.240
Likelihood Ratio	368.470	8	.240
Linear-by-Linear Association	37.890	1	.612
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 10.69.

Interpretation:

- From the above table, the Pearson Chi-square value is .240, more than 0.05. This proves that the null hypothesis has failed to be rejected.
- This means the chi-square test shows no significant relationship between the respondent's marital Status and employees' quality of work life. Thus, we can say that the quality of work life does not vary according to employees' marital Status.

Ho23 = There is no significant relationship between the respondent's family structure and employees' perception of what their quality of work life depends on.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Family Structure * Employees' quality of work life depends on?	1400	100.0%	0	0.0%	1400	100.0%

		Count					Total
		What does the employees' quality of work life depend on?					
		Socio-Economic factors	Work Stress	Working Condition	Job Satisfaction	All the above	
Family Structure	Nuclear	11	41	138	152	454	796
	Joint Family	52	17	6	2	527	604
Total		63	58	144	154	981	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	288.240 ^a	4	.002
Likelihood Ratio	360.127	4	.002
Linear-by-Linear Association	24.365	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 25.02.

Interpretation:

- From the above table, the Pearson Chi-square value is .002, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between the respondent's family structure and employees' quality of work life. So, we can say that employees' family structure influences their quality of work life.

Ho24 = There is no significant relationship between the number of dependents in the respondent's Family and employees' perception of what their quality of work life depends on.

Table 4.2.70 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
No. of Dependents in the Family * Employees' quality of work life depends on?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.71 No. of Dependents in the Family * Employees' quality of work life depends on?							
Crosstabulation							
Count							
		What does the employees' quality of work life depend on?					Total
		Socio-Economic factors	Work Stress	Working Condition	Job Satisfaction	All the above	
No. of Dependents in the Family	1 to 2	12	32	95	136	290	565
	3 to 5	45	25	45	16	230	361
	6 to 8	0	1	4	2	249	256
	More than 9	6	0	0	0	212	218
Total		63	58	144	154	981	1400

Table 4.2.72 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	395.659 ^a	12	.000
Likelihood Ratio	455.655	12	.000
Linear-by-Linear Association	114.950	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 9.03.

Interpretation:

- From the above table, the Pearson Chi-square value is .000 less than 0.05, which proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between the number of dependents in the respondent's Family and employees' quality of work life. So, we can say that the higher the number of dependents in the Family, the lower the quality of work life.

Ho25 = There is no significant relationship between the respondents' Designation and the factors that drive them to choose IT as a career.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Designation * What factors drive you to choose IT as a career?	1400	100.0%	0	0.0%	1400	100.0%

		Count					Total
		What are the factors that drive you to choose IT as a career?					
		Money	Job Security	Career Development	Recognition	Combination of all	
Designation	Trainee	21	7	35	6	192	261
	Software/ System Engineer	0	4	14	16	193	227
	Senior Software / System Engineer	13	14	4	59	123	213
	Jr / Sr. Developer	12	1	79	34	181	307

	Project / Team Head	22	13	12	52	87	186
	Manager	20	9	62	2	9	102
	Any Other	18	17	21	28	20	104
	Total	106	65	227	197	805	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	539.775 ^a	24	.003
Likelihood Ratio	550.676	24	.003
Linear-by-Linear Association	167.891	1	.000
N of Valid Cases	1400		

a. two cells (5.7%) have an expected count of less than 5. The minimum expected count is 4.74.

Interpretation:

- From the above table, the Pearson Chi-square value is .003, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between the Designation and the drive to choose IT as a career. So, we can say that money, job security, career development, and recognition are combined driving factors for all designations.

Ho26 = There is no significant relationship between the respondents' working premises and the factors that drive them to choose IT as a career.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Working Premises * What factors drive you to choose IT as a career?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.77 Working Premises * What factors drive you to choose IT as a career?							
Crosstabulation							
Count							
		What are the factors that drive you to choose IT as a career?					Total
		Money	Job Security	Career Development	Recognition	Combination of all	
Working Premises	Office	7	34	0	64	280	385
	Working from Home	5	11	154	91	280	541
	Hybrid mode	94	20	73	42	245	474
Total		106	65	227	197	805	1400

Table 4.2.78 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	313.111 ^a	8	.000
Likelihood Ratio	362.950	8	.000
Linear-by-Linear Association	89.523	1	.000
N of Valid Cases	1400		
a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 17.88.			

Interpretation:

- The above table shows a Pearson Chi-square value of .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between working premises and the drive to choose IT as a career. So, we can say that the flexibility of working premises and money, job security, career development, and recognition are the driving forces behind choosing IT as a career in the future.

Ho27 = There is no significant relationship between the number of dependents in the respondent's Family and the factors that drive them to choose IT as a career.

Table 4.2.79 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
No. of Dependents in the Family * What factors drive you to choose IT as a career?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.80 No. of Dependents in the Family * What factors drive you to choose IT as a career? Crosstabulation							
Count							
		What are the factors that drive you to choose IT as a career?					Total
		Money	Job Security	Career Development	Recognition	Combination of all	
No. of Dependents in the Family	1 to 2	57	36	92	94	286	565
	3 to 5	46	28	54	71	162	361
	6 to 8	3	1	1	32	219	256
	More than 9	0	0	80	0	138	218
Total		106	65	227	197	805	1400

Table 4.2.81 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	268.148 ^a	12	.000
Likelihood Ratio	350.084	12	.000
Linear-by-Linear Association	48.324	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 10.12.

Interpretation:

- From the above table, the Pearson Chi-square value is .000 less than 0.05, which proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between the number of dependents and the drive to choose IT as a career. So, we can say that the fewer dependents in the Family, the more employees prefer money, job security, career development, and recognition when choosing IT as a career.

Ho28 = There is no significant relationship between the respondents' monthly Income and the factors that drive them to choose IT as a career.

Table 4.2.82 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Monthly Income * What factors drive you to choose IT as a career?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.83 Monthly Income * What factors drive you to choose IT as a career?							
Crosstabulation							
Count		What are the factors that drive you to choose IT as a career?					Total
Monthly Income		Money	Job Security	Career Development	Recognition	Combination of all	
		Less than 25000		3	8	76	1
25001 - 50000		29	16	38	12	181	276
50001 - 100000		16	3	18	38	166	241
100001 - 150000		36	25	7	61	101	230

	150001 - 200000	3	6	0	38	146	193
	Above 200000	19	7	88	47	17	178
Total		106	65	227	197	805	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	499.256 ^a	20	.000
Likelihood Ratio	572.126	20	.000
Linear-by-Linear Association	36.442	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 8.26.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected. This means the chi-square test shows a significant relationship between the respondent's monthly Income and their drive to choose IT as a career. Different designations have varying monthly incomes, which can influence employees' motivations for choosing IT as a career.

Ho29 = There is no significant relationship between the respondents' working experience and the factors that drive them to choose IT as a career.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Work Experience in the current organization * What factors drive you to choose IT as a career?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.86 Work Experience in the current organization * What factors drive you to choose IT as a career? Crosstabulation							
Count							
		What are the factors that drive you to choose IT as a career?					Total
		Money	Job Security	Career Development	Recognition	Combination of all	
Work Experience in the current organization	1 to 4 Years	7	9	55	131	339	541
	5 to 10 Years	17	14	102	64	332	529
	More Than 10 Years	82	42	70	2	134	330
Total		106	65	227	197	805	1400

Table 4.2.87 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	358.193 ^a	8	.000
Likelihood Ratio	346.608	8	.000
Linear-by-Linear Association	180.205	1	.000
N of Valid Cases	1400		
a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 15.32.			

Interpretation:

- The above table shows a Pearson Chi-square value of .000, less than 0.05. It proves that the null hypothesis is rejected. This means the chi-square test shows a significant relationship between the working experience of the respondent in the current organization and the drive to choose IT as a career.

Ho30 = There is no significant relationship between the Designation and the tough competition for jobs in the IT Sector in India.

Table 4.2.88 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Designation * Is there tough competition for a job in India's IT sector?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.89 Designation * Is there tough competition for getting a Job in the IT Sector in India? Crosstabulation				
Count				
		Is there tough competition for getting a Job in the IT Sector in India?		Total
		Yes	No	
Designation	Trainee	201	60	261
	Software/ System Engineer	138	89	227
	Senior Software / System Engineer	23	190	213
	Jr / Sr. Developer	261	46	307
	Project / Team Head	66	120	186
	Manager	7	95	102
	Any Other	56	48	104
Total		752	648	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	455.255 ^a	6	.000
Likelihood Ratio	505.924	6	.000
Linear-by-Linear Association	55.579	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 47.21.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between Designation and the tough job competition in India's IT sector. So, we can say that trainees, software engineers, and developers face the most tough competition in getting jobs in today's world.

Ho31 = No significant relationship exists between monthly Income and the tough competition for jobs in the Indian IT Sector.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Monthly Income * Is there tough competition for a job in India's IT sector?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.92 Monthly Income * Is there tough competition for getting a Job in the IT Sector in India? Crosstabulation				
Count				
		Is there tough competition for getting a Job in the IT Sector in India?		Total
		Yes	No	
Monthly Income	Less than 25000	246	36	282
	25001 – 50000	209	67	276
	50001 – 100000	136	105	241
	100001 – 150000	77	153	230
	150001 – 200000	67	126	193
	Above 200000	17	161	178
Total		752	648	1400

Table 4.2.93 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	387.485 ^a	5	.000
Likelihood Ratio	426.989	5	.000
Linear-by-Linear Association	374.090	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 82.39.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between monthly Income and tough competition for jobs in India's IT sector. So, we can say that the higher the monthly Income, the more formidable the competition for jobs in the IT sector in today's world.

Ho32 = There is no significant relationship between work Experience in the current organization and the tough competition for jobs in the IT sector in India.

Table 4.2.94 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Monthly Income * Is there tough competition for a job in India's IT sector?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.95 Monthly Income * Is there tough competition for getting a Job in the IT Sector in India? Crosstabulation				
Count				
		Is there tough competition for getting a Job in the IT Sector in India?		Total
		Yes	No	
Monthly Income	Less than 25000	246	36	282
	25001 – 50000	209	67	276
	50001 – 100000	136	105	241
	100001 – 150000	77	153	230
	150001 – 200000	67	126	193
	Above 200000	17	161	178
Total		752	648	1400

Table 4.2.96 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	387.485 ^a	5	.000
Likelihood Ratio	426.989	5	.000
Linear-by-Linear Association	374.090	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 82.39.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between work experiences in the current organization and tough competition for jobs in the IT sector in India and the world. So, we can say that the lower the work experience, the higher the competition for jobs in the IT sector.

Ho33 = There is no significant relationship between office Working time and the tough competition for jobs in the IT sector in India.

Table 4.2.97 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Office Working Time * Is there tough competition for a job in India's IT sector?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.98 Office Working Time * Is there tough competition for getting a Job in the IT Sector in India? Crosstabulation				
Count				
		Is there tough competition for getting a Job in the IT Sector in India?		Total
		Yes	No	
Office Working Time	Morning Shift	118	93	211
	Night Shift	304	403	707
	Flexi-time work	330	152	482
Total		752	648	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	75.249 ^a	2	.080
Likelihood Ratio	76.461	2	.080
Linear-by-Linear Association	27.694	1	.013
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 97.66.

Interpretation:

- From the above table, the Pearson Chi-square value is .080, more than 0.05. This proves that the null hypothesis has failed to be rejected.
- This means the chi-square test shows no significant relationship between office working times and the tough competition for jobs in the IT sector.

Ho34 = There is no significant relationship between the number of dependents and the tough competition for jobs in the IT sector in India.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
No. of Dependents in the Family * Do you feel there is tough competition for a job in the IT sector in India?	1400	100.0%	0	0.0%	1400	100.0%

Count			
	Is there tough competition for getting a Job in the IT Sector in India?		Total
	Yes	No	

No. of Dependents in the Family	1 to 2	124	441	565
	3 to 5	206	155	361
	6 to 8	247	9	256
	More than 9	175	43	218
Total		752	648	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	481.183 ^a	3	.271
Likelihood Ratio	550.766	3	.271
Linear-by-Linear Association	391.657	1	.043
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 100.90.

Interpretation:

- From the above table, the Pearson Chi-square value is .271, more than 0.05. This proves that the null hypothesis has failed to be rejected.
- This means that the chi-square test shows no significant relationship between the number of dependents and the competition for jobs in the IT sector.

Ho35 = There is no significant relationship between the Designation and long-term career at your organization.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Designation * How committed are you to a long-term career at your organization?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.104 Designation * How committed you are to a long-term career at your organization? Crosstabulation					
Count					
		How committed are you to a long-term career at your organization?			Total
		Fully Committed	Neutral	Not Committed	
Designation	Trainee	39	124	98	261
	Software/ System Engineer	102	15	110	227
	Senior Software / System Engineer	156	38	19	213
	Jr / Sr. Developer	21	86	200	307
	Project / Team Head	123	25	38	186
	Manager	40	56	6	102
	Any Other	61	27	16	104
Total		542	371	487	1400

Table 4.2.105 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	541.856 ^a	12	.003
Likelihood Ratio	594.071	12	.003
Linear-by-Linear Association	41.289	1	.011
N of Valid Cases	1400		
a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 27.03.			

Interpretation:

- From the above table, the Pearson Chi-square value is .003, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between the Designation and long-term career at your organization. So, we can say that the higher the Designation, the longer the career at the organization will be and the more committed to work.

Ho36 = No significant relationship exists between your organization's monthly Income and long-term career.

Table 4.2.106 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Monthly Income * How committed you are to a long-term career at your organization?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.107 Monthly Income * How committed you are to a long-term career at your organization? Crosstabulation					
Count					
		How committed are you to a long-term career at your organization?			Total
		Fully Committed	Neutral	Not Committed	
Monthly Income	Less than 25000	40	18	224	282
	25001 – 50000	58	131	87	276
	50001 – 100000	94	57	90	241
	100001 – 150000	147	35	48	230
	150001 – 200000	120	38	35	193
	Above 200000	83	92	3	178
Total		542	371	487	1400

Table 4.2.108 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	527.970 ^a	10	.000
Likelihood Ratio	544.908	10	.000
Linear-by-Linear Association	276.307	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 47.17.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between monthly Income and long-term career at your organization. So, we can say that the higher the monthly Income, the longer the career at the organization is and the more committed the employees are to work.

Ho37 = No significant relationship exists between the current work experience and your organization's long-term career.

Table 4.2.109 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Work Experience in the current organization * How committed you are to a long-term career at your organization?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.110 Work Experience in the current organization * How committed are you to a long-term career at your organization? Crosstabulation						
Count						
		How committed are you to a long-term career at your organization?			Total	
		Fully Committed	Neutral	Not Committed		
Work Experience in the current organization	1 to 4 Years	275	91	175	541	
	5 to 10 Years	201	120	208	529	
	More Than 10 Years	66	160	104	330	
Total		542	371	487	1400	

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	137.729 ^a	4	.000
Likelihood Ratio	133.332	4	.000
Linear-by-Linear Association	27.315	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 87.45.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between work experience in the current organization and a long-term career at your organization. Employees with work experience between 1 and 4 years are more committed to the long term at the current organization than those with higher experience.

Ho38 = There is no significant relationship between the office working time and long-term career at your organization.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Office Working Time * How committed you are to a long-term career at your organization?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.113 Office Working Time * How committed you are to a long-term career at your organization? Crosstabulation					
Count					
		How committed are you to a long-term career at your organization?			Total
		Fully Committed	Neutral	Not Committed	
Office Working Time	Morning Shift	95	44	72	211
	Night Shift	369	196	142	707
	Flexi-time work	78	131	273	482
Total		542	371	487	1400

Table 4.2.114 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	211.696 ^a	4	.000
Likelihood Ratio	223.707	4	.000
Linear-by-Linear Association	111.198	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 55.92.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between office working time and long-term career at your organization. Employees with rotational shifts are less committed to long-term careers at the organization than those with specific fixed shifts.

Ho39 = There is no significant relationship between the monthly Income and difficulty while working in the IT Sector.

Table 4.2.115 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Monthly Income * Do you face any difficulty working in the IT Sector?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.116 Monthly Income * Do you face difficulty working in the IT Sector?				
Crosstabulation				
Count				
		Do you face any difficulty while working in the IT Sector?		Total
		Yes	No	
Monthly Income	Less than 25000	53	229	282
	25001 – 50000	196	80	276
	50001 – 100000	183	58	241
	100001 – 150000	131	99	230
	150001 – 200000	148	45	193
	Above 200000	73	105	178
Total		784	616	1400

Table 4.2.117 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	272.368 ^a	5	.000
Likelihood Ratio	284.777	5	.000
Linear-by-Linear Association	29.893	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 78.32.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between monthly Income and difficulty while working in the IT Sector. In today's world, employees with income levels between 25k and 200k face more difficulty than those with incomes lower than 25k and higher than 200k.

Ho40 = There is no significant relationship between the work experience in the current organization and difficulty while working in the IT Sector.

Table 4.2.118 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Work Experience in the current organization * Do you face any difficulty working in the IT Sector?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.119 Work Experience in the current organization * Do you face any difficulty working in the IT Sector? Crosstabulation				
Count				
		Do you face any difficulty while working in the IT Sector?		Total
		Yes	No	
Work Experience in the current organization	1 to 4 Years	223	318	541
	5 to 10 Years	329	200	529
	More Than 10 Years	232	98	330
Total		784	616	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	83.595 ^a	2	.000
Likelihood Ratio	84.353	2	.000
Linear-by-Linear Association	78.142	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 145.20.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between work experience in the current organization and difficulty working in the IT Sector. The higher the work experience in the current organization, the lower the difficulty.

Ho41 = There is no significant relationship between the office working time in the current organization and difficulty while working in the IT Sector.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Office Working Time * Are you having difficulty working in the IT Sector?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.122 Office Working Time * Do you face difficulty working in the IT Sector?				
Crosstabulation				
Count				
		Do you face any difficulty while working in the IT Sector?		Total
		Yes	No	
Office Working Time	Morning Shift	84	127	211
	Night Shift	409	298	707
	Flexi-time work	291	191	482
Total		784	616	1400

Table 4.2.123 Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	27.168 ^a	2	.000
Likelihood Ratio	27.014	2	.000
Linear-by-Linear Association	19.320	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 92.84.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between office working time in the current organization and difficulty working in the IT Sector. Employees face lower difficulty while working the morning shift than other shifts.

Ho42 = There is no significant relationship between the working premises in the current organization and difficulty working in the IT Sector.

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Working Premises * Do you face any difficulty working in the IT Sector?	1400	100.0%	0	0.0%	1400	100.0%

Count				
		Do you face any difficulty while working in the IT Sector?		Total
		Yes	No	
Working Premises	Office	316	69	385
	Working from Home	211	330	541
	Hybrid mode	257	217	474
Total		784	616	1400

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	170.309 ^a	2	.000
Likelihood Ratio	181.223	2	.000
Linear-by-Linear Association	56.299	1	.000
N of Valid Cases	1400		

a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 169.40.

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected.
- This means the chi-square test shows a significant relationship between the working premises in the current organization and difficulty while working in the IT Sector. Employees working from the office and in hybrid mode have a higher difficulty rate.

Ho43 = No significant relationship exists between Gender in the current organization and difficulty working in the IT Sector.

Table 4.2.127 Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Gender * Do you face any difficulty while working in the IT Sector?	1400	100.0%	0	0.0%	1400	100.0%

Table 4.2.128 Gender * Do you face difficulty working in the IT Sector? Crosstabulation				
Count				
		Do you face any difficulty while working in the IT Sector?		Total
		Yes	No	
Gender	Male	335	360	695
	Female	449	256	705
Total		784	616	1400

Table 4.2.129 Chi-Square Tests					
	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	34.065 ^a	1	.000		
Continuity Correction	33.440	1	.000		
Likelihood Ratio	34.207	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	34.041	1	.000		
N of Valid Cases	1400				
a. 0 cells (0.0%) have an expected count of less than 5. The minimum expected count is 305.80.					
b. Computed only for a 2x2 table					

Interpretation:

- From the above table, the Pearson Chi-square value is .000, less than 0.05. This proves that the null hypothesis is rejected.
- The chi-square test shows a significant relationship between the respondent's Gender and difficulty working in the IT Sector. This means that employees of different genders face different types of difficulties related to work and other aspects of working in an organization.

4.2.3 Hypothesis Testing -Tests of Normality:

[Objective 6: To analyze the relationship among selective demographic variables on work stress.]

Ho44= There is no significant impact of the Gender of respondents on the Work-related Factor (WRF) of respondents.

Table 4.2.3.1 Tests of Normality							
Statements	Gender	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Tight working schedules	Male	.333	695	.000	.773	695	.000
	Female	.397	705	.000	.631	705	.000
Strict rules to be followed	Male	.308	695	.000	.796	695	.000
	Female	.348	705	.000	.734	705	.000
Long hours/overtime work	Male	.446	695	.000	.640	695	.000
	Female	.433	705	.000	.639	705	.000
Attending more than one customer/ Project at a time	Male	.337	695	.000	.790	695	.000
	Female	.336	705	.000	.801	705	.000
Workplace bullying (Unreasonable behaviour from employer)	Male	.266	695	.000	.792	695	.000
	Female	.322	705	.000	.752	705	.000
WRF AVG	Male	.350	695	.000	.767	695	.000
	Female	.391	705	.000	.697	705	.000

a. Lilliefors Significance Correction

Interpretation:

- From the above table 4.2.3.1, it is interpreted that the Kolmogorov-Smirnov and Shapiro-Wilk values are 0.000 for the Gender of respondents on WRF of respondents, which is less than 0.05; hence, Ho is rejected. Therefore, data are not normal, so we can apply a non-parametric test, which is as follows:

Table 4.2.3.2 Test Statistics ^b						
	Tight working schedules	Strict rules to be followed	Long hours/overtime work	Attending more than one customer/ Project at a time	Workplace bullying (Unreasonable behaviour from employer)	WRF AVG
Kruskal-Wallis H	11.264	.961	25.571	40.874	5.983	4.059
df	1	1	1	1	1	1
Asymp. Sig.	.001	.327	.000	.000	.014	.044
a. Kruskal Wallis Test						
b. Grouping Variable: Gender						

Interpretation:

- Table 4.2.3.2 shows that the significance value of the Kruskal Wallis H Test for Strict rules to be followed is 0.327, which is more than 0.05; hence, Ho is not rejected. So, respondents' Gender has no impact on Strict rules to be followed.
- The Kruskal Wallis H Test for tight working schedules, long hours/overtime work, attending more than one customer/ project at a time and workplace bullying (unreasonable behavior from the employer) is less than 0.05; hence, it is rejected. So there is a significant impact of Gender of respondents on tight working schedules, long hours/overtime work, attending more than one customer/ project at a time and workplace bullying (unreasonable behavior from employer).

Ho45 = There is no significant impact of the Age of respondents on the Work-related Factor (WRF) of respondents.

Table 4.2.3.3 Test Statistics^{a,b}						
	Tight working schedules	Strict rules to be followed	Long hours/overtime work	Attending more than one customer/Project at a time	Workplace bullying (Unreasonable behaviour from employer)	WRFAVG
Kruskal-Wallis H	115.764	72.131	19.871	79.765	386.159	118.098
df	3	3	3	3	3	3
Asymp. Sig.	.001	.000	.001	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Age						

Interpretation:

- Table 4.2.3.3 interprets that the significance value of the Kruskal Wallis H Test for all respondents' work-related factors (WRF) is less than 0.05; hence, Ho is rejected. So, the respondents' Age impacts all the work-related factors (WRF).

Ho46 = There is no significant impact of city respondents on the Work-related Factor (WRF) of respondents.

Table 4.2.3.4 Test Statistics^{a,b}						
	Tight working schedules	Strict rules to be followed	Long hours/overtime work	Attending more than one customer/Project at a time	Workplace bullying (Unreasonable behaviour from employer)	WRFAVG
Kruskal-Wallis H	382.024	158.189	120.855	360.849	215.833	331.178
df	3	3	3	3	3	3

Asymp. Sig.	.007	.000	.001	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Residential City						

Interpretation:

- Table 4.2.3.4 shows that the significance value of the Kruskal Wallis H Test for all respondents' work-related factors (WRF) is less than 0.05; hence, Ho is rejected. So, the City of respondents impacts all the work-related factors (WRF).

Ho47= There is no significant impact of Work Experience in the current organization of respondents on the Work-related Factor (WRF) of respondents.

Table 4.2.3.5 Test Statistics ^{a,b}						
	Tight working schedules	Strict rules to be followed	Long hours/overtime work	Attending more than one customer/Project at a time	Workplace bullying (Unreasonable behaviour from employer)	WRF AVG
Kruskal-Wallis H	59.823	327.728	121.589	393.487	59.137	154.396
df	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Work Experience in the current organization						

Interpretation:

- Table 4.2.3.5 interprets that the significance value of the Kruskal Wallis H Test for all the respondents' work-related factors (WRF) is less than 0.05; hence, Ho is rejected. So, respondents' work Experience in their current organization impacts the entire work-related factor (WRF).

Ho48 = There is no significant impact of the Office Working Time of respondents on The Work-related Factor (WRF) of respondents.

	Tight working schedules	Strict rules to be followed	Long hours/overtime work	Attending more than one customer/ Project at a time	Workplace bullying (Unreasonable behaviour from employer)	WRF AVG
Kruskal-Wallis H	97.965	96.108	11.538	104.628	2.345	3.515
df	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.003	.000	.310	.173
a. Kruskal Wallis Test						
b. Grouping Variable: Office Working Time						

Interpretation:

- Table 4.2.3.6 interprets the significance value of the Kruskal Wallis H Test for Workplace bullying (Unreasonable behavior from employer) as more than 0.05; hence, Ho is not rejected. So, respondents' Office Working hours do not impact Workplace bullying (Unreasonable behavior from employer).
- The Kruskal Wallis H Test for tight working schedules, strict rules to be followed, long hours/overtime work, and attending more than one customer/ Project at a time is less than 0.05; hence, Ho is rejected. So, respondents' Gender significantly impacts tight working schedules, strict rules to be followed, long hours/overtime work, and attending more than one customer/ Project at a time.

Ho49 = There is no significant impact of the monthly income of respondents on the Work-related Factor (WRF) of respondents.

	Tight working schedules	Strict rules to be followed	Long hours/overtime work	Attending more than one customer/Project at a time	Workplace bullying (Unreasonable behaviour from employer)	WRFAVG
Kruskal-Wallis H	160.250	175.187	130.300	165.888	238.752	127.492
df	5	5	5	5	5	5
Asymp. Sig.	.000	.069	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Monthly Family Income						

Interpretation:

- Table 4.2.3.7 interprets that the significance value of the Kruskal Wallis H Test for all respondents' work-related factors (WRF) is less than 0.05; hence, Ho is rejected. So, the monthly income of respondents impacts all the work-related factors (WRF).

Ho50 = There is no significant impact of respondents' Gender on the related Factor (RRF) of respondents.

Statement	Gender	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Clear target/Fix targets to achieve	Male	.309	695	.000	.758	695	.000
	Female	.310	705	.000	.733	705	.000
Sudden change in the role and responsibilities.	Male	.478	695	.000	.415	695	.000
	Female	.442	705	.000	.602	705	.000
Role demands (Pressure to perform the role assigned).	Male	.392	695	.000	.673	695	.000
	Female	.398	705	.000	.694	705	.000

Monotonous or repetitive work.	Male	.271	695	.000	.820	695	.000
	Female	.352	705	.000	.722	705	.000
Attending frequent meetings.	Male	.307	695	.000	.823	695	.000
	Female	.388	705	.000	.742	705	.000
The high degree of accountability	Male	.324	695	.000	.819	695	.000
	Female	.411	705	.000	.706	705	.000
RRFAVG	Male	.423	695	.000	.650	695	.000
	Female	.392	705	.000	.679	705	.000
a. Lilliefors Significance Correction							

Interpretation:

- From the above Table 4.2.3.8, it is interpreted that the Kolmogorov-Smirnov and Shapiro-Wilk value is 0.000 for the Gender of respondents on role-related factors (RRF) of respondents, which is less than 0.05; hence, H_0 is rejected. Therefore, data are not normal, so we can apply a non-parametric test, which is as follows:

	Clear target/Fix targets to achieve	Sudden change in the role and responsibilities	Role demands (Pressure to perform the role assigned)	Monotonous or repetitive work.	I am attending frequent meetings	The high degree of accountability	RRFAVG
Kruskal-Wallis H	28.811	67.861	69.490	.276	5.944	6.290	23.808
df	1	1	1	1	1	1	1
Asymp. Sig.	.000	.000	.000	.599	.015	.012	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Gender							

Interpretation:

- Table 4.2.3.9 interprets that the significance value of the Kruskal Wallis H Test for Monotonous or repetitive work is more than 0.05; hence, Ho is not rejected. So, respondents' Gender has no impact on Monotonous or repetitive work of role-related factors (RRF).
- The Kruskal Wallis H Test is for clear targets/Fixed targets for achievements and sudden changes in role and responsibilities. Role demands (Pressure to perform the role assigned). When attending frequent meetings, the respondents' high degree of accountability was less than 0.05; hence, Ho was rejected. So, respondents' Gender significantly impacts clear targets/fixed targets for achieving sudden changes in roles and responsibilities. Role demands (Pressure to perform the role assigned). I attend frequent meetings with high accountability of (RRF).

Ho51 = There is no significant impact of Age of respondents on the related Factor (RRF) of respondents.

	Clear target/Fixed targets to achieve	Sudden change in the role and responsibilities	Role demands (Pressure to perform the role assigned)	Monotonous or repetitive work.	I am attending frequent meetings	The high degree of accountability	RRFAVG
Kruskal-Wallis H	199.822	56.190	153.340	341.456	45.439	85.739	61.629
df	3	3	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Age							

Interpretation:

- Table 4.2.3.10 shows that the significance value of the Kruskal Wallis H Test for all respondents' role-related factors (RRF) is less than 0.05; hence, Ho is rejected. So, the Age of respondents impacts all the role-related factors (RRF).

Ho52 = The City of respondents has no significant impact on the role-related Factor (RRF) of respondents.

Table 4.2.3.11 Test Statistics ^{a,b}							
	Clear target/Fix targets to achieve	Sudden change in the role and responsibilities	Role demands (Pressure to perform the role assigned)	Monotonous or repetitive work.	I am attending frequent meetings	The high degree of accountability	RRFAVG
Kruskal-Wallis H	295.531	61.724	351.163	385.005	264.552	297.628	88.850
df	3	3	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.812	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Residential City							

Interpretation:

- Table 4.2.3.11 shows that the significance value of the Kruskal Wallis H Test for all respondents' role-related factors (RRF) is less than 0.05; hence, Ho is rejected. So, the City of respondents impacts all the role-related factors (RRF).

Ho53= There is no significant impact of respondents' Education on the related Factor (RRF) of respondents.

Table 4.2.3.12 Test Statistics ^{a,b}							
	Clear target/Fix targets to achieve	Sudden change in the role and responsibilities	Role demands (Pressure to perform the role assigned)	Monotonous or repetitive work.	I am attending frequent meetings	The high degree of accountability	RRFAVG
Kruskal-Wallis H	368.982	53.571	114.846	186.850	389.586	346.689	146.230
df	4	4	4	4	4	4	4
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Education							

Interpretation:

- Table 4.2.3.12 shows that the significance value of the Kruskal Wallis H Test for all respondents' role-related factors (RRF) is less than 0.05; hence, Ho is rejected. So, respondents' Education significantly impacts all the role-related factors (RRF).

Ho54 = There is no significant impact of the Designation of respondents on the related Factor (RRF) of respondents.

Table 4.2.3.13 Test Statistics ^{a,b}							
	Clear target/Fix targets to achieve	Sudden change in the role and responsibilities	Role demands (Pressure to perform the role assigned)	Monotonous or repetitive work.	I am attending frequent meetings	The high degree of accountability	RRFAVG
Kruskal-Wallis H	299.932	66.676	175.072	301.897	304.090	250.269	170.606
df	6	6	6	6	6	6	6
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Designation							

Interpretation:

- Table 4.2.3.13 shows that the significance value of the Kruskal Wallis H Test for all the role-related factors (RRF) of respondents is less than 0.05; hence, Ho is rejected. So, the Designation of respondents significantly impacts all the role-related factors (RRF).

Ho55 = There is no significant impact of the monthly income of respondents on the related Factor (RRF) of respondents.

Table 4.2.3.14 Test Statistics ^{a,b}							
	Clear target/Fix targets to achieve	Sudden change in the role and responsibilities	Role demands (Pressure to perform the role assigned)	Monotonous or repetitive work.	I am attending frequent meetings	The high degree of accountability	RRFAVG
Kruskal-Wallis H	380.241	45.691	211.420	188.423	375.957	349.160	284.857
df	5	5	5	5	5	5	5
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Monthly Income							

Interpretation:

- Table 4.2.3.14 shows that the significance value of the Kruskal Wallis H Test for all the role-related factors (RRF) of respondents is less than 0.05; hence, Ho is rejected. So, the respondents' monthly income significantly impacts all the role-related factors (RRF).

Ho56 = There is no significant impact of the type of employment on respondents' personal and interpersonal factors (PIF).

Table 4.2.3.15 Tests of Normality								
Statement	Type of Employment	Kolmogorov-Smirnov ^a			Shapiro-Wilk			
		Statistic	df	Sig.	Statistic	df	Sig.	

High level of expectations from the Superior	Temporary	.386	381	.000	.639	381	.000
	Permanent	.365	317	.000	.738	317	.000
	Part-time	.346	330	.000	.743	330	.000
	Probationary / Training period	.474	372	.000	.436	372	.000
Demands for work interfere with family life	Temporary	.425	381	.000	.640	381	.000
	Permanent	.257	317	.000	.869	317	.000
	Part-time	.351	330	.000	.665	330	.000
	Probationary / Training period	.431	372	.000	.604	372	.000
Family conflict	Temporary	.427	381	.000	.517	381	.000
	Permanent	.299	317	.000	.820	317	.000
	Part-time	.413	330	.000	.665	330	.000
	Probationary / Training period	.390	372	.000	.673	372	.000
Lack of communication with higher authority	Temporary	.414	381	.000	.678	381	.000
	Permanent	.310	317	.000	.822	317	.000
	Part-time	.419	330	.000	.633	330	.000
	Probationary / Training period	.374	372	.000	.684	372	.000
Criticisms in the office	Temporary	.440	381	.000	.599	381	.000
	Permanent	.364	317	.000	.745	317	.000
	Part-time	.436	330	.000	.610	330	.000
	Probationary / Training period	.521	372	.000	.343	372	.000
Competition among colleagues	Temporary	.434	381	.000	.617	381	.000
	Permanent	.387	317	.000	.723	317	.000
	Part-time	.419	330	.000	.615	330	.000
	Probationary / Training period	.375	372	.000	.694	372	.000
PIFAVG	Temporary	.460	381	.000	.584	381	.000
	Permanent	.381	317	.000	.733	317	.000
	Part-time	.428	330	.000	.641	330	.000

	Probationary / Training period	.471	372	.000	.531	372	.000
a. Lilliefors Significance Correction							

Interpretation:

- From the above Table 4.2.3.15, it is interpreted that the Kolmogorov-Smirnov and Shapiro-Wilk value is 0.000 for the type of employment on the personal and interpersonal factor (PIF) of respondents, which is less than 0.05; hence, Ho is rejected. Therefore, data are not normal, so we can apply a non-parametric test, which is as follows:

Table 4.2.3.16 Test Statistics ^{a,b}							
	High level of expectations from the Superior	Demands for work interfere with family life	Family conflict	Lack of communication with higher authority	Criticisms in the office	Competition among colleagues	PIFAVG
Kruskal-Wallis H	225.562	404.233	499.101	425.401	370.238	469.847	303.104
df	3	3	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Type of Employment							

Interpretation:

- Table 4.2.3.16 shows that the significance value of the Kruskal Wallis H Test for all respondents' personal and interpersonal factors (PIF) is less than 0.05; hence, Ho is rejected. So, the type of employment significantly impacts respondents' personal and interpersonal factors (PIF).

Ho57 = There is no significant impact of Designation on respondents' personal and interpersonal factors (PIF).

Table 4.2.3.17 Test Statistics ^{a,b}							
	High level of expectations from the Superior	Demands for work interfere with family life	Family conflict	Lack of communication with higher authority	Criticisms in the office	Competition among colleagues	PIFAVG
Kruskal-Wallis H	256.455	290.217	196.123	325.868	427.043	457.941	304.743
df	6	6	6	6	6	6	6
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Designation							

Interpretation:

- Table 4.2.3.17 shows that the significance value of the Kruskal Wallis H Test for all respondents' personal and interpersonal factors (PIF) is less than 0.05; hence, Ho is rejected. So, Designation significantly impacts respondents' personal and interpersonal factors (PIF).

Ho58= There is no significant impact of monthly income on respondents' personal and interpersonal factors (PIF).

Table 4.2.3.18 Test Statistics ^{a,b}							
	High level of expectations from the Superior	Demands for work interfere with family life	Family conflict	Lack of communication with higher authority	Criticisms in the office	Competition among colleagues	PIFAVG
Kruskal-Wallis H	332.746	100.955	274.974	408.708	364.390	443.136	307.600

df	5	5	5	5	5	5	5
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Monthly Income							

Interpretation:

- Table 4.2.3.18 shows that the significance value of the Kruskal Wallis H Test for all respondents' personal and interpersonal factors (PIF) is less than 0.05; hence, Ho is rejected. So, monthly income significantly impacts respondents' personal and interpersonal factors (PIF).

Ho59= There is no significant impact of work experience in the current organization on respondents' personal and interpersonal factors (PIF).

Table 4.2.3.19 Test Statistics ^{a,b}							
	High level of expectations from the Superior	Demands for work interfere with family life	Family conflict	Lack of communication with higher authority	Criticisms in the office	Competition among colleagues	PIFAVG
Kruskal-Wallis H	75.008	160.685	122.115	50.908	47.426	7.987	3.265
df	2	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000	.018	.195
a. Kruskal Wallis Test							
b. Grouping Variable: Work Experience in the current organization							

Interpretation:

- Table 4.2.3.19 interprets that the significance value of the Kruskal Wallis H Test for all respondents' personal and interpersonal factors (PIF) is less than 0.05; hence, Ho is rejected. So, work experience significantly impacts respondents' personal and interpersonal factors (PIF) in the current organization.

Ho60 = There is no significant impact of marital status on respondents' personal and interpersonal factors (PIF).

Table 4.2.3.20 Test Statistics ^{a,b}							
	High level of expectations from the Superior	Demands for work interfere with family life	Family conflict	Lack of communication with higher authority	Criticisms in the office	Competition among colleagues	PIFAVG
Kruskal-Wallis H	401.998	67.420	178.037	330.590	297.314	427.769	209.510
df	2	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Marital Status							

Interpretation:

- Table 4.2.3.20 shows that the significance value of the Kruskal Wallis H Test for all respondents' personal and interpersonal factors (PIF) is less than 0.05; hence, Ho is rejected. So, marital status significantly impacts respondents' personal and interpersonal factors (PIF).

Ho61 = Family structure has no significant impact on respondents' personal and interpersonal factors (PIF).

Table 4.2.3.21 Test Statistics ^{a,b}							
	High level of expectations from the Superior	Demands for work interfere with family life	Family conflict	Lack of communication with higher authority	Criticisms in the office	Competition among colleagues	PIFAVG
Kruskal-Wallis H	6.463	8.970	54.501	167.713	196.202	235.257	82.137
df	1	1	1	1	1	1	1

Asymp. Sig.	.011	.003	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Family Structure							

Interpretation:

- Table 4.2.3.21 shows that the significance value of the Kruskal Wallis H Test for all respondents' personal and interpersonal factors (PIF) is less than 0.05; hence, Ho is rejected. So, family structure significantly impacts respondents' personal and interpersonal factors (PIF).

Ho62 = no significant impact of the number of dependents in the Family on respondents' personal and interpersonal factors (PIF).

Table 4.2.3.22 Test Statistics ^{a,b}							
	High level of expectations from the Superior	Demands for work interfere with family life	Family conflict	Lack of communication with higher authority	Criticisms in the office	Competition among colleagues	PIFAVG
Kruskal-Wallis H	321.584	103.593	539.334	623.689	489.517	732.104	513.331
df	3	3	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: No. of Dependents in the Family							

Interpretation:

- Table 4.2.3.22 shows that the significance value of the Kruskal Wallis H Test for all respondents' personal and interpersonal factors (PIF) is less than 0.05; hence, Ho is rejected. So, the number of dependents in the Family significantly impacts respondents' personal and interpersonal factors (PIF).

Ho63 = There is no significant impact of Gender on respondents' Financial and career factors (FCF).

	Gender	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Inadequate pay/ Payment of salary	Male	.281	695	.000	.784	695	.000
	Female	.359	705	.000	.655	705	.000
There is no chance of getting a promotion/Increment	Male	.335	695	.000	.786	695	.000
	Female	.285	705	.000	.779	705	.000
Inadequate financial incentives/bonuses	Male	.496	695	.000	.494	695	.000
	Female	.523	705	.000	.367	705	.000
No recognition for the work done	Male	.265	695	.000	.828	695	.000
	Female	.372	705	.000	.718	705	.000
No opportunities for intellectual growth	Male	.333	695	.000	.783	695	.000
	Female	.439	705	.000	.625	705	.000
FCFAVG	Male	.480	695	.000	.514	695	.000
	Female	.514	705	.000	.372	705	.000

a. Lilliefors Significance Correction

Interpretation:

- From the above table 4.2.3.23, it is interpreted that the Kolmogorov-Smirnov and Shapiro-Wilk value is 0.000 for Gender on Financial & Career Factor (FCF) of respondents, which is less than 0.05; hence, Ho is rejected. Therefore, data are not normal, so we can apply a non-parametric test, which is as follows:

Table 4.2.3.24 Test Statistics^{a,b}						
	Inadequate pay/ Payment of salary	There is no chance of getting a promotion/Increment	Inadequate financial incentives/bonuses	No recognition for the work done	No opportunities for intellectual growth	FCFAVG
Kruskal-Wallis H	38.282	10.013	7.464	.002	41.941	7.494
df	1	1	1	1	1	1
Asymp. Sig.	.000	.002	.006	.962	.000	.006
a. Kruskal Wallis Test						
b. Grouping Variable: Gender						

Interpretation:

- Table 4.2.3.24 shows that the significance value of the Kruskal Wallis H Test for no recognition for the work done is more than 0.05; hence, Ho is not rejected. So, respondents' Gender does not impact any recognition for the Financial & Career Factor (FCF) work done.
- The Kruskal Wallis H Test for inadequate pay/salary payment, no chance of getting a promotion/increment, inadequate financial incentives/bonuses, and no opportunities for intellectual growth of respondents is less than 0.05; hence, Ho is rejected. So, the Gender of respondents significantly impacts inadequate pay/salary payment, no chance of getting a promotion/increment, inadequate financial incentives/bonuses, and no opportunities for intellectual growth of the Financial & Career Factor (FCF).

Ho64 = Age has no significant impact on respondents' Financial and career Factors (FCF).

	Inadequate pay/ Payment of salary	There is no chance of getting a promotion/Increment	Inadequate financial incentives/bonuses	No recognition for the work done	No opportunities for intellectual growth	FCFAVG
Kruskal-Wallis H	195.840	290.450	83.641	202.507	175.198	85.597
df	3	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Age						

Interpretation:

- Table 4.2.3.25 shows that the significance value of the Kruskal Wallis H Test for all respondents' Financial and career Factors (FCF) is less than 0.05; hence, Ho is rejected. So, Age significantly impacts the Financial and career Factor (FCF).

Ho65 = Education has no significant impact on respondents' Financial and career factors (FCF).

	Inadequate pay/ Payment of salary	There is no chance of getting a promotion/Increment	Inadequate financial incentives/bonuses	No recognition for the work done	No opportunities for intellectual growth	FCFAVG
Kruskal-Wallis H	446.611	415.320	103.869	369.696	118.888	100.866
df	4	4	4	4	4	4

Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Education						

Interpretation:

- Table 4.2.3.26 shows that the significance value of the Kruskal Wallis H Test for all respondents' Financial and career Factors (FCF) is less than 0.05; hence, Ho is rejected. So, Education significantly impacts the Financial and career Factors (FCF).

Ho66 = There is no significant impact of monthly income on respondents' Financial and career Factors (FCF).

	Inadequate pay/ Payment of salary	There is no chance of getting a promotion/Increment	Inadequate financial incentives/bonuses	No recognition for the work done	No opportunities for intellectual growth	FCFAVG
Kruskal-Wallis H	417.878	208.183	201.867	159.670	275.707	200.138
df	5	5	5	5	5	5
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Monthly Income						

Interpretation:

- Table 4.2.3.27 shows that the significance value of the Kruskal Wallis H Test for all respondents' Financial and career Factors (FCF) is less than 0.05; hence, Ho is rejected. So, monthly income significantly impacts the Financial & Career Factor (FCF).

Ho67 = Work experience in the current organization has no significant impact on respondents' Financial and career Factors (FCF).

Table 4.2.3.28 Test Statistics ^{a,b}						
	Inadequate pay/ Payment of salary	There is no chance of getting a promotion/Increment	Inadequate financial incentives/bonuses	No recognition for the work done	No opportunities for intellectual growth	FCF AVG
Kruskal-Wallis H	31.287	229.624	78.653	68.560	251.437	75.513
df	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Work Experience in the current organization						

Interpretation:

- Table 4.2.3.28 shows that the significance value of the Kruskal Wallis H Test for all respondents' Financial and career Factors (FCF) is less than 0.05; hence, Ho is rejected. So, there is a significant impact of work experience in the current organization on the Financial & Career Factor (FCF).

Ho68 = The working premises in the current organization do not significantly impact respondents' Financial and career Factors (FCF).

Table 4.2.3.29 Test Statistics ^{a,b}						
	Inadequate pay/ Payment of salary	There is no chance of getting a promotion/Increment	Inadequate financial incentives/bonuses	No recognition for the work done	No opportunities for intellectual growth	FCF AVG
Kruskal-Wallis H	100.841	31.534	18.346	197.587	50.383	15.143

df	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000	.001
a. Kruskal Wallis Test						
b. Grouping Variable: Working Premises						

Interpretation:

- Table 4.2.3.29 shows that the significance value of the Kruskal Wallis H Test for all respondents' Financial and career Factors (FCF) is less than 0.05; hence, H_0 is rejected. So, working premises in the current organization significantly impact the Financial and career Factor (FCF).

H_{069} = Age does not significantly impact respondents' Health Issues (HI).

Statement	Age	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Illness of the self/family member	20-30	.200	397	.000	.851	397	.000
	31-40	.396	354	.000	.705	354	.000
	41-50	.363	338	.000	.707	338	.000
	51 & above	.384	311	.000	.669	311	.000
Frequent anxiety attacks	20-30	.263	397	.000	.810	397	.000
	31-40	.416	354	.000	.646	354	.000
	41-50	.495	338	.000	.457	338	.000
	51 & above	.385	311	.000	.666	311	.000
Sleep disturbances/Insomnia	20-30	.326	397	.000	.737	397	.000
	31-40	.418	354	.000	.645	354	.000
	41-50	.505	338	.000	.449	338	.000
	51 & above	.399	311	.000	.622	311	.000
Frequent hospitalization/medical emergency	20-30	.486	397	.000	.464	397	.000
	31-40	.395	354	.000	.683	354	.000

	41-50	.520	338	.000	.348	338	.000
	51 & above	.453	311	.000	.574	311	.000
Medical Conditions Caused by COVID-19	20-30	.415	397	.000	.621	397	.000
	31-40	.516	354	.000	.306	354	.000
	41-50	.407	338	.000	.645	338	.000
	51 & above	.452	311	.000	.576	311	.000
HIAVG	20-30	.207	397	.000	.846	397	.000
	31-40	.397	354	.000	.703	354	.000
	41-50	.360	338	.000	.710	338	.000
	51 & above	.385	311	.000	.667	311	.000
a. Lilliefors Significance Correction							

Interpretation:

- From the above Table 4.2.3.30, it is interpreted that the Kolmogorov-Smirnov and Shapiro-Wilk value is 0.000 for the Health Issue (HI) of respondents, which is less than 0.05; hence, H_0 is rejected. Therefore, data are not normal, so we can apply a non-parametric test, which is as follows:

	Illness of the self/family member	Frequent anxiety attacks	Sleep disturbances/Insomnia	Frequent hospitalization/medical emergency	Medical Conditions Caused by COVID-19	HIAVG
Kruskal-Wallis H	359.542	270.756	243.929	337.574	408.775	358.364
df	3	3	3	3	3	3
Asymp. Sig.	.007	.000	.000	.012	.000	.000
a. Kruskal Wallis Test						

b. Grouping Variable: Age

Interpretation:

- Table 4.2.3.31 shows that the significance value of the Kruskal Wallis H Test for all respondents' Health Issues (HI) is less than 0.05; hence, Ho is rejected. So, Age significantly impacts respondents' Health Issues (HI).

Ho70= There is no significant impact of Monthly Income on respondents' Health Issues (HI).

Table 4.2.3.32 Test Statistics ^{a,b}						
	Illness of the self/family member	Frequent anxiety attacks	Sleep disturbances/Insomnia	Frequent hospitalization/medical emergency	Medical Conditions Caused by COVID-19	HIAV G
Kruskal-Wallis H	412.885	407.166	399.113	160.285	169.662	413.167
df	5	5	5	5	5	5
Asymp. Sig.	.000	.000	.000	.000	.031	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Monthly Income						

Interpretation:

- Table 4.2.3.32 interprets that the significance value of the Kruskal Wallis H Test for all respondents' Health Issues (HI) is less than 0.05; hence, Ho is rejected. So, monthly income significantly impacts respondents' Health Issues (HI).

Ho71 = There is no significant impact of Marital Status on respondents' Health Issues (HI).

Table 4.2.3.33 Test Statistics ^{a,b}						
	Illness of the self/family member	Frequent anxiety attacks	Sleep disturbances/Insomnia	Frequent hospitalization/medical emergency	Medical Conditions Caused by COVID-19	HIAV G
Kruskal-Wallis H	331.444	292.008	344.197	142.476	100.036	337.670
df	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Marital Status						

Interpretation:

- Table 4.2.3.33 interprets that the significance value of the Kruskal Wallis H Test for all respondents' Health Issues (HI) is less than 0.05; hence, Ho is rejected. So, marital status significantly impacts respondents' Health Issues (HI).

Ho72 = Family Structure does not significantly impact respondents' Health Issues (HI).

	Illness of the self/family member	Frequent anxiety attacks	Sleep disturbances/Insomnia	Frequent hospitalization/medical emergency	Medical Conditions Caused by COVID-19	HIAVG
Kruskal-Wallis H	158.853	165.410	211.657	25.591	15.012	164.731
df	1	1	1	1	1	1
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Family Structure						

Interpretation:

- Table 4.2.3.34 shows that the significance value of the Kruskal Wallis H Test for all respondents' Health Issues (HI) is less than 0.05; hence, Ho is rejected. So, family structure significantly impacts respondents' health issues (HI).

Ho73 = no significant impact of the Number of Dependents in the Family on respondents' Health Issues (HI).

	Illness of the self / family member	Frequent anxiety attacks	Sleep disturbances/Insomnia	Frequent hospitalization/medical emergency	Medical Conditions Caused by COVID-19	HIAVG
Kruskal-Wallis H	621.478	443.325	519.134	154.109	347.681	631.656
df	3	3	3	3	3	3

Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: No. of Dependents in the Family						

Interpretation:

- Table 4.2.3.35 interprets that the significance value of the Kruskal Wallis H Test for all respondents' Health Issues (HI) is less than 0.05; hence, H_0 is rejected. So, the number of dependents in the Family significantly impacts respondents' Health Issues (HI).

H_{074} = There is no significant impact of Gender on respondents' Organisation Factor (OF).

	Gender	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Inadequate staff	Male	.290	695	.000	.826	695	.000
	Female	.386	705	.000	.712	705	.000
Poor workplace ambience/ unclean working areas	Male	.301	695	.000	.820	695	.000
	Female	.372	705	.000	.700	705	.000
Over-harsh discipline	Male	.340	695	.000	.712	695	.000
	Female	.386	705	.000	.664	705	.000
Badly designed, unsuitable or uncomfortable furniture	Male	.294	695	.000	.800	695	.000
	Female	.427	705	.000	.640	705	.000
Problems in coping with new technology, techniques, ideas and challenges	Male	.474	695	.000	.541	695	.000
	Female	.502	705	.000	.468	705	.000
OFAVG	Male	.518	695	.000	.224	695	.000
	Female	.516	705	.000	.101	705	.000
a. Lilliefors Significance Correction							

Interpretation:

- From the above Table 4.2.3.36, it is interpreted that the Kolmogorov-Smirnov and Shapiro-Wilk values are 0.000 for the Organisation Factor (OF) of respondents, which is less than 0.05; hence, H_0 is rejected. Therefore, data are not normal, so we can apply a non-parametric test which is as follows:

	Inadequate staff	Poor workplace ambience/ unclean working areas	Over-harsh discipline	Badly designed, unsuitable or uncomfortable furniture	Problems in coping with new technology, techniques, ideas and challenges	OFAVG
Kruskal-Wallis H	4.764	10.198	5.093	.055	4.643	5.121
df	1	1	1	1	1	1
Asymp. Sig.	.029	.001	.024	.815	.031	.024
a. Kruskal Wallis Test						
b. Grouping Variable: Gender						

Interpretation:

- Table 4.2.3.37 shows that the significance value of the Kruskal Wallis H Test for badly designed, unsuitable or uncomfortable furniture is more than 0.05; hence, H_0 is accepted. So, there is no impact of Gender of respondents on badly designed, unsuitable or uncomfortable furniture of Organization Factor (OF)
- The Kruskal Wallis H Test for inadequate staff, poor workplace ambience/ unclean working areas, overly harsh discipline, and problems in coping with new technology, techniques, ideas, and challenges of respondents are less than 0.05; hence, H_0 is rejected. So, there is a significant impact of respondents' Gender on Problems in coping with new technology, techniques, ideas, and challenges of Organization Factor (OF).

Ho75 = Age does not significantly impact respondents' Organisation Factor (OF).

Table 4.2.3.38 Test Statistics ^{a,b}						
	Inadequate staff	Poor workplace ambience/ unclean working areas	Over-harsh discipline	Badly designed, unsuitable or uncomfortable furniture	Problems in coping with new technology, techniques, ideas and challenges	OFAVG
Kruskal-Wallis H	184.871	195.019	190.092	32.565	88.187	1.309
df	3	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000	.727
a. Kruskal Wallis Test						
b. Grouping Variable: Age						

Interpretation:

- Table 4.2.3.38 shows that the significance value of the Kruskal Wallis H Test for all respondents' Organizational Factors (OF) is less than 0.05; hence, Ho is rejected. So, Age has a significant impact on Organizational Factors (OF).

Ho76 = City does not significantly impact respondents' Organisation Factor (OF).

Table 4.2.3.39 Test Statistics ^{a,b}						
	Inadequate staff	Poor workplace ambience/ unclean working areas	Over-harsh discipline	Badly designed, unsuitable or uncomfortable furniture	Problems in coping with new technology, techniques, ideas and challenges	OFAVG
Kruskal-Wallis H	341.709	345.082	245.729	223.156	47.347	47.750
df	3	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Residential City						

Interpretation:

- Table 4.2.3.39 interprets that the significance value of the Kruskal Wallis H Test for all respondents' Organization Factor (OF) is less than 0.05; hence, Ho is rejected. So, residential Cities significantly impact the organization factor (OF).

Ho77 = no significant impact of Type of Employment on respondents' Organisation Factor (OF).

	Inadequate staff	Poor workplace ambience/ unclean working areas	Over-harsh discipline	Badly designed, unsuitable or uncomfortable furniture	Problems in coping with new technology, techniques, ideas and challenges	OFAVG
Kruskal-Wallis H	157.208	221.532	586.573	277.182	62.359	15.991
df	3	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000	.001
a. Kruskal Wallis Test						
b. Grouping Variable: Type of Employment						

Interpretation:

- Table 4.2.3.40 interprets that the significance value of the Kruskal Wallis H Test for all the respondents' Organizational Factors (OF) is less than 0.05; hence, Ho is rejected. So, the type of employment significantly impacts Organizational Factors (OF).

Ho78= There is no significant impact of Designation on respondents' Organisation Factor (OF).

Table 4.2.3.41 Test Statistics ^{a,b}						
	Inadequate staff	Poor workplace ambience/unclean working areas	Over-harsh discipline	Badly designed, unsuitable or uncomfortable furniture	Problems in coping with new technology, techniques, ideas and challenges	OFAVG
Kruskal-Wallis H	281.010	342.022	372.622	182.288	132.659	32.440
df	6	6	6	6	6	6
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Designation						

Interpretation:

- Table 4.2.3.41 shows that the significance value of the Kruskal Wallis H Test for all respondents' Organizational Factors (OF) is less than 0.05; hence, Ho is rejected. So, the Designation significantly impacts organizational factors (OF).

Ho79 = no significant impact of Monthly Income on respondents' Organisation Factor (OF).

Table 4.2.3.42 Test Statistics ^{a,b}						
	Inadequate staff	Poor workplace ambience/unclean working areas	Over-harsh discipline	Badly designed, unsuitable or uncomfortable furniture	Problems in coping with new technology, techniques, ideas and challenges	OFAVG
Kruskal-Wallis H	236.760	227.246	212.842	388.639	192.588	11.078
df	5	5	5	5	5	5

Asymp. Sig.	.000	.000	.000	.000	.000	.050
a. Kruskal Wallis Test						
b. Grouping Variable: Monthly Income						

Interpretation:

- Table 4.2.3.42 interprets that the significance value of the Kruskal Wallis H Test for all respondents' Organizational Factors (OF) is less than 0.05; hence, Ho is rejected. So, monthly income significantly impacts Organizational Factors (OF).

Ho80 = There is no significant impact of Work Experience in the current organization on respondents' Organisation Factor (OF).

	Inadequate staff	Poor workplace ambience/ unclean working areas	Over-harsh discipline	Badly designed, unsuitable or uncomfortable furniture	Problems in coping with new technology, techniques, ideas and challenges	OFAVG
Kruskal-Wallis H	319.616	234.460	29.054	130.653	452.062	20.381
df	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Work Experience in the current organization						

Interpretation:

- Table 4.2.3.43 interprets that the significance value of the Kruskal Wallis H Test for all respondents' Organizational Factors (OF) is less than 0.05; hence, Ho is rejected. So, work Experience in the current organization significantly impacts Organizational Factors (OF).

Ho81 = no significant impact of Office Working Time on respondents' Organisation Factor (OF).

	Inadequate staff	Poor workplace ambience/unclean working areas	Over-harsh discipline	Badly designed, unsuitable or uncomfortable furniture	Problems in coping with new technology, techniques, ideas and challenges	OFAVG
Kruskal-Wallis H	297.580	293.838	24.062	121.171	259.881	12.270
df	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000	.002
a. Kruskal Wallis Test						
b. Grouping Variable: Office Working Time						

Interpretation:

- Table 4.2.3.44 interprets that the significance value of the Kruskal Wallis H Test for all respondents' Organizational Factors (OF) is less than 0.05; hence, Ho is rejected. So, office working time significantly impacts Organizational Factors (OF).

Ho82 = There is no significant impact of Gender on respondents' Discrimination (GD).

Statement	Gender	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Prejudice from colleagues or superiors based on caste, religion, language, etc.	Male	.392	695	.000	.673	695	.000
	Female	.459	705	.000	.575	705	.000
Gender is considered a constraint in performing complex tasks.	Male	.379	695	.000	.692	695	.000
	Female	.473	705	.000	.431	705	.000
The company provides gender-neutral flexible work hours.	Male	.453	695	.000	.557	695	.000
	Female	.487	705	.000	.497	705	.000
Unsympathetic management	Male	.206	695	.000	.849	695	.000
	Female	.288	705	.000	.791	705	.000

Partiality or discrimination shown by the superiors	Male	.409	695	.000	.676	695	.000
	Female	.481	705	.000	.516	705	.000
GDAVG	Male	.415	695	.000	.644	695	.000
	Female	.486	705	.000	.508	705	.000
a. Lilliefors Significance Correction							

Interpretation:

- From the above table 4.2.3.45, it is interpreted that the Kolmogorov-Smirnov and Shapiro-Wilk value is 0.000 for Gender on Discriminations (GD) of respondents, which is less than 0.05; hence, Ho is rejected. Therefore, data are not normal, so we can apply a non-parametric test, which is as follows:

Table 4.2.3.46 Test Statistics ^{a,b}						
	Prejudice from colleagues or superiors based on caste, religion, language, etc.	Gender is considered a constraint in performing complex tasks.	The company provides gender-neutral flexible work hours.	Unsympathetic management	Partiality or discrimination shown by the superiors	GDAVG
Kruskal-Wallis H	7.852	3.501	3.508	49.784	26.760	23.515
df	1	1	1	1	1	1
Asymp. Sig.	.005	.061	.061	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Gender						

Interpretation:

- From table 4.2.3.46, it is interpreted that the significance value of the Kruskal Wallis H Test for Gender is considered as a constraint in performing complex tasks; the company provides gender-neutral flexible work hours is more than 0.05; hence, Ho is not rejected. So, there is no impact of Gender on Gender is considered as a constraint in performing complex tasks, and the company provides gender-neutral flexible work hours for respondents of Gender on Discriminations (GD)

- The Kruskal Wallis H Test for prejudice from colleagues or superiors based on caste, religion, language, etc., unsympathetic management and partiality or discrimination shown by the superiors of respondents is less than 0.05; hence, Ho is rejected. So, there is a significant impact of Gender on prejudice from colleagues or superiors based on caste, religion, language, etc., unsympathetic management and partiality or discrimination shown by the superiors of Gender Discrimination (GD).

Ho83 = There is no significant impact of Age on Gender discrimination (GD) of respondents.

Table 4.2.3.47 Test Statistics ^{a,b}						
	Prejudice from colleagues or superiors based on caste, religion, language, etc.	Gender is considered a constraint in performing complex tasks.	The company provides gender-neutral flexible work hours.	Unsympathetic management	Partiality or discrimination shown by the superiors	GDAVG
Kruskal-Wallis H	48.428	14.750	92.808	229.398	119.179	109.667
df	3	3	3	3	3	3
Asymp. Sig.	.000	.002	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Age						

Interpretation:

- Table 4.2.3.47 shows that the significance value of the Kruskal Wallis H Test for all respondents' Gender Discriminations (GD) is less than 0.05; hence, Ho is rejected. So, there is a significant impact of Age on Gender discrimination (GD).

Ho84 = There is no significant impact of Residential City on Gender Discriminations (GD) of respondents.

Table 4.2.3.48 Test Statistics ^{a,b}						
	Prejudice from colleagues or superiors based on caste, religion, language, etc.	Gender is considered a constraint in performing complex tasks.	The company provides gender-neutral flexible work hours.	Unsympathetic management	Partiality or discrimination shown by the superiors	GDAVG
Kruskal-Wallis H	104.037	481.581	40.784	284.646	378.671	273.386
df	3	3	3	3	3	3
Asymp. Sig.	.000	.000	.005	.030	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Residential City						

Interpretation:

- Table 4.2.3.48 shows that the significance value of the Kruskal Wallis H Test for all the Gender Discriminations (GD) of respondents is less than 0.05; hence, Ho is rejected. So, residential City's significant impact on Gender Discriminations (GD).

Ho85 = There is no significant impact of Designation on Gender discrimination (GD) of respondents.

Table 4.2.3.49 Test Statistics ^{a,b}						
	Prejudice from colleagues or superiors based on caste, religion, language, etc.	Gender is considered a constraint in performing complex tasks.	The company provides gender-neutral flexible work hours.	Unsympathetic management	Partiality or discrimination shown by the superiors	GDAVG
Kruskal-Wallis H	102.158	203.468	134.181	213.257	194.236	152.903
df	6	6	6	6	6	6
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Designation						

Interpretation:

- Table 4.2.3.49 shows that the significance value of the Kruskal Wallis H Test for all the Gender Discriminations (GD) of respondents is less than 0.05; hence, Ho is rejected. So, Designation has a significant impact on Gender discrimination (GD).

Ho86 = There is no significant impact of Work Experience in the current organization on Gender discrimination (GD) of respondents.

Table 4.2.3.50 Test Statistics ^{a,b}						
	Prejudice from colleagues or superiors based on caste, religion, language, etc.	Gender is considered a constraint in performing complex tasks.	The company provides gender-neutral flexible work hours.	Unsympathetic management	Partiality or discrimination shown by the superiors	GDAVG
Kruskal-Wallis H	102.158	203.468	134.181	213.257	194.236	152.903
df	6	6	6	6	6	6
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Designation						

Kruskal-Wallis H	240.580	61.312	435.518	311.240	362.294	394.595
df	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Work Experience in the current organization						

Interpretation:

- Table 4.2.3.50 interprets that the significance value of the Kruskal Wallis H Test for all respondents' Gender Discrimination (GD) is less than 0.05; hence, Ho is rejected. So, there is a significant impact of work Experience in the current organization on Gender Discrimination (GD).

Ho87 = There is no significant impact of Marital Status on Gender discrimination (GD) of respondents.

Table 4.2.3.51 Test Statistics ^{a,b}						
	Prejudice from colleagues or superiors based on caste, religion, language, etc.	Gender is considered a constraint in performing complex tasks.	The company provides gender-neutral flexible work hours.	Unsympathetic management	Partiality or discrimination shown by the superiors	GDAVG
Kruskal-Wallis H	158.027	9.546	21.875	316.509	112.081	97.905
df	2	2	2	2	2	2
Asymp. Sig.	.000	.008	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Marital Status						

Interpretation:

- Table 4.2.3.51 interprets that the significance value of the Kruskal Wallis H Test for all respondents' Gender Discriminations (GD) is less than 0.05; hence, Ho is rejected. So, marital status significantly impacts Gender discrimination (GD).

Ho88 = The City does not significantly impact respondents' work environment (WE).

Statement	Residential City	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Poor Organization policy and procedures	Ahmedabad /Gandhinagar	.341	1000	.000	.655	1000	.000
	Vadodara	.424	140	.000	.624	140	.000
	Surat	.537	160	.000	.184	160	.000
	Rajkot	.530	100	.000	.075	100	.000
Poor Human Resource planning	Ahmedabad /Gandhinagar	.276	1000	.000	.843	1000	.000
	Vadodara	.280	140	.000	.854	140	.000
	Surat	.349	160	.000	.676	160	.000
	Rajkot	.527	100	.000	.361	100	.000
Lack of Grievance Redressal System	Ahmedabad /Gandhinagar	.318	1000	.000	.755	1000	.000
	Vadodara	.261	140	.000	.863	140	.000
	Surat	.277	160	.000	.674	160	.000
	Rajkot	.486	100	.000	.500	100	.000
Organization discipline	Ahmedabad /Gandhinagar	.473	1000	.000	.428	1000	.000
	Vadodara	.224	140	.000	.848	140	.000
	Surat	.314	160	.000	.767	160	.000
	Rajkot	.476	100	.000	.533	100	.000
WEAVING	Ahmedabad /Gandhinagar	.467	1000	.000	.541	1000	.000
	Vadodara	.311	140	.000	.810	140	.000
	Surat	.306	160	.000	.720	160	.000

	Rajkot	.474	100	.000	.519	100	.000
a. Lilliefors Significance Correction							

Interpretation:

- From the above Table 4.2.3.52, it is interpreted that the Kolmogorov-Smirnov and Shapiro-Wilk values are 0.000 for the Work Environment (WE) of respondents, which is less than 0.05; hence, Ho is rejected. Therefore, data are not normal, so we can apply a non-parametric test, which is as follows:

	Poor Organization policy and procedures	Poor Human Resource planning	Lack of Grievance Redressal System	Organization discipline	WEAVING
Kruskal-Wallis H	320.730	290.504	205.513	222.023	235.724
df	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000
a. Kruskal Wallis Test					
b. Grouping Variable: Residential City					

Interpretation:

- Table 4.2.3.53 shows that the significance value of the Kruskal Wallis H Test for all the Work Environment (WE) of respondents is less than 0.05; hence, Ho is rejected. So, residential cities significantly impact the work environment (WE).

Ho89 = no significant impact of Education on respondents' Work Environment (WE).

	Poor Organization policy and procedures	Poor Human Resource planning	Lack of Grievance Redressal System	Organization discipline	WEAVING
Kruskal-Wallis H	493.199	161.781	564.882	113.359	351.362
df	4	4	4	4	4

Asymp. Sig.	.000	.000	.000	.000	.000
a. Kruskal Wallis Test					
b. Grouping Variable: Education					

Interpretation:

- Table 4.2.3.54 shows that the significance value of the Kruskal Wallis H Test for all the Work Environment (WE) of respondents is less than 0.05; hence, Ho is rejected. So, Education has a significant impact on the Work Environment (WE).

Ho90 = There is no significant impact of Work Experience in the organization on respondents' Work Environment (WE).

Table 4.2.3.55 Test Statistics ^{a,b}					
	Poor Organization policy and procedures	Poor Human Resource planning	Lack of Grievance Redressal System	Organization discipline	WEAVING
Kruskal-Wallis H	144.739	292.610	75.800	128.738	179.603
df	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000
a. Kruskal Wallis Test					
b. Grouping Variable: Work Experience in the current organization					

Interpretation:

- Table 4.2.3.55 interprets that the significance value of the Kruskal Wallis H Test for all respondents' Work Environments (WE) is less than 0.05; hence, Ho is rejected. So, work Experience significantly impacts the current organization's Work Environment (WE).

Ho91 = no significant impact of respondents' Office Working Time on Work Environment (WE).

Table 4.2.3.56 Test Statistics^{a,b}					
	Poor Organization policy and procedures	Poor Human Resource planning	Lack of Grievance Redressal System	Organization discipline	WEAVG
Kruskal-Wallis H	4.622	21.143	5.929	131.181	7.170
df	2	2	2	2	2
Asymp. Sig.	.099	.000	.052	.000	.028
a. Kruskal Wallis Test					
b. Grouping Variable: Office Working Time					

Interpretation:

- Table 4.2.3.56 shows that the significance value of the Kruskal Wallis H Test for poor organization policy and procedures and a lack of grievance redressal system is more than 0.05; hence, Ho is accepted. So, respondents' Office Working Time has no impact on poor organization policy and procedures and a lack of grievance redressal system of Work Environment (WE).
- The Kruskal Wallis H Test for respondents' poor human resource planning and organizational discipline is less than 0.05, so Ho is rejected. Office working time significantly impacts poor human resource planning and organizational discipline in the Work Environment (WE).

Ho92 = There is no significant impact of Working Premises on respondents' Work Environment (WE).

Table 4.2.57 Test Statistics^{a,b}					
	Poor Organization policy and procedures	Poor Human Resource planning	Lack of Grievance Redressal System	Organization discipline	WEAVG
Kruskal-Wallis H	58.614	40.126	101.334	15.171	86.528

df	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.001	.000
a. Kruskal Wallis Test					
b. Grouping Variable: Working Premises					

Interpretation:

- Table 4.2.3.57 shows that the significance value of the Kruskal Wallis H Test for all the Work Environment (WE) of respondents is less than 0.05; hence, Ho is rejected. So, working premises significantly impact the Work Environment (WE).

Ho93 = Age does not significantly impact respondents' Job Satisfaction (JS).

Statements	Age	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Implementation of the changes and innovations	20-30	.321	397	.000	.718	397	.000
	31-40	.531	354	.000	.300	354	.000
	41-50	.413	338	.000	.631	338	.000
	51 & above	.437	311	.000	.600	311	.000
The working conditions of my organization (drinking water, washrooms, lighting, cleaning, ventilation, etc.)	20-30	.191	397	.000	.857	397	.000
	31-40	.520	354	.000	.340	354	.000
	41-50	.377	338	.000	.687	338	.000
	51 & above	.383	311	.000	.686	311	.000
I am satisfied with health and safety practices	20-30	.228	397	.000	.827	397	.000
	31-40	.526	354	.000	.327	354	.000
	41-50	.367	338	.000	.660	338	.000
	51 & above	.375	311	.000	.649	311	.000
The salary I get for my work experience	20-30	.273	397	.000	.804	397	.000
	31-40	.408	354	.000	.668	354	.000
	41-50	.370	338	.000	.701	338	.000

	51 & above	.370	311	.000	.707	311	.000
Provision of tools and technologies I need to do my job well	20-30	.318	397	.000	.774	397	.000
	31-40	.522	354	.000	.344	354	.000
	41-50	.416	338	.000	.617	338	.000
	51 & above	.452	311	.000	.565	311	.000
The level of salary offered by the organization commensurate with employee skill and experience	20-30	.389	397	.000	.651	397	.000
	31-40	.397	354	.000	.660	354	.000
	41-50	.506	338	.000	.295	338	.000
	51 & above	.511	311	.000	.419	311	.000
EJSAVG	20-30	.294	397	.000	.768	397	.000
	31-40	.402	354	.000	.680	354	.000
	41-50	.406	338	.000	.656	338	.000
	51 & above	.439	311	.000	.597	311	.000
a. Lilliefors Significance Correction							

Interpretation:

- From the above table 4.2.3.58, it is interpreted that the Kolmogorov-Smirnov and Shapiro-Wilk value is 0.000 for Job Satisfaction (JS) of respondents, which is less than 0.05; hence, H_0 is rejected. Therefore, data are not normal, so we can apply a non-parametric test, which is as follows:

	Implementation of the changes and innovations	The working conditions of my organization (drinking water, washrooms, lighting, cleaning, ventilation, etc.)	I am satisfied with health and safety practices	The salary I get for my work experience	Provision of tools and technologies I need to do my job well	The level of salary offered by the organization commensurate with employee skill and experience	EJSAV G
Kruskal-Wallis H	424.322	314.170	332.777	405.627	308.285	320.707	396.841
df	3	3	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Age							

Interpretation:

- Table 4.2.3.59 shows that the significance value of the Kruskal Wallis H Test for all respondents' Job Satisfaction (JS) is less than 0.05; hence, H_0 is rejected. So, Age has a significant impact on Job Satisfaction (JS).

Ho94 = There is no significant impact of Residential City on respondents' Job Satisfaction (JS).

	Implementation of the changes and innovations	The working conditions of my organization (drinking water, washrooms, lighting, cleaning, ventilation, etc.)	I am satisfied with health and safety practices	The salary I get for my work experience	Provision of tools and technologies I need to do my job well	The level of salary offered by the organization commensurate with employee skill and experience	EJSAVG
Kruskal-Wallis H	113.229	297.400	311.916	396.306	245.190	286.085	238.518
df	3	3	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Residential City							

Interpretation:

- Table 4.2.3.60 interprets that the significance value of the Kruskal Wallis H Test for all respondents' Job Satisfaction (JS) is less than 0.05; hence, Ho is rejected. So, the residential City significantly impacts Job Satisfaction (JS).

Ho95 = There is no significant impact of Designation on respondents' Job Satisfaction (JS).

	Implementation of the changes and innovations	The working conditions of my organization (drinking water, washrooms, lighting, cleaning, ventilation, etc.)	I am satisfied with health and safety practices	The salary I get for my work experience	Provision of tools and technologies I need to do my job well	The level of salary offered by the organization commensurate with employee skill and experience	EJSAVG
Kruskal-Wallis H	93.882	249.074	269.151	358.059	168.840	260.210	195.064
df	6	6	6	6	6	6	6
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Designation							

Interpretation:

- Table 4.2.3.61 shows that the significance value of the Kruskal Wallis H Test for all respondents' Job Satisfaction (JS) is less than 0.05; hence, Ho is rejected. So, Designation has a significant impact on Job Satisfaction (JS).

Ho96 = no significant impact of Monthly Income on respondents' Job Satisfaction (JS).

Table 4.2.3.62 Test Statistics ^{a,b}							
	Implementation of the changes and innovations	The working conditions of my organization (drinking water, washrooms, lighting, cleaning, ventilation, etc.)	I am satisfied with health and safety practices	The salary I get for my work experience	Provision of tools and technologies I need to do my job well	The level of salary offered by the organization commensurate with employee skill and experience	EJSAVG
Kruskal-Wallis H	271.201	438.578	447.773	455.765	390.896	409.508	407.210
df	5	5	5	5	5	5	5
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Monthly Income							

Interpretation:

- Table 4.2.3.62 shows that the significance value of the Kruskal Wallis H Test for all respondents' Job Satisfaction (JS) is less than 0.05; hence, Ho is rejected. So, monthly income significantly impacts job satisfaction (JS).

Ho97 = no significant impact of Office Working Time on respondents' Job Satisfaction (JS).

Table 4.2.3.63 Test Statistics^{a,b}

	Implementation of the changes and innovations	The working conditions of my organization (drinking water, washrooms, lighting, cleaning, ventilation, etc.)	I am satisfied with health and safety practices	The salary I get for my work experience	Provision of tools and technologies I need to do my job well	The level of salary offered by the organization commensurate with employee skill and experience	EJSAVG
Kruskal-Wallis H	58.167	12.319	9.346	10.245	28.537	61.573	20.444
df	2	2	2	2	2	2	2
Asymp. Sig.	.000	.002	.009	.006	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Office Working Time							

Interpretation:

- Table 4.2.3.63 shows that the significance value of the Kruskal Wallis H Test for all the Job Satisfaction (JS) of respondents is less than 0.05; hence, Ho is rejected. So, office working time significantly impacts Job Satisfaction (JS).

Ho98 = There is no significant impact of Working Premises on respondents' Job Satisfaction (JS).

Table 4.2.3.64 Test Statistics ^{a,b}							
	Implementation of the changes and innovations	The working conditions of my organization (drinking water, washrooms, lighting, cleaning, ventilation, etc.)	I am satisfied with health and safety practices	The salary I get for my experience	Provision of tools and technologies I need to do my job well	The level of salary offered by the organization commensurate with employee skill and experience	EJSAVG
Kruskal-Wallis H	12.712	24.196	27.994	61.287	23.681	66.484	50.460
df	2	2	2	2	2	2	2
Asymp. Sig.	.002	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Working Premises							

Interpretation:

- Table 4.2.3.64 shows that the significance value of the Kruskal Wallis H Test for all respondents' Job Satisfaction (JS) is less than 0.05; hence, Ho is rejected. So, working premises significantly impact Job Satisfaction (JS).

Ho99 = no significant impact of Marital Status on respondents' Job Satisfaction (JS).

Table 4.2.3.65 Test Statistics ^{a,b}							
	Implementation of the changes and innovations	The working conditions of my organization (drinking water, washrooms, lighting, cleaning, ventilation, etc.)	I am satisfied with health and safety practices	The salary I get for my work experience	Provision of tools and technologies I need to do my job well	The level of salary offered by the organization commensurate with employee skill and experience	EJSAV G
Kruskal-Wallis H	136.954	286.693	298.449	321.606	176.169	132.681	184.425
df	2	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test							
b. Grouping Variable: Marital Status							

Interpretation:

- Table 4.2.3.65 shows that the significance value of the Kruskal Wallis H Test for all respondents' Job Satisfaction (JS) is less than 0.05; hence, Ho is rejected. So, marital status significantly impacts Job Satisfaction (JS).

Ho100 = There is no significant impact of Gender on the Quality of Work in employee productivity (QW) of respondents.

Statement	Gender	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Stress at work influences one's quality of working life.	Male	.331	695	.000	.738	695	.000
	Female	.314	705	.000	.739	705	.000
The quality of my work is reduced by heavy work pressure.	Male	.336	695	.000	.762	695	.000
	Female	.369	705	.000	.724	705	.000
The intense job demands lower the quality of work.	Male	.247	695	.000	.832	695	.000
	Female	.265	705	.000	.812	705	.000
My quality of work has improved over time.	Male	.310	695	.000	.742	695	.000
	Female	.362	705	.000	.676	705	.000
QWAVG	Male	.330	695	.000	.769	695	.000
	Female	.394	705	.000	.672	705	.000

a. Lilliefors Significance Correction

Interpretation:

- From the above table 4.2.3.66, it is interpreted that the Kolmogorov-Smirnov and Shapiro-Wilk value is 0.000 for the Quality of Work in employee productivity (QW) of respondents, which is less than 0.05; hence, Ho is rejected. Therefore, data are not normal, so we can apply a non-parametric test which is as follows:

	Stress at work influences one's quality of working life.	The quality of my work is reduced by heavy work pressure.	The intense job demands lower the quality of work.	My quality of work has improved over time.	QWAVG
Kruskal-Wallis H	.040	8.968	2.319	3.889	1.220
df	1	1	1	1	1

Asymp. Sig.	.842	.003	.128	.049	.269
a. Kruskal Wallis Test					
b. Grouping Variable: Gender					

Interpretation:

- Table 4.2.3.67 shows that the significance value of the Kruskal Wallis H Test for stress at work influences one's quality of working life. I contend that intense work demands lower the quality of work by more than 0.05; hence, Ho is not rejected. So, there is no impact of Gender of respondents on stress at work influences one's quality of working life, and I contend that the intense job demands lower the quality of work of Quality of Work in employee productivity (QW)
- The Kruskal Wallis H Test for I feel the quality of my work is reduced by heavy work pressure, and my quality of work improves over time of respondents is less than 0.05; hence, Ho is rejected. So, there is a significant impact of respondents' Gender on I feel the quality of my work is reduced by heavy work pressure, and my quality of work improves over time of Quality of Work in Employees Productivity (QW).

Ho101 = There is no significant impact of Age on the Quality of Work in employee productivity (QW) of respondents.

Table 4.2.3.68 Test Statistics ^{a,b}					
	Stress at work influences one's quality of working life.	The quality of my work is reduced by heavy work pressure.	The intense job demands lower the quality of work.	My quality of work has improved over time.	QWAVG
Kruskal-Wallis H	266.870	128.464	137.453	157.395	123.675
df	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000
a. Kruskal Wallis Test					
b. Grouping Variable: Age					

Interpretation:

- Table 4.2.3.68 shows that the significance value of the Kruskal Wallis H Test for all the respondents' Quality of Work in employee productivity (QW) is less than 0.05; hence, Ho is rejected. So, age has a significant impact on the quality of work and employee productivity (QW).

Ho102= There is no significant impact of designation on respondents' Quality of Work in employee productivity (QW).

	Stress at work influences one's quality of working life.	The quality of my work is reduced by heavy work pressure.	The intense job demands lower the quality of work.	My quality of work has improved over time.	QWAVG
Kruskal-Wallis H	41.947	173.226	357.095	481.546	199.055
df	6	6	6	6	6
Asymp. Sig.	.000	.000	.000	.000	.000
a. Kruskal Wallis Test					
b. Grouping Variable: Designation					

Interpretation:

- Table 4.2.3.69 shows that the significance value of the Kruskal Wallis H Test for all the Quality of Work in employee productivity (QW)of respondents is less than 0.05; hence, Ho is rejected. So, the designation significantly impacts the quality of work and employee productivity (QW).

Ho103 = There is no significant impact of Monthly Income on the Quality of Work in employee productivity (QW) of respondents.

Table 4.2.3.70 Test Statistics ^{a,b}					
	Stress at work influences one's quality of working life.	The quality of my work is reduced by heavy work pressure.	The intense job demands lower the quality of work.	My quality of work has improved over time.	QWAVG
Kruskal-Wallis H	252.068	82.782	171.650	328.104	107.643
df	5	5	5	5	5
Asymp. Sig.	.000	.000	.000	.000	.000
a. Kruskal Wallis Test					
b. Grouping Variable: Monthly Income					

Interpretation:

- Table 4.2.3.70 shows that the significance value of the Kruskal Wallis H Test for all the Quality of Work in employee productivity (QW) of respondents is less than 0.05; hence, Ho is rejected. So, there is a significant impact of monthly income on the Quality of Work in employee productivity (QW).

Ho104 = There is no significant impact of Work Experience in the current organization on respondents' Quality of Work in employee productivity (QW).

Table 4.2.3.71 Test Statistics ^{a,b}					
	Stress at work influences one's quality of working life.	The quality of my work is reduced by heavy work pressure.	The intense job demands lower the quality of work.	My quality of work has improved over time.	QWAVG
Kruskal-Wallis H	132.811	221.503	210.927	69.863	320.256
df	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000
a. Kruskal Wallis Test					

b. Grouping Variable: Work Experience in the current organization

Interpretation:

- From table 4.2.3.71, it is interpreted that the significance value of the Kruskal Wallis H Test for all respondents' Quality of Work in Employees' Productivity (QW) is less than 0.05; hence, Ho is rejected. So, there is a significant impact of work Experience in the current organization on Quality of Work in Employees' Productivity (QW).

Ho105 = There is no significant impact of Working Premises on the Quality of Work in employee productivity (QW) of respondents.

Table 4.2.3.72 Test Statistics ^{a,b}					
	Stress at work influences one's quality of working life.	The quality of my work is reduced by heavy work pressure.	The intense job demands lower the quality of work.	My quality of work has improved over time.	QWAVG
Kruskal-Wallis H	26.908	61.090	231.502	212.505	51.154
df	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000
a. Kruskal Wallis Test					
b. Grouping Variable: Working Premises					

Interpretation:

- Table 4.2.3.72 shows that the significance value of the Kruskal Wallis H Test for all the Quality of Work in employee productivity (QW) of respondents is less than 0.05; hence, Ho is rejected. So, working premises significantly impact the quality of work and employee productivity (QW).

Ho106 = Age has no significant impact on respondents' Group Engagement in employee productivity (QW).

Statement	Age	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Group involvement is significantly impacted by work stress.	20-30	.267	397	.000	.804	397	.000
	31-40	.409	354	.000	.606	354	.000
	41-50	.364	338	.000	.714	338	.000
	51 & above	.518	311	.000	.391	311	.000
Due to work stress, I sense improper communication with other teams	20-30	.331	397	.000	.780	397	.000
	31-40	.482	354	.000	.488	354	.000
	41-50	.318	338	.000	.795	338	.000
	51 & above	.397	311	.000	.646	311	.000
I believe my performance is impacted by low group engagement.	20-30	.231	397	.000	.840	397	.000
	31-40	.408	354	.000	.639	354	.000
	41-50	.402	338	.000	.633	338	.000
	51 & above	.517	311	.000	.406	311	.000
As an employee, I work together with the employer to enhance my ability to cope with work stress	20-30	.222	397	.000	.840	397	.000
	31-40	.344	354	.000	.697	354	.000
	41-50	.364	338	.000	.761	338	.000
	51 & above	.333	311	.000	.773	311	.000
GEAVG	20-30	.271	397	.000	.797	397	.000
	31-40	.465	354	.000	.338	354	.000
	41-50	.392	338	.000	.658	338	.000
	51 & above	.521	311	.000	.389	311	.000

a. Lilliefors Significance Correction

Interpretation:

- From the above table 4.2.3.73, it is interpreted that the Kolmogorov-Smirnov and Shapiro-Wilk value is 0.000 for Group Engagement in employee productivity (QW) of respondents, which is less than 0.05; hence, Ho is rejected. Therefore, data are not normal, so we can apply a non-parametric test, which is as follows:

	Group involvement is significantly impacted by work stress.	Due to work stress, I sense improper communication with other teams	My performance is impacted by low group engagement.	As an employee, I work together with the employer to enhance my ability to cope with work stress	GEAVG
Kruskal-Wallis H	206.077	280.147	29.431	226.505	185.734
df	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000
a. Kruskal Wallis Test					
b. Grouping Variable: Age					

Interpretation:

- Table 4.2.3.74 interprets that the significance value of the Kruskal Wallis H Test for all respondents' Group Engagement in Employee Productivity (QW) is less than 0.05; hence, Ho is rejected. So, Age significantly impacts group engagement and employee productivity (QW).

Ho107 = no significant impact of Type of Employment on respondents' Group Engagement in employee productivity (QW).

Table 4.2.3.75 Test Statistics^{a,b}					
	Group involvement is significantly impacted by work stress.	Due to work stress, I sense improper communication with other teams	My performance is impacted by low group engagement.	As an employee, I work together with the employer to enhance my ability to cope with work stress	GEAVG
Kruskal-Wallis H	233.437	232.852	292.799	165.611	220.666
df	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000
a. Kruskal Wallis Test					
b. Grouping Variable: Type of Employment					

Interpretation:

- From table 4.2.3.75, it is interpreted that the significance value of the Kruskal Wallis H Test for all respondents' Group Engagement in Employee Productivity (QW) is less than 0.05; hence, Ho is rejected. So, there is a significant impact of type of employment on Group Engagement in Employee Productivity (QW).

Ho108 = There is no significant impact of Work Experience in the current organization on respondents' Group Engagement in employee productivity (QW).

Table 4.2.3.76 Test Statistics ^{a,b}					
	Group involvement is significantly impacted by work stress.	Due to work stress, I sense improper communication with other teams	My performance is impacted by low group engagement.	As an employee, I work together with the employer to enhance my ability to cope with work stress	GEAVG
Kruskal-Wallis H	238.908	5.602	191.205	324.412	118.272
df	2	2	2	2	2
Asymp. Sig.	.000	.061	.000	.000	.000
a. Kruskal Wallis Test					
b. Grouping Variable: Work Experience in the current organization					

Interpretation:

- Table 4.2.3.76 shows that the significance value of the Kruskal Wallis H Test due to work stress, I sense improper communication with other teams is more than 0.05; hence, Ho is accepted. So, there is no impact of work Experience in the current organization of respondents due to work stress; I sense improper communication with other teams of Group Engagement in Employees Productivity (QW)
- The Kruskal Wallis H Test for group involvement is significantly impacted by work stress; I believe my performance is impacted by low group engagement, and as an employee, I work together with the employer to enhance my ability to cope with the work stress of respondents less than 0.05 hence Ho is rejected. So, work experience has a significant impact on the current organization. Group involvement is significantly impacted by work stress. I believe my performance is impacted by low group engagement. As an employee, I work with the employer to enhance my ability to cope with the work stress of respondents.

Ho109 = There is no significant impact of Gender on Missing Scale level Agreement in respondents' employee productivity (MSL).

Statement	Gender	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Stress at work prevented me from finishing my assignment before the deadline	Male	.243	695	.000	.826	695	.000
	Female	.298	705	.000	.748	705	.000
I put in additional time to do my task	Male	.267	695	.000	.874	695	.000
	Female	.306	705	.000	.822	705	.000
I missed deadlines, which negatively affected the company's commitment to its clients	Male	.365	695	.000	.726	695	.000
	Female	.430	705	.000	.631	705	.000
I feel stressed out trying to finish my task by the deadline	Male	.385	695	.000	.724	695	.000
	Female	.440	705	.000	.564	705	.000
Moonlighting can reduce productivity and fatigue by balancing extra work with the main job	Male	.288	695	.000	.794	695	.000
	Female	.309	705	.000	.724	705	.000
MSLAVG	Male	.322	695	.000	.698	695	.000
	Female	.401	705	.000	.637	705	.000

a. Lilliefors Significance Correction

Interpretation:

- From the above table 4.2.3.77, it is interpreted that the Kolmogorov-Smirnov and Shapiro-Wilk value is 0.000 for Missing Scale level Agreement in employee productivity (MSL) of respondents, which is less than 0.05; hence, Ho is rejected. Therefore, data are not normal, so we can apply a non-parametric test, which is as follows:

Table 4.2.3.78 Test Statistics^{a,b}						
	Stress at work prevented me from finishing my assignment before the deadline	I put in additional time to do my task	I missed deadlines, which negatively affected the company's commitment to its clients	I feel stressed out trying to finish my task by the deadline	Moonlighting can reduce productivity and fatigue by balancing extra work with the main job	MSLAVG
Kruskal-Wallis H	25.284	9.602	23.477	28.020	4.946	24.932
df	1	1	1	1	1	1
Asymp. Sig.	.000	.002	.000	.000	.026	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Gender						

Interpretation:

- Table 4.2.3.78 shows that the significance value of the Kruskal Wallis H Test for all the Missing scale-level Agreements in Employees' Productivity (MSL) of respondents is less than 0.05; hence, H_0 is rejected. So, gender significantly impacts missing scale-level agreements in employees' productivity (MSL).

Ho110 = There is no significant impact of Age on the missing scale-level agreement in respondents' employee productivity (MSL).

Table 4.2.3.79 Test Statistics^{a,b}						
	Stress at work prevented me from finishing my assignment before the deadline	I put in additional time to do my task	I missed deadlines, which negatively affected the company's commitment to its clients	I feel stressed out trying to finish my task by the deadline	Moonlighting can reduce productivity and fatigue by balancing extra work with the main job	MSLAVG
Kruskal-Wallis H	284.482	148.053	227.671	309.290	280.646	209.091
df	3	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Age						

Interpretation:

- From table 4.2.3.79, it is interpreted that the significance value of the Kruskal Wallis H Test for all the Missing scale-level Agreements in Employees' Productivity (MSL) of respondents is less than 0.05; hence, Ho is rejected. So, Age has a significant impact on missing scale-level agreements in employees' productivity (MSL).

Ho111 = There is no significant impact of Residential City on respondents' Missing Scale level Agreement in employee productivity (MSL).

Table 4.2.3.80 Test Statistics^{a,b}						
	Stress at work prevented me from finishing my assignment before the deadline	I put in additional time to do my task	I missed deadlines, which negatively affected the company's commitment to its clients	I feel stressed out trying to finish my task by the deadline	Moonlighting can reduce productivity and fatigue by balancing extra work with the main job	MSLAVG
Kruskal-Wallis H	300.385	214.171	220.596	518.443	191.485	312.010
df	3	3	3	3	3	3
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Residential City						

Interpretation:

- Table 4.2.3.80 interprets that the significance value of the Kruskal Wallis H Test for all the Missing scale-level Agreements in Employees' Productivity (MSL) of respondents is less than 0.05; hence, Ho is rejected. So, the residential City significantly impacts the missing scale-level agreements in employees' productivity (MSL).

Ho112 = There is no significant impact of designation on respondents' Missing Scale level Agreement in employee productivity (MSL).

Table 4.2.3.81 Test Statistics ^{a,b}						
	Stress at work prevented me from finishing my assignment before the deadline	I put in additional time to do my task	I missed deadlines, which negatively affected the company's commitment to its clients	I feel stressed out trying to finish my task by the deadline	Moonlighting can reduce productivity and fatigue by balancing extra work with the main job	MSLAVG
Kruskal-Wallis H	426.302	322.437	327.463	365.347	332.662	500.179
df	6	6	6	6	6	6
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Designation						

Interpretation:

- Table 4.2.3.81 shows that the significance value of the Kruskal Wallis H Test for all the Missing scale-level Agreements in Employees' Productivity (MSL) of respondents is less than 0.05; hence, Ho is rejected. So, designation significantly impact missing scale-level agreements in employees' productivity (MSL).

Ho113 = There is no significant impact of monthly income on the missing scale-level agreement in respondents' employee productivity (MSL).

	Stress at work prevented me from finishing my assignment before the deadline	I put in additional time to do my task.	I missed deadlines, which negatively affected the company's commitment to its clients	I feel stressed out trying to finish my task by the deadline	Moonlighting can reduce productivity and fatigue by balancing extra work with the main job	MSLAVG
Kruskal-Wallis H	333.526	423.663	463.316	276.343	352.738	381.919
df	5	5	5	5	5	5
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Monthly Income						

Interpretation:

- From table 4.2.3.82, it is interpreted that the significance value of the Kruskal Wallis H Test for all the Missing scale-level Agreements in Employees' Productivity (MSL) of respondents is less than 0.05; hence, Ho is rejected. So, monthly income significantly impacts scale-level agreements in employees' productivity (MSL).

Ho114 = no significant impact of Work Experience in the current organization on respondents' Missing Scale level Agreement in employee productivity (MSL).

Table 4.2.3.83 Test Statistics ^{a,b}						
	Stress at work prevented me from finishing my assignment before the deadline	I put in additional time to do my task	I missed deadlines, which negatively affected the company's commitment to its clients	I feel stressed out trying to finish my task by the deadline	Moonlighting can reduce productivity and fatigue by balancing extra work with the main job	MSLAVG
Kruskal-Wallis H	11.645	136.186	43.863	110.543	11.582	41.760
df	2	2	2	2	2	2
Asymp. Sig.	.003	.000	.000	.000	.003	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Work Experience in the current organization						

Interpretation:

- Table 4.2.3.83 shows that the significance value of the Kruskal Wallis H Test for all the Missing scale-level Agreements in Employees' Productivity (MSL) of respondents is less than 0.05; hence, Ho is rejected. So, work experience in the current organization significantly impacts missing scale-level agreements in employees' productivity (MSL).

Ho115 = no significant impact of Office Working Time in the current organization on respondents' Missing Scale level Agreement in employee productivity (MSL).

Table 4.2.3.84 Test Statistics^{a,b}

	Stress at work prevented me from finishing my assignment before the deadline	I put in additional time to do my task	I missed deadlines, which negatively affected the company's commitment to its clients	I feel stressed out trying to finish my task by the deadline	Moonlighting can reduce productivity and fatigue by balancing extra work with the main job	MSLAVG
Kruskal-Wallis H	19.704	211.771	88.567	161.973	30.593	141.603
df	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Office Working Time						

Interpretation:

- Table 4.2.3.84 shows that the significance value of the Kruskal Wallis H Test for all the Missing Scale level Agreements in employee productivity (MSL) of respondents is less than 0.05; hence, H_0 is rejected. So, office working time significantly impacts the Missing Scale level Agreement in employee productivity (MSL).

Ho116 = There is no significant impact of Working Premises in the current Organization on Missing Scale level Agreement in respondents' employee productivity (MSL).

	Stress at work prevented me from finishing my assignment before the deadline	I put in additional time to do my task	I missed deadlines, negatively affecting the company's commitment to its clients.	I feel stressed out trying to finish my task by the deadline	Moonlighting can reduce productivity and fatigue by balancing extra work with the main job	MSLAVG
Kruskal-Wallis H	179.332	179.779	152.856	5.780	115.708	177.525
df	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.056	.000	.000
a. Kruskal Wallis Test						
b. Grouping Variable: Working Premises						

Interpretation:

- Table 4.2.3.85 shows that the significance value of the Kruskal Wallis H Test for I feel stressed out trying to finish my task by the deadline is more than 0.05; hence, Ho is not rejected. So, there is no impact on the working premises of respondents on I feel stressed out trying to finish my task by the deadline of Missing Scale level Agreement in Employees Productivity (MSL)
- The Kruskal Wallis H Test for stress at work prevented me from finishing my assignment before the deadline, I put in additional time to do my task, and I missed deadlines, which negatively affected the company's commitment to its clients and moonlighting can reduce productivity and fatigue by balancing extra work with the main job of respondents is less than 0.05 hence Ho is rejected. So, there is a significant impact of working premises on stress at work prevented me from finishing my assignment before the deadline, I put in additional time to do my task, and I missed deadlines, which negatively affected the company's commitment to its clients

and moonlighting can reduce productivity and fatigue by balancing extra work with the main job of respondents of Missing Scale level Agreement in Employees Productivity (MSL).

4.2.4 Hypothesis Testing - Correlation:

[Objective 3: To analyze the impact of work stress on employees' productivity].

Ho117 = There is no significant relationship between work stress and employee productivity.

		WS	EP
WS	Pearson Correlation	1	-.634**
	Sig. (2-tailed)		.000
	N	1400	1400
EP	Pearson Correlation	-.634**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. Ho is rejected. This means a significant negative relationship exists between work stress and employee productivity.

[Objective 5: To study the inter-relationship between work stress and job satisfaction.]

Ho118 = no significant relationship exists between work stress and employee job satisfaction.

		WS	EJS
WS	Pearson Correlation	1	-.753**
	Sig. (2-tailed)		.000
	N	1400	1400
EJS	Pearson Correlation	-.753**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. Ho is rejected. This means a significant negative relationship exists between work stress and employee job satisfaction.

[Objective 4: To examine the impact of employees’ productivity and job satisfaction.]

Ho119 = There is no significant relationship between employee job satisfaction and employee work productivity.

		EP	EJS
EP	Pearson Correlation	1	.699**
	Sig. (2-tailed)		.000
	N	1400	1400
EJS	Pearson Correlation	.699**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. H_0 is rejected. This means a significant positive relationship exists between employee job satisfaction and work productivity.

$H_0 120 =$ There is no significant relationship between work-related and role-related factors.

		WRFAVG	RRFAVG
WRFAVG	Pearson Correlation	1	.710**
	Sig. (2-tailed)		.000
	N	1400	1400
RRFAVG	Pearson Correlation	.710**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. H_0 is rejected. It means there is a significant relationship between work-related and role-related factors.

$H_0 121 =$ There is no significant relationship between work-related factors and health issues.

		WRFAVG	HIAVG
WRFAVG	Pearson Correlation	1	.779**
	Sig. (2-tailed)		.000
	N	1400	1400
HIAVG	Pearson Correlation	.779**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. Ho is rejected. It means there is a significant relationship between work-related factors and health issues.

Ho122 = There is no significant relationship between organizational factors and gender discrimination.

		OFAVG	GDAVG
OFAVG	Pearson Correlation	1	.541**
	Sig. (2-tailed)		.000
	N	1400	1400
GDAVG	Pearson Correlation	.541**	1
	Sig. (2-tailed)	.000	
	N	1400	1400
** . Correlation is significant at the 0.01 level (2-tailed).			

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. Ho is rejected. It means there is a significant relationship between organizational factors and gender discrimination.

Ho123 = There is no significant relationship between organizational personal and interpersonal factors.

		OFAVG	PIFAVG
OFAVG	Pearson Correlation	1	.511**
	Sig. (2-tailed)		.000
	N	1400	1400
PIFAVG	Pearson Correlation	.511**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. Ho is rejected. This means that a significant relationship exists between organizational personal and interpersonal factors.

Ho124 = There is no significant relationship between Organisational Factors and work Environment.

		OFAVG	WEAVG
OFAVG	Pearson Correlation	1	.473**
	Sig. (2-tailed)		.000
	N	1400	1400
WEAVG	Pearson Correlation	.473**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. H_0 is rejected. This means a significant relationship exists between organizational factors and the work environment.

H_{0125} = There is no significant relationship between Gender discrimination and personal and interpersonal factors.

		GDAVG	PIFAVG
GDAVG	Pearson Correlation	1	.697**
	Sig. (2-tailed)		.000
	N	1400	1400
PIFAVG	Pearson Correlation	.697**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. H_0 is rejected. This means there is a significant relationship between Gender discrimination and personal and interpersonal factors.

H_{0126} = There is no significant relationship between Health Issues and personal and interpersonal Factors.

		PIFAVG	HIAVG
PIFAVG	Pearson Correlation	1	.743**
	Sig. (2-tailed)		.000
	N	1400	1400
HIAVG	Pearson Correlation	.743**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. H_0 is rejected. This means a significant relationship exists between Health Issues and personal and interpersonal Factors.

Ho127 = There is no significant relationship between Work-Related Factors and Job Satisfaction.

		WRFAVG	EJS1
WRFAVG	Pearson Correlation	1	-.468**
	Sig. (2-tailed)		.000
	N	1400	1400
EJS1	Pearson Correlation	-.468**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.001 < 0.05$. H_0 is rejected. This means a significant negative relationship exists between work-related factors and job satisfaction. Indicators 1.

Ho128 = There is no significant relationship between Job Satisfaction and Quality of Work.

		QWAVG	EJS5
QWAVG	Pearson Correlation	1	.355**
	Sig. (2-tailed)		.000
	N	1400	1400
EJS5	Pearson Correlation	.355**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. H_0 is rejected. This means there is a significant relationship between job satisfaction and quality of work.

Ho129 = There is no significant relationship between Absenteeism and Poor Performance.

		ABAVG	PPAVG
ABAVG	Pearson Correlation	1	.590**
	Sig. (2-tailed)		.000
	N	1400	1400
PPAVG	Pearson Correlation	.590**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. H_0 is rejected. This means there is a significant moderate correlation between Absenteeism and Poor Performance.

Ho130 = no significant relationship exists between Missing Service Level Agreement and employee job Satisfaction.

		MSLAVG	EJS1
MSLAVG	Pearson Correlation	1	.421**
	Sig. (2-tailed)		.000
	N	1400	1400
EJS1	Pearson Correlation	.421**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. Ho is rejected. This means a significant moderate correlation exists between missing service level agreements and employees' job satisfaction.

Ho131 = no significant relationship exists between Organization Factor and Missing Service Level Agreement.

		MSLAVG	OFAVG
MSLAVG	Pearson Correlation	1	-.229**
	Sig. (2-tailed)		.000
	N	1400	1400
OFAVG	Pearson Correlation	-.229**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

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

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized as a p-value $0.133 > 0.05$. Ho is accepted. This means no significant relationship exists between the Organization Factor and the Missing Service Level Agreement.

Ho132 = There is no significant relationship between Poor Performance and Group Engagement.

		PPAVG	GEAVG
PPAVG	Pearson Correlation	1	.665**
	Sig. (2-tailed)		.000
	N	1400	1400
GEAVG	Pearson Correlation	.665**	1
	Sig. (2-tailed)	.000	
	N	1400	1400

**.

Interpretation:

- From the calculated Pearson correlation statistics, it can be summarized that as p-value $0.00 < 0.05$. H_0 is rejected. This means there is no significant relationship between poor performance and group engagement.

Correlations

	WRFAVG	RRFAVG	PIFAVG	FCFAVG	HIAVG	OFAVG	GD AVG	WEAVG	QWAVG	ABAVG	PPAVG	GEAVG	MSLAVG	EJS1	EJS2	EJS3	EJS4	EJS5	EJS6	
WRFAVG	1.00																			
RRFAVG	.71**	1.00																		
PIFAVG	.67**	.67**	1.00																	
FCFAVG	.60**	.61**	.63**	1.00																
HIAVG	.78**	.78**	.74**	.67**	1.00															
OFAVG	.47**	.48**	.51**	.48**	.45**	1.00														
GD AVG	.73**	.71**	.70**	.64**	.78**	.54**	1.00													
WEAVG	.63**	.61**	.57**	.59**	.67**	.47**	.58**	1.00												
QWAVG	-.37**	-.37**	-.32**	-.27**	-.48**	-.20**	-.37**	-.28**	1.00											
ABAVG	-.34**	-.35**	-.33**	-.30**	-.45**	-.24**	-.37**	-.28**	.47**	1.00										
PPAVG	-.36**	-.37**	-.34**	-.31**	-.50**	-.24**	-.38**	-.30**	.42**	.59**	1.00									
GEAVG	-.37**	-.38**	-.35**	-.30**	-.50**	-.22**	-.39**	-.31**	.45**	.66**	.67**	1.00								
MSLAVG	-.36**	-.34**	-.35**	-.28**	-.47**	-.23**	-.39**	-.26**	.47**	.63**	.67**	.65**	1.00							
EJS1	-.47**	-.46**	-.44**	-.35**	-.51**	-.27**	-.46**	-.26**	.41**	.37**	.40**	.39**	.42**	1.00						
EJS2	-.46**	-.45**	-.40**	-.34**	-.51**	-.27**	-.45**	-.28**	.36**	.37**	.36**	.39**	.34**	.58**	1.00					
EJS3	-.42**	-.42**	-.35**	-.27**	-.48**	-.22**	-.41**	-.24**	.31**	.33**	.34**	.35**	.36**	.57**	.48**	1.00				
EJS4	-.47**	-.46**	-.44**	-.36**	-.52**	-.29**	-.46**	-.29**	.38**	.37**	.39**	.38**	.41**	.59**	.52**	.55**	1.00			
EJS5	-.45**	-.44**	-.43**	-.36**	-.51**	-.33**	-.44**	-.28**	.35**	.35**	.38**	.36**	.38**	.51**	.57**	.51**	.56**	1.00		
EJS6	-.45**	-.46**	-.41**	-.36**	-.51**	-.28**	-.47**	-.28**	.34**	.30**	.39**	.34**	.35**	.56**	.57**	.58**	.58**	.51**	1.00	

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

4.2.5 Hypothesis Testing - Regression Analysis:

Ho133 = Work stress is insignificant due to work-related factors, role-related factors, health issues, organization factors, gender discrimination, personal and interpersonal factors, work environment, and financial and career factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.884 ^a	.782	.780	.252

a. Predictors: (Constant), WEAVG, OFAVG, PIFAVG, FCFAVG, WRFAVG, RRFAVG, GDAVG, HIAVG

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	316.515	8	39.564	622.264	.000 ^b
	Residual	88.442	1391	.064		
	Total	404.957	1399			

a. Dependent Variable: WS_REG

b. Predictors: (Constant), WEAVG, OFAVG, PIFAVG, FCFAVG, WRFAVG, RRFAVG, GDAVG, HIAVG

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.233	.028		-8.224	.000
	WRFAVG	.084	.015	.119	5.605	.000
	RRFAVG	.087	.016	.120	5.531	.000
	PIFAVG	.063	.014	.085	4.447	.000
	FCFAVG	.077	.014	.098	5.359	.000
	HIAVG	.280	.020	.368	13.734	.000
	OFAVG	.018	.011	.024	1.574	.116
	GDAVG	.114	.016	.157	7.268	.000
	WEAVG	.039	.015	.050	2.719	.007

a. Dependent Variable: WS_REG

Interpretation

- From the model summary R, which indicates the quality of the prediction of the dependent variable, work stress has a value of 0.884. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that can be explained by the independent variables, is found to be 0.782.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(8, 1391) = 622.264, p < 0.05$. That is, the regression model is a good fit for the data. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$WS_REG = -0.233 + 0.084WRFAVG + 0.087RRFAVG + 0.063PIFAVG + 0.077FCFAVG + 0.280HIAVG + 0.114GDAVG + 0.039WEAVG + \epsilon$$

Ho134 = Work stress (Male) is insignificant regarding work-related factors, role-related factors, health issues, organization factors, gender discrimination, personal and interpersonal factors, work environment, and financial and career factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Gender = Male (Selected)			
1	.834 ^a	.696	.693	.314

a. Predictors: (Constant), WEAVG, OFAVG, PIFAVG, FCFAVG, RRFAVG, WRFAVG, GDAVG, HIAVG

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	154.770	8	19.346	196.675	.000 ^c
	Residual	67.480	686	.098		
	Total	222.250	694			

a. Dependent Variable: WS_REG
 b. Selecting only cases for which Gender = Male
 c. Predictors: (Constant), WEAVG, OFAVG, PIFAVG, FCFAVG, RRFAVG, WRFAVG, GDAVG, HIAVG

Table 4.2.5.6 Coefficients ^{a,b}						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	-.187	.050		-3.711	.000
	WRFAVG	.064	.027		2.414	.016
	RRFAVG	.080	.026		3.091	.002
	PIFAVG	.055	.024		2.246	.025
	FCFAVG	.090	.025		3.576	.000
	HIAVG	.275	.034		8.062	.000
	OFAVG	.003	.020		.176	.860
	GDAVG	.121	.028		4.394	.000
	WEAVG	.057	.025		2.249	.025
a. Dependent Variable: WS_REG						
b. Selecting only cases for which Gender = Male						

Interpretation:

- From the model summary R, which indicates the quality of the prediction of the dependent variable, work stress in Males has a value of .834. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that can be explained by the independent variables, is found to be .696.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(8, 686) = 196.675, p < 0.05$; the regression model fits the data well. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$\text{WS (Male)} = -0.187 + 0.064\text{WRFAVG} + 0.080\text{RRFAVG} + 0.055\text{PIFAVG} \\ + 0.090\text{FCFAVG} + 0.275\text{HIAVG} + 0.121\text{GDAVG} + 0.057\text{WEAVG} + \epsilon$$

Ho135 = Work Stress (Female) is not significant by work-related factors, role-related factors, health issues, organizational factors, gender discrimination, personal and interpersonal factors, work environment, and financial and career Factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Gender = Female (Selected)			
1	.942 ^a	.888	.887	.171

a. Predictors: (Constant), WEAVG, OFAVG, PIFAVG, FCFAVG, WRFAVG, GDAVG, RRFAVG, HIAVG

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	161.324	8	20.165	690.332	.000 ^c
	Residual	20.331	696	.029		
	Total	181.655	704			

a. Dependent Variable: WS_REG
b. Selecting only cases for which Gender = Female
c. Predictors: (Constant), WEAVG, OFAVG, PIFAVG, FCFAVG, WRFAVG, GDAVG, RRFAVG, HIAVG

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.271	.027		-10.048	.000
	WRFAVG	.104	.014	.154	7.249	.000
	RRFAVG	.089	.016	.128	5.463	.000
	PIFAVG	.075	.014	.104	5.362	.000
	FCFAVG	.061	.014	.081	4.357	.000
	HIAVG	.289	.021	.396	13.706	.000
	OFAVG	.033	.011	.047	2.893	.004
	GDAVG	.105	.015	.152	7.039	.000
	WEAVG	.019	.014	.025	1.324	.186

a. Dependent Variable: WS_REG
b. Selecting only cases for which Gender = Female

Interpretation:

- From the model summary R, which indicates the quality of the prediction of the dependent variable, work stress (Female) has a value of .942. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that can be explained by the independent variables, is found to be .888.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(8, 696) = 690.332, p < 0.05$; the regression model fits the data well. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$WS(\text{Female}) = -0.271 + 0.104WRFAVG + 0.089RRFAVG + 0.075PIFAVG + 0.061FCFAVG + 0.289HIAVG + 0.033OFAVG + 0.105GDAVG + \epsilon$$

H_{0136} = Work stress (Ahmedabad) is insignificant regarding work-related factors, role-related factors, health issues, organization factors, gender discrimination, personal and interpersonal factors, work environment, and financial and career factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Residential City = Ahmedabad /Gandhinagar (Selected)			
1	.900 ^a	.810	.809	.240

a. Predictors: (Constant), WEAVG, OFAVG, PIFAVG, FCFAVG, WRFAVG, RRFAVG, GDAVG, HIAVG

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	243.266	8	30.408	529.615	.000 ^c
	Residual	56.899	991	.057		
	Total	300.165	999			

a. Dependent Variable: WS_REG
 b. Selecting only cases for which Residential City = Ahmedabad /Gandhinagar

c. Predictors: (Constant), WEAVG, OFAVG, PIFAVG, FCFAVG, WRFAVG, RRFAVG, GDAVG, HIAVG

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-.207	.030		-6.838	.000
WRFAVG	.083	.015	.123	5.615	.000
RRFAVG	.093	.015	.135	6.061	.000
PIFAVG	.068	.014	.097	4.822	.000
FCFAVG	.061	.014	.082	4.340	.000
HIAVG	.314	.021	.419	15.114	.000
OFAVG	.016	.011	.023	1.410	.159
GDAVG	.103	.016	.151	6.653	.000
WEAVG	.016	.014	.021	1.119	.263

a. Dependent Variable: WS_REG

b. Selecting only cases for which Residential City = Ahmedabad /Gandhinagar

Interpretation:

- From the model summary R, which indicates the quality of the prediction of the dependent variable, work stress (Ahmedabad) has a value of .900. The R Square, coefficient of determination, which is the proportion of variance in the dependent variable that the independent variables can explain, is found to be .810.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(8, 991) = 529.615, p < 0.05$; the regression model fits the data well. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$WS(\text{Ahmedabad}) = -0.207 + 0.083WRFAVG + 0.093RRFAVG + 0.068PIFAVG + 0.061FCFAVG + 0.314HIAVG + 0.103GDAVG + \epsilon$$

Ho137 = Work stress (Vadodara) is insignificant regarding work-related factors, role-related factors, health issues, organization factors, gender discrimination, personal and interpersonal factors, work environment, and financial and career factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Residential City = Vadodara (Selected)			
1	.817 ^a	.667	.647	.358

a. Predictors: (Constant), WEAVG, PIFAVG, GDAVG, WRFAVG, HIAVG, OFAVG, FCFAVG, RRFAVG

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	33.651	8	4.206	32.862	.000 ^c
	Residual	16.768	131	.128		
	Total	50.420	139			

a. Dependent Variable: WS_REG
b. Selecting only cases for which Residential City = Vadodara
c. Predictors: (Constant), WEAVG, PIFAVG, GDAVG, WRFAVG, HIAVG, OFAVG, FCFAVG, RRFAVG

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.127	.146		-.871	.386
	WRFAVG	.476	.192	.469	2.483	.014
	RRFAVG	-.878	.217	-.866	-4.050	.000
	PIFAVG	-.246	.088	-.227	-2.795	.006
	FCFAVG	.729	.168	.719	4.348	.000
	HIAVG	.360	.160	.355	2.249	.026
	OFAVG	-.285	.166	-.281	-1.710	.090
	GDAVG	.134	.118	.140	1.138	.257
	WEAVG	.452	.160	.446	2.822	.006

a. Dependent Variable: WS_REG

b. Selecting only cases for which Residential City = Vadodara

Interpretation:

- From the model summary R, which indicates the quality of the prediction of the dependent variable, work stress (Vadodara) has a value of .817. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that the independent variables can explain, is found to be .667.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(8, 131) = 32.862, p < 0.05$; the regression model fits the data well. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$WS(\text{Vadodara}) = -0.127 + 0.476WRFAVG - 0.878RRFAVG - 0.246PIFAVG + 0.729FCFAVG + 0.360HIAVG + 0.452WEAVG + \epsilon$$

H_{0138} = Work stress (Surat) is insignificant regarding work-related factors, role-related factors, health issues, organization factors, gender discrimination, personal and interpersonal factors, work environment, and financial and career factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Residential City = Surat (Selected)			
1	.962 ^a	.925	.921	.106

a. Predictors: (Constant), WEAVG, WRFAVG, HIAVG, PIFAVG, OFAVG, RRFAVG, FCFAVG, GDAVG

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.109	8	2.639	233.805	.000 ^c
	Residual	1.704	151	.011		
	Total	22.813	159			

a. Dependent Variable: WS_REG
 b. Selecting only cases for which Residential City = Surat

c. Predictors: (Constant), WEAVG, WRFAVG, HIAVG, PIFAVG, OFAVG, RRFAVG, FCFAVG, GDAVG

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.259	.045		-5.814	.000
	WRFAVG	-.268	.060	-.354	-4.499	.000
	RRFAVG	.149	.052	.196	2.884	.004
	PIFAVG	.335	.044	.441	7.601	.000
	FCFAVG	.162	.055	.213	2.924	.004
	HIAVG	-.059	.060	-.077	-.973	.332
	OFAVG	.200	.047	.264	4.233	.000
	GDAVG	.200	.062	.262	3.209	.002
	WEAVG	.042	.053	.056	.793	.429
a. Dependent Variable: WS_REG						
b. Selecting only cases for which Residential City = Surat						

Interpretation:

- From the model summary R, which indicates the quality of the prediction of the dependent variable, work stress (Surat) has a value of .962. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that can be explained by the independent variables, is found to be .925.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(8, 151) = 233.805, p < 0.05$; the regression model fits the data well. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$WS(\text{Surat}) = -0.259 - 0.268WRFAVG + 0.149RRFAVG + 0.335PIFAVG + 0.162FCFAVG + 0.200OFAVG + 0.200GDAVG + \epsilon$$

Ho139 = Work stress (Rajkot) is not significant by work-related factors, role-related factors, health issues, organizational factors, gender discrimination, personal and interpersonal factors, work environment, and financial and career Factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Residential City = Rajkot (Selected)			
1	.905 ^a	.819	.803	.097

a. Predictors: (Constant), WEAVG, RRFAVG, GDAVG, WRFAVG, OFAVG, PIFAVG, FCFAVG, HIAVG

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.884	8	.485	51.343	.000 ^c
	Residual	.860	91	.009		
	Total	4.744	99			

a. Dependent Variable: WS_REG
b. Selecting only cases for which Residential City = Rajkot
c. Predictors: (Constant), WEAVG, RRFAVG, GDAVG, WRFAVG, OFAVG, PIFAVG, FCFAVG, HIAVG

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.027	.069		-.391	.697
	WRFAVG	.170	.053	.293	3.229	.002
	RRFAVG	.012	.070	.022	.170	.865
	PIFAVG	.004	.058	.007	.068	.946
	FCFAVG	-.020	.057	-.035	-.355	.724
	HIAVG	-.218	.055	-.408	-3.966	.000
	OFAVG	.126	.052	.217	2.407	.018
	GDAVG	.194	.055	.326	3.531	.001
	WEAVG	.380	.064	.566	5.933	.000

a. Dependent Variable: WS_REG
b. Selecting only cases for which Residential City = Rajkot

Interpretation:

- From the model summary R, which indicates the quality of the prediction of the dependent variable, work stress (Rajkot) has a value of .905. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that the independent variables can explain, is found to be .815.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(8, 91) = 51.343, p < 0.05$; the regression model fits the data well. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$WS(\text{Rajkot}) = -0.027 + 0.170WRFAVG - 0.218HIAVG + 0.126OFAVG + 0.194GDAVG + 0.380WEAVG + \epsilon$$

H_0 140 = Employee productivity is not influenced by quality of work, absenteeism, poor performance, group engagement, or missing service level agreement factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.924 ^a	.855	.854	.08804

a. Predictors: (Constant), MSLAVG, GEAVG, PPAVG, QWAVG, ABAVG

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	63.489	5	12.698	1638.126	.000 ^b
	Residual	10.806	1394	.008		
	Total	74.295	1399			

a. Dependent Variable: EP
b. Predictors: (Constant), MSLAVG, GEAVG, PPAVG, QWAVG, ABAVG

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.343	.025		-13.718	.000
	QWAVG	.118	.003	.364	33.814	.000
	ABAVG	.130	.004	.393	36.534	.000
	PPAVG	.101	.003	.309	29.547	.000
	GEAVG	.078	.003	.239	22.968	.000
	MSLAVG	.102	.003	.316	30.033	.000

a. Dependent Variable: EP

Interpretation:

- From the model summary R, which indicates the quality of the prediction of the dependent variable, the employee's productivity has a value of .924. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that can be explained by the independent variables, is found to be .855.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(5, 1394) = 1638.126, p < 0.05$, that is, the regression model is a good fit for the data. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$EP = -0.343 + 0.118QWAVG + 0.130ABAVG + 0.101PPAVG + 0.078GEAVG + 0.102MSLAVG + \epsilon$$

H_{o141} = Employee productivity (Males) is not influenced by the quality of work, absenteeism, poor performance, group engagement, or missing service level agreement factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Gender = Male (Selected)			
1	.915 ^a	.837	.836	.09125

a. Predictors: (Constant), MSLAVG, GEAVG, PPAVG, ABAVG, QWAVG

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.409	5	5.882	706.328	.000 ^c
	Residual	5.737	689	.008		
	Total	35.146	694			
a. Dependent Variable: EP						
b. Selecting only cases for which Gender = Male						
c. Predictors: (Constant), MSLAVG, GEAVG, PPAVG, ABAVG, QWAVG						

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.310	.038		-8.203	.000
	QWAVG	.118	.005	.360	21.596	.000
	ABAVG	.127	.006	.378	22.799	.000
	PPAVG	.102	.005	.313	19.975	.000
	GEAVG	.071	.005	.217	13.852	.000
	MSLAVG	.102	.005	.315	19.783	.000
a. Dependent Variable: EP						
b. Selecting only cases for which Gender = Male						

Interpretation:

- The model summary R indicates the quality of the prediction of the dependent variable. The employee's productivity (Males) has a value of .915. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that the independent variables can explain, is found to be .837.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(5, 689) = 706.328, p < 0.05$; the regression model is a good fit for the data. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$EP(\text{Male}) = -0.310 + 0.118QWAVG + 0.127ABAVG + 0.102PPAVG + 0.071GEAVG + 0.102MSLAVG + \epsilon$$

Ho142 = Employee productivity (Females) is not influenced by quality of work, absenteeism, poor performance, group engagement, or missing service level agreement factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Gender = Female (Selected)			
1	.933 ^a	.871	.870	.08488
a. Predictors: (Constant), MSLAVG, QWAVG, PPAVG, GEAVG, ABAVG				

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	33.995	5	6.799	943.610	.000 ^c
	Residual	5.036	699	.007		
	Total	39.031	704			
a. Dependent Variable: EP						
b. Selecting only cases for which Gender = Female						
c. Predictors: (Constant), MSLAVG, QWAVG, PPAVG, GEAVG, ABAVG						

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.372	.033		-11.169	.000
	QWAVG	.118	.005	.367	25.970	.000
	ABAVG	.133	.005	.409	28.862	.000
	PPAVG	.100	.005	.305	21.779	.000
	GEAVG	.083	.004	.260	18.638	.000
	MSLAVG	.102	.004	.317	22.672	.000
a. Dependent Variable: EP						
b. Selecting only cases for which Gender = Female						

Interpretation:

- The model summary R indicates the quality of the prediction of the dependent variable. Employee productivity (females) has a value of .933. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that the independent variables can explain, is found to be .871.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(5, 699) = 943.610, p < 0.05$; the regression model fits the data well. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$EP(\text{Female}) = -0.372 + 0.118QWAVG + 0.133ABAVG + 0.100PPAVG + 0.083GEAVG + 0.102MSLAVG + \epsilon$$

H_{0143} = Employee productivity (Ahmedabad) is not influenced by the quality of work, absenteeism, poor performance, group engagement, or missing service level agreement factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Residential_City = 1 (Selected)			
1	.922 ^a	.850	.849	.09300

a. Predictors: (Constant), MSLAVG, GEAVG, PPAVG, QWAVG, ABAVG

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	48.678	5	9.736	1125.756	.000 ^c
	Residual	8.596	994	.009		
	Total	57.275	999			

a. Dependent Variable: EP
 b. Selecting only cases for which Residential_City = Ahmedabad
 c. Predictors: (Constant), MSLAVG, GEAVG, PPAVG, QWAVG, ABAVG

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.391	.031		-12.457	.000
	QWAVG	.121	.005	.350	26.854	.000
	ABAVG	.136	.005	.391	29.910	.000
	PPAVG	.103	.004	.300	23.582	.000
	GEAVG	.081	.004	.240	19.047	.000
	MSLAVG	.100	.004	.292	22.827	.000
a. Dependent Variable: EP						
b. Selecting only cases for which Residential_City = Ahmedabad						

Interpretation:

- The model summary R indicates the quality of the prediction of the dependent variable. Employee productivity in Ahmedabad City is .922. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that can be explained by the independent variables, is .850.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(5, 994) = 1125.756$, $p < 0.05$, that is, the regression model is a good fit for the data. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$EP(\text{Ahmedabad}) = -0.391 + 0.121QWAVG + 0.136ABAVG + 0.103PPAVG + 0.081GEAVG + 0.100MSLAVG + \epsilon$$

H_{0144} = Employee productivity (Vadodara) is not influenced by the quality of work, absenteeism, poor performance, group engagement, or missing service level agreement factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Residential_City = 2 (Selected)			
1	.925 ^a	.856	.850	.07061
a. Predictors: (Constant), MSLAVG, ABAVG, PPAVG, GEAVG, QWAVG				

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.960	5	.792	158.829	.000 ^c
	Residual	.668	134	.005		
	Total	4.628	139			
a. Dependent Variable: EP						
b. Selecting only cases for which Residential_City = Vadodara						
c. Predictors: (Constant), MSLAVG, ABAVG, PPAVG, GEAVG, QWAVG						

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.042	.065		.642	.522
	QWAVG	.103	.007	.484	14.199	.000
	ABAVG	.097	.008	.429	12.513	.000
	PPAVG	.089	.008	.383	11.469	.000
	GEAVG	.039	.008	.166	4.873	.000
	MSLAVG	.097	.007	.438	13.044	.000
a. Dependent Variable: EP						
b. Selecting only cases for which Residential_City = Vadodara						

Interpretation:

- From the model summary R, which indicates the quality of the prediction of the dependent variable, the Quality of Work of Respondents of Surat City has a value of .925. The R Square, the coefficient of determination, which is the proportion of variance in the dependent variable that can be explained by the independent variables, is found to be .856.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(5, 134) = 158.829$, $p < 0.05$; the regression model fits the data well. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$EP (\text{Vadodara}) = 0.042 + 0.103QWAVG + 0.097ABAVG + 0.089PPAVG + 0.039GEAVG + 0.097MSLAVG + \epsilon$$

Ho145 = Employee productivity (Surat) is not influenced by quality of work, absenteeism, poor performance, group engagement, or missing service level agreement factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Residential_City = Surat (Selected)			
1	.940 ^a	.884	.881	.05741

a. Predictors: (Constant), MSLAVG, PPAVG, GEAVG, QWAVG, ABAVG

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.885	5	.777	235.787	.000 ^c
	Residual	.507	154	.003		
	Total	4.393	159			

a. Dependent Variable: EP
b. Selecting only cases for which Residential_City = Surat
c. Predictors: (Constant), MSLAVG, PPAVG, GEAVG, QWAVG, ABAVG

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.020	.053		-.380	.704
	QWAVG	.092	.006	.411	14.913	.000
	ABAVG	.110	.006	.480	17.372	.000
	PPAVG	.082	.006	.372	13.541	.000
	GEAVG	.065	.006	.289	10.480	.000
	MSLAVG	.092	.006	.426	15.499	.000

a. Dependent Variable: EP
b. Selecting only cases for which Residential_City = Surat

Interpretation:

- The model summary R indicates the quality of the prediction of the dependent variable. Employee productivity (Surat) has a value of .940. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that can be explained by the independent variables, is found to be .884.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(5, 154) = 235.787, p < 0.05$; the regression model fits the data well. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$EP(\text{Surat}) = -0.020 + 0.092QWAVG + 0.110ABAVG + 0.082PPAVG + 0.065GEAVG + 0.092MSLAVG + \epsilon$$

H_{0146} = Employee productivity (Rajkot) is not influenced by the quality of work, absenteeism, poor performance, group engagement, or missing service level agreement factors.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Residential_City = Rajkot (Selected)			
1	.951 ^a	.904	.898	.03425

a. Predictors: (Constant), MSLAVG, QWAVG, PPAVG, GEAVG, ABAVG

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.033	5	.207	176.089	.000 ^c
	Residual	.110	94	.001		
	Total	1.143	99			

a. Dependent Variable: EP
 b. Selecting only cases for which Residential_City = Rajkot
 c. Predictors: (Constant), MSLAVG, QWAVG, PPAVG, GEAVG, ABAVG

Table 4.2.5.42 Coefficients ^{a,b}						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.001	.069		.012	.990
	QWAVG	.101	.010	.417	10.452	.000
	ABAVG	.114	.011	.438	10.628	.000
	PPAVG	.080	.008	.342	9.495	.000
	GEAVG	.064	.008	.273	8.162	.000
	MSLAVG	.087	.009	.343	10.142	.000
a. Dependent Variable: EP						
b. Selecting only cases for which Residential_City = Rajkot						

Interpretation:

- From the model summary R, which indicates the quality of the prediction of the dependent variable, employee productivity (Rajkot) has a value of .951. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that can be explained by the independent variables, is found to be .904.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(5, 94) = 176.089, p < 0.05$; the regression model fits the data well. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected.
- The estimated regression equation is:

$$EP(\text{Rajkot}) = 0.001 + 0.101QWAVG + 0.114ABAVG + 0.080PPAVG + 0.064GEAVG + 0.087MSLAVG + \epsilon$$

[Objective 3: To analyze the impact of work stress on employees' productivity].

Ho147 = Employee Productivity is not influenced by Work stress.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.634 ^a	.402	.401	.15577
a. Predictors: (Constant), WS				

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	22.778	1	22.778	938.764	.000 ^b
	Residual	33.921	1398	.024		
	Total	56.699	1399			
a. Dependent Variable: EP						
b. Predictors: (Constant), WS						

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.847	.011		252.039	.000
	WS	-.264	.009	-.634	-30.639	.000
a. Dependent Variable: EP						

Interpretation:

- From the model summary R, which indicates the quality of the prediction of the dependent variable, Employee's Productivity has a value of .634. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that can be explained by the independent variables, is found to be .402.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(1, 1398) = 938.764, p < 0.05$, that is, the regression model is a good fit for the data. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and Ho is rejected. This indicates a negative linear relationship between Employee Productivity and Work Stress.

- The estimated regression equation is $EP = 2.847 - 0.264WS + \epsilon$.

[Objective 5: To study the inter-relationship between work stress and job satisfaction.]

Ho148 = Employee Job Satisfaction is not influenced by Work stress.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.753 ^a	.567	.567	.26882

a. Predictors: (Constant), WS

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	132.313	1	132.313	1830.983	.000 ^b
	Residual	101.024	1398	.072		
	Total	233.337	1399			

a. Dependent Variable: EJS
b. Predictors: (Constant), WS

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.593	.019		184.320	.000
	WS	-.637	.015	-.753	-42.790	.000

a. Dependent Variable: EJS

Interpretation:

- From the model summary R, which indicates the quality of the prediction of the dependent variable, Employee's Job Satisfaction has a value of .753. The R Square coefficient of determination, which is the proportion of variance in the dependent variable that can be explained by the independent variables, is found to be .567.
- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(1, 1398) = 1830.983, p < 0.05$. That is, the

regression model is a good fit for the data. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected. Thus, it is found that there is a negative linear relationship between Employee Job Satisfaction and Work Stress.

- The estimated regression equation is: $EJS = 3.593 - 0.637WS + \epsilon$

[Objective 4: To examine the impact of employees' productivity and job satisfaction.]

Employee Job Satisfaction does not influence ho149 = Employee Productivity.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.699 ^a	.489	.489	.14396

a. Predictors: (Constant), EJS

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	27.726	1	27.726	1337.880	.000 ^b
	Residual	28.972	1398	.021		
	Total	56.699	1399			

a. Dependent Variable: EP
b. Predictors: (Constant), EJS

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.554	.027		57.915	.000
	EJS	.345	.009	.699	36.577	.000

a. Dependent Variable: EP

Interpretation:

- From the model summary R, which indicates the quality of the prediction of the dependent variable, Employee's Job Satisfaction has a value of .699. The R Square

coefficient of determination, which is the proportion of variance in the dependent variable that can be explained by the independent variables, is found to be .489.

- The ANOVA table shows that the independent variables statistically significantly predict the dependent variable, $F(1, 1398) = 1337.880, p < 0.05$; the regression model is a good fit for the data. Beta values for independent variables are not the same; hence, corresponding b values are not equal, and H_0 is rejected. Thus, it is found that there is a positive linear relationship between Employee Job Satisfaction and Employee Productivity.
- The estimated regression equation is: $EP = 1.554 + 0.345EJS + \epsilon$

4.2.6 Factor Analysis:

H_{0150} = The correlation matrix is an identity matrix for factors influencing work stress, employee productivity and job satisfaction.

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.953
Bartlett's Test of Sphericity	Approx. Chi-Square	17097.607
	df	171
	Sig.	.000

	Initial	Extraction
WRFAVG	1.000	.734
RRFAVG	1.000	.726
PIFAVG	1.000	.700
FCFAVG	1.000	.650
HIAVG	1.000	.835
OFAVG	1.000	.457
GDAVG	1.000	.750
WEAVG	1.000	.667
QWAVG	1.000	.438
ABAVG	1.000	.701

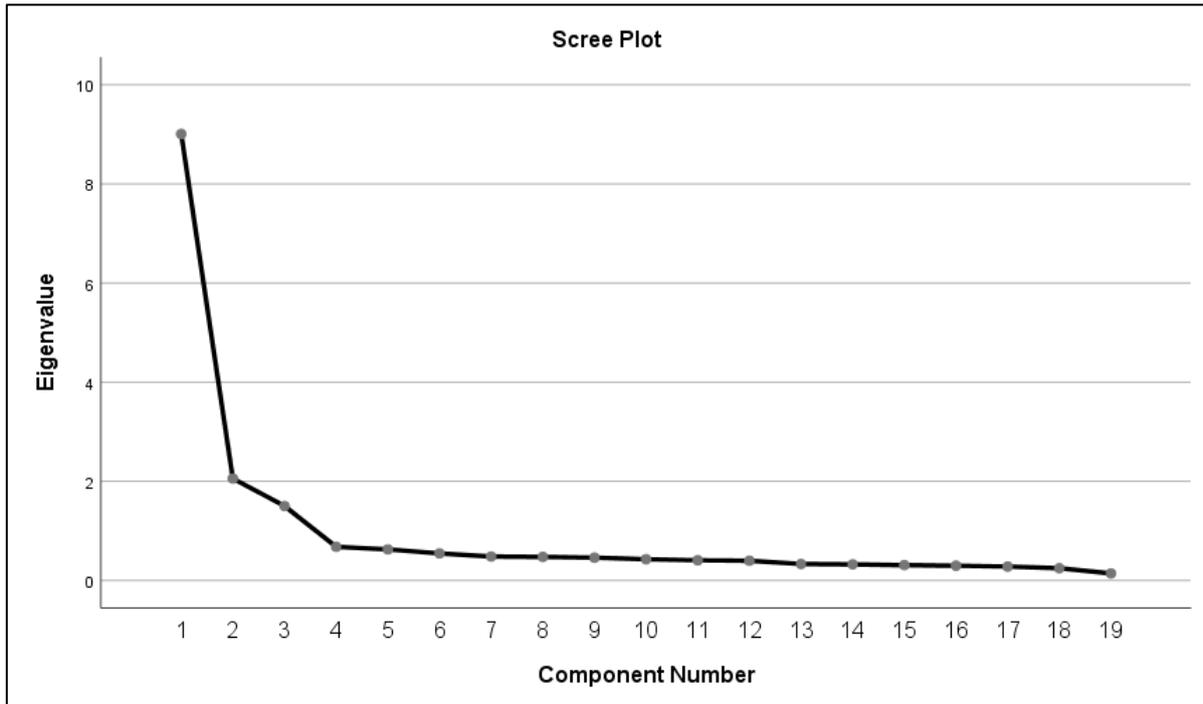
PPAVG	1.000	.701
GEAVG	1.000	.739
MSLAVG	1.000	.730
EJS1	1.000	.646
EJS2	1.000	.605
EJS3	1.000	.618
EJS4	1.000	.637
EJS5	1.000	.578
EJS6	1.000	.653
Extraction Method: Principal Component Analysis.		

Table 4.2.6.3 Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	9.007	47.404	47.404	9.007	47.404	47.404	5.086	26.767	26.767
2	2.056	10.820	58.224	2.056	10.820	58.224	3.999	21.049	47.816
3	1.502	7.903	66.127	1.502	7.903	66.127	3.479	18.311	66.127
4	.679	3.572	69.699						
5	.627	3.299	72.999						
6	.547	2.877	75.875						
7	.482	2.537	78.412						
8	.474	2.497	80.910						
9	.460	2.420	83.330						
10	.428	2.252	85.582						
11	.408	2.145	87.727						
12	.398	2.094	89.821						
13	.333	1.751	91.571						
14	.324	1.708	93.279						

15	.309	1.628	94.907						
16	.298	1.566	96.474						
17	.281	1.479	97.952						
18	.247	1.299	99.251						
19	.142	.749	100.000						

Extraction Method: Principal Component Analysis.



	Component		
	1	2	3
WRFAVG	.762		
RRFAVG	.756		
PIFAVG	.770		
FCFAVG	.774		
HIAVG	.761		
OFAVG	.658		
GDAVG	.772		
WEAVG	.797		
QWAVG			.557

ABAVG			.797
PPAVG			.784
GEAVG			.813
MSLAVG			.806
EJS1		.727	
EJS2		.707	
EJS3		.746	
EJS4		.720	
EJS5		.679	
EJS6		.753	
Extraction Method: Principal Component Analysis.			
Rotation Method: Varimax with Kaiser Normalization.			
a. Rotation converged in 5 iterations.			

Based on the Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy, a value of 0.953 was found, well above the required threshold of 0.5, indicating that the sample is excellent for factor analysis. Bartlett's test of sphericity also showed a statistically significant number of correlations among the variables (Approx. Chi-Square = 17097.607, df = 171, Sig. = 0.000). The test is statistically significant ($p < 0.05$), meaning the null hypothesis (that the correlation matrix is an identity matrix) is rejected. An identity matrix would indicate no significant relationships between variables, but this result suggests significant correlations. This test checks the null hypothesis that the correlation matrix is an identity matrix, where all diagonal elements are one and all off-diagonal elements are 0. The null hypothesis was rejected, further supporting the suitability of the data for factor analysis.

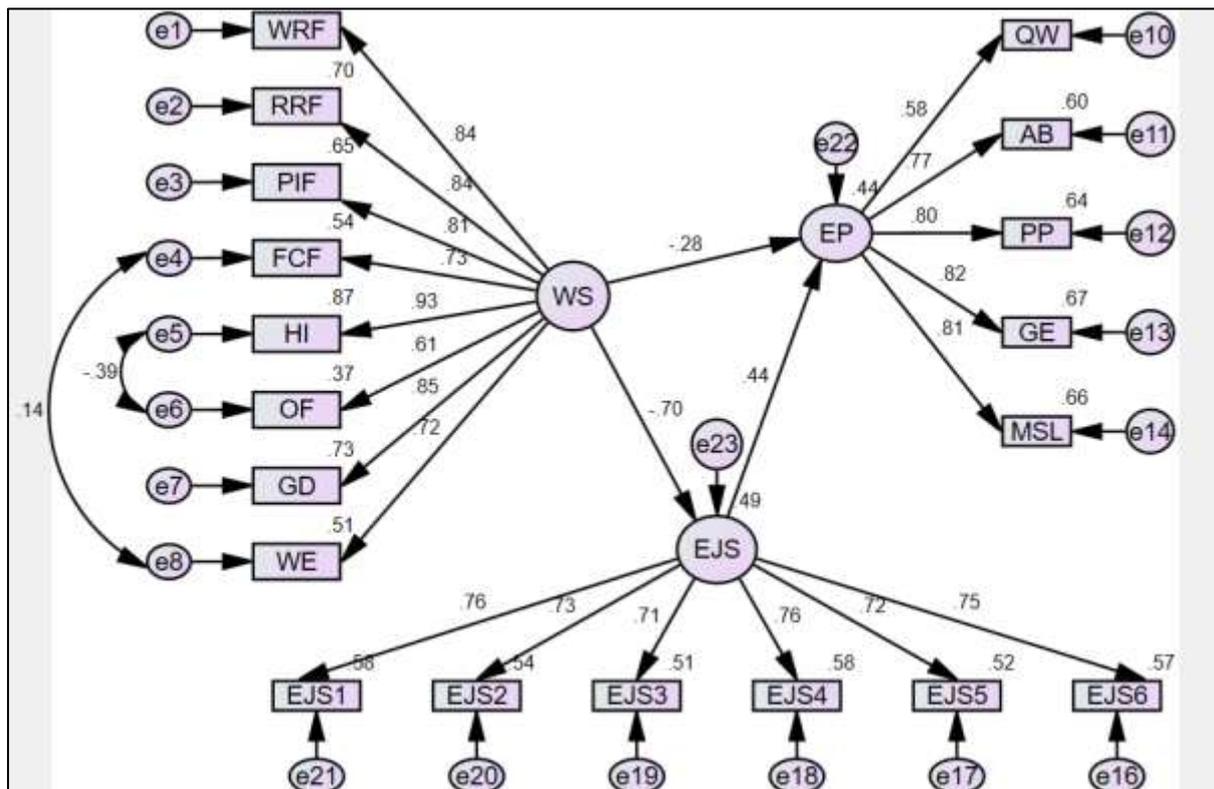
Principal Component Analysis (PCA) was employed for extracting factors, with the number of factors being determined based on Eigenvalues greater than 1. Factor loadings greater than 0.5 were considered for further analysis. The Total Variance Explained table showed that the first factor accounted for 47.404% of the variance. The second and third factors accounted for 10.820% and 7.903%, respectively, leading to a cumulative variance of 66.127% after the three factors.

The Scree plot indicated that the line began to flatten after the third factor, suggesting that each successive factor accounted for progressively smaller amounts of the total variance.

The Component Matrix provided the loadings of the 19 variables on the three extracted factors, with higher absolute values indicating greater contributions. The Rotated Component Matrix further refined the number of variables associated with each factor. The Rotation, performed using the Varimax method with Kaiser Normalization, converged in four iterations, and the final factor loadings were optimized for interpretability. The first factor had strong loadings on variables such as WEAVG, GDAVG, HIAVG and WRFAVG, while the second and third factors had high loadings on items like GEAVG and EJS6, respectively.

Factor	% of Variance	Factor Loading (Items)
Factor 1	47.404%	WRFAVG, RRF AVG, PIF AVG, FCFAVG, HIAVG, OFAVG, GDAVG, WEAVG
Factor 2	10.820%	EJS1, EJS2, EJS3, EJS4, EJS5, EJS6
Factor 3	7.903%	QWAVG, ABAVG, PPAVG, GEAVG, MSLAVG

4.2.7 AMOS Model:



A structural equation model developed through AMOS tests the significance of the relationships between dependent and independent variables. A good fitting model is accepted if the value of CMIN/df is < 5 , the goodness of fit (GFI) indices (Hair et al., 2010), the Tucker and Lewis (1973) index (TLI); the Confirmatory fit index (CFI) (Bentler, 1990) is > 0.90 (Hair et al., 2010). In addition, an adequate fitting model was accepted if the AMOS computed value of the standardized root mean square residual (SRMR) < 0.05 and the root mean square error approximation (RMSEA) is less than 0.06. The fit indices for the model shown in Table 1 fell within the acceptable range: CMIN/df = 4.471, the goodness of fit index (GFI) = 0.954, Tucker and Lewis index (TLI) = 0.965, Confirmatory fit Index (CFI) = 0.970, standardized root mean square residual (SRMR) = 0.034 and root mean square error approximation (RMSEA) = 0.050. These table values are presented in the following table:

Important indices for Model Fit measures

Measure	Estimate	Threshold
CMIN	657.291	--
DF	149	--
CMIN/DF	4.471	Less than 5
GFI	0.954	>0.90
CFI	0.970	>0.90
SRMR	0.041	<0.05
RMSEA	0.050	<0.06
PClose	.524	>0.05

The square multiple correlations were 0.493 for EJS (Employee Job Satisfaction) and 0.302 for EP (Employee Productivity); these indicate that 49.3% of the variation in EJS (Employee Job Satisfaction) is accounted for by Work Stress (WS), and 44.3% of the variation in EP (Employee's Productivity) is counted by WS (Work Stress) and EJS (Employee Job Satisfaction), which is presented in the following table.

4.2.8 Squared Multiple Correlations: (Group number 1 - Default model)

Independent Variables	Estimate
EJS (Employee Job Satisfaction)	.493
EP (Employee Productivity)	.443

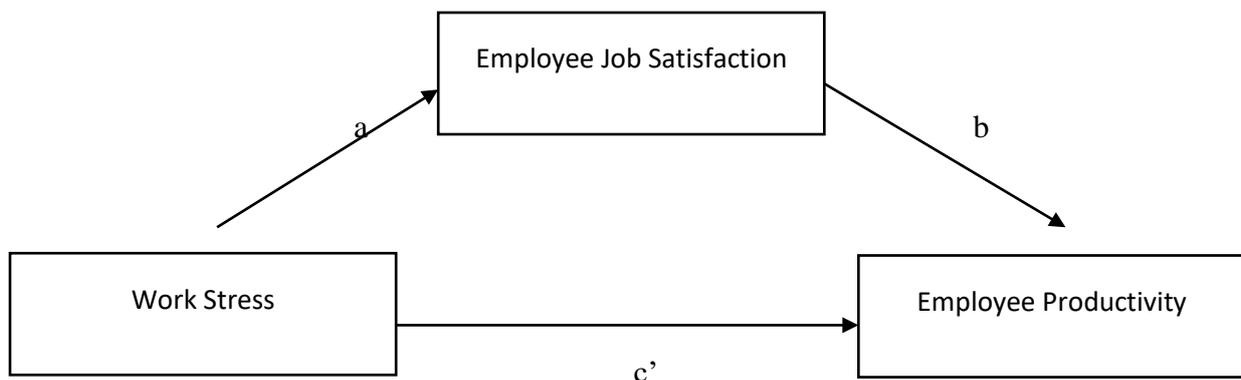
The study assessed the impact of Work Stress on Employee Productivity through the mediated role of Employee Job Satisfaction. The impact of Work Stress was negative and significant on Employee Productivity ($b = -.122$, $t = -7.520$, $p = ***$). Hence, H1 was rejected. The impact of Work Stress on Employee Job Satisfaction was significant and negative ($b = -.614$, $t = -21.408$, $p = ***$), rejecting the H2. Also, it was observed that the impact of Employee Job Satisfaction on Employee Productivity was significant and positive ($b = .215$, $t = 10.531$, $p = ***$); as a result, H3 was also rejected.

Hypothesized Relationship		Standardized Estimate	t-value	p-value	Decision
Employee Productivity	<--- Work Stress	-.122	-7.520	***	Significant relation.
Employee Job Satisfaction	<--- Work Stress	-.614	-21.408	***	Significant relation.
Employee Productivity	<--- Employee Job Satisfaction	.215	10.531	***	Significant relation.

4.2.9 Mediation analysis:

From a simple mediated analysis conducted using ordinary least squares path analysis (performed by the PROCESS SPSS macro, Hayes, 2022), support was found for the hypothesis that positive and negative relations significantly mediated the relationship between Work Stress and Employee Job Satisfaction and between Employee Job Satisfaction and Employee Productivity, as can be seen in the following table and figure. Work Stress was negatively associated with Employee Job Satisfaction ($a = -.6369$), and Employee Job Satisfaction was positively associated with Employee Productivity ($b = .2528$). A bootstrap confidence interval for the indirect effect ($ab = -.1610$) based on 5000 bootstrap resamples was entirely above zero ($-.1835$ to $-.1394$), suggesting that negative relations mediate the association between Work Stress and Employee Productivity.

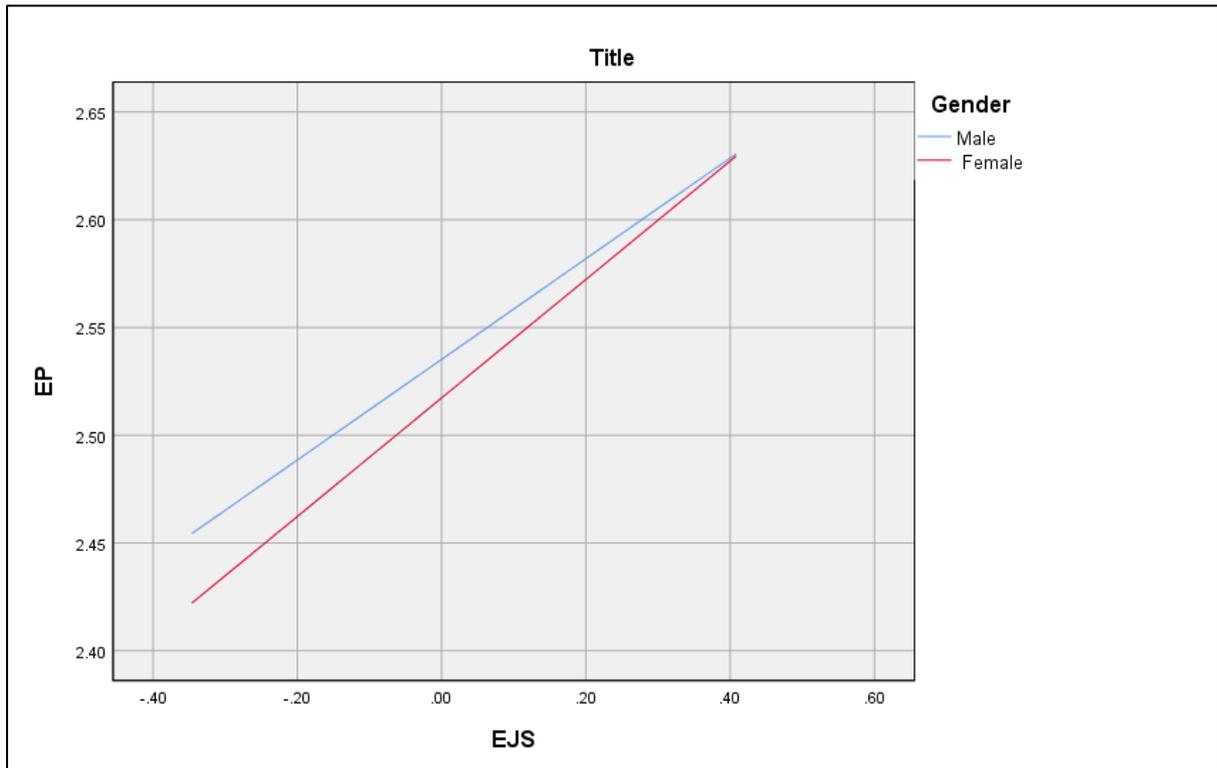
Report of Mediation Analysis											
Antecedents		M (Employee Job Satisfaction)					Y (Employee Productivity)				
		B	SE	P	β		B	SE	p	β	
X (Work Stress)	a	-.64	.01	.0000	-.614	c'	-.10	.01	.0000	-.122	
M (Employee Job Satisfaction)		-	-	-	-	b	.25	.01	.0000	.215	
		R-sq = .57						R-sq = .52			
		F(1, 1398) = 1830.98, p<0.05						F(2, 1397) = 743.42, p<0.05			



4.2.10 Moderated mediation analysis:

Direct relationships	Unstandardized Coefficient	T values
Work stress (WS) → Employee job satisfaction (EJS)	-.6369	-42.7900
Work stress (WS) → Employee productivity (EP)	-.1032	-8.7508
Employee job satisfaction (EJS) → Employee productivity (EP)	.1920	6.5288
Employee job satisfaction (EJS) * Gender → Employee productivity (EP)	.0415	2.2068

Indirect relationships	Direct Effect	Indirect Effect (SE)	Confidence Interval Low/High	T values
For male	-.1487	.0125	-.1731 / -.1240	-11.896
For female	-.1751	.0142	-.2033 / -.1481	-12.373
Index of moderated mediation	-.0264	.0147	-.0556 / .0029	-1.795



The results of the PROCESS analysis provided insights into the relationships between work stress (WS), employee job satisfaction (EJS), employee productivity (EP), and the moderating role of gender. In the first model, work stress was found to have a significant negative effect on employee job satisfaction ($b = -0.6369$, $p < .001$), explaining 56.7% of the variance in job satisfaction ($R^2 = .5670$). This suggests that as work stress increases, employee job satisfaction decreases.

In the second model, both work stress and job satisfaction significantly influenced employee productivity. Work stress had a direct negative effect on productivity ($b = -0.1032$, $p < .001$), while job satisfaction had a positive effect ($b = 0.1920$, $p < .001$). Work stress, job satisfaction, and gender explained 51.93% of the variance in employee productivity ($R^2 =$

.5193). Gender also had a small but significant effect on productivity ($b = -0.0179$, $p = .0176$), with females reporting slightly lower productivity than males. Additionally, the interaction between job satisfaction and gender was significant ($b = 0.0415$, $p = .0275$), indicating that the effect of job satisfaction on productivity differs by gender. Specifically, job satisfaction had a more substantial positive effect on productivity for females ($b = 0.2749$, $p < .001$) than for males ($b = 0.2335$, $p < .001$). This was also evident from the graph above.

The moderated mediation analysis revealed that job satisfaction partially mediated the relationship between work stress and productivity. The indirect effect of work stress on productivity through job satisfaction was significant for males (indirect effect = -0.1487) and females (indirect effect = -0.1751). However, the index of moderated mediation ($b = -0.0264$, 95% CI [-0.0556 , 0.0029]) indicated that the difference in the indirect effect between males and females was not statistically significant, as the confidence interval included zero.

In conclusion, work stress negatively affects both employee job satisfaction and productivity. Job satisfaction serves as a mediator, reducing the impact of work stress on productivity. While gender moderates the relationship between job satisfaction and productivity, the indirect effect of work stress on productivity through job satisfaction does not significantly differ between males and females.