



ORIGINAL RESEARCH PAPER

Management

A STUDY ON IDENTIFYING THE FACTORS INFLUENCING THE PERFORMANCE OF IT EMPLOYEES IN GANDHINAGAR CITY OF GUJARAT STATE

KEY WORDS: IT Employees, Full Dedication of Employees towards the Work, Motivational Factors for Employees, Organizational Culture, Performance of IT Employees.

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ABSTRACT

The above study had tried to find out the most significant factors for the IT Employees in the Organization in the Gandhinagar city of Gujarat State for which the author had adopted the factor analysis technique to find out the significant factors that have the impact on their productivity on the ground. The data have been collected through the primary survey with questionnaire by asking the open ended and close ended questions to them. The sampling techniques that have been adopted is cross sectional descriptive analysis have been adopted. The data have been collected from the 104 IT employees in the various firms across the Gandhinagar city of Guajrat State. The findings of the research is that there are two factors that have been extracted out of this survey i.e. Full Dedication of Employees towards the Work and Motivational factors for Employees in the IT organization.

INTRODUCTION

On the basis of efficacy, some elements in organizational growth increase sustainability. As conventions, values, and objectives assist to strengthen an organization's culture, increased productivity leads to increased employee commitment. The organization's structure was built on the foundation of effective setup of culture that maintains a positive learning environment Employee performance improves by a factor of two creation of an organization's strong culture Employee performance is considered the backbone of the organization since it contributes to its growth effectively. Employee loyalty is based on knowledge and understanding of the company's culture, which enhances the company's behaviour (Brooks, 2006) Administrative Science quarterly was the first to identify organizational culture (Pettigrew, 1979). Employees' worth and standards are based on management's assessment, which aids in enhancing employee performance. Quality awareness aids in the growth of organizations and employees.

Literature Review

The degree to which a person achieves the organizational purpose at work is referred to as performance (Cascio, 2006). Various academics have varied perspectives on performance, but most scholars associate it with the measuring of transactional efficacy and effectiveness in achieving corporate goals (Stannack, 1996; Barne, 1991).

The job of an employee is build up by degree of achievement of a particular target or mission that defines boundaries of performance (Cascio, 2006). Certain researchers have identified different thought, attitudes and beliefs of performance as it helps in measurement of input and output efficiency measures that lead to transactional association. (Stannack, 1996).

An organization's capacity to develop a perfect connection with resources demonstrates successful and efficient resource management. Daft, 2000; Daft, 2000; Daft, 2000; Daft, 2000 Organizational strategies have been created based on organizational performance in order to attain goals and objectives. 2001 (Richardo) The equity based on high returns aids in the efficient administration of organizational resources, resulting in improved performance. Ricardo et al., 2001).

Research Methodology

Research Gap

The present study tries to find out the factors of organizational culture that have the impact on the IT employees' productivity and performance and for that the studies had tried to make an attempt to find out the various factors which are directly or

indirectly having the impact on the performance of IT Employees in Gandhinagar City of Gujarat State. So this study will try to make the understand to the Employer of IT companies that which are the factors that have the most relevance in the minds of the IT employees as far as the performance of them is concern in the market.

Significance And Scope Of The Study

The significance of the study are to find out the impact of various parameters or factors that have the impact on the performance of the IT Employees performance in the Gandhinagar city of Gujarat State and that can be search out of that which are parameters of the Organizational Cultures are important in the market as far as the Performance of them is concern in the IT companies in the Gandhinagar city of Gujarat State.

Objectives Of The Study

1. To find out the factors of Organizational Culture that has the significant impact on the performance of IT employees in the Gandhinagar city of Gujarat State.
2. To find out the significant impact of Socio Demographic profile of the IT employees in the Gandhinagar City of Gujarat State on the various factors affecting the Performance of them due to different factors of Organizational Culture in their Current Organization.

Variable Of The Study

There are numerous variables that have been taken in the study for the measurement of the performance of the IT companies in the organization of the Ahmedabad city of the Gujarat State like Socio Demographic Profile of the IT employees like Gender, Male, Educational Qualification, Marital Status, Designation, Personal Role in the Organization, Age Group and Total Experience and the Parameters responsible for the performance of the IT Employees in the organization like information about latest technological changes, Freedom for expressing their views and Salary and Incentives.

Limitations Of The Study

1. Some of the IT employees are not ready to provide the data of their current organizational data due to the anxiety of job security purpose.
2. The study has been limited up to the Gandhinagar city of Gujarat State only so by seeing this locational barriers, the result might get differ from one location to another location.

Data Analysis And Interpretation

KMO and Bartlett's Test	
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.976

Bartlett's Test of Sphericity	Approx. Chi-Square	7125.301
	df	276
	Sig.	0.000

adequacy, it can be seen that the sampling adequacy has been reached up to the 97.6% which means that the data has proven the 97% adequacy to run the factor analysis and the Bartlett test of Sphericity is 0.000 which is less than 0.05 which means that the data is significant to run the factor analysis.

(Sources:SPSS Output)

From the above table of KMO and Bartlett test for the sampling

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	15.448	64.365	64.365	15.448	64.365	64.365	14.853	61.887	61.887
2	2.584	10.766	75.131	2.584	10.766	75.131	3.179	13.245	75.131
3	.906	3.775	78.906						
4	.793	3.305	82.212						
5	.569	2.372	84.584						
6	.348	1.451	86.035						
7	.307	1.277	87.312						
8	.289	1.204	88.517						
9	.258	1.076	89.592						
10	.249	1.037	90.630						
11	.234	.975	91.604						
12	.229	.955	92.559						
13	.214	.890	93.450						
14	.199	.831	94.281						
15	.181	.755	95.035						
16	.169	.704	95.739						
17	.162	.673	96.412						
18	.155	.647	97.059						
19	.147	.610	97.670						
20	.137	.572	98.242						
21	.130	.540	98.781						
22	.122	.507	99.288						
23	.092	.385	99.674						
24	.078	.326	100.000						

Extraction Method: Principal Component Analysis.

(Sources:SPSS Output)

From the above table of total variance explained, it can be seen that there are basically two factors that have been extracted based on the Eigen value more than 1. Which means that there are two factors that are influencing the performance of IT Employees in the Organization of Gandhinagar of Gujarat State with the total variance explained of 75.131 which means that this data represent the 75% of the total information that has been asked to the respondent and 25% of the data that had been lost during the factoring process. The two factors that we had derived for this study are Full Dedication of Employees towards the Work and Motivational factors for Employees in the IT organization.

FINDINGS AND CONCLUSIONS

From the above Data Analysis and Findings, it can be seen that there are two main factors that have the impact on the Productivity of the IT Employees in the organization in Gandhinagar city of Gujarat State i.e. Full Dedication of Employees towards the Work and Motivational factors for Employees in the IT organization.

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