DETERMINING FREQUENCY AND PERCENTAGE OF IT PROFESSIONALS PERCEIVED ORGANIZATIONAL SUPPORT

S.Kumaresh

Research Scholar ,Faculty of Management Sciences

Sri Ramachandra Institute of Higher Education and Research, Chennai

Dr. A.Bhooma Devi

Associate Professor, Faculty of Management Sciences,

Sri Ramachandra Institute of Higher Education and Research, Chennai

1. Introduction

Organizational rewards and job conditions play a large role in perceived organizational support as well. Sometimes, extrinsic motivation can mean more to an employee than intrinsic motivation because perceived appreciation has the power to turn a bitter employee into a content employee. Eisenberger and Rhoades discuss the many ways that employers can show appreciation and reward their employees. A few examples are paying their employees fairly; recognizing their employees for new ideas, exceptional work, etc.; promoting their employees when they deserve it; providing job security as incentive to remain with the organization; encouraging autonomy to correspondingly increase production and morale; reduce stress when made aware of it; and to provide proper training, to ensure employees' confidence in their jobs. Some of these factors carry less weight than others do. Being autonomous increases an employee's desire to continue to remain loyal to his or her organization because if he feels competent and confident in his ability to do well, he will be less likely to give up or lose faith.

2. Literature Review

Overview of Indian IT Industry. The Indian IT industry is growing steadily despite the global meltdown in the year 2009. When the wholeof the world witnessed the negative growth, Indian IT industry still managed to register a growth of5.5%. The industry is about to register the historic landmark of US $ 50 billion exports this year, according to NASSCOM President, Som MIttal. The domestic market is also slotted to witness

12%growth, this year. Potential size of India's offshoring industry is estimated at US $ 120 to 180 billion by2015. The industry currently employs around 1 million people and provides indirect employment toaround 2.5 million people. It is expected to add another 1, 50,000 jobs in the next fiscal according toNASSCOM.Indian IT/ ITes sector is growing substantially with its Secondly, there was a lack of infrastructural facilities for software development.To counter these, the government formulated a New Computer Policy in 1984, which simplified importprocedures and also reduced the import duty on hardware for software developers.

3. Research objectives

- Predict and Assists to solve Perceived Organizational Support factors in their job.

, **4. Research Methodology**

The sample data are collected through survey method. Inspection is conducted using well formulated Questionnaire. Convenience sampling is determined. Finally 520 sample Questionnaires were circulated and 475 unruffled out of which 450 finished questionnaires were originate.

5. Analysis and findings

The reason for taking up employment in IT Industry is the physiological segment to their response to sustain, causes, result strategies. In the present research identified family necessities, to serve the country, family profession, and to show the power are considered for analysis.

TABLE: 5.1 SHOWING FREQUENCY AND PERCENTAGE OF REASONS FOR TAKING UP EMPLOYMENT

Reasons	Frequency	Valid Per Cent	Cumulative Per cent
Family necessities	27	6.0	6.0
To serve the country	43	9.6	15.6
Monetery benefits	79	17.6	33.1
Family Profession	115	25.6	58.7

To show the Power	186	41.3	100
Grand Total	**450**	**100**	

From the beyond table, it is originated that the model unit comprises 6 per cent of employees are approved the reasons for taking up employment in IT Industry is their family necessities.9 per cent of the employees approved the reasons for taking up employment in IT Industry is to serve the country.17 per cent of Software employees approved the reasons for taking up employment in IT Industry is monetary benefit.25 per cent Software employees approved the reasons for taking up employment in IT Industry is Family profession. 41 per cent of the employees are approved the reasons for taking up employment in IT Industry are to show the power. Therefore the majority 41 per cent of the employees are approved the reasons for taking up employment in IT Industry are to show the power.

Physical and Mental factors on Software employees:

The attainment Perceived Organizational Support on individual and subsequent physical and Mental effects are imbibed on the basis of their psychographic characteristics and organisational details in the present research Physical factors and mental factors are mainly focused segments the Software employees and their respective perception on Perceived Organizational Support

Physical factors create Software worker is Significant Psychographic segment to their response to stress, causes of stress, outcome and strategies. Present research six different groups are shift work, Care taking; Long hours of work, Monotonous work, severe punishment without enquiry, frequent transfer and above are considered for the analysis

TABLE: 5.2 SHOWING FREQUENCY AND PERCENTAGE OF PHYSICAL FACTORS

Physical factors	Yes (Per Cent)	No (Per Cent)	Total
Shift Work	448(99.60 %)	2 (0.40 %)	450
Care Taking	444 (98.70 %)	6 (1.30 %)	450
Long Hours of work	416 (92.40 %)	34 (7.6%)	450
Monotonous Work	413 (91.80 %)	37 (8.2 %)	450
Severe Punishment without enquiry	434 (96.4 %)	16 (3.6%)	450
Frequent Transfer	442 (98.2 %)	08 (1.8%)	450

From the beyond table, it is originate that the sample unit comprises 99.60 per cent employees agreed that shift work creates to the employees in Chennai City. 0.40 per cent employees does not agreed shift work creates employees in Chennai City. So majority 99.60 per cent employees agreed that shift work creates Perceived Organizational Support to the Software employees in Chennai City

From the beyond table, it is originate that the sample unit comprises 98.70 per cent employees agreed that Care Taking creates employees in Chennai City 1.30 per cent employees does not agreed Care Taking creates employees in Chennai City So majority 98.70 per cent employees agreed that Care Taking creates employees in Chennai City

From the beyond table, it is originate found that the sample unit comprises 92.40 per cent employees agreed that Long hours of work creates employees in Chennai City 7.60 per cent employees does not agreed long hours of work creates employees in Chennai City So majority 92.40 per cent employees agreed that Long hours of work create employees in Chennai City

From the beyond table, it is originate that the sample unit comprises 91.80 per cent employees agreed that monotonous of work creates employees in Chennai City 8.2 per cent employees does not agreed monotonous of work creates employees in Chennai City So majority 91.80 per cent employees agreed that monotonous of work creates employees in Chennai City

From the beyond table, it is originate that the sample unit comprises 96.4 per cent employees agreed that severe punishment without enquiry creates employees in Chennai City 3.60 per cent employees does not agreed severe punishment without enquiry creates employees in Chennai City So majority 96.4 per cent employees agreed that severe punishment without enquiry creates employees in Chennai City

Frequent Transfer: From the beyond table, it is originate that the sample unit comprises 98.2 per cent employees agreed that Transfer creates employees in Chennai City 1.8 per cent employees does not agreed transfer creates employees in Chennai City So majority 98.2 per cent employees agreed that transfer creates employees in Chennai City

Mental factors creates employees is the Significant Psychographic segment to their response to stress, causes of stress, outcome and strategies. In the present research six different groups are Heavy work due to shortage of staffs, Revenge from Counterparts, No Self Decision, Reprimand from Superior, No Counseling Procedure and above are considered for the analysis

TABLE: 5.3 SHOWING FREQUENCY AND PERCENTAGE OF MENTAL FACTOR

Mental factors	Yes (Per Cent)	No (Per Cent)	Total
Heavy work due to shortage of staffs	441(98.00 %)	9 (2.00 %)	450
Revenge from counterparts	395 (87.80 %)	55 (12.20 %)	450
No Self Decision	421(93.60 %)	29 (6.40 %)	450
Reprimand from Superior	408 (90.70 %)	42 (9.30 %)	450
No Counseling Procedure	414(92.00 %)	36(8.00%)	450
Frequent Transfer	442 (98.2 %)	08 (1.8%)	450

From the above table, **Heavy work due to shortage of staffs**t is found that the sample unit comprises 98.00 per cent employees agreed that heavy work due to shortage of staffs creates employees in Chennai City 2.00 per cent employees does not agreed heavy work due to shortage of staffs creates employees in Chennai City So majority 98.00 per cent employees agreed that heavy work due to shortage of staffs creates employees in Chennai City.

From the beyond table, **Revenge from Counterparts** is originated that the sample unit comprises 87.8 per cent employees agreed that revenge from Counterparts creates employees in Chennai City 12.20 per cent employees does not agreed revenge from Counterparts creates employees in Chennai City So majority 87.80 per cent employees agreed that revenge from Counterparts creates employees in Chennai City.

From the exceeding table, **No Self Decision** is found that the sample unit comprises 93.6 per cent employees agreed that no self-decision creates employees in Chennai City 6.4 per cent employees does not agreed no self-decision creates employees in Chennai City So majority 93.6 per cent employees agreed that no self-decision creates employees in Chennai City

From the exceeding table, **Reprimand from Superior** is found that the sample unit comprises 90.70 per cent employees agreed that reprimand from superior creates employees in Chennai City 9.30 per cent employees does not agreed reprimand from superior creates employees in Chennai City So majority 90.7 per cent employees agreed that reprimand from superior creates employees

in Chennai City.

From the exceeding table, **No Counseling Procedure** is found that the sample unit comprises 92.00 per cent employees agreed that no counseling procedure creates employees in Chennai City 8.00 per cent employees does not agreed no counseling procedure creates employees in Chennai City So majority 92.00 per cent employees agreed that no counseling procedure creates employees in Chennai City

III. It assists to solve Perceived Organizational Support in their job

The acquirement of Perceived Organizational Support on individual and subsequent effects are imbibed on the basis of their psychographic characteristics and organisational details in the present research few factors are mainly focused the Software employeesand their respective solution on Perceived Organizational Support.

The Software employees response to stress, causes of stress, outcome and strategies. Within the present research three different forms of solution to solve Perceived Organizational Support proper training, support of higher authority, advancement of career, recognition for achievement, peculiar nature of job, freedom to take decision, grievance redressal mechanism, job security, yoga and meditation, involvement in devotional activities are considered for the analysis.

TABLE: 5.4 SHOWING FREQUENCY AND PERCENTAGE OF IT ASSISTS TO SOLVE PERCEIVED ORGANIZATIONAL SUPPORTIN THEIR JOB

Assists to solve Perceived Organizational Support in their job	Yes (Per Cent)	No (Per Cent)	Total
Proper Training	441(98.00 %)	9 (2.00 %)	450
Support of higher Authority	432 (96.60 %)	15(03.40 %)	450
Advancement of Career	378(84.00 %)	72 (16.00 %)	450
Recognition for achievement	409 (90.90 %)	41 (09.10 %)	450
Peculiar Nature Of Job	410 (91.10%)	40 (08.90%)	450
Freedom to take decision	439(97.60%)	11(02.40%)	450

Grievance redressal mechanism	433 (96.2 %)	17(03.80 %)	450
Societal recognition	417 (92.90 %)	32 (07.10%)	450
Job Security	390 (86.70)	60(13.30%)	450
Yoga and meditation	427(94.90%)	23(05.10%)	450
Involvement in Devotional activities	410(91.10 %)	40(08.90 %)	450

From the exceeding table, **Proper Training** is initiate the sample unit comprises 98.00 per cent employees agreed that proper training of staffs gives solution to solve Perceived Organizational Support of the Software employees in Chennai City 2.00 per cent employees does not agreed proper training of staffs gives solution to solve Perceived Organizational Support of the Software employees in Chennai City So majority 98.00 per cent employees agreed that that proper training of staffs gives solution to solve Perceived Organizational Support of the Software employees in Chennai City

From the exceeding above table, **Support** is initiate the sample unit comprises 96.60 per cent employees agreed that support from the department gives solution to solve Perceived Organizational Support of the Software employees in Chennai City 3.4 per cent employees do not agreed support from the department gives solution to solve Perceived Organizational Support of the Software employees in Chennai City So majority 96.60 per cent employees agreed that support from the department gives solution to solve Perceived Organizational Support of the Software employees in Chennai City

From the exceeding table, **Career** is initiate the sample unit comprises 84.00 per cent employees agreed that advancement of career gives solution to solve Perceived Organizational Support of the Software employees in Chennai City 16.00 per cent employees do not agreed advancement of career gives solution to solve Perceived Organizational Support of the Software employees in Chennai City So majority 84.00 per cent employees agreed that advancement of career gives solution to solve Perceived Organizational Support of the Software employees in Chennai City

From the exceeding table, **Recognition** is initiate that the sample unit comprises 90.9 per cent

employees agreed that recognition for achievement gives solution to solve Perceived Organizational Support of the Software employees in Chennai City 9.1 per cent employees' do not agreed recognition for achievement gives solution to solve Perceived Organizational Support of the Software employees in Chennai City So majority 90.90 per cent employees agreed that recognition for achievement gives solution to solve Perceived Organizational Support of the Software employees in Chennai City

From the exceeding table, **Peculiar Nature of Job i**s initiate that the sample unit comprises 91.1 per cent employees agreed that peculiar nature of jobs gives solution to solve Perceived Organizational Support of the Software employees in Chennai City 8.9 per cent employees do not agreed peculiar nature of jobs gives solution to solve Perceived Organizational Support of the Software employees in Chennai City So majority 91.10 per cent employees agreed that peculiar nature of jobs gives solution to solve Perceived Organizational Support of the Software employees in Chennai City

From the exceeding table, **Freedom to take decisions** is initiate the sample unit comprises 97.6 per cent employees agreed that freedom to take decision gives solution to solve Perceived Organizational Support of the Software employees in Chennai City 2.4 per cent employees do not agreed freedom to take decision gives solution to solve Perceived Organizational Support of the Software employees in Chennai City So majority 97.6 per cent employees agreed that freedom to take decision gives solution to solve Perceived Organizational Support of the Software employees in Chennai City

From the exceeding table, **Grievance Redressel Mechanism** is initiate the sample unit comprises 96.2 per cent employees agreed that grievance redressel mechanism gives solution to solve Perceived Organizational Support of the Software employees in Chennai City 3.8 per cent employees' do not agreed grievance redressel mechanism gives solution to solve Perceived Organizational Support of the Software employees in Chennai City So majority 96.2 per cent employees agreed that grievance redressel mechanism gives solution to solve Perceived Organizational Support of the Software employees in Chennai City

From the exceeding table, **Societal Recognition** is initiate the sample unit comprises 92.9 per cent employees agreed that societal recognition gives solution to solve Perceived Organizational Support of the Software employees in Chennai City 7.1 per cent employees' do not agreed societal recognition gives solution to solve Perceived Organizational Support of the Software employees in Chennai City So majority 92.9 per cent employees agreed that societal recognition gives solution to solve Perceived Organizational Support of the Software employees in Chennai City

From the exceeding table, **Job security** is initiate the sample unit comprises 86.7 per cent employees agreed that Job security gives solution to solve Perceived Organizational Support of the Software employees in Chennai City 13.3 per cent employees' do not agreed Job Security gives solution to solve Perceived Organizational Support of the Software employees in Chennai City So majority 86.7 per cent employees agreed that Job Security gives solution to solve Perceived Organizational Support of the Software employees in Chennai City

From the exceeding table, **Yoga and Meditation** is initiate the sample unit comprises 94.90 per cent employees agreed that Yoga and Meditation gives solution to solve Perceived Organizational Support of the Software employees in Chennai City 5.1 per cent employees' do not agreed Yoga and Meditation gives solution to solve Perceived Organizational Support of the Software employees in Chennai City So majority 94.90 per cent employees agreed that Yoga and Meditation gives solution to solve Perceived Organizational Support of the Software employees in Chennai City.

From the exceeding table, **Involvement in devotional activities** is initiate the sample unit comprises 91.10 per cent employees agreed that Involvement in devotional activities gives solution to solve Perceived Organizational Support of the Software employees in Chennai City 8.90 per cent employees' do not agreed Involvement in devotional gives solution to solve Perceived Organizational Support of the Software employees in Chennai City So majority 91.10 per cent employees agreed that Involvement in devotional gives solution to solve Perceived Organizational Support of the Software employees in Chennai City .