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## WELL-BEING AMONG INFORMATION AND TECHNOLOGY PROFESSIONALS

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### **ABSTRACT**

Well-Being is the extent to which an individual feels good or content with their life as a whole. The aim of this study was to see the status of well-being of professionals. Friedman Well-Being Scale Questionnaire was used to collect the data through Google forms. The total sample size is sixty were collected from IT professionals working in different IT organizations. The collected data was analyzed by using required statistical techniques such as mean, SD and t-test. Purposive sampling technique was used. The research design 2x3x4 was employed. Results found that there is no significant difference in Gender, Working Models, and Income levels with regards to Well-Being of IT professionals.

**KEY WORDS: General well-being, IT Professional, Working model, Income.**

Global changes and new managerial challenges require new concepts of health and well-being in organizational contexts. General well-being is the extent to which an individual feels good or content with their life as a whole. Well-being emerges from our thoughts, actions, and experiences –most of which you have control over. Well-being is the experience of health, happiness, and prosperity. It includes having good mental health, high life satisfaction, a sense of meaning or purpose, and the ability to manage stress. More generally, well-being is just feeling well. Well-being is something sought by just about everyone because it includes so many positive things — feeling happy, healthy, socially connected, and purposeful. Unfortunately, well-being appears to be in decline. And increasing your well-being can be tough without knowing what to do and how to do it. General well-being is conceptualized as influencing and, being influenced by, works. (Simon & Darren 2012) well-being in general is a person's overall feeling; good or bad. The whole spectrum of feelings ranges from positive feelings such as pleased, satisfied, or energetic to negative feelings including sad, depressed or unsatisfied Newel (2002). (Alla, Simona, 2008) well-being in the workplace does not depend exclusively on external conditions in terms of the working and organizational environment within which the individual operates: so, it could be promoted not only from above, through actions by management, but also from below, influencing individual traits and behaviors. (Simon & Darren 2012). To increase work effectiveness and performance, it is important to address a number of issues, including increasing motivation among the employees, making them feel satisfied with their job, and increase

their job-related well-being in general. In such a way it is important to explore the concept of a job related well-being, because this is exactly that feeling an employee feels while working. (Alla, Simona, 2008) Although, the health and well-being of workforce has improved due to the disappearance of harsh and hazardous work in the last century, workforce are again at risk because of the nature of contemporary work especially in IT industries is psychologically demanding. Therefore, job demands that cause strain can be detrimental to individual health, thus leading to psychological distress and health complaints (Gunaseelan& Ismail 2008). There is a growing body of evidence linking health and well-being to key business issues. Despite this, corporate uptake of work place health promotion programmes has been slow. The last decade has been increasing interest in the health and well-being of the workforce (Peter 2005). To achieve the organizational objective and to be successful it is important that its employees are satisfied with their work, since work occupies an important place in man people' s lives, such conditions are likely to affect not only their physical but also a high level of social, psychological well-being. (Chandranshu 2012). The growth of IT industry is exceptional in the last two decades and it continues to be one of the fastest growing sectors in Indian economy. It has become one of the significant industries in terms of the total exports and national GDP. The ever increasing competition have led IT organizations to pay high to retain its best talents thus increasing the pressure on its employee's performance. Eventually increasing stress in work and work place to be in the workforce competition. Economic instability around the world has resulted in many organizations having to lay off workers and also shut down to save their business. This economic strain and stress have impact on the worker's well-being through job insecurity (Fatimah, Noraishah,, Nasir &Khairuddin, 2012). Managerial health concepts were highly individualistic and hardly related to the work environment and the organization. IT industry employs skilled, talented resource who needs to be keenly nurtured, managed and motivated. It is the employer's responsibility to care for the general well-being of its employees.

**Operational Definitions:**

**IT Profession:** IT is the short form of information technology, broad term covering all aspects of managing and processing information. IT professional design develops, support and manage computer software, hardware and network such as the internet. The application of of these technologies is all round us. In fact, it is probably already a part of your life in ways you are not aware of computer software used to write term paper, computer generated animation in a blockbuster movie, networks and a programs that let you to order books over the internet and satellites and systems that enable NASA to conduct remote space exploration are all developed by creative and dedicated IT professionals.

**WFH(working from home or work from home):** The abbreviation is often used in digital communication to notify colleagues that someone is working from home on a given day or for a temporary period instead of regularly reporting to a physical place of business.

**WFO (working from office):** The abbreviation is often used in digital communication to notify colleagues that someone is working from office place.

**Hybrid:** A hybrid workplace model mixes in-office and remote work to offer flexibility and support to employees. In a hybrid workplace, employees typically enjoy more autonomy and better work-life balance – and are more engaged as a result. Employers benefit by building a more productive, healthy, stable workforce.

**Statement of The Problem:** An attempt is made in the present investigation “To Study on Well –Being among IT Professionals”.

**Objectives:**

1. To study whether there is any significant difference among the Gender in their Well-Being.
2. To study whether there is any significant difference among the Working Models of IT professionals in their Well-Being.
3. To study whether there is any significant difference among Income of IT professionals in their Well-Being.
4. To study the Correlation Sub scales of Well-Being with regards to Socio Demographic Variables.

Formulation of Hypotheses: Based on the above Objectives, the following hypotheses are formulated.

1. There would be significant difference between Male and Female IT professionals in their Well-Being.
2. There would be significant difference between Work from Home, Work from Office, Hybrid working models of IT professionals in their Well – Being.
3. There would be significant difference between Less than 2.5 Lakhs, 2.5 Lakhs to 5 Lakhs, 5 lakhs to 10 Lakhs, 10 lakhs above Income levels of IT professionals in their Well – Being.
4. There would be significant correlation between Sub scales of Well-Being with regards to Socio Demographic Variables.

**Sample for the Study:** In the present study the data was collected from (60) IT Professionals were selected based on simple random sampling technique. There were 32 Males and 28 Females. IT Professionals were selected from different Companies and Technology.

**Table - I:** Shows socio-demographic details of the sample

S.No	Variables	N	Percentage %
1	Gender		
	Male	32	53.3%
	Female	28	46.6%
2	Working Model		
	Work from Home	10	16.6%
	Work from Office	29	48.3%
	Hybrid	21	35%
3	Income		
	Less than 2.5 Lakhs	2	3.33%
	2.5 Lakhs to 5 Lakhs	12	20%
	5 lakhs to 10 Lakhs	18	30%
	10 lakhs above	28	46.6%

**Variables:**

**Dependent Variable:** Well-Being

**Independent Variables:** Gender, Working Model, Income

**Tool:** The Friedman Well-Being Scale (1992): consists of twenty bi-polar adjectives. It is easy to administer, score, and interpret. It can be scored for an overall measure of well-being, the Friedman Well-Being Composite, and for five subscales: emotional stability; self-esteem/self- confidence; joviality; sociability; and happiness.

**Statistical Analysis:** Data were analyzed using suitable statistical techniques such as Mean, SD, and t – test.

**Result and discussion:** The obtained Data were quantitatively analyzed to test the hypotheses and the results were presented in the following.

Table II: Shows the Means, Standard Deviation (SD) and t- Values related to well – Being

S.No	Sub Group	N	Mean	S.D	't' Values
1.	Gender				
	Male	32	69.81	16.492	1.129@
	Female	28	65.34	13.820	
2.	Working Model				
	Work from Home	10	67.98	15.470	0.534(a-b)@
	Work from Office	29	70.95	15.051	0.526(b-c)@
	Hybrid	21	65.83	15.757	

3.	Income				
	Less than 2.5 Lakhs	2	73.50	4.243	1.152(a-b)@
	2.5 Lakhs to 5 Lakhs	12	61.83	13.791	1.446(b-c)@
	5 Lakhs to 10 Lakhs	18	68.58	11.633	0.146(c-d)@
	10 Lakhs above	28	69.29	18.167	
<b>Note: @not significant</b>					

It is observed from Table – II shows that the male IT professionals have obtained the highest mean 69.81 with an SD 16.492 whereas Female IT professionals have obtained the lowest mean 65.34 and SD 13.820. The high score indicates that they have more Well-Being. The t value of Gender is 1.129 is less than 0.05 level which indicates not significant. Hence, rejecting the Hypothesis 1.

Working Model wise IT professionals who are doing Work from Office have obtained the highest mean 70.95 with an SD 15.051 and IT professionals who are doing Work from Home have obtained the mean 67.98 with an SD 15.470 and IT professionals who are following Hybrid Model have the least mean 65.83 with an SD 15.757. The high score indicates that they have more Well-Being. The t values of Work from Home and Work from Office is 0.534(a-b) and Work from office and Hybrid is 0.526(b-c) which is less than 0.005 level. Hence the hypothesis-2 is rejected

Income wise IT professionals whose income is in the range of Less than 2.5 Lakhs have obtained highest mean 73.50 with an SD 4.243 whereas IT professionals income range of 10 Lakhs above have second highest mean 69.29 with an SD 18.167. IT professionals whose income is in the range of 5 Lakhs to 10 Lakhs have got mean 68.58 and SD is 11.633 and 2.5 Lakhs to 5 Lakhs have got 61.83 and SD is 13.971. The high score indicates that they have more Well-Being. The t values Less than 2.5 Lakhs and 2.5 Lakhs to 5 Lakhs is 1.152(a-b) and 2.5 Lakhs to 5 Lakhs and 5 Lakhs to 10 Lakhs is 1.446(b-c) and 5 Lakhs to 10 Lakhs and 10 Lakhs above got the 0.146 which is less than 0.005 level. Hence rejecting the Hypothesis3.

Table III: Shows the correlation matrix with regards to sub-scales related to Gender, Working Model and Income.

S.No	variable	FSOC	FSES	FJOV	FES	FHAPP
01.	Gender	-.153@	-.010@	-.087@	-.179@	-.087@
02.	Working Model	-.084@	-.015@	-.044@	-.147@	-.130@
03.	Income	-.158@	.112@	.195@	.048@	.055@
<b>Note: @not significant</b>						

The correlation matrix contains sub-scales and other Socio Demographic variables wise that in Gender FSOC (-.153), FSES (-.010), FJOV (-.087), FES (-.179), FHAPP(-.087) which is not correlated. In Working Model FSOC (-.084), FSES (-.015), FJOV (-.044), FES (-.147), FHAPP (-.130) which is not correlated. In Income FSOC (-.158), FSES (.112), FJOV (.195), FES(.048), FHAPP(.55) which is not correlated.

### Conclusions:

1. There is no significant difference between Male and Female IT professionals in their Well- Being.
2. There is no significant difference between Work from Home, Work from Office and Hybrid Working Models of IT professionals in their Well-Being.
3. There is no significant difference Less than 2.5 Lakhs, 2.5 Lakhs to 5 Lakhs, 5 lakhs to 10 Lakhs, and 10 lakhs above Income levels of IT professionals in their Well – Being.
4. There is no Correlation between Sub scales of Well-Being with regards to Socio Demographic Variables.

**Further Study:** Need to increase the size of the sample size for the accuracy of the results. Need to study the different variables that have not been explored and to deepen the understanding how it will impact the Well-Being.

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