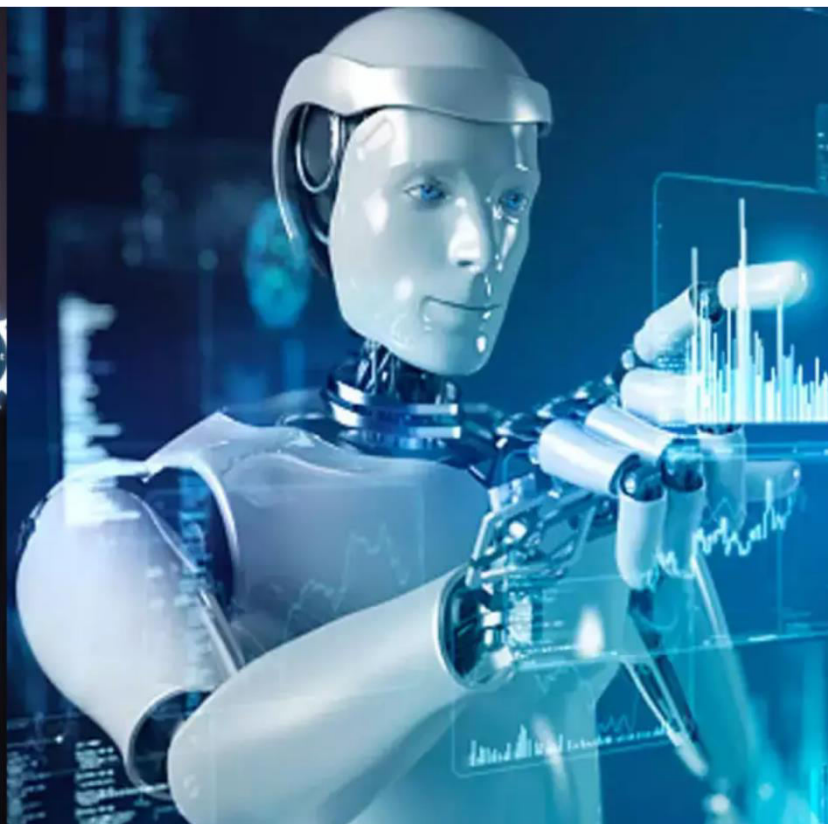




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# A Study on Flexible Working Condition and its Impact on Performance and Job Satisfaction among IT Employees with Special Reference to Coimbatore District

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**ABSTRACT:** The running conditions have turn out to be increasingly relevant within the IT area, influencing worker performance and job pleasure. This examine explores the effect of far off paintings, hybrid models, bendy hours, and compressed workweeks among IT personnel in Coimbatore district. thru a based survey and evaluation, the studies identifies the benefits of flexibility, such as stepped forward paintings-life stability, more desirable productivity, and better process satisfaction. but, it also highlights demanding situations, including communique gaps, difficulties in collaboration, and the want for powerful management techniques. The findings provide treasured insights for IT firms in Coimbatore to refine their flexible work rules, making sure a balance between worker well-being and organizational efficiency.

**KEYWORDS:** Flexible working , IT employees, job satisfaction, employees performance, work-life balance , Coimbatore

## I. INTRODUCTION

Flexible work arrangements have become a crucial aspect of modern business, particularly in the IT sector. These arrangements allow employees to work remotely, choose flexible hours, or adopt hybrid work styles. The COVID-19 pandemic has accelerated the adoption of flexible work guidelines, demonstrating their long-term benefits for both groups and employees. Flexible work environments contribute to job satisfaction, performance, and engagement, and promote diversity and inclusivity. However, these arrangements also present challenges such as loss of direct supervision, communication limitations, collaboration issues, and reduced accountability.

## SCOPE OF THE STUDY

The look at examines the impact of bendy running conditions on worker performance and activity pleasure among IT employees in Coimbatore. The research will cover experts from multinational agencies, mid-sized corporations, and startups within the vicinity. it's going to look at exclusive flexible work fashions and their effectiveness in enhancing process performance even as addressing challenges like communique boundaries, reduced collaboration, and overall performance tracking problems. The study will also discover elements like managerial assist, organisation regulations, technological infrastructure, and organizational lifestyle. The findings will provide valuable hints for IT corporations in Coimbatore to expand administrative center regulations that optimize flexibility while retaining productivity and worker engagement. The findings can be beneficial for IT companies, HR professionals, policymakers, and personnel looking for to understand the lengthy-time period implications of flexible paintings on staff performance and process delight

## OBJECTIVE OF THE STUDY :

- To discover the important thing elements that affect activity satisfaction in bendy working environments for IT employees.

- To explore the demanding situations and barriers faced with the aid of IT personnel in adapting to flexible running situations.

## II. LITERATURE REVIEWS

**Hill, Hawkins, and Ferris (2001)** The study explores the impact of work-life balance on employees' ability to manage work and personal responsibilities. It suggests that flexible work arrangements, including flexible hours, remote work, and timetable control, improve job satisfaction, reduce stress, and extend overall well-being. The study emphasizes the importance of organizational support in fostering work-lifestyle stability.

**Duxbury and Higgins (2001)** The study highlights the increasing conflict between work and life in Canada due to increased demands, longer hours, and societal expectations, affecting family and private lives, particularly girls and parents. It emphasizes the importance of organizational regulations and government projects in promoting work-life balance and work-life satisfaction.

**Bailey and Kurland's 2002** The study explores telework studies, highlighting its growing popularity and benefits like job pride, work-life balance, and productivity. However, challenges like isolation, conversation problems, and work-life limitations exist. The effectiveness depends on process type, character preferences, and organizational support. Careful attention is needed for maximum benefits.

**Baard, S. L., Deci, E. L., & Ryan, R. M. (2004)** - The study look at paper courting among intrinsic want satisfaction and process motivation using self-dedication concept. They found that personnel' simple mental desires, including autonomy, competence, and relatedness, are much more likely to enjoy intrinsic motivation of their paintings. supporting these wishes results in better engagement, activity satisfaction, and standard well-being. Unmet desires may additionally result in lower motivation, burnout, and disengagement.

## III. RESEARCH METHODOLOGY

**Sampling method:** Stratified random sampling, 103 IT personnel from Coimbatore District.

**Information collection:** primary information through dependent questionnaires; secondary facts from research papers, industry reviews, and HR guidelines.

**Tools used for Analysis:** Smiple percentage, Correlation, Chi square

### Limitations of the Study

The study, limited to IT employees in Coimbatore, may not be applicable to other industries or locations due to potential subjective biases and lack of objective performance data.

## ANALYSIS AND INTERPRETATIONS

### SIMPLE PERCENTAGE

Simple percent is a statistical tool that presents statistics in a clear, understandable format, indicating the frequency of a specific reaction or group within a pattern.



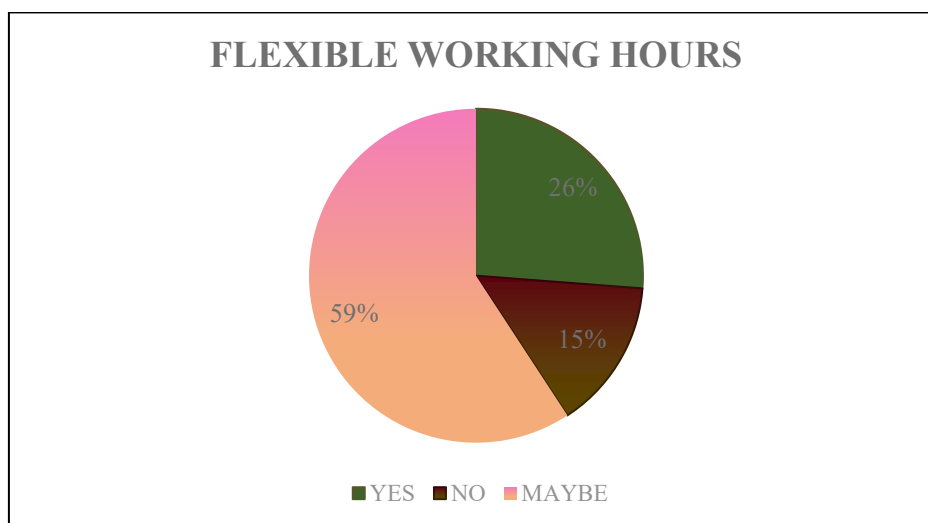
### FLEXIBLE WORKING HOURS

OPTIONS	NO OF THE RESPONDENT	NO OF THE PERCENTAGE %
YES	27	26.2
NO	15	14.6
MAYBE	61	59.2
<b>TOTAL</b>	<b>103</b>	<b>100.0</b>

SOURCES: PRIMARY DATA

### INTERPRETATION

The majority of respondents (59.2%) are uncertain about their preferences, with only 26.2% stating "yes" and 14.6% "No," indicating a mixed level of confidence.



### CORRELATION

The study investigates the impact of flexible working conditions on IT personnel in Coimbatore, finding a high correlation between increased flexibility and better performance, while a negative correlation suggests reduced satisfaction.

To discover the good sized courting of flexible operating Hours affect job Sathisfaction

VARIABLES	PEARSON CORRELATION
Flexible Working Hours	.017
Flexible Working Condition Affect Job Satisfaction	.017

#### INTERPRETATION

The very weak correlation ( $r = \text{zero.017}$ ) suggests almost courting between flexible operating hours and activity pleasure underneath bendy conditions.

To locate the considerable difference between experience in IT and process pleasure

VARIABLES	PEARSON CORRELATION
Years of Experience in	.084
Overall Job Satisfaction	.084

#### INTERPRETATION

The Pearson correlation ( $r = 0.084$ ) suggests a totally vulnerable superb courting among years of revel in in IT and ordinary process pride. This shows that experience has little to no impact on process delight.

#### CHI SQUARE

The study investigates the impact of flexible working conditions on IT personnel's job satisfaction and performance in Coimbatore, using the Chi-square test to determine if flexibility significantly impacts worker well-being and efficiency.

To find the sizeable difference between task satisfaction with bendy paintings option based totally on Gender

Chi -Square Tests	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	104.832 <sup>a</sup>	10	.000

#### INTERPRETATION

since the Chi-square take a look at ( $\chi^2 = 104.832$ ,  $p = \text{zero.000}$ ) is significant, we finish that flexible running hours have a large effect on activity pleasure under flexible conditions

To find the big distinction between far off work Frequency and strain management

Chi - square test	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	128.304 <sup>a</sup>	25	.000

**INTERPRETATION**

The Chi-rectangular check results indicate a significant association between the variables, rejecting the null hypothesis due to a p-cost less than 0.05.

**IV. FINDINGS****Simple percentage**

- The facts suggests a high degree of uncertainty (fifty nine.2%) amongst respondents, with fewer exact "sure" (26.2%) and "No" (14.6%) responses.

**Correlation**

- The Pearson correlation coefficient is 0.017, indicating a completely weak positive correlation. there is nearly no linear relationship among bendy working Hours and bendy operating situation Affecting job pleasure.

**Chi-Square**

- The Chi-square check suggests age differences in organization and activity position, with younger respondents likely in access-level roles like software development and information evaluation, and older respondents in managerial positions.

**V. SUGGESTIONS**

The effectiveness of flexible working condition Society must embrace remote and hybrid work, promote digital literacy, co-working spaces, and work-life stability, and prioritize labor legal guidelines, tax incentives, virtual infrastructure, and equal opportunities for remote employees.

**VI. CONCLUSION**

The study reveals trends in IT workforce, career growth patterns, and job roles. Most respondents are early-career and mid-profession, indicating a strong demand for talent development opportunities. Gender distribution remains balanced, but diversity and inclusivity in management roles need improvement. Upskilling is crucial, with roles like IT Analyst and Supervisor dominating. Businesses can enhance employee satisfaction, retention strategies, and create customized career plans.

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