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A Study of Virtual Work During The Pandemic and Its Effect On Job Satisfaction: A Theoretical Framework

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Abstract

The year 2020 brought forth global economic concerns, triggered by trade conflicts, strict immigration policies, and protectionist measures. The emergence of COVID-19 heightened fears of a recession, prompting organizations to shift to virtual work environments. The pandemic accelerated the adoption of remote work, supported by advancements in cloud computing, increased Wi-Fi accessibility, and the prevalence of smartphones. Job satisfaction and performance are crucial factors for organizational success. Job satisfaction, defined by Locke and others, reflects positive feelings toward work, while job performance encompasses behaviors adding value to the organization. Literature, including studies by Robbins, Sharma, and others, explores the multifaceted nature of job satisfaction, linking it to individual needs and perceptions. Organizational culture, identified by Alvesson and others, emerges as a binding force influencing satisfaction. The study sets objectives to examine job satisfaction variations across age and gender among Indian IT employees during COVID-19, also exploring the intricate relationship between job satisfaction and performance, forming hypotheses for empirical testing. This research contributes to understanding the dynamics of workforce satisfaction and its impact on performance in the context of a rapidly evolving global landscape.

Keywords: Global Economic Concerns, Remote Work Shift, Job Satisfaction, COVID-19 Impact, Organizational Performance

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Introduction:

2020 began with alarming predictions of an impending global economic slowdown due to trade wars, strict immigration laws, and protectionist policies adopted by governments all over the world. With the development of the novel corona virus, now known as COVID19, the worry of a recession similar to the one that struck in 2008 came to life. Following the discovery of COVID-19, the majority of organizations began looking for ways to shift from traditional physical work environments to virtual ones. The global viral outbreak has compelled businesses to establish or tolerate remote work arrangements. Working remotely using remote servers and a mix of portable software is now a preferable alternative due to the increase of cloud computing technology and Wi-Fi intensity (Mahmoud M Wated, 2010). Also the development of smart phones and a couple of running systems are some other contributing elements converting the digital work into next successful possibility. Job delight and process overall performance play important role in the success of each business enterprise. In this era, each task pride are the primary important factors to be taken into consideration within the managerial choice so as to influence enterprises towards its dreams.(Locke, 1976; Spector, 1997) defines Job pleasure as not anything however a fine spirit due to the pride a employee derives from the work.

Motowidlo (2003) explains that process overall performance is that the totality of all the ones predicted behaviors that individuals bring returned their operating environment and provides values to the agency. Deliver lower back their running environment and affords values to the enterprise. Job Satisfaction is the

employee's overall high-quality feeling approximately the job and process surroundings, including fashionable well-being, paintings pressure, control at paintings, homework interface and working conditions(Tomazevic & J Seljak, 2014).Satisfied employee effects in amplify greater attempt to process performance, then works tougher and better. Thus each company tries to make a happy manpower to work the well- being of the business enterprise. However, the whole organizational performance depends on green and powerful overall performance of person personnel of the organization. There are variety of things that impact activity delight. The important ones may be briefed by evoking the size of job delight. They are pay, the paintings itself, promotions, supervision, work group, and dealing situations (Luthans 1985). In analyzing in consequences of job pleasure, it is important to breakdown the evaluation into a chain of specific set of variables like productivity, turnover, absenteeism and other consequences (injuries, grievances, physical and mental fitness). Performance is defined as a characteristic of individual ability and talent and strength for the duration of a given scenario (Porter and Lawler, 1974)

Literature Review:

Robbins 2003, for example, defines job satisfaction as the feeling of belonging to his or her workplace; whereas Giang et al. 2004 states that work satisfaction satisfies an employee's needs in a working environment. According to Riggio (2000), the satisfaction of work is a feeling and attitude that an individual has towards his or her job. Sharma and Khanna (2014) have stated in their study that job satisfaction is that the degree of positive feelings or that

individuals possess for his or her jobs Locke's broad definition is cited by Luthans (1985).

Assessment of one's work or job experience gives rise to a pleasant and positive spirit. The employee perception of how well his or her job provides the things that he or she considers important may be a factor in finding employment satisfaction. In addition, the satisfaction of a job in relation to his work and surrounding environment shall be regarded as reintegration of influence created by each person's perception that he is meeting his needs. Saiyaden, 1993. This job has been acknowledged by Organ and Hammer (1991). The satisfaction is a rich mix of cognition, emotion and tendencies. Frye's 2004 preparatory studies indicate there is a positive. What is the relationship between wages and employee performance, and what is the income A key aspect of employee satisfaction.

Alvesson Spicer & Co. 2012, stated that culture has a common set of key values, Understanding, assumptions and standards among the staff of a company. The organizational culture is considered to be a binding factor which holds the entire organization together (Tichy, 1982). Mueller & Kim (2008) identified Two types of satisfaction with work; Initially, the overall feeling of what it is to be a worker and And the feelings associated with aspects of work, for example benefits and pay, The position, growth opportunities, working environment and relationship with each other employees Porter and Lowler, 1969 recommended that the satisfaction of workers would be affected. arguing that improved satisfaction with performance probability is helping to: Increase expectations of performance leading to rewards. Carroll, Keflas and According to Watson (1964), satisfaction

and productivity are essential to the relationship. during which each affects the other. In view of the high perception of expectancy, it is suggested that performance results in a higher level of effort. The problem results in efficient performance, which again leads to satisfaction with a key relationship. David, The relationship between satisfaction and performance is strongly influenced by the type of pay system in which employees work, according to Joseph and William (1970).

Objectives:

1. To examine the differences in task delight among Indian IT employees with admire to age at some point of COVID-19.
2. To take a look at the differences in job pride among Indian IT employees with recognize to gender in the course of COVID-19.
3. To study the relationship between factors of activity pleasure and process performance.
4. To observe the relationship among job delight and activity overall performance.

HYPOTHESIS:

H1: There is no substantial distinction in task delight among Indian IT Employees with admire to age throughout COVID-19.

H2: There is no vast distinction in job satisfaction among Indian IT Employees with recognize to gender in the course of COVID-19.

H3: There is no massive distinction between factors of activity satisfaction and task overall performance.

H4: There isn't any full-size difference among task satisfaction and performance.

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