

**SOCIO-ECONOMIC PROFILE OF EMPLOYEES IN IT SECTOR – AN
EMPIRICAL STUDY WITH REFERENCE TO EMPLOYEES OF SELECT
IT COMPANIES IN HYDERABAD**

D. Kavitha
Research Scholar
Acharya Nagarjuna University
E-Mail: kavitha2000mba@gmail.com

Abstract

Training and development is an area that is related to organizational activities, so it is better to improve institutional setting of institutions and groups. It is a joint role, which is called Human Resource Development (HRD), which means the development of "human" resources is competitive in the market. Employees are focused on today's work for the development of their existing jobs and are preparing the development employees to prepare for future roles and responsibilities. The present research is to portray the socio-economic profile of the employees of select IT companies in Hyderabad.

Keywords: Employees, Hyderabad, IT Sector Socio-Economic Profile,

Introduction:

It is an analysis that training and development is intended for objective educational institutions which can effectively work, enhance competitive advantage and enhance self through valuable growth: Good training and development will increase the efficiency of these measurements. This information is the process of transmitting information and knowledge to the owners. In order to improve the organization's effectiveness and productivity and to improve the quality of public management, it employs employers to translate that information and knowledge. This should be considered with the education policies and systems that are important for the development of human policies.

Purpose of the Study: The purpose of the study is to present the profile of the employee's of selected IT companies in Hyderabad.

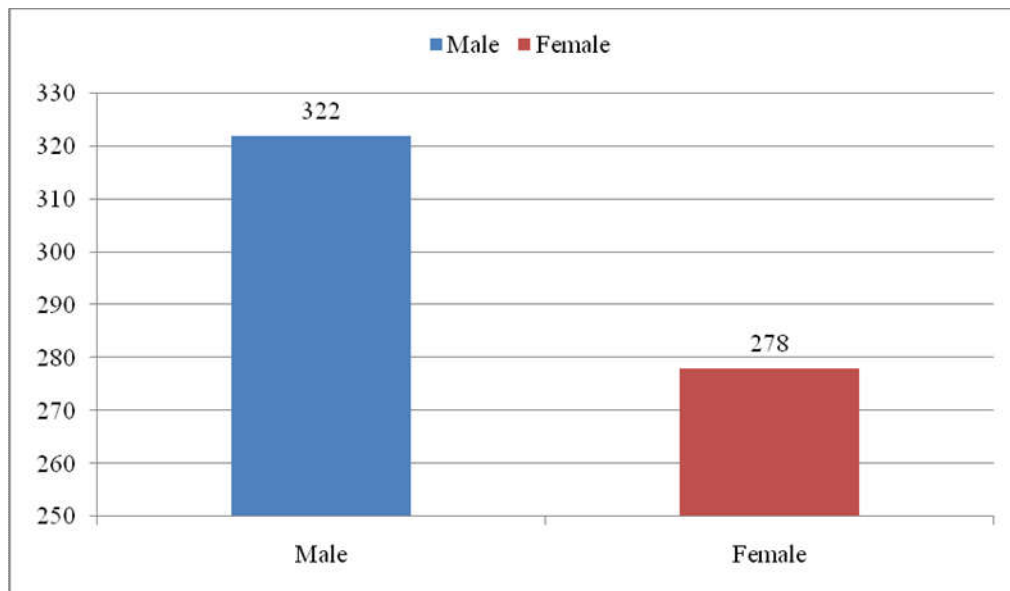
DATA ANALYSIS AND INTERPRETATION

Table 1 Gender wise Distribution of the Respondent

Sr. No.	Gender	No of Respondents	Percentage
1.	Male	322	53.67
2.	Female	278	46.33
Total (N)		600	100.00

Source: Primary Data

Chart 1 Gender wise Distribution of the Respondent



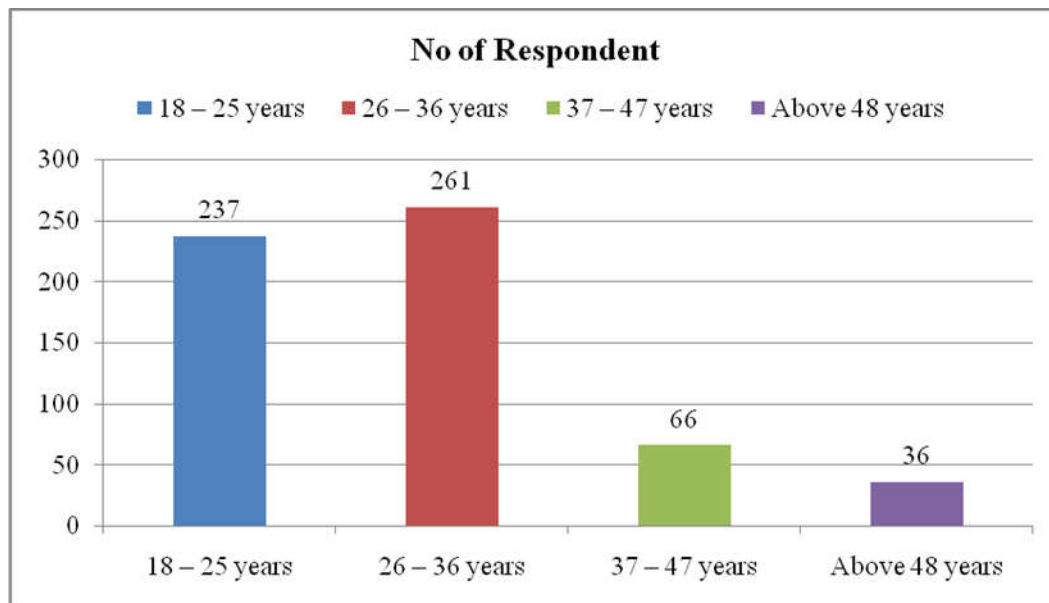
Interpretation:

The above table 1 describes gender wise distribution of the respondents and it is observed that out of 600 respondent 322 (53.67) are male respondents and 278 (46.33) are female respondents. There is slightly 7.34% of high composition of male employees, this implies that the gender gap in the Indian IT sector is slightly negligible and are getting equal opportunities are providing for male and female employees.

Table 2 Age wise Distribution of the Respondents

Sr. No.	Age	No of Respondents	Percentage
1.	18 – 25 years	237	39.50
2.	26 – 36 years	261	43.50
3.	37 – 47 years	66	11.00
4.	Above 48 years	36	06.00
Total (N)		600	100.00

Source: Primary Data

Chart 2 Age wise Distribution of the Respondents**Interpretation:**

The above table 2 foretell about the age wise distribution of the respondents and it is observed that out of 600 employees 237 (39.50) employees are under the age group of 18 – 25 years, 261 (43.50) employees are between 26 -36 years of age, 66 (11.00) employees are between 37 – 47 years of age and remaining 36 (6.00) of the employees are above 48 years of age. This indicates that most of the employees in the IT sector are young employees and who are

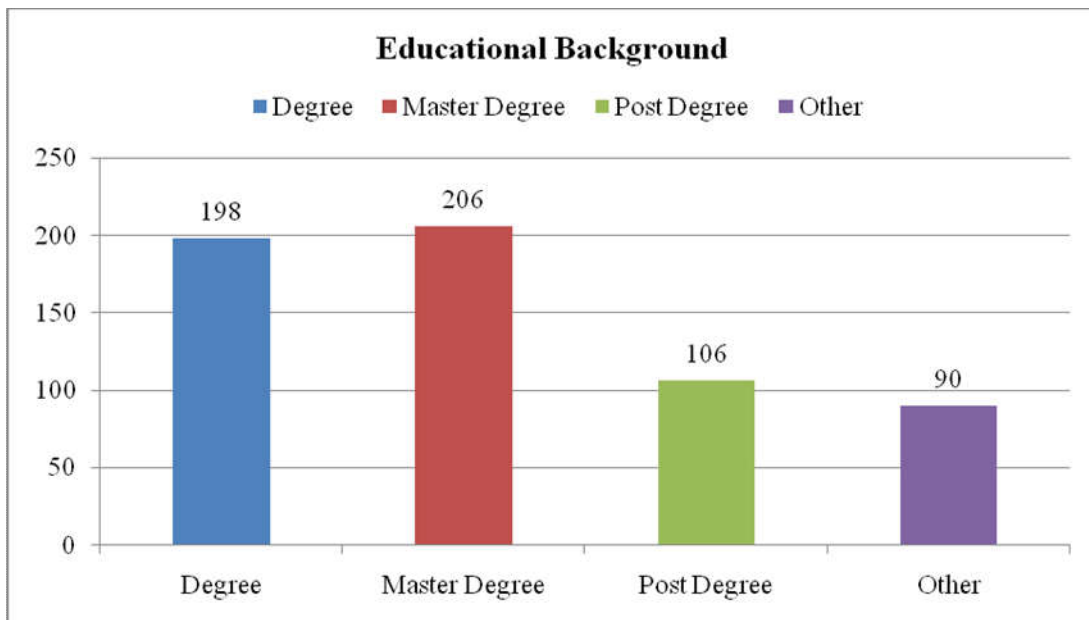
above 18 - 36 years of age, and the rest of the respondents are aged above 37 years.

Table 3 Education Background of the Respondents

Sr. No.	Educational Background	No of Respondents	Percentage
1.	Degree	198	33.00
2.	Master Degree	206	34.33
3.	Post Degree	106	17.67
4.	Other	90	15.00
Total (N)		600	100.00

Source: Primary Data

Chart 3 Education Back-ground of the Respondents



Interpretation:

The above table 3 describes about the educational background of the respondents and it is observed that 198 (33.00) respondents are degree holders, 206 (34.33) respondents are having Master degrees, 106 (17.67) respondents are done their post-degree and 90 (15.00) respondents are having other education like

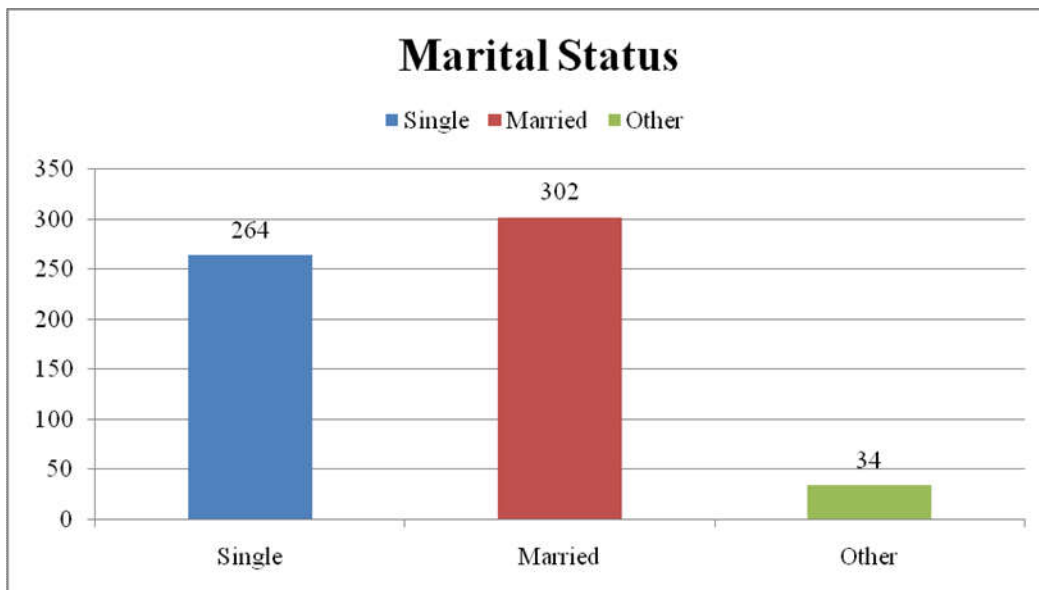
diploma or ITI etc... This predicts that the IT sector requires high educational background employee to work in their organizations.

Table 4 Marital Status of the Respondents

Sr. No.	Marital Status	No of Respondents	Percentage
1.	Single	264	44.00
2.	Married	302	50.33
3.	Other	34	05.67
Total (N)		600	100.00

Source: Primary Data

Chart 4 Marital Status of the Respondents



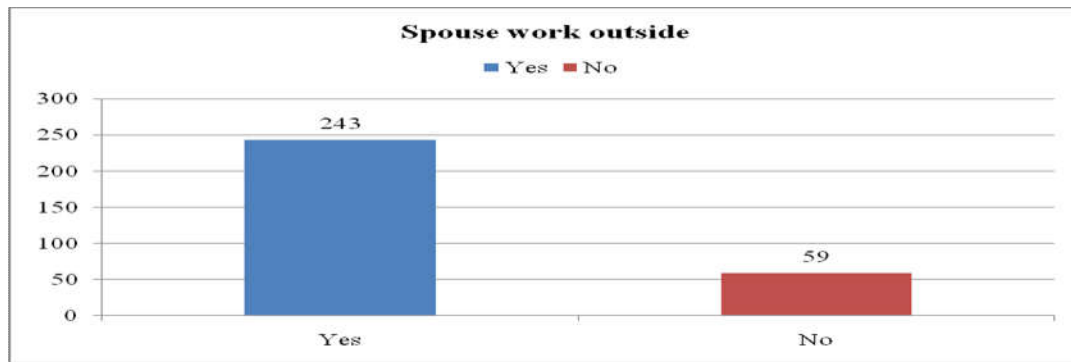
Interpretation:

The above table 4 describes about the marital status of the selected respondent and it is observed that out of 600 employees 302 (50.33) respondents are married, 264 (44.33) employees are not married and the remaining 34 (5.67) employees are not fall under married and single category. From the above analysis it is predicted that married and unmarried employees are working in the IT sector.

Table 5 If Married, Does Spouse Work Outside the home?

Sr. No.	Spouse work outside	No of Respondents	Percentage
1.	Yes	483	80.46
2.	No	117	19.54
Total (N)		600	100.00

Source: Table 4

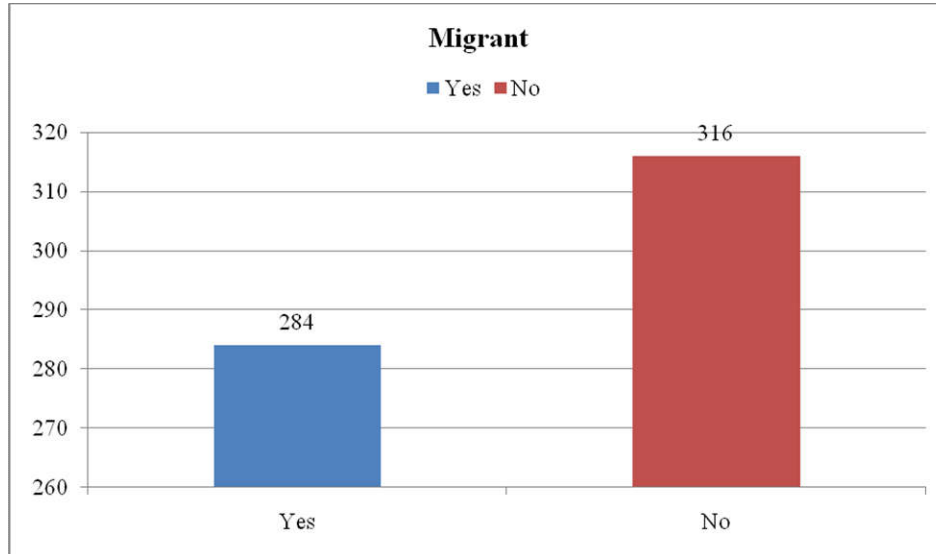
Chart 5 If Married, Does Spouse Work Outside the home?**Interpretation:**

It is observed that out of 600 (with reference to table 4) employees 483 (80.46) spouses are working outside the home and 117 (19.54) employees spouses are not working outside the home. This implies that either these employees are concern with financial due to which they and their spouse both working outside the home or they (Men) are giving freedom to their spouses (Women) to work outside the home and those who are not working they are house wife's.

Table 6 Respondents are Migrant?

Sr. No.	Migrant	No of Respondents	Percentage
1.	Yes	284	47.33
2.	No	316	52.67
Total (N)		600	100.00

Source: Primary Data

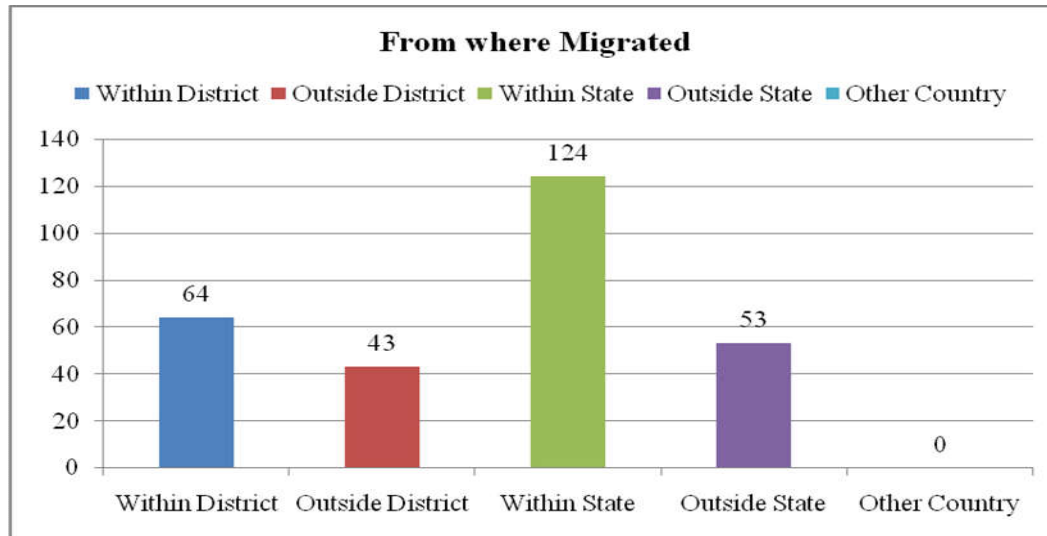
Chart 6 Respondents are Migrant?**Interpretation:**

The above table 6 describes about the respondents are migrant or not and it is observed that out of 600 respondents 284 (47.33) respondents are migrated from different places and 316 (52.67) respondents are not migrated they are basically from local. It predicts that for getting the job people are ready to migrate to other places.

Table 7 If yes, from where you are Migrated?

Sr. No.	From Where Migrated	No of Respondents	Percentage
1.	Within District	64	22.53
2.	Outside District	43	15.14
3.	Within State	124	43.67
4.	Outside State	53	18.66
5.	Other Country	00	00.00
Total (N)		284	100.00

Source: Primary Data

Chart 7 If yes, from where you are Migrated?**Interpretation:**

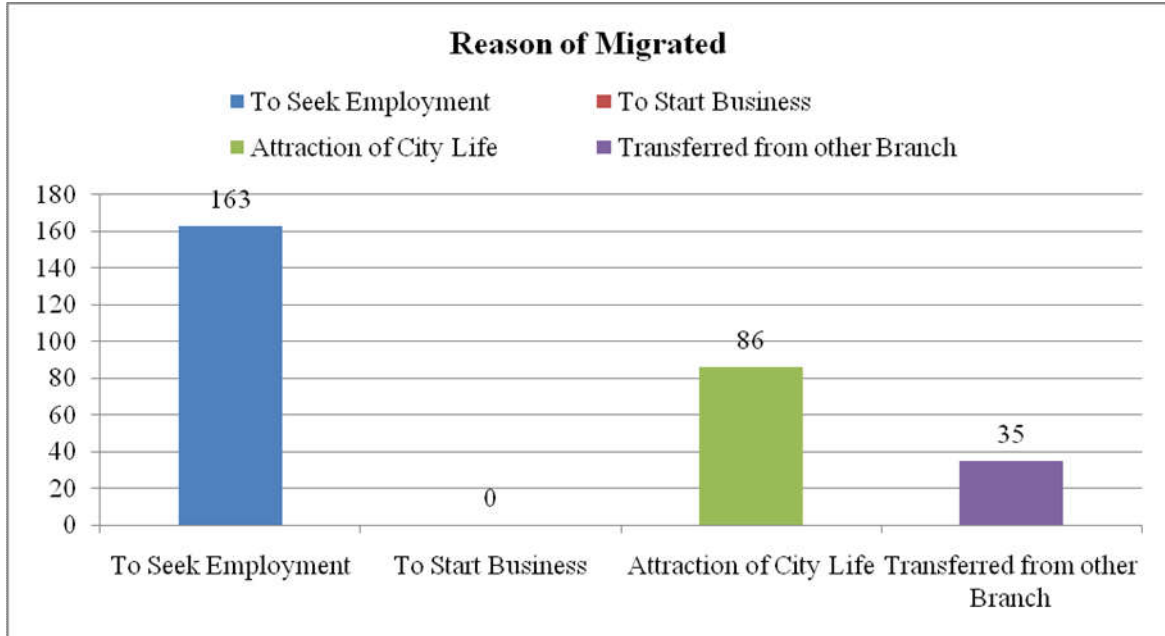
The above table 7 describes if the respondents are migrated then from where they are migrated and it is observed that out of 284 (Reference table no 5.6) 64 (22.53) employees are migrated from within the district place i.e. different villages or Taluka places of district, 43 (15.14) employees are migrated from outside the district that is nearby districts, 124 (43.67) employees are migrated from within the state, 53 (18.66) respondents are migrated from outside the state and none of the respondents are from other countries.

Table 8 Reason for Migration

Sr. No.	Reason of Migrated	No of Respondents	Percentage
1.	To Seek Employment	163	57.39
2.	To Start Business	00	00.00
3.	Attraction of City Life	86	30.28
4.	Transferred from other Branch	35	12.32
Total (N)		284	100.00

Source: Table 6

Chart 8 Reasons for Migration



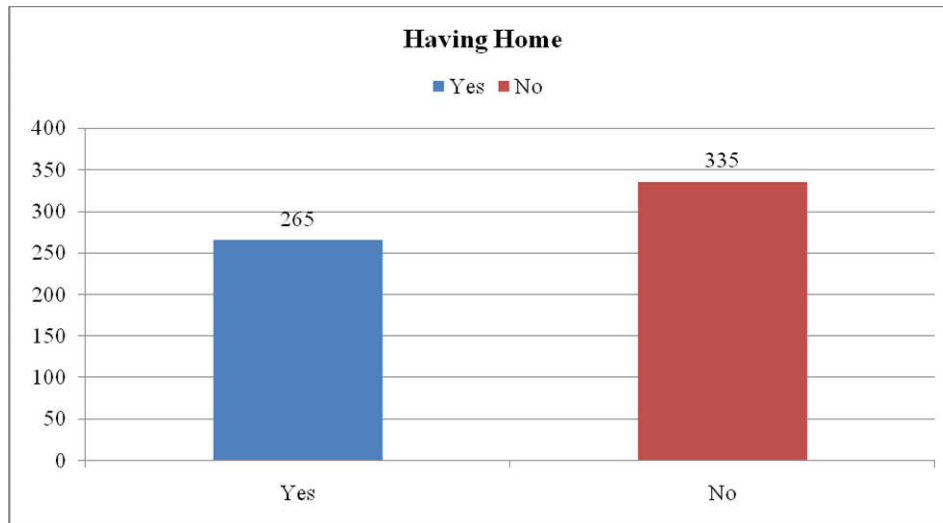
Interpretation:

The above table 8 describes about the reason of migration of employees and it is observed that 163 (57.39) employees are migrated because of employment purpose in Hyderabad, 86 (30.28) employees are migrated because they like the city life of Hyderabad and the rest of the 35 (12.32) employees are migrated because of transfer from other branches.

Table 9 Do you have Own House to Live?

Sr. No.	Having home	No of Respondents	Percentage
1.	Yes	265	44.17
2.	No	335	55.83
Total (N)		600	100.00

Source: Primary Data

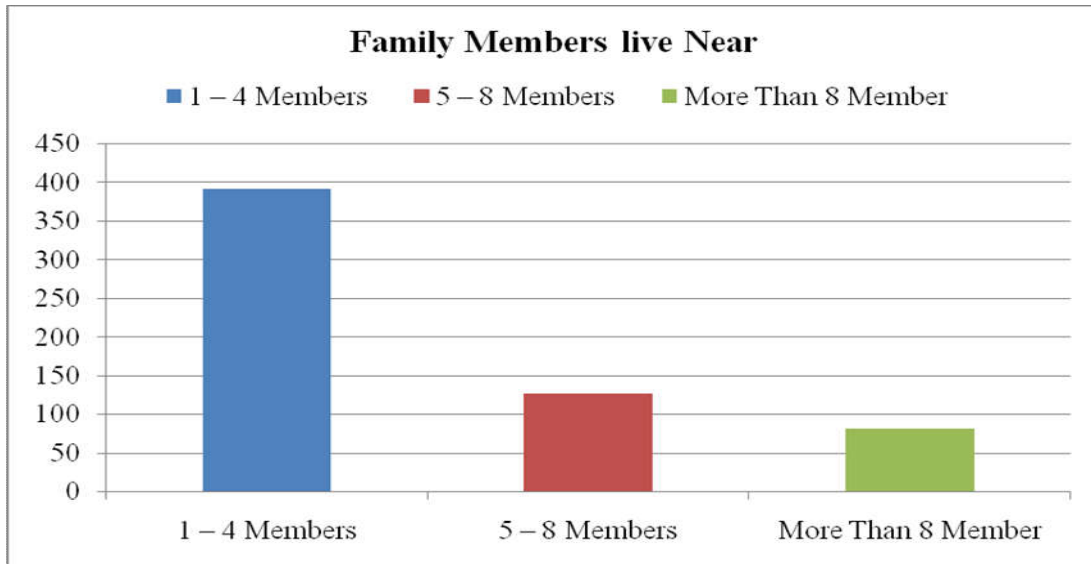
Chart 9 Do you have Own House to Live?**Interpretation:**

The above table 9 describes about the respondents are having their own home to live in Hyderabad or not and it is observed that out of 600 respondents 265 (44.17) employees are having their own home to live in Hyderabad and 335 (55.83) respondents are not having their own home to live in Hyderabad. This implies that employees who are working in IT sector may be financially cannot afford their own accommodation and also indicated who do not own a home in the city they are working and find it easy to shift to a new organization in new city or new location.

Table 10 How many Family Members live Nearer to your house?

Sr. No.	Family Members live Near	No of Respondents	Percentage
1.	1 – 4 Members	392	65.33
2.	5 – 8 Members	127	21.17
	More Than 8 Member	81	13.50
Total (N)		600	100.00

Source: Primary Data

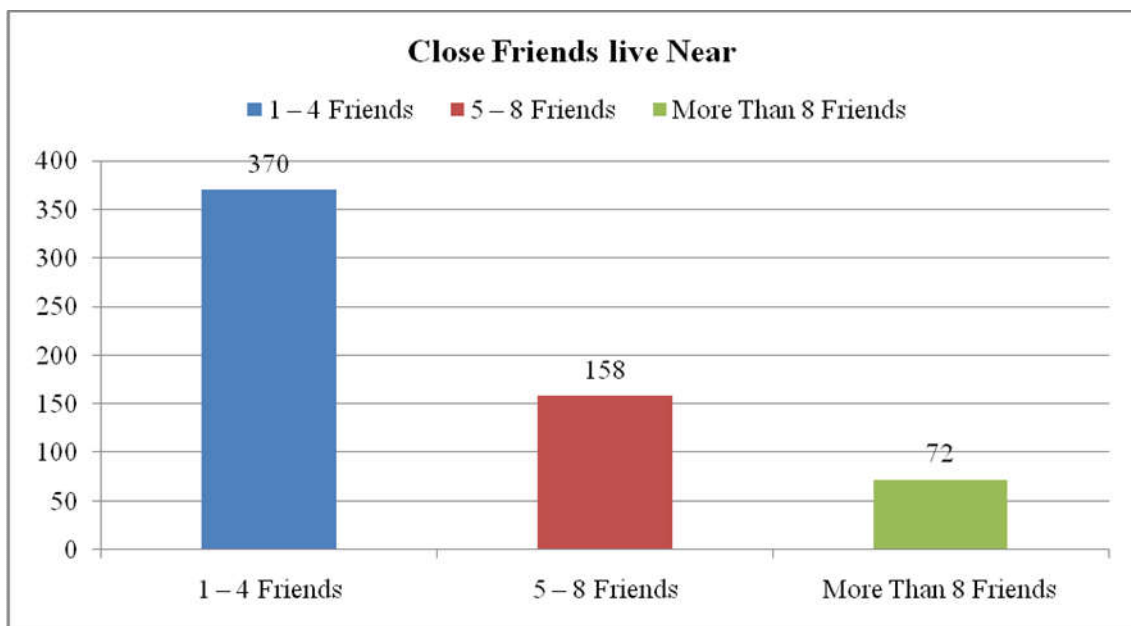
Chart 10 How many Family Members live Nearer to your house?**Interpretation:**

The above table 10 describes about how many family members are living nearer to the respondents houses. It is observed that out of 600 respondents 392 (65.33) employees have 1 – 4 family members staying in Hyderabad city, 127 (21.17) employees have 5 – 8 members staying in Hyderabad city and 81 (13.50) employees have more than 8 members staying in Hyderabad city that is nearer to the respondent's houses. This predicts that most of the employees are discreetly tied to community they work. Employees with less family members in Hyderabad city are more likely to shift to new location and their job location are near to their home town.

Table 11 How Many close friends live nearer to your house?

Sr. No.	Close Friends live Near	No of Respondents	Percentage
1.	1 – 4 Friends	370	61.67
2.	5 – 8 Friends	158	26.33
	More Than 8 Friends	72	12.00
Total (N)		600	100.00

Source: Primary Data

Chart 11 How Many close friends live nearer to your house?**Interpretation:**

The above table 11 describes how many close friends are living nearer to respondents houses and it is evident that out of 600 employees 370 (61.67) respondents have 1 – 4 close friends in Hyderabad city, 158 (26.33) employees have 5 – 8 close friends in Hyderabad city and remaining 72 (12.00) employees have more than 8 close friends in Hyderabad city. It predicts that most of the employees are having close friends in Hyderabad, means most of them are

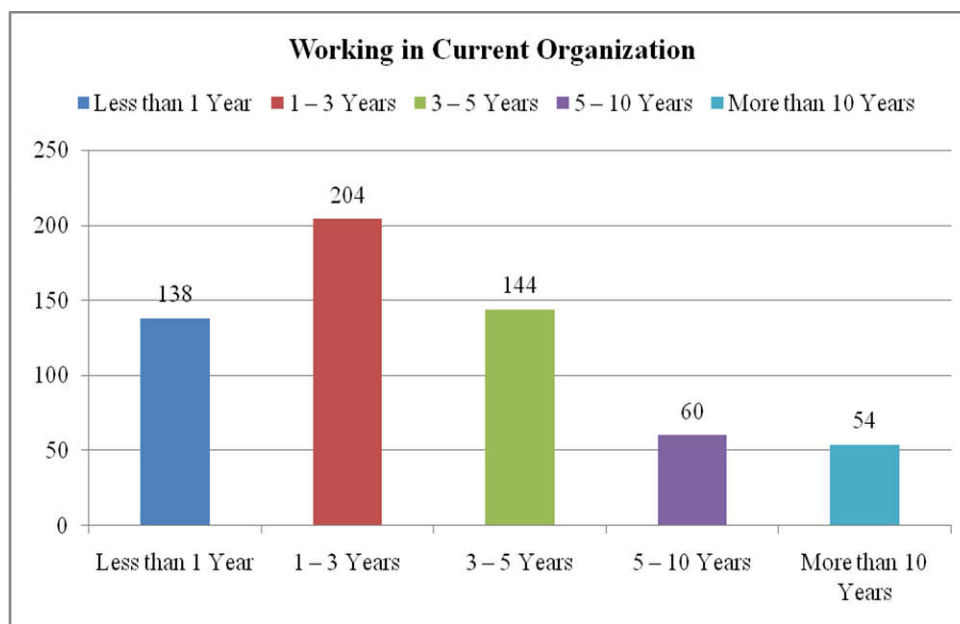
staying in Hyderabad and those who do not have close friends in Hyderabad means they are migrated from other places.

Table 12 How long are you working in the current organization?

Sr. No.	Working in current organization	No of Respondents	Percentage
1.	Less than 1 Year	138	23.00
2.	1 – 3 Years	204	34.00
3.	3 – 5 Years	144	24.00
4.	5 – 10 Years	60	10.00
5.	More than 10 Years	54	09.00
Total (N)		600	100.00

Source: Primary Data

Chart 12 How long are you working in the current organization?



Interpretation:

The above table 12 presents about how long these respondents are working in current organization and it is clear that out of 600 employees 138 (23.00) employees are working in current organization since less than 1 year, 204 (34.00) employees are working in current organization between 1 – 3 years, 144

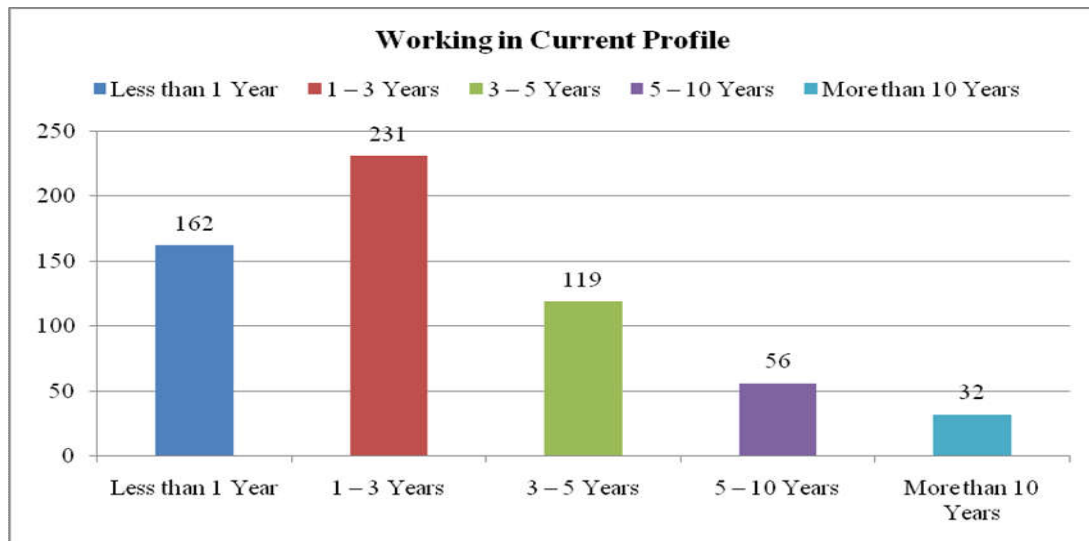
(24.00) employees are working in this organization between last 3 – 5 years, 144 (24.00) employees are working in this organization between last 5 – 10 years and remaining 54 (9.00) employees are working in this organization more than 10 years. This means that most employees are less than 5 years old in the organization and the employee in the organization is a sign for the organization of good career advancement policies to sustain the longer life.

Table 13 How long been working in the current profile?

Sr. No.	Working in current profile	No of Respondents	Percentage
1.	Less than 1 Year	162	27.00
2.	1 – 3 Years	231	38.50
3.	3 – 5 Years	119	19.83
4.	5 – 10 Years	56	09.33
5.	More than 10 Years	32	05.34
Total (N)		600	100.00

Source: Primary Data

Chart 13 How long been working in the current profile?



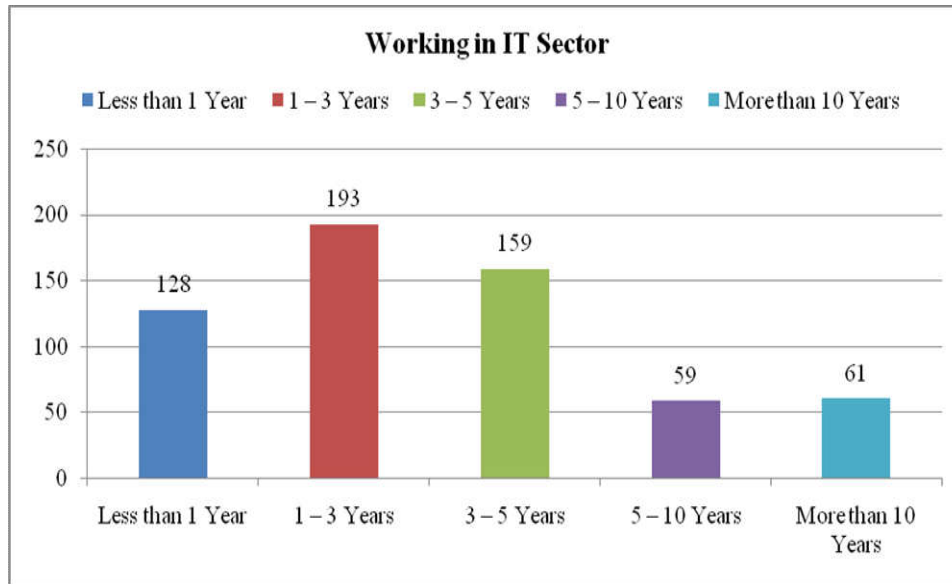
Interpretation:

From the above table it is clear that out of 600 respondents 162 (27.00) employees are working with the current profile since less than 1 year, 231 (38.50) employees are working with the current profile since last 1 – 3 years, 119 (19.83) employees are working with the current profile since last 3 – 5 years, 56 (9.33) employees are working with the current profile since last 5 – 10 years and remaining 32 (5.34) employees are working with the current profile more than 10 years. This predicts that most of the employees are working with same profile with less than 5 years in their current profile and this indicates that employees need to know about job-related skills and planning necessary training programs for employees to carry out their duties with excellence.

Table 14 How long are you working in IT Sector?

Sr. No.	Working in IT Sector	No of Respondents	Percentage
1.	Less than 1 Year	128	21.33
2.	1 – 3 Years	193	32.17
3.	3 – 5 Years	159	26.50
4.	5 – 10 Years	59	09.83
5.	More than 10 Years	61	10.17
Total (N)		600	100.00

Source: Primary Data

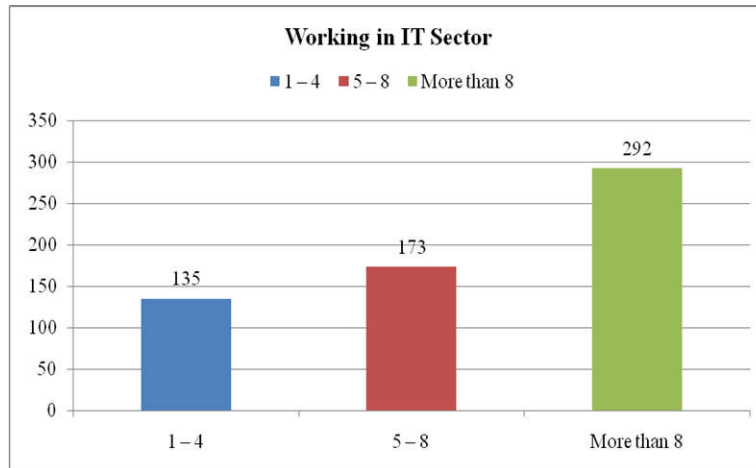
Chart 14 How long are you working in IT Sector?**Interpretation:**

The above chart 14 presents about how long these respondents are working in the IT sector and it is evident that out of 600 respondents 128 (21.33) respondents are working in this IT sector less than 1 years, 193 (32.17) respondents are working in this IT sector from between 1 – 3 years, 159 (26.50) respondents are working in this IT sector between 3 – 5 years, 59 (9.83) respondents are working in this IT sector between 5 – 10 years and remaining 61 (10.17) respondents are working in this IT sector from more than 10 years. This indicates that most of the employees are working in initial stage of IT sector.

Table 15 How Many Co-Workers Interact with you regularly?

Sr. No.	Interaction with Co-workers	No of Respondents	Percentage
1.	1 – 4	135	22.50
2.	5 – 8	173	28.83
3.	More than 8	292	49.67
Total (N)		600	100.00

Source: Primary Data

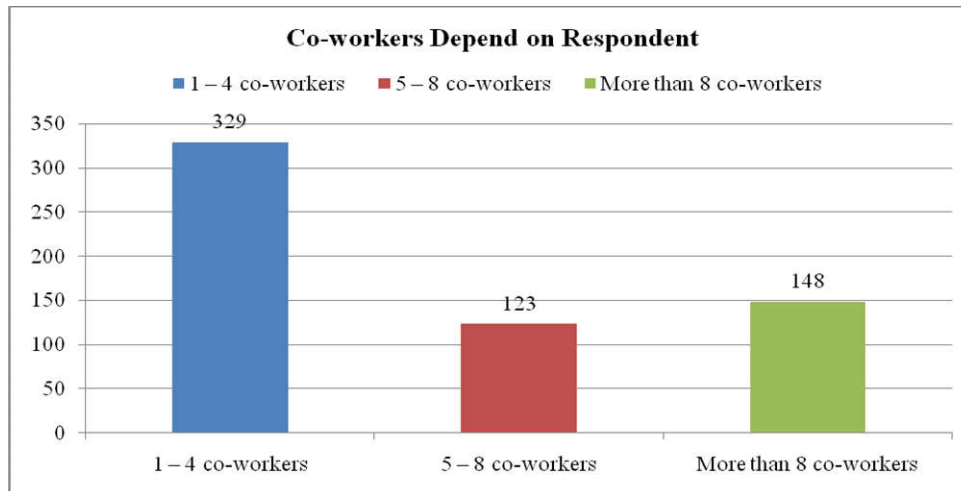
Chart 15 How Many Co-Workers Interact with you regularly?**Interpretation:**

From the above analysis 15 it is observed that out of 600 respondents 135 (22.50) were regularly interact with between 1 – 4 co-workers, 173 (28.83) respondents are regularly interact with between 5 – 8 co-workers and remaining 292 (49.67) respondents are regularly interact with more than 8 co-workers. This indicates that most of the employees are interact with their co-workers and having very strong relation with their co-workers.

Table 16 How many number of co-workers are depended on Respondent?

Sr. No.	Co-workers on Respondent	No of Respondents	Percentage
1.	1 – 4 co-workers	329	54.83
2.	5 – 8 co-workers	123	20.50
3.	More than 8 co-workers	148	24.67
Total (N)		600	100.00

Source: Primary Data

Chart 16 How many number of co-workers are depended on Respondent?**Interpretation:**

The above table 16 describes about how many co-workers are depend on respondents and it is observed that out of 600 respondents between 1 – 4 co-workers are depended on 329 (54.83) respondents, between 5 – 8 co-workers are depended on 123 (20.50) co-workers and more than 8 co-workers are depended on 148 (24.67) respondents. This implies that most of the workers are depended on each other in IT sector; it is an indication to the organization to have better retention policies for employees.

Conclusion:

From the present study it is noted that male and female people are getting equal opportunities in IT sector. The study reveals that most of the employees in the IT sector are young employees and they are also highly qualified. The employees are also interacting with the co-workers and it is a good sign for maintaining sound human relations in the organization which in turn leads to organizational efficiency.

References:

1. AbdusSattarNiazi (2011), “Training and Development Strategy and Its Role in Organizational Performance” Journal of Public Administration and Governance, ISSN 2161-7104, 2011, Vol.1,No.2.pp.42-57
2. AffanAijaz and Zulfiqar, S. (2013), Impact of employee empowerment and employee branding on employee turnover behaviors, 4th international conference on business and economic research, pp. 931-946.
3. AbdRahman, A. and Bennett, D.J. (2009), “Advanced manufacturing technology adoption in developing countries: the role of buyer-supplier relationship”, Journal of Manufacturing Technology Management, Vol. 20 No. 8, pp. 1099-1118.
4. Armstrong, M. (2006) Strategic Human Resource Management: A Guide to Action. Kogan Page, London
5. Amir Elnaga, Amen Imran. (2012), The Effect of Training on Employee Performance, European Journal of Business and Management, Vol.5.
6. Aswathappa, K. (2000), “Human resource and Personnel Management”, Tata McGraw-Hill Publishing Company Limited, New Delhi.
7. Akinpelu, B. (1999), “Educational Technology and teaching – learning process in the 21st century” in Adesomowo, P.O. (Ed), Basic of Education, Lagos Triumph Books publishers.
8. Aryee, S. and Chen, Z. (2006), ‘Leader-member Exchange in a Chinese Context: Antecedents, the Mediating Role of Psychological Empowerment and Outcomes’, Journal of Business Research, Vol. 59 No. 7, pp. 793-801.

9. Ameer-ul-Ameer and Furqan Hanif. (2013), "Impact of Training on Employee's Development and Performance in Hotel Industry of Lahore, Pakistan". *Journal of Business Studies Quarterly*, Vol. 4, pp. 68-82.
10. Adeniyi O. I (1995): *Staffing Training and Development*: in Ejiogu, A; Achumba, I. New Ed. Enugu: Asika Publications.
11. Akinpoju, B. (1999): "Educational Technology and teaching – learning process in the 21st century" in Adesomowo, P.O. (Ed), *Basic of Education*, Lagos Triumph Books publishers.
12. Agrawal, N. (1998). *Managing Knowledge Workers: Benchmarking Indian IT Organizations*. Business Leaders' Forum and PIM Management Conference, Colombo.
13. Armstrong Michael, (2000), "Understanding training", *Human Resource Management Practice*, 8th Edition, Kogan page limited, London pp:543
14. Aycan, Z. (2005). The interplay between cultural and institutional/structural contingencies in human resource management practices. *International Journal of Human Resource Management*, 16, 1083–1119.
15. Anthony Landale (1999), 'Gower handbook of Training and development', Gower publishing. Ltd.
16. Aydinli, F. (2010). Converging human resource management: a comparative analysis of Hungary and Turkey. *The International Journal of Human Resource Management*, 21(9), 1490–1511.
17. Birdi, K., Clegg, C., Patterson, M. Robinson, A., Stride, C. B., Wall, T.D. Wood, S. J. (2008): The impact of human resource and operational management practices on company productivity: a longitudinal study. In: *Personnel Psychology*, , vol. 61, no. 3.p. 467-501.

18. Ravi Kumar B (2018), 'Empowering Employee through Training a Pre-Requisite for Organizational Accomplishment', International Journal of Pure and Applied Mathematics Vol-118, Issue-24, pp. 1-10.