Abbreviations		Meaning
IT	*	Information Technology
ITES	*	Information Technology Enabled Service
APAC	*	Asian pacific
BRICs	*	Brazil, Russia, India, China, South Africa
BFSI	*	Banking, Financial services and Insurance
ВРО	*	Business process outsourcing
RNs	*	Registered Nurses
MNC	*	Multinational Corporation
CAGR	*	Compound Annual Growth Rate
CAGR	*	GDP –Gross Domestic product
FY	*	Fiscal year
SaaS	*	Software as a service
SMBs	*	Small and medium business solutions
NASSCOM	*	National Association of Software and Services Companies
APAC	*	Asia Pacific and Japan
LATAM	*	Latin America and the Caribbean
USD	*	United state Dollars
ROI	*	Return on Investments
CAPEX	*	Capital expenditure
OPEX	*	Operating expenditure

## **TABLE OF CONTENTS**

Chapter No:	Sub Division	Title	Page No:
I		INTRODUCTION	1
	1.1	Stress	6
	1.2	Psychological Empowerment	11
	1.3	Job Satisfaction	18
	1.4	Psychological Empowerment and Job Satisfaction	20
	1.5	Statement of the Problem	23
	1.6	Research Objectives	24
	1.7	Conceptual framework of the Study	25
	1.8	India's emerging economy: IT Sector	27
	1.9	NASSCOM	40
	1.10	Significance of the Study	45
	1.11	Limitations	46
	1.12	Research Methodology	46
	1.13	Chapter Scheme	62
II		REVIEW OF LITERATURE	63
	2.1	Stress, Job Satisfaction and Psychological Empowerment	63
	2.2	Psychological Empowerment and Job Satisfaction	69
	2.3	Psychological Empowerment and Stress	76
	2.4	Stress and Job Satisfaction	79
	2.5	Psychological Empowerment	86
III		ANALYSIS AND INTERPRETATION	88
IV		DISCUSSION	121

V		FINDINGS, SUGGESTION, RESEARCH FOR	128
		FUTURE, AND CONCLUSION	
		APPENDICES	
	A	QUESTIONNAIRE	138
	В	REFERENCE	142

## LIST OF TABLES

Table No:	Table Title	Page No:
1.1	Reliability Scores of Variables	59
3.1	Demographic Profile of the Respondents	89
3.2	Occupational Stress among different age groups	91
3.3	Occupational Stress among different gender groups	92
3.4	Occupational Stress among different marital groups	93
3.5	Occupational Stress among different education groups	94
3.6	Occupational Stress among different experience groups	95
3.7	Occupational Stress among different income groups	96
3.8	Psychological empowerment among different age groups	97
3.9	psychological empowerment among different gender groups	99
3.10	Psychological empowerment among different marital groups	101
3.11	Psychological empowerment among different education groups	103
3.12	Psychological empowerment among different experience groups	105
3.13	Psychological empowerment among different income groups	107
3.14	Job satisfaction among different age groups	109
3.15	Job satisfaction among different gender groups	110
3.16	Job satisfaction among different marital groups	111
3.17	Job satisfaction among different education groups	112
3.18	Job satisfaction among different experience groups	113
3.19	Job satisfaction among different income groups	114
3.20	Correlation among Stress, dimensions of psychological empowerment and job satisfaction	115

3.21	Regression analysis with occupational stress as predictor variable and	117
	job satisfaction as the dependent variable.	
3.22	Regression analysis with psychological empowerment as predictor	119
	variable and job satisfaction as the dependent variable.	

## LST OF DIAGRAMS

Diagram No:	Diagram Title	Page No:
1.1	A CONCEPTUAL MODEL OF THE STUDY	26

## LIST OF CHART

Table No:	Table Title	Page No:
3.1	Charts showing Demographic Profile of the Respondents	90