CHAPTER III

ANALYSIS AND INTERPRETATION

This chapter deals with the analysis and interpretation of the data collected. The study focuses on Occupational stress, psychological empowerment and job satisfaction among IT employees in Coimbatore. The goal of the research was achieved by using the appropriate statistical tools applicable to the research. Data analysis and interpretation helps in providing meaningful insights in understanding the objectives of the research study. The following statistical tools namely Mean, Standard Deviation, ANOVA, Correlation, t-test, and Regression were applied for analysis and interpretation of survey data.

Descriptives: Frequencies were calculated and shown in the distribution of the demographic profile of the respondents. The respondents' Age, Gender, Education, Year of Experience, Marital Status, Monthly Income, Family Size were studied. Descriptive and inferential statistics such as mean, standard deviation, t-test, ANOVA, regression, and correlation were used to identify relationship or possible association between socio-demographic variables and Stress, Psychological Empowerment and Job Satisfaction.

Table -3.1

Demographic Profile of the Respondents

S.No	Demographic Variables	Group	No. Of Respondents	Percentage
1.	Age (in years)	30 & Below	274	49.9
		Above 30	275	50.1
2.	Gender	Male	310	56.5
		Female	239	43.5
3.	Marital Status	Single	222	40.4
		Married	327	59.6
4.	Education	Under Graduate	240	43.7
		Post Graduate	309	56.3
5.	Experience (in years)	Below 5	189	34.4
		5-10	308	56.1
		Above 10	5	9.5
6.	Monthly income (in rupees)	Below 20000	68	12.4
		20000-30000	294	53.6
		Above 30000	187	34.1
7.	Family Size	3 members	153	27.9
		4 members	205	37.3
		5 members	105	19.1
		6 members	69	12.6
		10 members	17	3.1
	Total		**549**	**100**

Source: Primary Data

Chart 3.1 showing demographic profiles of the respondents
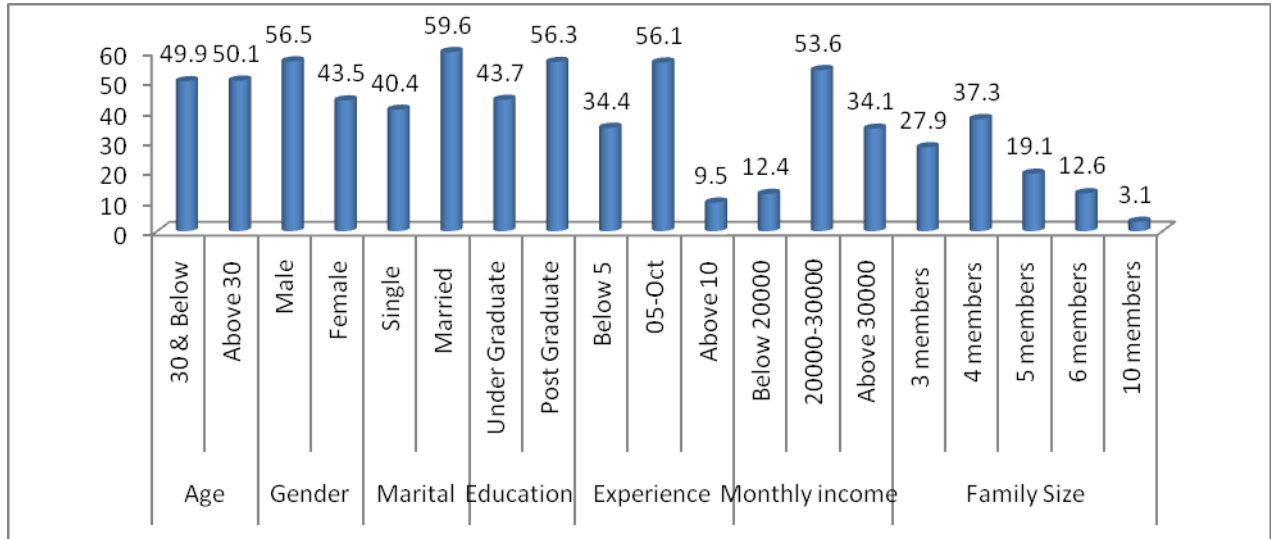
The demographic profile of the respondents in the study showed that out of the total 549 respondents taken for the study, 50.1 percentage of the respondents belong to the age group of above 30 years; 56.5 percentage of the respondents are male; 59.6 percentage of the respondents are married; 56.3 percentage of the respondents are post graduates; 56.1 percentage of the respondents belong to 5-10 years experience group; 53.6 percentage of the respondents belong to the income group of 20000-30000 rupees ; and 37.3 percentage of the respondents belong to the family size of 4 members.

OCCUPATIONAL STRESS

Null hypothesis:

H1- Occupational stress will not vary significantly with variation in demographic factors like age (H1a), gender (H1b), education (H1c), experience (H1d), marital status (H1e), and monthly income (H1f) among the employees of IT industry.

Table 3.2

Occupational Stress among different age groups

Age	Mean	N	Std. Deviation	t-value
30 & below	52.31	274	5.171	9.615
Above 30	47.44	275	6.608	(p=0.000)
Total	49.87	549	6.410	

Source: Primary Data

The table 3.2 shows that the overall mean score for occupational stress ranges from 47.44 to 52.31. The 30 & below age group had a higher mean score (52.31) for occupational stress than the above 30 age group (47.44). Independent sample t-test was applied to ascertain if there was a significant difference in occupational stress among different age groups. The obtained t-value is 9.615 and it is significant at 1% level. Hence, hypothesis H1a was rejected and it was concluded that there is a statistically significant difference in occupational stress among different age groups.

Table 3.3

Occupational Stress among different gender groups

Gender	Mean	N	Std. Deviation	t-value
Male	51.56	310	6.970	7.357
Female	47.68	239	4.798	(p=0.000)
Total	49.87	549	6.410	

Source: Primary Data

The table 3.3 shows that the overall mean score for occupational stress ranges from 47.68 to 51.56. The male respondents had a higher mean score (51.56) for occupational stress than the female respondents (47.68). Independent sample t-test was applied to ascertain if there was a significant difference in occupational stress among different gender groups. The obtained t-value is 7.357 and it is significant at 1% level. Hence, hypothesis H1b was rejected and it was concluded that there is a statistically significant difference in occupational stress among different gender groups.

Table 3.4

Occupational Stress among different marital groups

Marital	Mean	N	Std. Deviation	t-value
Single	51.83	222	6.376	6.088
Married	48.54	327	6.093	(p=0.000)
Total	49.87	549	6.410	

Source: Primary Data

The table 3.4 shows that the overall mean score for occupational stress ranges from 48.54 to 51.83. The unmarried respondents had a higher mean score (51.83) for occupational stress than the married respondents (48.54). Independent sample t-test was applied to ascertain if there was a significant difference in occupational stress among different marital groups. The obtained t-value is 6.088 and it is significant at 1% level. Hence, hypothesis H1e was rejected and it was concluded that there is a statistically significant difference in occupational stress among different marital groups.

Table 3.5

Occupational Stress among different education groups

Education	Mean	N	Std. Deviation	t-value
Graduate	52.59	240	6.570	9.428
Post Graduate	47.76	309	5.422	(p=0.000)
Total	49.87	549	6.410	

Source: Primary Data

The table 3.5 shows that the overall mean score for occupational stress ranges from 47.76 to 52.59. The graduate respondents had a higher mean score (52.59) for occupational stress than the post graduate respondents (47.76). Independent sample t-test was applied to ascertain if there was a significant difference in occupational stress among different education groups. The obtained t-value is 9.428 and it is significant at 1% level. Hence, hypothesis H1c was rejected and it was concluded that there is a statistically significant difference in occupational stress among different education groups.

Table 3.6

Occupational Stress among different experience groups

Experience	Mean	N	Std. Deviation	F-value
Below 5	52.45	189	5.851	73.877
5-10	49.68	308	6.023	(p=0.000)
Above 10	41.63	52	1.715	
Total	49.87	549	6.410	

Source: Primary Data

The table 3.6 shows that the overall mean score for occupational stress ranges from 41.63 to 52.45. The below 5 year experience group had a higher mean score (52.45) for occupational stress than the other groups. Analysis of Variance ANOVA was applied to ascertain if there was a significant difference in occupational stress among different education groups. The obtained f-value is 73.877 and it is significant at 1% level. Hence, hypothesis H1d was rejected and it was concluded that there is a statistically significant difference in occupational stress among different experience groups.

Table 3.7

Occupational Stress among different income groups

Income	Mean	N	Std. Deviation	F-value
Below 20000	55.00	68	7.052	40.625
20000-30000	50.22	294	6.152	(p=0.000)
Above 30000	47.45	187	5.277	
Total	49.87	549	6.410	

Source: Primary Data

The table 3.7 shows that the overall mean score for occupational stress ranges from 55.00 to 47.45. The below 20000 income group had a higher mean score (55.00) for occupational stress than the other groups. Analysis of Variance (ANOVA) was applied to ascertain if there was a significant difference in occupational stress among different income groups. The obtained F-value is 40.625 and it is significant at 1% level. Hence, hypothesis H1f was rejected and it was concluded that there is a statistically significant difference in occupational stress among different income groups.

PSYCHOLOGICAL EMPOWERMENT

Null hypothesis:

H2- Psychological empowerment will not vary significantly with variation in demographic factors like age (H2a), gender (H2b), education (H2c), experience (H2d), marital status (H2e), and monthly income (H2f) among the employees of IT industry.

Table 3.8

Psychological empowerment among different age groups

Age		Competence	Meaning	Self determination	Impact	PE
30 & below	Mean	11.45	12.36	9.74	10.88	44.43
	N	274	274	274	274	274
	Std. Deviation	2.009	1.277	2.076	1.933	5.101
Above 30	Mean	13.08	12.52	12.26	11.46	49.32
	N	275	275	275	275	275
	Std. Deviation	1.396	1.735	1.644	2.324	5.624
Total	Mean	12.26	12.44	11.00	11.17	46.88
	N	549	549	549	549	549
	Std. Deviation	1.912	1.524	2.254	2.156	5.895
t-value		-11.074 (p=0.000)	-1.192 (p=0.234)	-15.731 (p=0.000)	-3.170 (p=0.002)	-10.652 (p=0.000)

Source: Primary Data

The table 3.8 shows that the overall mean score for psychological empowerment ranges from 44.43 to 49.32. The above 30 age group had a higher mean score (49.32) for psychological empowerment than the 30 & below age group (44.43). Independent sample t-test was applied to ascertain if there was a significant difference in psychological empowerment among different age groups. The obtained t-value is -10.652 and it is significant at 1% level. Hence, hypothesis H2a was rejected and it was concluded that there is a statistically significant difference in psychological empowerment among different age groups.

The table 3.8 shows that the overall mean score for competence dimension ranges from 11.45 to 13.08, meaning dimension range from 12.36 to 12.52, self determination dimension ranges from 9.74 to 12.26, and impact dimension range from 10.88 to 11.46. The above 30 age group had a higher mean score competence (13.08), meaning (12.36), self determination (9.74) and impact (11.46) than the 30 & below age group. Independent sample t-test was applied to ascertain if there was a significant difference in dimensions of psychological empowerment among different age groups. The obtained t-values for competence (-11.074), self determination (-15.731) and impact (-3.170) are significant at 1% level. Hence, it was concluded that there is a statistically significant difference in competence, self determination and impact among different age groups. Above 30 age group has a statistically significant higher mean score on competence, self determination, and impact dimensions of psychological empowerment than 30 and below age group.

Table 3.9

Psychological empowerment among different gender groups

Gender		Competence	Meaning	Self determination	Impact	PE
Male	Mean	12.68	12.66	10.72	11.35	47.40
	N	310	310	310	310	310
	Std. Deviation	1.864	1.603	2.023	2.132	5.997
Female	Mean	11.73	12.15	11.37	10.95	46.20
	N	239	239	239	239	239
	Std. Deviation	1.842	1.368	2.478	2.170	5.701
Total	Mean	12.26	12.44	11.00	11.17	46.88
	N	549	549	549	549	549
	Std. Deviation	1.912	1.524	2.254	2.156	5.895
t-value		5.947 (p=0.000)	3.884 (p=0.000)	-3.398 (p=0.001)	2.178 (p=0.030)	2.380 (p=0.018)

Source: Primary Data

The table 3.9 shows that the overall mean score for psychological empowerment ranges from 46.20 to 47.40. The male respondents had a higher mean score (47.40) for psychological empowerment than the female respondents (46.20). Independent sample t-test was applied to ascertain if there was a significant difference in psychological empowerment among different gender groups. The obtained t-value is 2.380 and it is significant at 1% level. Hence, hypothesis H2b was rejected and it was concluded that there is a statistically significant difference in psychological empowerment among different gender groups.

The table 3.9 shows that the overall mean score for competence dimension ranges from 11.73 to 12.68, meaning dimension ranges from 12.15to 12.66, self determination dimension ranges from 10.72 to 11.37, and impact dimension ranges from 10.95 to 11.35. The male respondents had a higher mean score for competence (12.68), meaning (12.66), and impact (11.35) than the female respondents. Female respondents had a higher self determination (11.37) mean score than male respondents. Independent sample t-test was applied to ascertain if there was a significant difference in dimensions of psychological empowerment among different gender groups. The obtained t-values for competence (5.947), meaning (3.884), self determination (-3.398) and impact (2.178) are significant at 1% level. Hence, it was concluded that there is a statistically significant difference in competence, meaning, self determination and impact among different gender groups. Male respondents have a statistically significant higher mean score on competence, meaning, and impact dimensions of psychological empowerment.

Table 3.10

Psychological empowerment among different marital groups

Marital		Competence	Meaning	Self determination	Impact	PE
Single	Mean	11.86	12.37	10.00	10.93	45.17
	N	222	222	222	222	222
	Std. Deviation	2.153	1.398	1.710	2.134	5.145
Married	Mean	12.54	12.48	11.69	11.34	48.04
	N	327	327	327	327	327
	Std. Deviation	1.677	1.605	2.325	2.159	6.092
Total	Mean	12.26	12.44	11.00	11.17	46.88
	N	549	549	549	549	549
	Std. Deviation	1.912	1.524	2.254	2.156	5.895
t-value		-4.137 (p=0.000)	-8.24 (p=0.410)	-9.234 (p=0.000)	-2.162 (p=0.031)	-5.774 (p=0.000)

Source: Primary Data

The table 3.10 shows that the overall mean score for psychological empowerment ranges from 45.17 to 48.04. The married respondents had a higher mean score (48.04) for psychological empowerment than the single respondents (45.17). Independent sample t-test was applied to ascertain if there was a significant difference in psychological empowerment among different marital groups. The obtained t-value is -5.774 and it is significant at 1% level. Hence, hypothesis H2e was rejected and it was concluded that there is a statistically significant difference in psychological empowerment among different marital groups.

The table 3.10 shows that the overall mean score for competence dimension ranges from 11.86 to 12.54, meaning dimension range from 12.37to 12.48, self determination dimension range from 10.00 to 11.69 and impact dimension ranges from 10.93 to 11.34. The married respondents had a higher mean score competence (12.54), meaning (12.48), self determination (11.69) and impact (11.34) for psychological empowerment than the single respondents. Independent sample t-test was applied to ascertain if there was a significant difference in dimensions of psychological empowerment among different marital groups. The obtained t-values for competence (-4.137), self determination (-9.234) and impact (-2.162) are significant at 1% level. Hence, it was concluded that there is a statistically significant difference in competence, self determination and impact among different marital groups. Married respondents have a statistically significant higher mean score on competence, self determination and impact dimensions of psychological empowerment.

Table 3.11

Psychological empowerment among different education groups

Education		Competence	Meaning	Self determination	Impact	PE
Graduate	Mean	12.24	12.42	10.44	11.23	46.33
	N	240	240	240	240	240
	Std. Deviation	2.155	1.355	1.844	2.215	5.501
Post Graduate	Mean	12.28	12.45	11.44	11.13	47.31
	N	309	309	309	309	309
	Std. Deviation	1.703	1.646	2.440	2.111	6.158
Total	Mean	12.26	12.44	11.00	11.17	46.88
	N	549	549	549	549	549
	Std. Deviation	1.912	1.524	2.254	2.156	5.895
t-value		-.287 (p=0.774)	-.246 (p=0.806)	-5.314 (p=0.000)	.577 (p=0.564)	-1.934 (p=0.054)

Source: Primary Data

The table 3.11 shows that the overall mean score for psychological empowerment ranges from 46.33 to 47.31. The post graduate respondents had a higher mean score (47.31) for psychological empowerment than the graduate respondents (46.33). Independent sample t-test was applied to ascertain if there was a significant difference in psychological empowerment among different education groups. The obtained t-value is -1.934 and it is not significant. Hence, hypothesis H2c was accepted and it was concluded that there is no statistically significant difference in psychological empowerment among different education groups.

The table 3.11 shows that the overall mean score for competence dimension ranges from 11.24 to 12.28, meaning dimension ranges from 12.42to 12.45, self determination dimension ranges from 10.44 to 11.44 and impact dimension ranges from 11.13 to 11.23. The post graduate respondents had a higher mean score for competence (12.28), meaning (12.45), and self determination (11.44) than the graduate respondents. Graduate respondents had the higher mean score for impact dimension (11.23) than the post graduate respondents (11.13). Independent sample t-test was applied to ascertain if there was a significant difference in dimensions of psychological empowerment among different education groups. The obtained t-value for self determination (-5.314) is significant at 1% level. Hence, it was concluded that there is a statistically significant difference in self determination among different education groups. Post graduate respondents have a statistically significant higher mean score on self determination dimension of psychological empowerment.

Table 3.12

Psychological empowerment among different experience groups

Experience		Competence	Meaning	Self determination	Impact	PE
Below 5	Mean	11.83	12.43	9.99	11.10	45.35
	N	189	189	189	189	189
	Std. Deviation	2.259	1.448	2.000	2.273	5.663
5-10	Mean	12.13	12.06	11.12	10.79	46.10
	N	308	308	308	308	308
	Std. Deviation	1.497	1.356	2.024	1.820	4.447
Above 10	Mean	14.67	14.67	14.02	13.69	57.06
	N	52	52	52	52	52
	Std. Deviation	.474	.474	1.421	1.895	4.263
Total	Mean	12.26	12.44	11.00	11.17	46.88
	N	549	549	549	549	549
	Std. Deviation	1.912	1.524	2.254	2.156	5.895
F-value		56.610 (p=0.000)	85.126 (p=0.000)	86.735 (p=0.000)	47.246 (p=0.000)	126.096 (p=0.000)

Source: Primary Data

The table 3.12 shows that the overall mean score for psychological empowerment ranges from 45.35 to 57.06. The above 10 years experience group had a higher mean score (57.06) for psychological empowerment than other experience group. ANOVA was applied to ascertain if there was a significant difference in psychological empowerment among different experience groups. The obtained F-value is 126.096 and it is significant at 1% level. Hence, hypothesis H2d was rejected and it was concluded that there is a statistically significant difference in psychological empowerment among different experience groups.

The table 3.12 shows that the overall mean score for competence dimension ranges from 11.83 to 14.67, meaning dimension ranges from 12.06to 14.67, self determination dimension range from 9.99 to 14.02 and impact dimension range from 10.79 to 13.69. The Above 10 years experience respondents had a higher mean score for competence (14.67), meaning (14.67), self determination (14.02) and impact (13.69) than other experience groups. ANOVA was applied to ascertain if there was a significant difference in dimensions of psychological empowerment among different experience groups. The obtained F-values for competence (56.610), meaning (85.126), self determination (86.735) and impact (47.246) are significant at 1% level. Hence, it was concluded that there is a statistically significant difference in competence, meaning, self determination and impact among different experience groups. Above 10 years experience group have a statistically significant higher mean score on dimensions psychological empowerment than other experience groups.

Table 3.13

Psychological empowerment among different income groups

Income		Competence	Meaning	Self determination	Impact	PE
Below 20000	Mean	14.50	13.00	12.00	12.50	52.00
	N	68	68	68	68	68
	Std. Deviation	.504	2.015	1.007	.504	2.015
20000-30000	Mean	12.09	12.36	10.78	11.32	46.54
	N	294	294	294	294	294
	Std. Deviation	2.140	1.382	2.443	2.605	6.893
Above 30000	Mean	11.73	12.36	11.00	10.45	45.55
	N	187	187	187	187	187
	Std. Deviation	1.139	1.498	2.180	1.308	3.809
Total	Mean	12.26	12.44	11.00	11.17	46.88
	N	549	549	549	549	549
	Std. Deviation	1.912	1.524	2.254	2.156	5.895
F-value		68.756 (p=0.000)	5.341 (p=0.005)	8.369 (p=0.000)	26.187 (p=0.000)	34.725 (p=0.000)

Source: Primary Data

The table 3.13 shows that the overall mean score for psychological empowerment ranges from 45.55 to 52.00. The below 20000 income group had a higher mean score (52.00) for psychological empowerment than other income groups. ANOVA test was applied to ascertain if there was a significant difference in psychological empowerment among different income groups. The obtained F-value is 34.725 and it is significant at 1% level. Hence, hypothesis H2f was rejected and it was concluded that there is a statistically significant difference in psychological empowerment among different income groups.

The table 3.13 shows that the overall mean score for competence dimension ranges from 11.73 to 14.50, meaning dimension ranges from 12.36 to 13.00, self determination dimension ranges from 10.78 to 12.00 and impact dimension ranges from 10.45 to 12.50. The obtained F-values for competence (68.756), meaning (5.341), self determination (8.369) and impact (26.187) are significant at 1% level. Hence, it was concluded that there is a statistically significant difference in competence, meaning, self determination and impact among different income groups. Below 20000 income group respondents have a statistically significant higher mean score on dimension of psychological empowerment than other income groups.

JOB SATISFACTION

Null Hypothesis:

H3- Job satisfaction will not vary significantly with variation in demographic factors like age (H3a), gender (H3b), education (H3c), experience (H3d), marital status (H3e), and monthly income (H3f) among the employees of IT industry

Table 3.14

Job satisfaction among different age groups

Age	Mean	N	Std. Deviation	t-value
30 & below	64.24	274	6.553	-7.472
Above 30	68.92	275	8.020	(p=0.000)
Total	66.58	549	7.682	

Source: Primary Data

The table 3.14 shows that the overall mean score for job satisfaction ranges from 64.24 to 68.92. The above 30 age group had a higher mean score (68.92) for job satisfaction than the 30 & below age group (64.24). Independent sample t-test was applied to ascertain if there was a significant difference in job satisfactions among different age groups. The obtained t-value is -7.472 and it is significant at 1% level. Hence, hypothesis H3a was rejected and it was concluded that there is a statistically significant difference in job satisfaction among different age groups.

Table 3.15

Job satisfaction among different gender groups

Gender	Mean	N	Std. Deviation	t-value
Male	66.19	310	6.416	-1.382
Female	67.10	239	9.054	(p=0.167)
Total	66.58	549	7.682	

Source: Primary Data

The 3.15 table shows that the overall mean score for job satisfaction ranges from 66.19 to 67.10. The female gender group had a higher mean score (67.10) for job satisfaction than the male gender group (66.19). Independent sample t-test was applied to ascertain if there was a significant difference in job satisfactions among different gender groups. The obtained t-value is -1.382 and it is not significant. Hence, hypothesis H3b was accepted and it was concluded that there is no statistically significant difference in job satisfaction among different gender groups.

Table 3.16

Job satisfaction among different marital groups

Marital	Mean	N	Std. Deviation	t-value
Single	63.73	222	6.101	-7.517
Married	68.52	327	8.043	(P=0.000)
Total	66.58	549	7.682	

Source: Primary Data

The table 3.16 shows that the overall mean score for job satisfaction ranges from 63.73 to 68.52. The married marital group had a higher mean score (68.52) for job satisfaction than the unmarried marital group (63.73). Independent sample t-test was applied to ascertain if there was a significant difference in job satisfactions among different marital groups. The obtained t-value is -7.517 and it is significant at 1% level. Hence, hypothesis H3e was rejected and it was concluded that there is a statistically significant difference in job satisfaction among different marital groups.

Table 3.17

Job satisfaction among different education groups

Education	Mean	N	Std. Deviation	t-value
Graduate	64.33	240	5.591	-6.271
Post Graduate	68.34	309	8.586	(P=0.000)
Total	66.58	549	7.682	

Source: Primary Data

The table 3.17 shows that the overall mean score for job satisfaction ranges from 64.33 to 68.34. The post graduate respondents had a higher mean score (68.34) for job satisfaction than the graduate respondents (64.33). Independent sample t-test was applied to ascertain if there was a significant difference in job satisfactions among different education groups. The obtained t-value is -6.271 and it is significant at 1% level. Hence, hypothesis H3c was rejected and it was concluded that there is a statistically significant difference in job satisfaction among different education groups.

Table 3.18

Job satisfaction among different experience groups

Experience	Mean	N	Std. Deviation	F-value
Below 5	65.52	189	6.518	156.216
5-10	64.82	308	5.206	(P=0.000)
Above 10	80.87	52	9.144	
Total	66.58	549	7.682	

Source: Primary Data

The table 3.18 shows that the overall mean score for job satisfaction ranges from 64.82 to 80.87. The above 10 years experience group had a higher mean score (80.87) for job satisfaction than other experience groups. ANOVA was applied to ascertain if there was a significant difference in job satisfaction among different experience groups. The obtained F-value is 156.216 and it is significant at 1% level. Hence, hypothesis H3d was rejected and it was concluded that there is a statistically significant difference in job satisfaction among different experience groups.

Table 3.19

Job satisfaction among different income groups

Income	Mean	N	Std. Deviation	F-value
Below 20000	69.00	68	.000	4.173 (P =0.016)
20000-30000	66.46	294	8.513	
Above 30000	65.91	187	7.557	
Total	66.58	549	7.682	

Source: Primary Data

The table 3.19 shows that the overall mean score for job satisfaction ranges from 65.91 to 69.00 among different income groups. The below 20000 income group had a higher mean score (69.00) for job satisfaction than other income groups. ANOVA was applied to ascertain if there was a significant difference in job satisfactions among different income groups. The obtained F-value is 4.173 and it is significant at 5% level. Hence, hypothesis H3f was rejected and it was concluded that there is a statistically significant difference in job satisfaction among different income groups.

OCCUPATIONAL STRESS, PSYCHOLOGICAL EMPOWERMENT AND JOB SATISFACTION.

Null hypothesis:

H4- There will not be any correlation between job satisfaction and occupational stress (H4a); job satisfaction and psychological empowerment (H4b); and occupational stress and psychological empowerment (H4c).

Table 3.20

Correlation among stress, dimensions of psychological empowerment and job satisfaction

		Stress	Competence	Meaning	Self determination	Impact	PE	Job Satisfaction
Stress	Pearson Correlation	1	.059	.113**	-.187**	.114**	.019	-.385**
	Sig. (2-tailed)		.168	.008	.000	.008	.665	.000
	N		549	549	549	549	549	549
Competence	Pearson Correlation		1	.362**	.448**	.551**	.791**	.375**
	Sig. (2-tailed)			.000	.000	.000	.000	.000
	N			549	549	549	549	549
Meaning	Pearson Correlation			1	.290**	.248**	.577**	.226**
	Sig. (2-				.000	.000	.000	.000

	tailed)								
	N				549	549	549	549
Self determination	Pearson Correlation				1	.505**	.787**	.517**
	Sig. (2-tailed)					.000	.000	.000
	N					549	549	549
Impact	Pearson Correlation					1	.802**	.354**
	Sig. (2-tailed)						.000	.000
	N						549	549
PE	Pearson Correlation						1	.507**
	Sig. (2-tailed)							.000
	N							549
Job satisfaction	Pearson Correlation							1
	Sig. (2-tailed)							
	N							

**. Correlation is significant at the 0.01 level (2-tailed).

Correlation test revealed that there was no significant correlation (r=.019 & p>.05) between stress and psychological empowerment. Hence hypothesis H4a was accepted.

Correlation test revealed that there was a significant correlation (r=-.3.85 & p<.01) between stress and job satisfaction. Hence hypothesis H4b was rejected.

Correlation test revealed that there was a significant correlation (r=.507 & p<.01) between psychological empowerment and job satisfaction. Hence hypothesis H4c was rejected.

Table 3.21

Null hypothesis:

H5- Occupational stress (H5a) and psychological empowerment (H5b) will not affect job satisfaction among the employees of IT industry.

Regression analysis with occupational stress as predictor variable and job satisfaction as the dependent variable.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.385[a]	.179	.147	7.095

a. Predictors: (Constant), Stress

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	4806.528	1	4806.528	95.479	.000[a]

1	Residual	27536.783	547	50.341		
	Total	32343.311	548			

a. Predictors: (Constant), Stress

b. Dependent Variable: job satisfaction

Coefficients^a

Model		Un standardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	89.626	2.377		37.699	.000
	Stress	-.462	.047	-.385	-9.771	.000

a. Dependent Variable: job satisfaction

Regression analysis was conducted to investigate the relationship between stress and job satisfaction. F-Test was statistically significant, which means that the model was statistically significant. The R-Squared is 0.179 which means that approximately 18% of the variance of job satisfaction was explained by the predictor variable, that is, stress. Hence hypothesis H5a was rejected.

Table 3.22

Regression analysis with psychological empowerment as predictor variable and job

satisfaction as the dependent variable.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.507[a]	.257	.256	6.627

a. Predictors: (Constant), PE

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8323.560	1	8323.560	189.552	.000[a]
	Residual	24019.751	547	43.912		
	Total	32343.311	548			

a. Predictors: (Constant), PE

b. Dependent Variable: job satisfaction

Coefficients^a

Model		Un standardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	35.590	2.269		15.686	.000
	PE	.661	.048	.507	13.768	.000

a. Dependent Variable: job satisfaction

Regression analysis was conducted to investigate the relationship between psychological empowerment and job satisfaction. F-Test was statistically significant, which means that the model was statistically significant. The R-Squared is 0.257 which means that approximately 26% of the variance of job satisfaction was explained by the predictor variable, that is, psychological empowerment. Hence hypothesis H5b was rejected.