

FACTORS INFLUENCING EMPLOYEES JOB PERFORMANCE

Balaji Venkatesan¹
Nithyananthan Vishwanathan

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Original research



ABSTRACT

Purpose – Employees performance enables the Employee job performance is key to fortunate key to achieving organizational surviving and goals competition. The present research tested he factors influencing the job performance to ascertain the subjects to work life balance, rewards and Training and development.Design/methodology/approach –This research focuses on the Information Technology industry as single research, using Amos and regression analysis to identify the employees job performance involving the employees of the IT industry in Chennai.Findings– This research shows how Work life balance, Rewards and Training and development will influence the employees job performance in their work place and employees balancing employees as well perform better. This study examines the the connection between employee's performance and its factors. (Work life balance, Rewards and Training and development)Research limitations/implications– This research contributes to the growing the literature on employee's job performance and the factors of job performance, this study focuses on IT employees in Chennai.Practical implications – This Research offers IT employees balancing their work and family life and to increase their rewards and training and development, showing the create and good performance on employees their working conditions.Originality/value: This paper gets investigates the factors influencing the job performance of employees. This paper will identify the employees work life balance, Rewards and training and development.

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1. INTRODUCTION

Employees' individual job performance is the method to perform the work in the organization accordance to the prescribed work of employees (Jankinthong & Rurkkhum 2012; Ibrar & Khan, 2015). Employee's individual performance is subject to interest to researcher and organizations alike. Employee job performance is key to most successful method to achieving Surviving competition and organization goals (Shaikh et al., 2017).

All organizations need to set new strategies in sequence to improve employees' individual accomplishment toward the exploit of the determined objectives. they identify the reward system has been an important tool for increasing employee job

performance (Muda et al., 2014). As employees, individual performance will be more effective in the high system. Training and development have been identified as one determination of employee's individual work performance (Olaniyi, 2013). This is the role in the achievement of a company's goal by the organization interest and the capacity of workforce. (Bhat et al., 2022; Abualoush et al., 2018) .

1.1 Employee's individual performance:

It also known as precursor to successful organization's (Shaikh et al., 2017). In adding, employees individual job performance contributes the general commitment and organizational process of productivity and effectively (Abualoush et al., 2018). In the employees point view they need improved work life balance

¹Corresponding author: Balaji Venkatesan 2
Email: balavs1905@gmail.com

rigorous affects their wellbeing and mental whereas organization's are boost to competent to affective worker engagement, job satisfaction (Hunjra et al., 2010), organizational commitment and motivation through the work life balance and policies and practices. (Jones et al., 2013).

2. LITERATURE REVIEW:

2.1 Reward

Employers everywhere are searching for the best ways to inspire their staff to give their best work (Downes & Choi 2014). High-performing personnel are attracted to and retained by the firm through the compensation system. Additionally, it constantly motivates staff members to deliver exceptional work. The goal of the working relationship is reward. The link between monetary and non-monetary benefits is open to all staff members. The entire approach to rewards is holistic, with each reward system functioning independently (Johnson et al., 2009). Companies should have an efficient program for employee recognition and rewards in order to boost staff morale, inspire workers, and reap long-term benefits. The employee's motivation will have increased as a result of the reward scheme. Employee motivation, for example, would increase if the reward or scale were enhanced (Hafiza et al., 2011).

2.2 training and development:

According to this theory, businesses that enrol staff members in training and development programs aid in the employees' skill development, knowledge acquisition, and capacity building. The majority of organizations provide training through development programs that can meet the needs of their workforce (Halawi & Haydar, 2018). Organizations have generally worked to produce a skilled workforce and improve skills in order to give employees a competitive edge (Lin & Hsu, 2017).

2.3 Work life balance:

Work-life balance is viewed as a medium ground in terms of employer work practices and policies (Chung, Lee & Kim 2014). It will be managed as an issue for managing individual performance. Work-life balance issues are concentrated in relation to the many benefits that have been studied as work-life balance for the relationship between employers and employees (Emslie & Hunt, 2009); from the perspective of the employees, improving work-life balance directly affected the psychological well-being of organizations. (Cegarra-Leiva et al., 2012; Emslie & Hunt, 2009);

2.4 Conceptual model

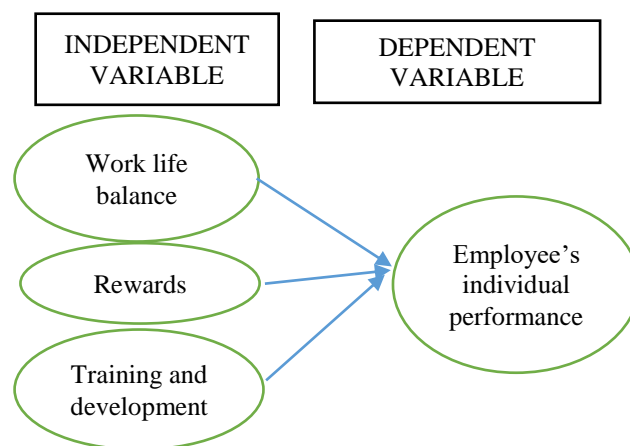


Figure 1. Conceptual model

Conceptual model is depicted on the Figure 1.

3. HYPOTHESES OF THE STUDY:

H₁: Work life balance has significant influence to employee performance.

H₂: Reward has significant infect to employee performance.

H₃: Employee performance is significantly influenced by training and development.

4. OBJECTIVES OF THE STUDY:

- To identify the effect on work life balance to employee's performance
- To survey the effects of reward to employee's job performance
- To evaluate the effect of training and development on employee's job performance.

5. SCOPE OF THE RESEARCH:

This study targeted on the employees of IT sector in which is restricted in Chennai. The study focused is conducted in realize the employee's performance for the organization among IT sector (Janssen, 2001) This research is restricted only to the employees of IT sector with in the Chennai.

6. RESEARCH METHODOLOGY

Sampling area this research is conducted within the Chennai city from IT sector employees. The sampling technique used by the purposive sampling of the research because the study focused on only IT sector employees. Sample size of this research is 353 respondents, statistical method which is used for the analyzing the reliability analysis, correlation, and regression.

7. DATA ANALYSIS AND INTERPRETATION

Analysis of Movement Structure and IBM's Statistical Package for the Social Sciences (SPSS version 25.0) were used to examine the data (AMOS version 23.0)

(Table 1). As portion of the analysis, a measurement model was validated, and after that, CFA was used to look at the correlation between both the latent and observable variables.

Table 1. Showing the Socio and Demographical Profile of the Respondents.

Gender	Male	Frequency	Percent
		264	74.8
Age	Female	89	25.2
	Total	353	100.0
	20-25	152	43.1
	26-30	97	27.5
	31-35	70	19.8
Marital Status	35 above	34	9.6
	Total	353	100.0
	Single	160	45.3
	Married	193	54.7
Qualification	Total	353	100.0
	Under Graduate	262	74.2
	Post Graduate	91	25.8
Experience	Total	353	100.0
	1-5 years	216	61.2
	6-10 years	106	30.0
	11-20 years	28	7.9
	20 & above	3	.8
	Total	353	100.0
Salary	below 15000	120	34.0
	15001 - 25000	145	41.1
	25001-40000	59	16.7
	40000 & above	29	8.2
	Total	353	100.0

Source: Prepared by Author (2023)

Inference

Gender

Table 1. According to the outcomes shows, 55.5% of respondents are male and 45.5% of respondents are female

Age

Table 1 shows that 35.4% of respondents are among the ages of 31 and 40, 28.5 % of respondents are between the ages of 21 and 30, 21.5 % of respondents are between the ages of 41 and 50, and 14.6% of respondents are more than 51 years of age, individually.

Educational and Qualification

According to the table 1, 37.2% of survey participants hold master's degrees, 31.8 % of survey participants hold bachelor's degrees, and 31.0% have diplomas or schools.

Marital Status

The Marital Status of the Respondents is shown in Table 1, 55.5% of the survey participants were single, and 44.5% of the survey participants were married respectively.

Occupation

It is evident from the above Table 1 shows that in the occupations of the respondents, 27.7% of the respondents were private employees, 26.6% of the respondents were own businesses, 25.9% of the respondents were retired persons and 19.7% of respondents were government employees respectively.

Monthly Income

Table 1 shows that 35.8% of the respondent's monthly income level is Rs.20, 001- Rs.40, 000, and 29.6% of the respondent's monthly income level is below. Rs 20,000, 23.4% of the respondent's monthly income level was between Rs.40, 001-60,000, and 11.3% of

the respondent's monthly income level was above Rs.60, 001 respectively.

Reliability Statistics

Cronbach's alpha, which is used to analyses the precision of estimation to ensure that they are free of predisposition to create substantial and exact outcomes, was applied to assess the instrument's reliability. A

Cronbach's alpha score more prominent than 0.7 demonstrates fitting trustworthiness. Following the pilot review, the unwavering quality test was led, and just the develops with a Cronbach's alpha worth of more than 0.70 were used for information assortment. The table 2 represents Cronbach's alpha qualities as the concentrates of all's estimations.

Table 2. Internal consistency of the variables presented research study **Source:** Prepared by Author (2023)

S. No	Name of the Variables	Number of Items	Number of Respondents	Cronbach's Alpha
1	Reward	5	353	.852
2	Training and Development	5	353	.917
3	Training Well Being	5	353	.889

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Table 2 shows the internal consistency of the variables presented research study. The above Cronbach's Alpha

value of all the constructs is greater than .5, so we must test the other research analysis.

8. MEASUREMENT MODEL

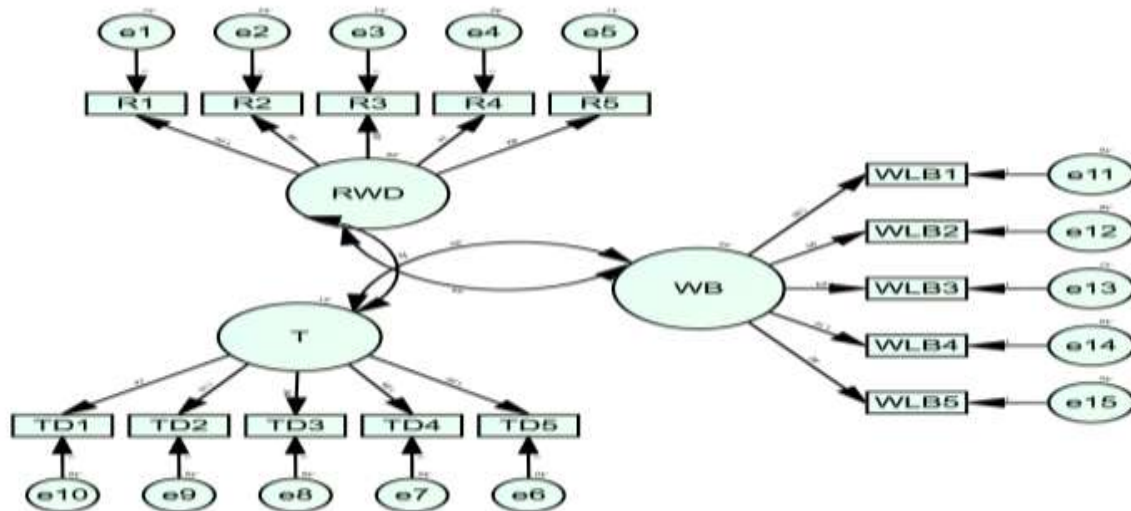


Figure 2. Measurement model

Measurement model is presented on the figure 2. The Confirmatory Factor Analysis is used to find the

association between the Variables (Reward, Training and Development and Well Being).

Table 3. Results of the measurement model goodness-of-fit statistics

Model	GFI	AGFI	CFI	NFI	RMSEA	TLI
Recommended value	0.8-0.9	0.8-0.9	0.8-0.9	0.8-0.9	Less than 0.80	0.8-0.9
Measurement Fit Indices	.918	.887	.888	.839	.072	.865
Recommended	(Hair et al., 2013)	Daire et al.,2008	(Hu and Bentler,1999)	(Hu and Bentler,1999)	(Hair et al., 2013)	(Hair et al., 2013)

Source: Prepared by Author (2023)

Inference

Reward, Training and Development and Training Well Being. Measurement model was used in the study Figure 2 explains the relationship between the constructs, after reflects of the goodness of fit index (GFI) for the estimation model find that the p-esteem is huge at 5 for every level, and it shows that the estimation model is sufficiently all-around fit. Further, the integrity of-fit measure for the estimation model is underscored by outright, gradual, and stinginess fit records; GFI, changed decency of fit file (AGFI), normed fit record (NFI), relative fit list (CFI), Tucker - Lewis Index (TLI) and root mean square mistake of guess (RMSEA).

The outcomes show that the worth of GFI is 0.918, AGFI is 0.887, NFI is 0.839, CFI is 0.888, and TLI

0.865. These fit insights values are reasonably successful and which are fallen the limit esteem somewhere in the range of 0.80 and 0.90. The RMSEA addresses model fit in the populace, and the cut-off esteem somewhere in the range of 0.08 and 0.10 reflects a fair fit, and underneath 0.08 shows a solid match Aarthi and Sujatha (2022), and the worth going from 0.03 to 0.08 is reminiscent of a solid match with 95% certainty (Hair et al., 2013). In this review, the RMSEA0.072, which is not exactly the edge worth of 0.08, addresses a good degree of accuracy. Thusly, the after reflects of fit files show that the estimation models extensively very much suggested and satisfactorily fitted with the information. The after reflects of GFI for the estimation model are introduced in Table 3.

Table 4. Regression weights

Items	Path	Construct	Estimate	S.E.	C.R.	P
R1	<---	RWD	1.000			
R2	<---	RWD	.879	.094	9.390	***
R3	<---	RWD	.625	.083	7.521	***
R4	<---	RWD	.739	.087	8.462	***
R5	<---	RWD	.615	.082	7.526	***
TD5	<---	T	1.000			
TD4	<---	T	1.054	.122	8.642	***
TD3	<---	T	.844	.106	7.967	***
TD2	<---	T	1.095	.123	8.934	***
TD1	<---	T	.745	.102	7.332	***
WLB1	<---	WB	1.000			
WLB2	<---	WB	.934	.103	9.026	***
WLB3	<---	WB	1.240	.123	10.119	***
WLB4	<---	WB	1.102	.122	9.037	***
WLB5	<---	WB	.821	.101	8.152	***

Source: Prepared by Author (2023)

Inference

Measurement Model examining to examine the theoretical interconnection between factors and items (Reward, Training and Development and Well Being). This analysis allows us to check all the relevant paths and measurement errors and feedback that are included directly in the model. The table 4 indicates the probability value of items with Reward, Training and Development and Well Being the respective constructs. Hence P value is >0.05 all the factors are significant with each other. Table 4 shows the Relationship between the construct and questions.

9. DISCUSSION

Since the outcome of the analysis, it is prospecting the independent features the independent features the job performance and their influenced the work life balance, training and development and rewards for the factors of the Information sector. Hence the researcher suggests

that organization to implement definite approach that prompts that above factors more which need to improve the employees job performance in organizations. In this research the researcher finds the job performance and their factors strongly influences of the Information Technology employees.

10.CONCLUSION AND SUGGESTION

The study on employee's job performance focuses on identifying the factors affecting the employees job performance of Information technology in Chennai. The hired hands feel work life balance on their job and employees are low work life balance and rewards on work then presentation of the IT employees will be affected. This is important for an organization need for employees and brings them good balance of work and family life and rewards and fulfil their needs.

This study focuses on established employees in the Information technology sector of employee's job

¹Corresponding author: Balaji Venkatesan 2
Email: balavs1905@gmail.com

performance. The performance of the Information Technology industry depends on the employees. Organizations need to enhance the performance of the employee's management work life balance, rewards and training and development of the high position of the

employee's job performance. The organization needs to increase the training programs and wellbeing programs increase the rewards of employees it will be helpful for the employees to increase their job performance.

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