



Technology's Influence on Professions and Employees' Happiness at Work: An Empirical Analysis of Hyderabad, India

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Abstract

The current study investigates the elements that contribute to a person's decision to switch careers and the degree to which that decision improves their overall work satisfaction. The adequate degree of correlation between the independent variable (change in the profession) and the dependent variables is explained by the Regression output with an Adjusted R Square value of 0.407 (job satisfaction). External variables (family business, superannuation) significantly influenced the dependent variable, whereas internal factors (interest, passion, and professional progression) were found to have a modest effect. The positive beta coefficient of 0.256 for internal variables indicates higher work satisfaction when internal factors are vital; the negative beta value of -0.236 indicates lower job satisfaction when external causes are dominant. Salary and years of professional experience have a far more significant influence on work satisfaction than personal characteristics like age and marital status. The study was conducted with Hyderabad software employees as a target group.

Keywords: Technology, Emerging tools, Professionals, Human Resource Management, Wellness

Introduction:

During a person's career, he may try several occupations. In the same professional sector, it is relatively simple to switch employers. On the other hand, changing jobs is considerably more time-consuming and complicated, and individuals can begin from scratch in the new field. A trade may be considered the path one takes to realise a lifetime dream or set of objectives. However, a job is more accurately described as an occupation. It is something one does to make money. It is more like work done regularly for compensation; risk-taking is elevated in the context of a career. It is possible that it does not mean a secure job. The dangers, however, are frequently of one's own making and predetermined. On the other hand, a job provides security in the form of reliable earnings. All the dangers in this situation come from outside. Feeling fulfilled in one's work is crucial to success in the workplace. Personality, age, gender, and socioeconomic position affect how fulfilled one is in their work. As cited in (Lounsbury, Moffitt, Gibson, Drost, & Stevens, 1970). For instance, dissatisfaction with one's employment has been linked to high employee turnover rates in the IT industry (Bartol & Martin, 1982; Bartol, 1983). The reverse is also possible, like how a person's attitude about employment may alter after a career change. Several elements might play a role in a person deciding to switch careers. To mention a few: a desire to do so, an interest in doing so, the backing of family, and a need for resources. We are using these elements to conceptualise the dynamics of professional transitions. Researchers have found a correlation between job dissatisfaction and the desire to switch careers (Cramer, 1993; Rambur et al., 2005).

Global happiness is linked to delight in one's work and profession (London et al., 1977; Burke, 2001; Lounsbury et al., 2004c). Much research has been done recently to establish a link between personality traits like neuroticism, optimism, and extraversion and the degree to which they influence one's job or career satisfaction level. However, several additional aspects of one's personality contribute to either work or career happiness. One of the most critical factors in a person's happiness at work is how well they have adapted to their chosen field. A person's

satisfaction in the workplace would be high if they were well-adjusted there. The respondents were given a series of statements to score on a Likert scale, with 5 being a "Strongly Disagree" response and 1 representing a "Strongly Agree" response. Several research has shed light on how organisational changes affect workers' levels of satisfaction on the job (Parlays, 2011). Several studies have shed light on the correlation between switching jobs and feeling fulfilled in one's work. The literature review provides a thorough examination of this topic. However, the changing switching careers on an employee's happiness in the workplace have yet to be conclusively shown. Because of its abundance of engineering and business schools, Bengaluru is often cited as one of India's top "high-tech" hubs. People across India come to Bengaluru to pursue higher education and find work. It is also home to many successful information technology and industrial firms. (Nadvi, 1995). Therefore, Bengaluru has been selected as a viable location for the research; it has a large enough pool of potential participants who may decide to transition from the corporate world to the classroom. In this research, we first analyse the factors that lead people to change careers, and then we examine the connection between switching careers and feeling fulfilled in one's current position.

Literature Review:

A person's "profession" is employment for which he has received formal education and financial compensation. To be sure, there is a contrast between employment and profession. For a job to be considered a profession, it must meet several criteria. First and foremost, the work must be full-time, the necessary skills must be learned at an accredited institution of higher education, and a national association of professional ethics is required. Said a profession is a group of related occupations. A doctor, lawyer, professor, or accountant are all examples of professionals. Engineers, economists, educators, judges, and clerks are only some of the careers mentioned by Mihail Manoilescu (Rostow, 1968). A professional makes a livelihood via an occupation that requires specialised knowledge and training. A professional has met the standards for entry into their field, whether those standards are related to education, training, or skill, and who also abides by established norms of behaviour. The medical field may serve as an example. Before starting his career, a doctor swears to use his skills and expertise to save his patients' lives, not merely for the financial gain that would come from doing so but also for humanity's whole sake.

Gheorghe Zane believed that the spread of free trade and the opening of new markets were catalysts for developing a wide range of occupations (Suta, 1998). Different industries and professions entered a new development phase around the end of the second decade of the 19th century due to increased competition (Sombart, 1926). However, a job may also be defined as any paid occupation. One's "job" is the set of responsibilities for which he receives compensation. It is a well-paying job in a particular field. Among the many occupations project managers, cashiers, accountants, secretaries, receptionists, business analysts, and similar roles.

While the terms "job" and "profession" may seem interchangeable, there are important distinctions between them. Various tasks fall under the umbrella of a career. One's "job" is just one of many tasks performed within a particular field of expertise. The difference between a job and a profession is the solemn oath taken upon joining the latter. Training in one's chosen profession is essential. While most jobs need some education or experience, these opportunities tend to be temporary and pay very little. Though both occupations and professions may provide an income, the latter often covers more ground and includes more responsibilities. To provide one example, a lawyer is a professional. When one enters this line of work, they promise to be always available to customers. However, the work performed by the employee in his official capacity is considered part of his job responsibilities.

Jobs in the legal field are many. In this field, one may work as a Barrister, Coroner, Court Clerk, Judge, Legal Executive, or Legal Secretary. Another definition of "job" is a position an employer offers an individual in light of their skills and experience. It is a practical application of the knowledge one has gained over the years. Jobs are more limited in scope than careers. On the other hand, professions provide the foundation upon which new employment opportunities may be built. Academic requirements for entering a job are also standard. After meeting the needs, a person can work in any capacity of his choosing within his chosen profession. A profession might be either paid or unpaid because of extensive experience and education. Typically, this is controlled by a higher authority. So, sometimes, those who want to enter a particular field must take tests. Professions include a wide range of occupations carried out by persons with a wide variety of levels of education and training.

Requirements and standards for roles will be updated to accommodate better employee-driven demands and "employability" abilities that align with a more career-minded outlook, benefiting everybody involved. Increased employee proficiency in areas such as networking, creativity, and opportunity spotting will also be beneficial to the company. To wit: (Laud, Arevalo, & Johnson, 2019). Therefore, switching careers is more complex than swapping jobs. It is because changing careers does not need learning anything new. Using the talents he already has, he can easily transition from one position to the next. On the other hand, switching careers sometimes necessitates learning a new set of abilities that have nothing to do with the old one.

Technology in Profession and change in job

Human resources technology (HR tech) encompasses all applications and devices to streamline HR operations. This broader category includes payroll and compensation, personnel management, workforce analytics, performance evaluation, and benefits administration. Regarding recruiting, HR software can help you speed up the process and make more informed choices. In order to better organise the recruiting process, such programmes may have an application monitoring system. It might help you collect resumes from eligible candidates to use later on when a vacancy comes up. Human resource managers may boost their team's efficiency with the help of AI by teaching computers to see patterns in the information and even to make choices. Because of this, problems in the workplace are addressed more quickly, which may boost morale. Artificial intelligence and machine learning are becoming more common in human resources software. For many businesses, the hybrid approach is still the best option. Simultaneously, a platform that would safeguard the internal data is required, and Blockchain offers a way to do it.

Satisfaction in one's job is a significant focus in work and organisational psychology since it is linked to positive results for both the person and the company. Most individuals spend most of their waking hours at work. Those results were published in 2015 (Osbourne & Rosalie). Work success, and by extension, a successful career, requires constant adaptability to the changing demands of the workplace. So, the capacity to shift gears in your profession is crucial. If one is unhappy in his current line of work, he may seek a new line of work. However, career adaptability is a higher-order construct that requires using four mental capacities: worry, control, curiosity, and confidence (Savickas & Profile, 2012). Adaptability in the workplace has been linked to several positive outcomes, including success in one's chosen field and how happy one is in their job (Koen, Klee & Van Vianen, 2012; Maggiori, Johnston, Krings, Massuodi & Rossioer, 2013; Zacher, 2014).

According to Norman (1963), conscientiousness is one of the Big Five personality qualities since it includes the characteristics of success, order, caution, and dependability (Dudley, Orvis, Lebiecki & Cortina, 2006; Saucier & Ostendorf, 1999). The term "achievement" describes an individual's propensity to pursue success and competence in their chosen field of endeavour, whether by setting and maintaining lofty performance objectives or working tirelessly to achieve them (Hough, 1992).

Well-versed, structured, straightforward, and systems are all characteristics associated with someone who has order. Cautiousness thoroughly considers the likelihood of harm and proceeds cautiously (Dudley et al., 2006). Dependability is characterised by self-control, integrity, trustworthiness, and responsibility (Hough, 1992). With a predictive validity of 0.51 or higher, "mental capacity" was shown to be one of the most significant predictors of total work success by Schmidt and Hunter (1998). Bertha, Anderson, and Salgado (2005) performed a meta-analysis on the predictive validity of general mental capacity for job performance, categorising jobs such as secretarial work and engineering, among many others. Validity estimates ranged from 0.32 for clerical to 0.74 for professional jobs (Salgado, Anderson, Moscoso, Bertha & de Fruyt, 2003). In this data pool, cognitive ability has emerged as a powerful indicator of occupational success.

Different people bring different qualities to the table. Some of them work correctly, while others do not. Knowledge, experience, skills, talents, awareness, values, reasons, and demands are only a few crucial aspects that affect performance on the job. A person's perspective on his profession and its demands changes as he becomes more familiar with it. High achievers and low achievers make up the two broad categories of workers. There is a favourable shift in these characteristics for high achievers. For example, as an employee's knowledge rises, his consciousness does too, and with that comes a rise in his values and drive to do better work. In the workplace, underachievers have common characteristics; they prefer to stay where they are rather than push for advancement. Overall, younger employees performed better than older workers within their age bracket,

representing the impact of population-level trends and certain even-driven factors. In 2020, (Alessandri & Tuxillo)

Murray (1938), Lowel (1953), and Atkinson, Clark, and McClelland (1961) proposed the Success Motivation hypothesis to explain the connection between one's degree of achievement and their level of pleasure in their job. According to this view, the desire to succeed and the driving force behind an individual's efforts to reach a goal are often rooted in the individual's desires for control and social acceptance. In the workplace, employees willing to put in the effort and show the intuition to get things done are more likely to report feeling fulfilled in their work and being on time for their shifts.

Shifting gears in one's professional life is a significant life event. As was previously said, switching careers is a very challenging endeavour. If one decides to switch careers, he or she will need to retrain for the new occupation and learn a whole new set of abilities. There must be some good rationale behind it. Career changes are necessary for some individuals since they first choose the wrong profession. An incomplete self-evaluation, a lack of knowledge about one's interests and personality type, and so on are all possible causes of a poor choice. Several authors, including Levine and Levine (1970) and Sarason (1970, 1981, 1982), have thought about how cultural factors affect the growth of a profession and the identification of its issues and solutions.

Job discontent is another common motivation for switching careers. The wrong choice might lead to professional disappointment. Sometimes people need a shift in their professional lives to feel more fulfilled. A worker's interests, beliefs, and aspirations may be at odds with the company's. A dissatisfied lower-level employee may pursue a different line of work if they are not allowed to further their career. Professionals have a wide range of abilities, yet they are stuck in their current methods of operation.

A lack of work-life balance or the need to prioritise family life is two more factors that might prompt a person to change careers. Choosing between work and family obligations may be difficult, so choosing a job that allows you to have everything is crucial. These issues are manifested by the increasing demand for more flexible work arrangements. The ability to work remotely, take unscheduled time off in an emergency, and other forms of workplace adaptability all significantly impact employees. They may catalyse a career pivot.

Some workers develop an interest in working for a nonprofit that serves the public good as their guiding principle or due to a shift in their worldview. Researchers have shown that people's mental health improves when they have more say over their careers, not less (Rappaport, 1981). There are many factors to consider while making a professional choice at a young age, including the desire to provide for a family, the need to settle down, the desire to start a family, and so on. Following one's interests and passions naturally occur after fundamental needs are met. Anyone who creates art for art's sake rather than to make a living fits this category. So, they want to do what you might cause them to switch professions.

Some individuals thrive on taking on complex tasks, seeking new experiences, and expanding their horizons. Therefore, if they are bored with their current line of work and want to try something else, they may do so by expanding their skill set and expanding their knowledge base.

The word "profession" describes a broad category of occupations. People who decide to switch careers do not have to worry about learning any new skills because of this fact. People switch careers in search of greater personal fulfilment and professional independence. Employee motivation may be boosted simply by making workers happy in their jobs. Loo, Santos, and Palacios (2021)

High performers on the job are highly sought after by employers and typically enjoy considerable professional success (Groysberg et al., 2008). When people are happy in their jobs, they provide their best efforts. As a result, people often switch employment in search of greater job satisfaction, boosting their productivity. There are drawbacks to having too much schooling, but they are mostly limited to the professional realm. The disparity between education and employment reduces dissatisfaction with one's work and financial situation. However, the education/employment gap does not affect one's general sense of happiness or perception of social class. Voices & Cainzos (2020).

It seems that one takes a specific route in their professional life. As shown by the path metaphor, a career is a progression via several steps (Cappellen & Janssens, 2005). There are four distinct phases: establishment, peak

performance, plateau, and decline. (Super, 1980). The trial phase and the stability phase are when people often switch jobs. The trial period is a time of great upheaval as the new employee struggles to master all aspects of his position. This is the time when work dissatisfaction is most common. The levels of pleasure with one's development were mediated by the degree to which one felt a sense of identification, connection, and exchange commitment. (Fulmore and Anthony, 2021) Young professionals often hop from job to job in search of fulfilment. When workers are happy in their jobs, they give their all. It is common for people in the Stabilization phase to feel bored or uninspired at work. Thus, he may change careers to find some variety in his life. Satisfaction with one's work is a crucial measure of success in both circumstances.

The likelihood of making a career change decreases throughout the maintenance and decline stages. Having gained sufficient psychological control over his work, an experienced professional is less likely to seek new employment. IT workers who are unhappy in their jobs say that tiredness is a significant factor in their discontent. Moro and Ramos (2021) provide the citation for this. If one's work security improves, they are more likely to spend more money and make more meaningful life choices than if their job security worsens. As of 2020 (Loza & Castigilioni). A person might thus seek greater fulfilment in his work by making a switch at appropriate points in his career.

At specific points, the level of one's enjoyment will change. Each field of work has its own set of norms for how much its human capital is worth (Lellatchitch et al., 2003; Mayrhofer et al., 2004). The timing of each career stage is unique to the specific occupation. However, the mainstay of most career transitions is the same old thing: dissatisfaction with the work. There is a correlation between job hopping and increased investment in human capital. Moreover, workers usually perform well if more money is put into human capital. Most employers highly prize high levels of human capital and strong work performance. Employees are happier when they are rewarded and recognised for their efforts. As a result, there is a cyclical relationship between happiness at work and productivity.

Research Objectives:

This study aimed to identify the antecedents of career transitions and the mediators of career transitions in work performance.

Methods for Data Collection, Including Sampling

To choose the study's sample, we relied on a technique from the field of probability sampling known as simple random sampling. Fifty software developers were randomly selected to participate in the primary data collection. Questionnaires were the primary means through which information was gathered. The sample participants were given a standardised series of questions, and their replies were recorded as ratings on a scale from 1 (very unsatisfactory) to 5 (very satisfied). Each question was a complete thought or phrase. We used a 5-point Likert scale where 1 indicated strong agreement, two moderate agreement, three neutral, and five strong disagreements with each item. The answers from the faculty and lecturers in the sample were recorded using a semi-structured questionnaire.

An individual's output at work improves when they feel fulfilled. In turn, there are several causes of happiness in one's job. Changing careers is one of the contributing elements. A hypothesis states that switching careers and finding more happiness in that work will translate into tremendous success. The professionals in the sample are surveyed to determine their level of job satisfaction. The level of work satisfaction is used as the measure of success in this investigation (D.V.). In this investigation, we examine five characteristics of job satisfaction. These items are:

Benefits of Empowerment

Contentment with Control (involvement in decision-making and information from Management). Happiness in One's Career (sense of personal accomplishment and good use of skills and abilities). Happiness in one's workplace community (Quality of work done by a group and cooperation among people). Earnings Happiness (Financial stability). Job security satisfaction Workplace environment satisfaction (Conditions for employees to be productive)

Professionals who have transitioned from the business world to the classroom fill out a survey to gauge their level of contentment with their new vocation. An additional study then quantifies the sample's work satisfaction level. Each sentence will have a Likert scale with five options: 1 = Strongly Agree, 2 = Agree, 3 = Neutral, 4 = Disagree, and 5 = Strongly Disagree. This is done so that the impact of switching careers may be objectively assessed, along with the person's overall career satisfaction. This research aims to determine the effects of career shifts on individuals' sense of fulfilment in their chosen profession.

Methods based on Linear Regression may be found within Null Hypothesis Statistical Testing (NHST). Using factor analysis, we examined the raw data by reducing the number of dimensions of the independent variable. Factor analysis seeks to condense many variables into a smaller number of more manageable ones. This helps simplify regression models by eliminating some of the variables. Respondents' opinions on many independent variables were lumped into a single dimension since their loading factors were so high. As a result, the number of categories in the independent variable was narrowed. A regression model was constructed using the available information to follow the factor analysis. The metric reductions were included in the analysis as a separate independent variable. Our research found that the I.V. impacted the dependent variable ('job Satisfaction'). The model also included age, gender, level of education, and marital status to see how these factors influenced the D.V. A dataset consisting of 113 replies was used for the investigation. We ran factor analysis and regression analysis on the data identifying the variables. After the first model's development, a thorough investigation was conducted to define the significant threshold.

Analysis:

After factor analysis, the 20 survey questions were grouped along similar lines. One dimension consisted of several such elements. A total of ten questions focused on the independent variable of a career shift. Three primary categories were developed to describe these elements better. These factors included ones that came from inside, ones that came from outside, and ones that were imposed from without. Interest, enthusiasm, and potential for advancement in one's career are all internal motivators that connect to the individual's current line of work. The person is considered an internal element. By contrast, the external elements have to do with things outside the scope of the study. Their nature tends to be more futuristic and motivated by factors outside themselves. One example of a forced factor is the pressure from immediate family members. Neither the individual nor his immediate surroundings inspire him to pursue this career path. It is coercive; the individual has no choice in the matter. The stress led to the person switching careers. The variables of the Independent Variable are those whose values are not reliant on any other variables.

These elements constitute the internal forces that lead people to switch careers. However, the fifth and tenth elements have a significant loading with one another (0.749, 0.807). Those two elements were combined to form the external and prospective factors for career shifts. A regression model was developed after the PCA was performed. The outcomes are addressed in the next section. $R=0.638$ was the calculated outcome from the utilised regression model, with an R-Squared value of 0.407. This suggests that using this model; we can predict 40.7% of the variation in the dependent variable (Job satisfaction in this case) based only on the independent variable (Change in the profession). Professionals' happiness on the job is significantly affected by p-values of less than 0.10, with a 90% Confidence interval. Using the data in the table below, we can deduce that the p-value for dimension 1 is 0.14. Internal variables (Interest, passion, and professional progress) significantly influence career transition; however, the value is only slightly more significant than the p-value. Although the p-value is somewhat higher, it is still possible that personal characteristics have a role in career shifts. The exciting thing about this dimension is that its beta coefficient (0.256) has a positive relationship with the dependent variable, suggesting that if the individual's internal variables are strong enough, he would be more satisfied with his employment. However, at the same confidence level, the p-value for future-related external variables like a family business and superannuation is statistically significant (0.007). The p-value for the external variables is low enough that they influence the dependent variable (Job Satisfaction) at the level of confidence chosen. However, the beta value for this factor negatively influences the dependent variable (-0.236), suggesting that high levels of external causes are associated with lower levels of work satisfaction.

Conclusion

Internal and environmental variables that influence the decision to switch careers have been identified in this article. Furthermore, the degree to which the external and internal elements driving professional shift affect work satisfaction has been determined using the developed regression towards the technology. Several aspects of career transition and their combined impact on the dependent variable have been dissected in this research. According to our research, the strength of a person's interest, enthusiasm, and opportunities for professional progress positively affect their work satisfaction level. However, there is an inverse correlation between the dependent and external variables, suggesting that as the number of reasons for switching careers (such as family business, retirement, etc.) increases, many people are dissatisfied with their current employment. Career satisfaction has been shown to increase after job transitions, according to previous research. In addition, this research clarifies why people's levels of contentment with their careers vary so much from one field to the next. After reviewing the available literature, we found that the connection between these two factors has been largely unexamined. The purpose of this study is to provide the groundwork for such a connection.

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