

The Impact of Job Satisfaction on the Employees' Perception towards Work Performance: A Study Based on Small and Medium Scale IT Companies in India

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The Indian IT industry is having many challenges in managing their employees. Performance management is done in a more structured way in large IT companies, whereas it is not done in the same way in the small and medium IT companies. This research analyzed and investigated job satisfaction dimensions and various demographic characteristics of the employees and their perception of their performance by conducting a survey in small and medium-sized IT companies in Coimbatore, India. The data for the survey was collected using self-administered questionnaire based on COPSOQ and industry employee effectiveness surveys. The data was quantitatively analyzed using Z-test, Chi-square and one-way ANOVA. Findings revealed that indicate that there is a significant correlation between job satisfactions, feedback, employee satisfaction on the perception of performance. Further, this paper presents the limitations of the study and suggestions for the improvement of the perception amongst the small, medium IT industry.

Keywords: *IT Industry, Job Satisfaction, Perception of Employee Performance, Small and Medium Scale IT Industry*

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