Difference between Employees Marital Status and Performance Level in IT Industry

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Abstract: The aim of the study focuses on whether there is a significant difference between marital status and performance of employees in IT industry. Samples of 500 employees were taken for the study and random sampling technique was used to find the data from respondents. Statistical analysis ANOVA was applied and the result thus shows that, there is significant difference between marital status and level of performance of employees, as their significant value is <0.01. Hence it is concluded that unmarried employees can perform well than married employees since their commitment towards their family and other circumstances are considerably less when compared to the married employees.

Keywords: marital status, performance, employees, IT industry

1. Introduction

There are numerous studies which highlights the performance of employees in industries such as studies based on job based performance and productivity, performance and gender bias, and other demographic factors. This study tries to identify whether marital status shows variation in the level of performance of employees especially in IT industries. IT industries place a major role on increasing their living standards and economy of the state by providing IT Professional and beginners with a high salary and other special offers. But with all of these doesn’t end with happiness in life of IT employee (or) can make the employee to perform well. There are many other needs or benefits that should be satisfied for the survival in IT industry. People thought process varies according to the place in which they are and depending on the environment in which they live. Even normal thinking process of human being on reacting to a particular situation varies. In certain reports it has been said that employees who are married are treated less suitable for the employment especially the female employees when compared to male employees, but in general both male and female employees faces difference in their performance even they are married, unmarried, divorced. But most of the difficulties happen when a single after marriage starts managing both family and work life. Even in many IT industries married women are not preferred much as single women. Due to control in educational experience, professional experience, ethnic background, and all other factors that may affect both wages and marriage prospects of both male and female employees. There are certain studies, that shows the ultimate necessity and concentration to run a family financially and with secured job makes an married male motivated to earn even more profit and on- job- productivity. And house hold women experiences low level of participation in financially helping a family since they concentrates more on bearing and raising their children. And this can be found reverse in situation where both male and female acts as a bread-winner of a family, where both have to concentrate on running their family as well as in raising their children. Whereas an unmarried male or female employee can spend enough time and space, as well as can experience and enjoy both financially and secured job to run their life, because they are concentrated only towards their job and hence other distracting factors are not observed much in case of unmarried employees so this shows that the performance level of unmarried and married employees may differ in many aspects.

The lack of fit model of gender discrimination in employment decisions it is said that any extra perception of prototypical femininity accorded to a married woman might not have harmed perceptions of her employability at a job whereas this situation may differ for jobs in which the stereotypically desirable qualities are gender neutral or more masculine (Heilman, 1980) [5].

In many literatures on marital status, gender is specified and compared on whether male or female faces difficulties in workplace. In the present paper the researcher discusses on, in general whether marital status of an employee affects (or) shows any difference in their level of performance.
1.1 Objective of the Study

The aim of the study focuses on whether there is a significant difference between marital status and performance of employees in IT industry.

2. Literature

Aronowitz et al., (1994) have suggested that the introduction of prescribed learning outcomes - such as occupational competence; the pressures to increase productivity - of trying to do more with less; and the use of appraisal to monitor performance [2].

As Brill et al., (1985) has argued that the satisfaction of the employees can result to the performance of the employees [3].

The employee performance and well-being have been taken as key outcome variables in HRM research, also discussed in many literatures by various authors (Guest, 2011) [4].

Employee is considered as the major element of every firm and their success and failure mainly based on their performance (Abdul Hameed, 2011) [1].

3. Research Design and Methods

3.1 Sample and Procedure

The samples for the study are the employees working in the IT industry. In selection of respondent for the survey, a random sampling technique was used to record the responses about marital status and performance. A total of 563 questionnaires were distributed to the employees, out of which 522 questionnaires were received from all the categories of employees in the IT industry after scrutiny it is rounded off as 500 and all the questionnaires were found with required information and completely usable.

3.2 Measurement of Variables

The variables for the present study are marital status and performance of the employees in IT industry. Questionnaire scale with the value ranging from 1(strongly disagree), 2(disagree), 3(neutral), 4(Agree), 5(strongly agree) is used. Statistical tests were conducted such as ANOVA.

4. Results

Table 1. Marital Status and Level of Performance

<table>
<thead>
<tr>
<th>S.No</th>
<th>Marital Status</th>
<th>Level of Performance</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Low</td>
<td>Medium</td>
</tr>
<tr>
<td>1.</td>
<td>Unmarried</td>
<td>0 (0.00)</td>
<td>137 (85.63)</td>
</tr>
<tr>
<td>2.</td>
<td>Married</td>
<td>43 (12.65)</td>
<td>247 (72.65)</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>43 (8.60)</td>
<td>384 (76.80)</td>
</tr>
</tbody>
</table>

Source: Primary Data

The figures in the parentheses are per cent to total

The results show that out of 340 married employees, about 72.65 per cent of employees opine that the level of performance is at medium level followed by high level (14.70 per cent) and low level (12.65 per cent).

The results show that out of 160 unmarried employees, about 85.63 per cent of employees opine that the level of performance is at medium level followed by high level (14.37 per cent) and low level (0.00 per cent).
In order to examine the difference between marital status and the level of performance, the Analysis of Variance (ANOVA) test has been applied and the results are presented in Table 2.

Table 2. Difference between Marital Status and Performance

<table>
<thead>
<tr>
<th>Source</th>
<th>SS</th>
<th>Degrees of Freedom</th>
<th>MS</th>
<th>F</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>659.359</td>
<td>1</td>
<td>659.359</td>
<td>18.128</td>
<td>.000</td>
</tr>
<tr>
<td>Within Groups</td>
<td>18113.153</td>
<td>498</td>
<td>36.372</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>18772.512</td>
<td>499</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Source: Primary Data*

The F-value of 18.128 is significant at one percent level indicating that there is a significant difference between marital status and performance. Hence, the null hypothesis of there is no significant difference between marital status and performance is rejected.

**DISCUSSION**

In the present study the researcher identifies that those employees who are of single or unmarried shows no low level of performance with (0.00%). This shows there is difference in low level of performance among unmarried and married employees. And under medium level of performance of unmarried employees exhibits increase in the value of performance level with (85.63%) percent when compared to married employees medium level of performance (72.65%). Hence there is difference in medium level of performance among the unmarried and married employee’s shows that unmarried employees can achieve better performance than married employees.

From ANOVA table2 it is clear that the 1% level of significance indicates that there is a significant difference between marital status and performance of employees. Hence this shows that the analysis on marital status and performance of employees varies.

Seung-min Ryu et al. (2002) have discussed in his thesis that the effects of marital status shows that married officers achieved better performance than single officers this makes evident that there are differences in job performance between married and single employers [7].

**CONCLUSION**

The present study provides information with regard to, there is a significant difference between marital status and performance of employees, Which shows that unmarried employee can perform well than married employees since their commitment towards their family and other circumstances are considerably less when compared to the married employees. On the contrary, in certain cases where married employees are forced to handle more stress and perform well than unmarried employees with respect to their promotions. Anyway both married and unmarried employees are treated and given same level of work pressure that is to be done in an IT industry. The only place where the performance of a marital status of an employee differs depends on one’s capability in handling the situations and the distracting factors which an employee faces in workplace and family life.

**References**
