

Mid-Level IT Professionals' Subjective Well-Being and Quality of Life: The Role of Job Satisfaction and Workaholism

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Abstract

Background: Mid-level IT professionals tend to occupy a uniquely demanding organisational position, balancing technical execution with managerial responsibility. Such dual-role expectations often intensify job demands, potentially influencing psychological well-being and quality of life. Although research has established links among job satisfaction, workaholism, burnout, and life satisfaction, evidence on their combined effects in the Indian IT context remains very limited.

Materials and Methods: This study examines the cumulative and independent influence of job satisfaction and workaholism on subjective well-being and quality of life among mid-level IT professionals in India. Using a cross-sectional quantitative design, data were collected from 44 professionals employed in an IT organisation in Infopark, Kochi, through systematic random sampling. Standardised instruments were administered: the Job Satisfaction Survey (Spector, 1997), the Work Addiction Risk Test (Robinson, 1992), the Satisfaction With Life Scale (Diener et al., 1985), and the WHOQOL-BREF (WHO, 1998). In this study, both descriptive and inferential statistics were used to analyse the data.

Results: The study examined 44 IT professionals, mostly male (59.1%), single (61.4%), from rural areas (52.3%), postgraduates (54.5%), and members of nuclear families (72.7%). Nearly all spoke Malayalam (95.5%). Average age at job entry was 23.09 years, with 16 years' experience. Monthly income averaged ₹40,648.86; family income averaged ₹77,627.18. Total family income and coworker satisfaction predicted life satisfaction, accounting for 52.5% of variance. Workaholism was not an independent predictor of well-being after controlling for job satisfaction and demographics, highlighting the role of workplace relationships and financial stability in IT professionals' well-being.

Conclusion: Findings contribute to vocational behaviour theory by demonstrating that relational and economic resources, rather than excessive work investment, determine well-being outcomes.

Keywords

Workaholism, Job Satisfaction, IT Professionals, Quality of Life, Subjective Well-Being, India.