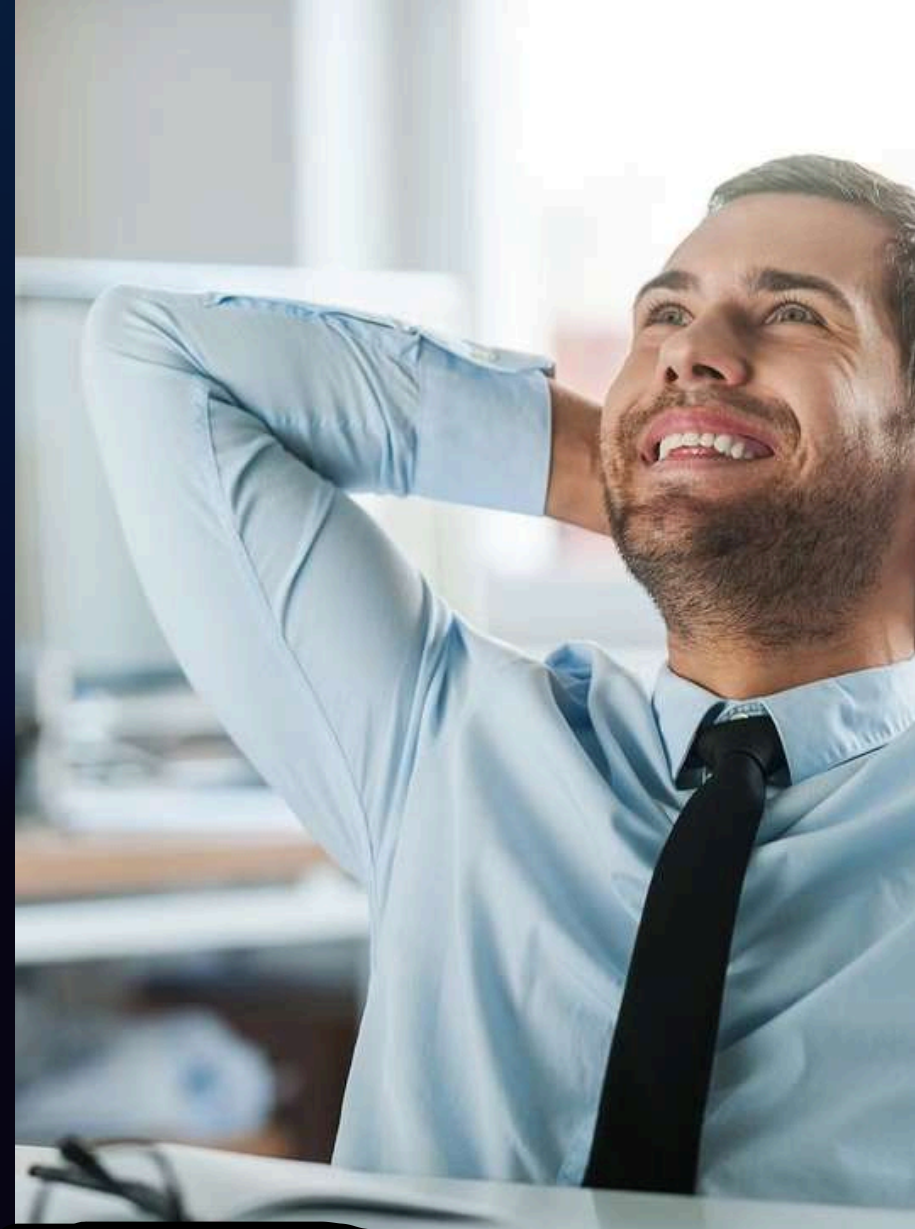


# Employee Attitudes and Behaviors: A Study of Workplace Dynamics

Understanding employee attitudes and behaviors is crucial for organizations to thrive. This report delves into survey results on job satisfaction, organizational commitment, emotional intelligence, and work behaviors, examining the findings through the lens of industrial and organizational psychology.

Manjiri Chavande | Manish Jadhav | Adwait Shesh | Abhishek Sharma |  
Samar Suryawanshi



# Methodology

## Survey Design

An online survey was conducted using Google Forms with 6 respondents. The survey questions were based on established constructs in organizational psychology, encompassing areas like job satisfaction, organizational commitment, emotional intelligence, and work behaviors.

## Data Analysis

Data analysis included descriptive statistics and cross-tabulations to gain insights into the collected data. The methodology involved collecting both qualitative and quantitative data, providing a comprehensive understanding of employee attitudes and behaviors.

# Participant Profiles

## Email

prathmesh2792@gmail.com

sanmitragaikwad@gmail.com

cmanjiri1912@gmail.com

pramit7208@gmail.com

cszoneyt@gmail.com

nilay.shesh1992@gmail.com

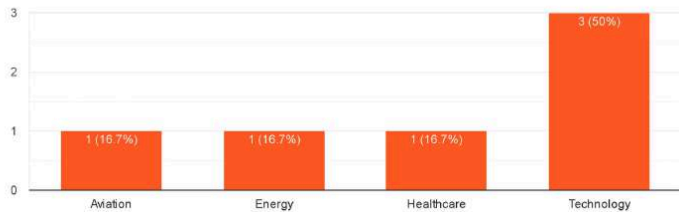
## The participants were from different age groups and professional backgrounds:

1. Prathmesh Nair (31-40 years)- Associate Program Manager, Eclerx Services Private Limited (Technology, 3-5 years experience)
2. Sanmitra Gaikwad (31-40 years)- Senior Cloud Engineer, Nice Solutions (Technology, less than 1 year experience)
3. Milind Chavande (51-60 years)- Senior Associate, Air India (Aviation, 20 years experience)
4. Pramit Sharma (20-30 years)- Medical Representative, Zuventus Healthcare (Healthcare, 1-3 years experience)
5. ShubhamLaxmanLahane (20-30 years)- SOC Analyst, Tech Mahindra (Technology, 1-3 years experience)
6. Nilay Shesh (31-40 years)- QA Manager, Enel X India Pvt Ltd (Energy, 3-5 years experience)

# About the Job

What industry sector do you work in? (e.g., Technology, Healthcare, Education, Finance, other please specify)

6 responses



How long have you been working in your current organization? (Less than 1 year, 1-3 years, 3-5 years, 5+ years)

6 responses

3-5 Years

< 1

20 yrs

18 Months

1-3 years

3-5 years

Position

6 responses

Associate Program Manager

Sr Cloud Engineer

Senior Associate

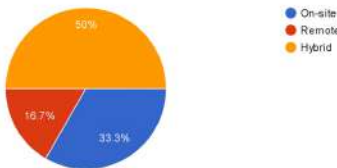
Medical Representative

SOC Analyst

QA Manager

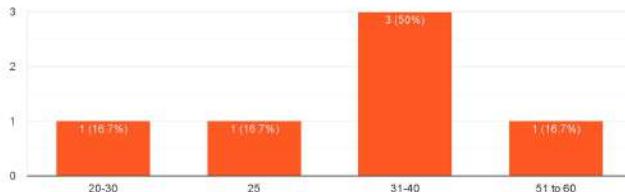
Job Type

6 responses



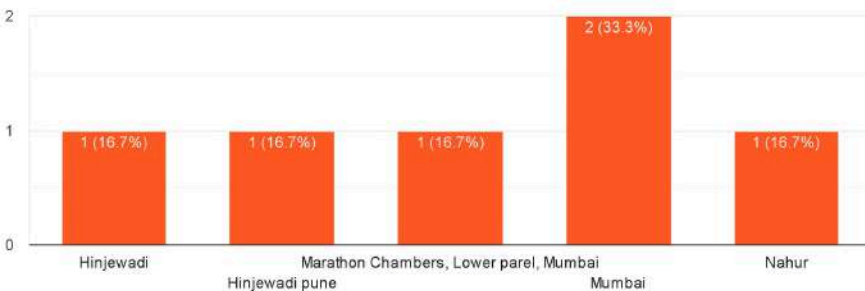
What is your age group? (20-30, 31-40, 41-50, 51-60, 60+)

6 responses



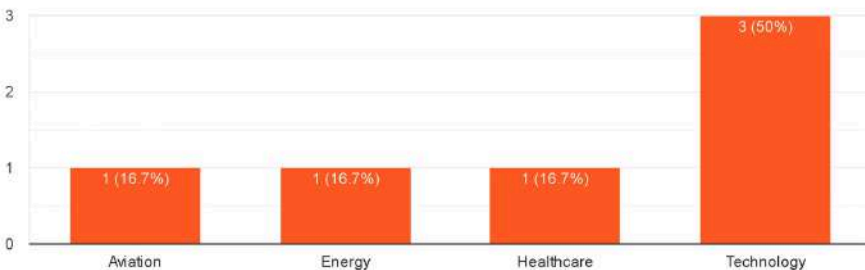
Organization Location

6 responses



What industry sector do you work in? (e.g., Technology, Healthcare, Education, Finance, other please specify)

6 responses



# Methodology

The survey questions were developed based on established constructs in organizational psychology, including:- Job Descriptive Index (JDI) for measuring job satisfaction- Organizational Commitment Questionnaire (OCQ)- Emotional Intelligence scales- Organizational Citizenship Behavior (OCB) measures- Counterproductive Work Behavior (CWB) checklists The data was analyzed using descriptive statistics and cross-tabulations to identify patterns and relationships between variables. The findings were then interpreted in light of relevant psychological theories and research. The methodology involved collecting qualitative and quantitative data through a survey that participants completed. The survey comprised questions related to:

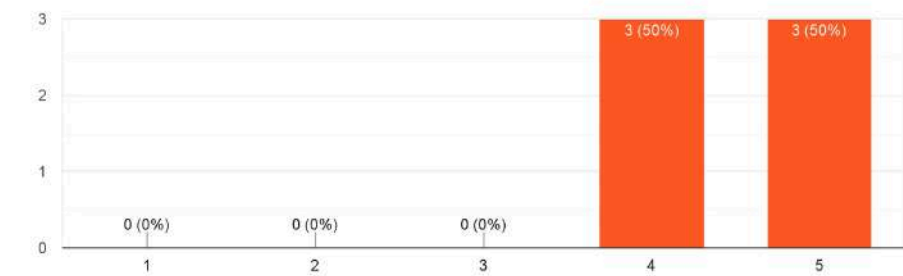
- TaskPerformance: How well individuals perform their core job tasks.
- Motivation: Factors that drive their job performance.
- JobSatisfaction: Their satisfaction with various job elements, including feedback, career growth, and emotional connection to their organization.
- Counterproductive Behavior: Instances of counterproductive work behavior (e.g., absenteeism, misuse of resources).
- Organizational Citizenship Behavior (OCB): Positive contributions beyond their job description. Participants rated their experiences using a Likert scale, with 1 being "Worst" and 5 being "Very Good." Their qualitative responses provided further insights into their work attitudes and behaviors.



# Job Satisfaction

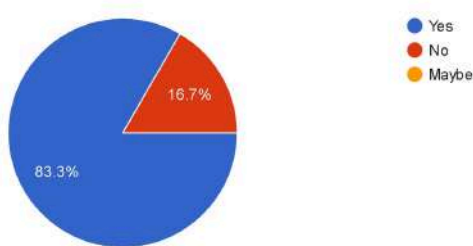
On a scale of 1-5, how satisfied are you with your current job overall?

6 responses



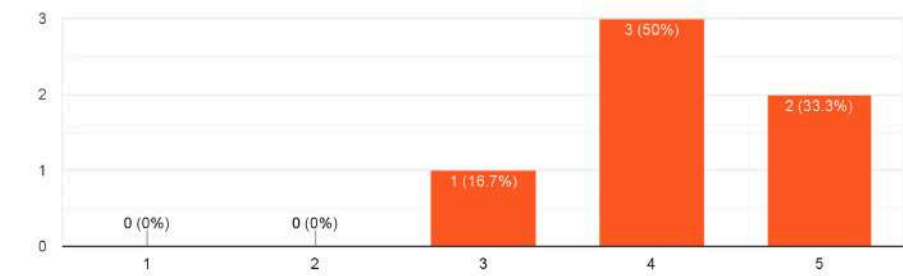
Do you feel your job provides you with growth opportunities?

6 responses



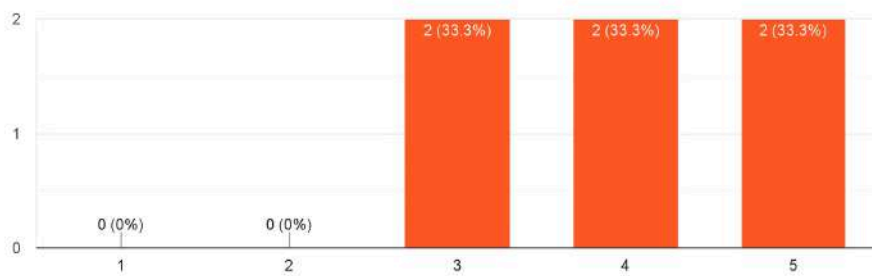
How aligned is your job with your personal career goals? (Scale: 1-5)

6 responses



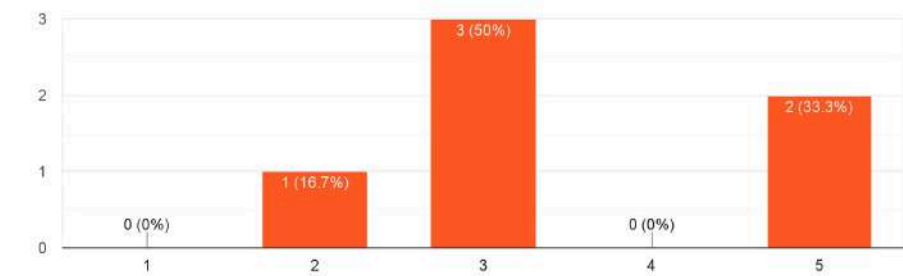
How satisfied are you with the level of feedback you receive from your manager? (Scale: 1-5)

6 responses



How emotionally connected do you feel to your organization? (Scale: 1-5)

6 responses



What is the primary reason that keeps you committed to your organization?

6 responses

Growth Opportunities

Work life balance

Company looks after the well being of the employees

The primary reason that keeps me committed to Zuventus Healthcare is the strong alignment of the organization's values with my personal belief in delivering quality healthcare.

Got opportunity to learned lot of things related cybersecurity and got hands on many tools and technologies within short period of time.

Work Life Balance

Would you recommend your organization to others as a good place to work? Why or why not?

6 responses

Yes due to variety of business problems that you will get to solve

Yes

Yes, youngsters and capable have great opportunities and can excel in their career

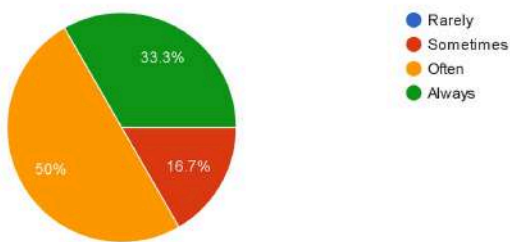
Yes because My company's focus on innovation,its dedication to improving patient lives and the opportunities for professional growth keep others motivated and engaged in others also as a medical representative.

Yes. If are passionate about to learn new things, then definitely join TechM

Yes, It provides opportunity to work on latest technology with work life balance.

# Work Engagement

How frequently do you feel fully engaged and absorbed in your work? (Scale: Rarely, Sometimes, Often, Always)  
6 responses



Do you feel energized by the work you do? (Yes/No) Please explain your answer.  
6 responses

Yes

Yes. As company frequently launch new products and have more opportunities to learn and grab new things. So it keeps me motivated and energized for my work.

Yes.

What motivates you to go beyond your basic job requirements? (e.g., recognition, personal satisfaction, career advancement, etc.)  
6 responses

Career Advancement

Career advancement

personal satisfaction

Recognition

Want to become technically more strong in cybersecurity.

Work environment

What aspects of your job help you stay motivated and focused on your work?

6 responses

Challenging business problems

Work life balance

To assist passengers while travelling ,resolving ticketing related issues

Company's culture and Management is very supportive.

I'm passionate about cybersecurity and on daily basis I came across many different cyber threats like phishing cases, malware cases.

Learning new technology, working in agile environment.

## Productive Work Behavior

How does your organization recognize and reward productive behavior?

6 responses

Monetary rewards

Monetary appreciation

Yes they do give bonus for productive work

They appreciate us for our work and give us an appreciation certificate that will be helpful for us in our future prospects. Also they take out a trip quarterly.

They gives awards and appreciation from upper management.

It gives performance bonus and also employee of the month awards on a regular basis

Can you provide an example of a time when you felt exceptionally productive at work?

6 responses

When I under promise and over deliver

Interacting with clients

When the flights are delayed or cancelled, or making arrangement for transit passengers on time is when I need to be exponentially productive

Having generated a doctor's prescription and giving a biggest sell to my company.

When a adversary enters into organization's infrastructure and tries to harm the organizations systems or tries to exfiltrate the data, I have to become more cautious at that time.

When we delivered Releases in time.

# Counterproductive Work Behavior

Have you faced any obstacles or constraints in your work environment that hinder productivity? (Yes/No) Please elaborate

6 responses

No

Have you observed any counterproductive behaviors in your workplace, such as procrastination or misuse of resources? (Yes/No) Without naming individuals, can you describe them?

6 responses

No

Yes lack of proactive communication

Yes I have seen a few employees who at times misuse the resources and are arrogant in nature.

How do you contribute to maintaining a positive work environment beyond your job duties?

6 responses

Team Outings

Through participating in activities, building bonds and interacting

We extend our working hours when there is to much work pressure or if any help is required during delays/cancellation

Once I am done with my work and I help my peers to accomplish their task and always in touch with them for the progress.

By participating in outdoor activities

We have team activities followed by fun Friday's

Do you regularly assist colleagues with their tasks or workload when needed? (Yes/No)

6 responses



How effectively does your organization manage or address counterproductive behaviors?

6 responses

Very effectively

Through policies

They have few application and reports to keep track of day to day work

Very often

It takes necessary action on the person who does not perform well

Do you participate in any voluntary activities or initiatives within your organization, such as mentoring or helping organize events? (Yes/No) Please elaborate.

6 responses

No

Yes

# Job Attitudes and Emotions

How do your emotions (e.g., stress, happiness) impact your work performance?

6 responses

No

Yes

As Mumbai International Airport is one of the busiest places we need to work swiftly with precision in a limited time this tends to stress

I never mix my professional life with my personal life. If any kind of stress happens regarding my work then I consult with my manager regarding the problem or issues I am facing.

Emotions won't impact my performance.

It does not impact

What strategies or practices do you use to manage work-related stress or negative emotions?

6 responses

Meditation

First things first and one thing at a time

Keep calm

Keeping my mind calm in every situation as I have an on-site job.

Used to read Bhagwat Gita.

I do not take any kind of stress of work.

# Workplace Environment

How would you describe the overall culture of your organization? (Supportive, Competitive, Collaborative, etc.)

6 responses

Collaborative

Collaborative

Supportive

Supportive, Competitive, Collaborative

Competitive, supportive

Supportive

What steps does your organization take to create a positive and productive work environment?

6 responses

Frequent updates and constant communication

Regular feedbacks from employees

Sessions and campaigns

Organizing new camps for patients and normal citizens. Taking a review form that what more could be done. Appreciating their staffs for their work. Showing gratitude for their staffs.

They used to organize virtual seminars or workshops about latest trends about IT world

Regular meetings with leaders. To align everyone to one goal

How effectively does your organization address employee concerns, grievances, or feedback?

6 responses

Very effectively

By analysing and acting on them

Very well

Very often

Very effectively

Everytime

If you could make one change to improve job satisfaction and productivity in your workplace, what would it be?

6 responses

More inclusivity

Streamline work

NA

As per my analysis there is no area of improvement required.

By giving more hike and bonus.

Improvement in communication with onshore folks

Is there anything else you would like to share about your experiences with job attitudes, work behavior, or your workplace environment?

6 responses

No

All good

I am very serious about my job because I enjoy doing my job a lot and when I meet a doctor, I get to learn a lot from them.



# Conclusion

The analysis of the interviews highlights the importance of task performance, motivation, and job satisfaction in fostering productive behaviors in the workplace. Organizational citizenship behavior was also evident, with all participants contributing beyond their core responsibilities to support their colleagues and improve their work environments. Counterproductive behaviors, such as absenteeism, lateness, and resource misuse, were minimal, suggesting that the organizations represented in this study have effective policies and practices in place to mitigate such behaviors. Overall, the findings underscore the critical role of a positive organizational culture, growth opportunities, and recognition in driving productive behavior and minimizing counterproductive actions. Implementing the recommendations provided can further enhance workplace productivity and employee satisfaction.