

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

Introduction

The rapid growth of the global IT industry has transformed vocational behaviour, especially for mid-level professionals who link management and technical roles. These workers face increased accountability, constant connectivity, and tight deadlines, making psychological well-being a crucial issue. While job satisfaction is known to protect well-being, the

normalisation of excessive work, or workaholism, raises concerns about its long-term effects on careers (Dhar & Dhar, 2010; Maudgalya et al., 2006; Madhura et al., 2014). The Information Technology (IT) industry is characterised by high cognitive demands, accelerated innovation cycles, and persistent performance pressures. Particularly at mid-level positions, employees are required to integrate technical expertise with leadership and coordination responsibilities. According to the Job Demands–Resources (JD-R) model (Bakker & Demerouti, 2007; Bakker et al., 2007), high job demands—when not balanced by adequate resources—can impair well-being and lead to emotional exhaustion. Job satisfaction represents a critical organizational resource that buffers against strain and enhances well-being (Judge et al., 2010). It has been consistently linked to life satisfaction and psychological health (Diener et al., 2017). Conversely, workaholism—defined as an uncontrollable inner drive to work excessively and compulsively (Clark et al., 2014a,b)—has been associated with burnout, health impairment, and diminished life satisfaction. In high-performance sectors such as IT, workaholism may be reinforced by reward systems, career ambition, and technological connectivity. Recent studies demonstrate that excessive work investment predicts technostress and psychological strain (Vedoato et al., 2021). However, workaholism does not necessarily translate into higher life satisfaction, as compulsive overwork often undermines social and emotional domains of life (Clark et al., 2014a,b). Subjective well-being, conceptualized as individuals' cognitive and affective evaluation of their lives (Diener et al., 1985), is closely intertwined with quality of life (WHO, 1998). While job satisfaction enhances well-being, excessive work involvement may diminish it through role overload and work–family conflict (Greenhaus & Powell, 2006). Despite extensive global literature, there remains limited empirical evidence examining the combined influence of job satisfaction and workaholism on well-being among Indian mid-level IT professionals. Given India's rapidly expanding technology sector and its socio-cultural diversity, understanding these dynamics is particularly important. This study integrated job satisfaction, workaholism, quality of life, and subjective well-being into a unified analytical framework. This study examined how job satisfaction and workaholism influence the overall well-being and quality of life of mid-level IT professionals. This study specifically examined the individual and combined effects of job satisfaction and workaholism on the quality of life of mid-level IT professionals.

Methodology

Design

Cross-sectional quantitative descriptive-inferential design.

Participants

44 mid-level IT professionals from an organisation in Infopark, Kochi, selected through systematic random sampling.

Instruments and Brief Description

- Job Satisfaction Survey (Spector, 1985, 1997) – The Job Satisfaction Survey (JSS) is a questionnaire designed to assess nine dimensions of job satisfaction, including overall satisfaction. This instrument is well-established among various job satisfaction scales. Participants take the test by responding to 36 items, with 4 items per sub-scale. For each item, participants select one of six options ranging from "strongly disagree" to "strongly agree." This scale has nine facets: Pay, Promotion, Supervision, Fringe Benefits,

Contingent Rewards (performance-based rewards), Operating Procedures (required rules and procedures), Coworkers, Nature of Work, and Communication. Although the JSS was originally developed for use in human service organisations, it is applicable to all organisations. The JSS has been thoroughly investigated for its reliability and validity. The nine sub-scales demonstrate moderate to strong correlations with one another, with internal consistency scores ranging from 0.60 (for the coworker sub-scale) to 0.91 (for the total scale). Furthermore, the average internal consistency across a sample of 3,067 individuals is 0.70.

- Work Addiction Risk Test (WART) (Robinson, 1992) – Robinson first developed the Work Addiction Risk Test (WART) by studying samples of U.S. students in 1999. WART is a measure of workaholism, which Robinson defined as an "overindulgence in and preoccupation with work, often to the exclusion of, and detrimental to, the workaholic's health, intimate relationships, and participation in child-rearing." This widely used test consists of 25 questions based on symptoms reported by doctors treating workaholics. The questions are self-rated on a 4-point Likert scale, where "never true" is scored as 1 and "always true" is scored as 4. Overall scores ranging from 67 to 100 indicate high workaholic tendencies, scores from 57 to 66 suggest moderate workaholic tendencies, and scores below 57 are considered normal.
- Satisfaction With Life Scale (Diener et al., 1985) – The Satisfaction with Life Scale (SWLS) is a 5-item survey designed to assess an individual's overall satisfaction with life. The total score on the scale ranges from 5 to 35, with higher scores indicating greater life satisfaction. Scores are determined by summing responses from a 1–7 Likert scale, where 1 represents "Strongly Disagree", and 7 represents "Strongly Agree."
- WHOQOL-BREF (WHO, 1998) – The WHOQOL-BREF is a comprehensive assessment tool comprising 26 thoughtfully designed items that evaluate various aspects of quality of life. This questionnaire uses a 5-point Likert scale to capture respondents' perceptions across four key domains: physical health, psychological well-being, social relationships, and environmental conditions. To accurately interpret the results, the scoring process includes reversing scores for negatively phrased items, thereby ensuring consistency in evaluation. Subsequent calculations involve determining mean scores for each domain, which are then transformed onto a standardised 0–100 scale. This transformation enables a clearer comparison of scores, with higher values indicating improved quality of life and overall well-being.

Statistical Analysis

Descriptive statistics, t-tests, ANOVA, and multiple linear regression were conducted.

Results

Table:1: Socio-demographic and job profiling of the selected IT Professionals (N=44)

Variable	Groups (N=44)	Number	Percentage
Gender	Males	26	59.1
	Females	18	40.9
Marital Status	Single/Never Married	27	61.4
	Married	17	38.4

Religion	Hinduism	27	61.4
	Islam	1	2.3
	Christianity	14	31.8
	Others	2	4.5
Habitat	Rural	23	52.3
	Urban	21	47.7
	Undergraduates	19	43.2
	Postgraduates	24	54.5
	Doctoral	1	2.3
Mother Tongue	Malayalam	42	95.5
	Other	2	4.5
Languages Known	Hindi Only	2	4.5
	English Only	10	22.7
	Both Hindi & English	8	18.2
	Multiple Languages	24	54.5
Mode of Transportation used to reach the office	Public Transportation	21	47.7
	Own Vehicle	23	52.3
Type of Family	Nuclear	32	72.7
	Joint	12	27.3
Age of Entry in the Job (yrs)	23.09 $\pm$ 2.04 (Mean $\pm$ S.D.)		
Numbers of Job	1.68 $\pm$ 0.90 (Mean $\pm$ S.D.) (Range 1 – 4)		
Duration of Present Job (yrs)	16.00 $\pm$ 4.75 (Mean $\pm$ S.D.)		
Individual Monthly Income (Rs.)	40,648.86 $\pm$ 19,311.56 (Mean $\pm$ S.D.)		
Total Monthly Income of the Family (Rs.)	77,627.18 $\pm$ 39,864.19 (Mean $\pm$ S.D.)		
Office Distance from Home (KM)	52.53 – 71.55 (Mean $\pm$ S.D.) (Range 2 – 300 KM)		

The study involved 44 IT professionals, of whom a majority were male (59.1%). Most participants were single (61.4%), came from rural backgrounds (52.3%), held postgraduate degrees (54.5%), and were part of nuclear families (72.7%). The predominant mother tongue among the participants was Malayalam (95.5%). The average age at which participants entered employment was 23.09 years, and they had an average of 16 years of experience in their current roles. The average monthly individual income was ₹40,648.86, while the mean total family income was ₹77,627.18.

Table – 2 – Comparison of Job Stress and Satisfaction as per the marital status of the selected IT professionals (N=44) (Independent Samples t-Test)

Variable Job Stress Scale Domains	Group (N=44)		t (df = 42)	p – value
	Single/Never Married (n=27)	Married (n=17)		
	Mean $\pm$ S.D.	Mean $\pm$ S.D.		
JSS-Pay	13.81 $\pm$ 2.33	14.76 $\pm$ 2.04	-1.375	.176
JSS-Promotion	14.17 $\pm$ 3.39	14.17 $\pm$ 2.98	-0.102	.919

JSS-Supervision	13.25 ± 2.47	12.94 ± 1.56	0.473	.639
JSS-Fringe Benefits	14.03 ± 3.43	14.35 ± 1.61	-0.354	.725
JSS-Contingent Rewards	14.59 ± 3.31	12.47 ± 2.64	2.224	.032*
JSS-Operating Procedures	12.22 ± 3.84	12.29 ± 2.68	-0.067	.947
JSS-Coworkers	15.88 ± 2.60	16.05 ± 1.91	-0.232	.818
JSS-Nature of Work	15.48 ± 3.83	17.52 ± 2.21	-1.997	.052
JSS-Communication	13.48 ± 3.45	11.52 ± 2.42	2.030	.049*

*Sig <0.05

Notable differences emerged in the areas of Contingent Rewards and Communication, with p-values of .032 and .049, respectively. Specifically, single employees expressed greater satisfaction with contingent rewards compared to their counterparts. Additionally, satisfaction with communication varied significantly across groups, highlighting distinct disparities in perceptions and experiences of workplace communication.

Table – 3 – Comparison of the Job Stress and Satisfaction as per the religion of the selected IT professionals (N=44) (One-Way ANOVA – Two Tailed)

Variables	Group Comparison	Sum of Square	df	Mean Square	F	P value
JSS – Pay	Between groups	5.19	3	1.73	0.325	.808
	Within groups	213.35	40	5.33		
	Total	218.54	43	-		
JSS – Promotion	Between groups	42.83	3	14.27	1.429	.248
	Within groups	399.59	40	9.99		
	Total	442.43	43	-		
JSS - Supervision	Between groups	12.51	3	4.17	0.894	.453
	Within groups	186.66	40	4.66		
	Total	199.18	43	-		
JSS – Fringe Benefits	Between groups	3.90	3	1.30	0.150	.929
	Within groups	345.98	40	8.65		
	Total	349.88	43	-		
JSS – Contingent Rewards	Between groups	40.00	3	13.33	1.315	.283
	Within groups	405.72	40	10.14		
	Total	445.72	43	-		

JSS – Operating Procedures	Between groups	68.65	3	22.88	2.121	.113
	Within groups	431.59	40	10.79		
	Total	500.25	43	-		
JSS – Coworkers	Between groups	2.01	3	0.67	0.115	.951
	Within groups	233.89	40	5.84		
	Total	235.90	43	-		
JSS – Nature of Work	Between groups	103.85	3	34.61	3.454	.025*
	Within groups	400.87	40	10.02		
	Total	504.72	43	-		
JSS – Communication	Between groups	86.87	3	28.95	3.237	.032*
	Within groups	357.85	40	8.94		
	Total	444.72	43	-		

*Sig <0.05

Notable distinctions were identified in two key areas: the Nature of Work ($p = .025$) and Communication ($p = .032$). These findings suggest meaningful variations in how work is structured and how communication flows within the context studied.

Table 4 – Comparison of Job Stress and Satisfaction as per the habitat of the selected IT professionals (N=44) (Independent Samples t-Test)

Variable Job Stress Scale Domains	Group (N=44)		t (df = 42)	p – value
	Rural (n=23)	Urban (n=21)		
	Mean $\pm$ S.D.	Mean $\pm$ S.D.		
JSS-Pay	14.60 $\pm$ 2.21	13.71 $\pm$ 2.26	1.326	.192
JSS-Promotion	15.21 $\pm$ 2.95	12.90 $\pm$ 3.09	2.535	.015*
JSS-Supervision	13.43 $\pm$ 2.12	12.80 $\pm$ 2.18	0.962	.342
JSS-Fringe Benefits	14.82 $\pm$ 2.96	13.42 $\pm$ 2.59	1.656	.105
JSS-Contingent Rewards	14.65 $\pm$ 3.18	12.80 $\pm$ 3.04	1.958	.057
JSS-Operating Procedures	12.56 $\pm$ 3.66	11.90 $\pm$ 3.16	0.637	.528
JSS-Coworkers	16.30 $\pm$ 2.65	15.57 $\pm$ 1.93	1.038	.305
JSS-Nature of Work	16.43 $\pm$ 3.88	16.09 $\pm$ 2.93	0.325	.747
JSS-Communication	12.69 $\pm$ 3.12	12.76 $\pm$ 3.38	-0.067	.947

*Sig <0.05

A notable difference emerged in the area of promotion satisfaction, with a statistical significance identified ($p = .015$). Employees in rural areas reported higher satisfaction with

their promotional opportunities than their urban counterparts, indicating a more favourable perception of career advancement in rural settings.

Table – 5 – Comparison of the Job Stress and Satisfaction as per the educational level of the selected IT professionals (N=44) (One-Way ANOVA – Two Tailed)

Variables	Group Comparison	Sum of Square	df	Mean Square	F	P value
JSS – Pay	Between groups	4.44	2	2.22	0.425	.657
	Within groups	214.10	41	5.222		
	Total	218.545	43	-		
JSS – Promotion	Between groups	30.07	2	15.03	1.495	.236
	Within groups	412.36	41	10.05		
	Total	442.43	43	-		
JSS - Supervision	Between groups	10.57	2	5.28	1.150	.327
	Within groups	188.60	41	4.60		
	Total	199.18	43	-		
JSS – Fringe Benefits	Between groups	9.421	2	4.71	.567	.571
	Within groups	340.46	41	8.30		
	Total	349.88	43	-		
JSS – Contingent Rewards	Between groups	5.243	2	2.62	.244	.785
	Within groups	440.48	41	10.74		
	Total	445.72	43	-		
JSS – Operating Procedures	Between groups	3.502	2	1.75	.145	.866
	Within groups	496.74	41	12.11		
	Total	500.25	43	-		
JSS – Coworkers	Between groups	37.424	2	18.71	3.865	.029*
	Within groups	198.48	41	4.84		
	Total	235.90	43	-		

JSS – Nature of Work	Between groups	0.543	2	0.272	0.022	.978
	Within groups	504.18	41	12.29		
	Total	504.72	43	-		
JSS – Communication	Between groups	30.348	2	15.17	1.501	.235
	Within groups	414.37	41	10.10		
	Total	444.72	43	-		

*Sig <0.05

A noteworthy distinction was observed among coworkers, with a statistically significant result ($p = .029$). This finding suggests a meaningful difference in the dynamics or interactions within the group, warranting further exploration of the factors contributing to this variation.

Table – 6 – Comparison of the Job Stress and Satisfaction as per the languages known by the selected IT professionals (N=44) (One-Way ANOVA – Two Tailed)

Variables	Group Comparison	Sum of Square	df	Mean Square	F	P value
JSS – Pay	Between groups	12.04	3	4.01	0.778	.513
	Within groups	206.50	40	5.16		
	Total	218.54	43	-		
JSS – Promotion	Between groups	7.49	3	2.49	0.230	.875
	Within groups	434.93	40	10.87		
	Total	442.43	43	-		
JSS - Supervision	Between groups	41.373	3	13.79	3.496	.024*
	Within groups	157.80	40	3.94		
	Total	199.18	43	-		
JSS – Fringe Benefits	Between groups	18.57	3	6.19	0.748	.530
	Within groups	331.30	40	8.28		
	Total	349.88	43	-		
JSS – Contingent Rewards	Between groups	61.86	3	20.62	2.149	.109
	Within groups	383.85	40	9.59		
	Total	445.72	43	-		
JSS – Operating Procedures	Between groups	32.64	3	10.88	0.931	.435
	Within groups	467.60	40	11.69		
	Total	500.25	43	-		
JSS – Coworkers	Between groups	33.10	3	11.03	2.176	.106
	Within groups	202.80	40	5.07		
	Total	235.90	43	-		
JSS – Nature of Work	Between groups	148.76	3	49.59	5.573	.003**
	Within groups	355.95	40	8.89		
	Total	504.72	43	-		

JSS – Communication	Between groups	13.91	3	4.64	0.431	.732
	Within groups	430.80	40	10.77		
	Total	444.72	43	-		

*Sig <0.05; **Sig <0.01

Notable differences were observed in two key areas: Supervision, with a significance level of $p = .024$, and Nature of Work, which showed an even more pronounced discrepancy at $p = .003$. These findings suggest that variations in these dimensions may have important implications for the overall work experience.

Table – 7 – Comparison of workaholism as per the family type of the selected IT professionals (N=44) (Independent Samples t-Test)

Variable Workaholism Scale Score	Group (N=44)		t (df = 42)	p – value
	Nuclear Family Background (n=32)	Joint Family Background (n=12)		
	Mean $\pm$ S.D.	Mean $\pm$ S.D.		
Workaholism Level	52.37 $\pm$ 9.91	64.58 $\pm$ 15.72	-3.077	.004**

**Sig <0.01

In this study, employees originating from joint family backgrounds demonstrated significantly elevated levels of workaholism. The statistical analysis yielded a noteworthy result ($p = .004$), underscoring the profound influence that the intricate dynamics of joint family structures may have on work-related behaviours. This finding indicates a pronounced inclination among individuals from such family environments toward excessive work engagement, highlighting a potential association between familial relationships and professional commitments.

Table – 8 – Comparison of the workaholism as per the academic background of the selected IT professionals (N=44) (One-Way ANOVA – Two Tailed)

Variables	Group Comparison	Sum of Square	df	Mean Square	F	P value
Workaholism Level	Between groups	2063.72	2	1031.86	8.452	.001**
	Within groups	5005.43	41	122.08		
	Total	7069.15	43	-		

**Sig <0.01

The findings suggest that family structure, along with educational background, plays a crucial role in shaping workaholic tendencies among IT professionals.

Table – 9 – Comparison of the quality of life and subjective well-being of the selected IT professionals as per their gender (N=44) (Independent Samples t-Test)

Variable Scores of the WHOQOL-BREF & Satisfaction with Life Scale	Group (N=44)		t (df = 42)	p – value
	Males (n=26)	Females (n=18)		
	Mean $\pm$ S.D.	Mean $\pm$ S.D.		
WHOQOL-Physical	21.53 $\pm$ 4.12	22.11 $\pm$ 3.78	-0.468	.642
WHOQOL-Psychological	18.50 $\pm$ 3.52	21.83 $\pm$ 3.07	-3.246	.002**

WHOQOL-Social Relationships	11.07 ± 5.23	12.50 ± 2.00	-1.095	.280
WHOQOL-Environment	27.07 ± 4.97	27.72 ± 4.72	-0.432	.668
Satisfaction with Life	18.00 ± 6.51	22.88 ± 4.25	-2.794	.008**

**Sig <0.01

Research findings reveal notable disparities in Psychological Quality of Life ($p = .002$) and in Life Satisfaction ($p = .008$). Interestingly, the data suggest that females tend to report higher levels of psychological well-being and greater overall life satisfaction compared to their male counterparts. This highlights the importance of gender dynamics in understanding well-being and quality-of-life metrics.

Table – 10 – Comparison of the quality of life and subjective well-being of the selected IT professionals as per their marital status (N=44) (Independent Samples t-Test)

Variable Scores of the WHOQOL-BREF & Satisfaction with Life Scale	Group (N=44)		t (df = 42)	p – value
	Single/Never Married (n=27)	Married (n=17)		
	Mean ± S.D.	Mean ± S.D.		
WHOQOL-Physical	21.55 ± 4.39	22.11 ± 3.21	-0.455	.651
WHOQOL-Psychological	18.85 ± 3.79	21.47 ± 2.98	-2.409	.020*
WHOQOL-Social Relationships	11.14 ± 5.15	12.47 ± 2.03	-1.006	.320
WHOQOL-Environment	26.77 ± 5.04	28.23 ± 4.45	-0.957	.335
Satisfaction with Life	17.81 ± 6.05	23.47 ± 4.58	-3.298	.002**

*Sig <0.05; **Sig <0.01

The findings reveal noteworthy disparities in Psychological Quality of Life ($p = .020$) and in Life Satisfaction ($p = .002$). Specifically, married employees reported greater psychological well-being and overall life satisfaction than their unmarried counterparts. This suggests that marital status plays a crucial role in enhancing mental health and contentment in one's life among those in the workplace.

Table – 11 – Predictors of subjective well-being (Satisfaction with Life) of the selected IT Professionals (Linear Regression) (N=44)

<i>Predictor Model</i>	<i>Unstandardized Coefficients (B)</i>	<i>Std. Error</i>	<i>Standardised Coefficients (Beta)</i>	<i>t-value</i>	<i>Sig. (p-value)</i>
(Constant)	7.940	9.819	—	0.809	.425
Monthly Income	-4.260E-005	.000	-0.134	-0.838	.409
Total Family Income	6.518E-005	.000	0.423	2.705	.011*
JSS Pay	-0.077	.391	-0.028	-0.198	.844
JSS Promotion	-0.063	.261	-0.033	-0.241	.811
JSS Supervision	0.047	.416	0.016	0.112	.911
JSS Fringe Benefits	0.070	.351	0.033	0.200	.843
JSS Contingent Rewards	-0.395	.304	-0.207	-1.298	.204

JSS Operating Procedures	0.259	.284	0.144	0.911	.369
JSS Coworkers	1.143	.392	0.436	2.915	.007**
JSS Nature of Work	0.366	.296	0.204	1.236	.226
JSS Communication	-0.459	.334	-0.241	-1.377	.178
Work Holism Score	-0.125	.082	-0.261	-1.526	.137

*Sig <0.05; **Sig <0.01

The regression analysis revealed a statistically significant model ($F = 2.857$, $p = .009$), which accounted for an impressive 52.5% of the variance in life satisfaction, as indicated by the coefficient of determination ($R^2 = .525$). Within this model, two key predictors stood out as statistically significant contributors to overall life satisfaction:

- Total Family Income ($p = .011$): This highlights the critical role of economic stability at the familial level in fostering a sense of well-being.
- Coworker Satisfaction ($p = .007$): The quality of relationships with colleagues proved to be a vital factor, suggesting that a supportive work environment can substantially enhance life satisfaction.

Interestingly, the study found that workaholism did not emerge as a significant predictor of life satisfaction once other variables were controlled for. This finding underscores the notion that, when it comes to subjective well-being, both family-level economic stability and positive relationships with coworkers are more influential than factors such as salary, promotions, supervision, or workaholic behaviours. This suggests that enriching personal relationships and ensuring financial security may be more beneficial for enhancing life satisfaction than pursuing excessive work commitment alone.

Discussion

The current study examined the complex interplay among job satisfaction, workaholism, subjective well-being, and overall quality of life among mid-level IT professionals in India. Operating in an environment characterised by the demanding "dual-role" pressure of both technical execution and managerial coordination, these professionals experience unique challenges that significantly impact their mental health and job performance. This research reveals that both relational and economic resources play vital roles as the primary determinants of their well-being. The study meticulously examined the combined and independent influences of job satisfaction and workaholism on subjective well-being and quality of life among these mid-level IT professionals. Grounded in the well-established Job Demands–Resources (JD-R) model (Bakker & Demerouti, 2007), the findings offer profound insights into how various occupational and contextual factors shape well-being outcomes in the high-pressure landscape of Information Technology. By emphasising the intricate relationships among the factors explored in this study, it sheds light on how to cultivate a more supportive and sustainable work environment for IT professionals navigating challenging roles.

The JD-R model (Bakker & Demerouti, 2007) posits that employee well-being is shaped by the interaction between job demands (e.g., workload, role pressure) and job resources (e.g., support, autonomy, rewards). In high-performance industries such as IT, mid-level professionals face dual demands—technical execution and managerial accountability—which increase cognitive and emotional load. However, the findings

demonstrate that job resources—particularly coworker support—emerged as significant predictors of life satisfaction, whereas workaholism did not independently predict well-being once resources were controlled. This reinforces the JD-R proposition that resources play a buffering and motivational role, mitigating strain even in high-demand environments.

Importantly, the results suggest that:

- Workaholism may function as a self-imposed demand.
- Coworker satisfaction represents a social resource that enhances motivational pathways.

Thus, the JD-R model is supported not merely in terms of burnout prevention but in predicting broader life satisfaction outcomes.

Conservation of Resources (COR) Theory

The findings can be further elucidated through the lens of the Conservation of Resources (COR) Theory, as proposed by Hobfoll in 1989. This theory posits that individuals are inherently driven to acquire, retain, and safeguard resources deemed valuable for their well-being. According to the tenets of COR, the accumulation of resources—such as stable income and supportive colleagues—enhances overall well-being, whereas the depletion of these resources inevitably leads to increased stress and anxiety. Notably, the data highlights the significant predictive influence of total family income, underscoring the critical role of economic stability as a contextual resource within a person's life. In collectivistic cultures like India, the psychological implications of family income may hold even greater significance than individual earnings, primarily due to shared familial responsibilities and the deep-seated interdependence among family members. This perspective aligns seamlessly with COR's focus on contextual resource pools, emphasising the importance of collective resources over isolated individual factors in shaping one's well-being and resilience in the face of life's challenges. Interestingly, workaholism did not predict life satisfaction, suggesting that excessive work investment may be a resource-draining rather than a resource-generating strategy. This supports COR's argument that overinvestment without recovery leads to resource loss cycles.

Job Satisfaction and Subjective Well-Being

A key finding of this research was the significant impact of coworker satisfaction and total family income on life satisfaction, which collectively accounted for an impressive 52.5% of the variance in subjective well-being. This finding resonates strongly with existing literature that emphasises the importance of social support within the workplace as a vital job resource that enhances psychological well-being (Bakker et al., 2007; Judge et al., 2010). According to Diener et al. (2017), life satisfaction represents a comprehensive cognitive evaluation of one's life circumstances. The results of the current study indicate that both relational and financial resources play a more prominent role in shaping this evaluation than factors related to intrinsic work engagement or the impacts of excessive work behaviours. In particular, positive coworker relationships likely provide emotional support, enhance the effectiveness of collaboration, and mitigate workplace strain—key mechanisms highlighted in the Job Demands-Resources (JD-R) framework. Interestingly, traditional job elements such as pay, promotion opportunities, and supervisory relationships were not found to significantly predict life satisfaction in the regression model. This finding suggests that the value of relational capital—such as

camaraderie and supportive interactions among coworkers—may outweigh the importance of structural or hierarchical rewards in determining the overall well-being of mid-level IT professionals.

Subjective Well-Being (SWB) Framework

Subjective Well-Being Theory (Diener et al., 1985) conceptualises well-being as comprising:

- Cognitive evaluation (life satisfaction)
- Affective balance

The regression model explaining 52.5% of the variance in life satisfaction indicates that workplace relational factors and economic context significantly shape cognitive evaluations of life. This suggests that subjective well-being among IT professionals is not solely career-driven but embedded in broader socio-economic realities.

Workaholism and Well-Being

In contrast to prevailing research linking workaholism to increased strain and burnout (Clark et al., 2014; Vedoato et al., 2021), the current study revealed that workaholism was not a significant independent predictor of life satisfaction, even after adjusting for various demographic and job-related factors. This finding is particularly noteworthy and prompts further reflection. Although workaholism is often characterised by a compulsive drive to overwork and is frequently associated with detrimental health outcomes, its lack of a significant effect in this context suggests that mere excessive engagement in work does not inherently dictate an individual's subjective well-being, especially when considering the influence of social and economic resources. This outcome supports the assertions made by Clark et al. (2014a, b) that workaholism may not contribute positively to life satisfaction. Instead, it often compromises important relational and emotional aspects of life, which are crucial for overall well-being. The study revealed notable differences in workaholism levels influenced by various factors, with particular emphasis on family type and educational background. For instance, individuals from joint family backgrounds exhibited a significantly higher propensity for workaholism, with a statistical significance noted at $p = .004$. Additionally, variations were linked to participants' educational backgrounds, achieving strong significance at $p = .001$. These findings imply that socio-cultural expectations, alongside a strong orientation toward achievement, may play a crucial role in shaping compulsive work behaviours within the Indian context.

Workaholism as Compulsive Drive vs. Work Engagement

The non-significant predictive role of workaholism challenges assumptions that high work involvement necessarily enhances career satisfaction. Contemporary research differentiates:

- Work Engagement (positive, energised involvement)
- Workaholism (compulsive, uncontrollable drive)

The present findings align with Clark et al. (2014), suggesting that compulsive overwork does not translate into higher life satisfaction. Within the Indian IT context, workaholism may be culturally normalised but psychologically costly. This distinction has theoretical importance: Well-being may be enhanced by *engagement*, but not by *compulsion*.

Gender and Marital Status Differences in Well-Being

Significant gender differences were observed in:

- a) Psychological quality of life ($p = .002$)

b) Life satisfaction ($p = .008$)

Females reported higher psychological well-being and life satisfaction than males. This may reflect differential coping styles, emotional expressiveness, or social support systems. Previous research suggests that women often rely more heavily on relational coping mechanisms, which may enhance psychological resilience (Greenhaus & Powell, 2006). Similarly, married employees reported higher psychological well-being and life satisfaction than unmarried employees ($p = .020$; $p = .002$). This supports the social support hypothesis, which posits that marital relationships provide emotional and instrumental support that buffers stress. Gender and marital status differences in psychological quality of life and life satisfaction further support SWB theory's recognition of interpersonal relationships as central to well-being.

Promotion Satisfaction and Habitat Differences

Rural employees expressed notably higher levels of satisfaction with their promotions when compared to their urban counterparts, with a statistically significant difference ($p = .015$). This disparity could be attributed to a variety of factors, including differing career aspirations, variations in perceived opportunities for advancement within their respective environments, or the influence of distinct reference groups that shape their comparisons and expectations. Such findings are consistent with socio-comparative theory, in which satisfaction is influenced not merely by objective outcomes but also by perceived relative advantage.

Nature of Work and Communication

ANOVA findings showed significant differences in:

- Nature of Work
- Communication

In the realm of IT roles, task complexity and information flow play a crucial role in shaping overall performance. The Job Demands-Resources (JD-R) theory suggests that when employees find their work meaningful, it serves as a vital job resource that significantly boosts their engagement levels and enhances their well-being. In contrast, ineffective communication can increase strain and frustration, detracting from the workforce's overall effectiveness and satisfaction. Thus, fostering an environment where meaningful work is prioritised and communication is clear and open is essential for cultivating a productive and healthy workplace.

Socio-Cultural Contextualization

The higher levels of workaholism among professionals from joint families may reflect collectivistic value systems that emphasise duty, achievement, and financial contribution. Indian socio-cultural structures often integrate professional identity with family responsibility, which may intensify work commitment. Thus, the findings suggest that vocational behaviour models must be culturally contextualised rather than universally applied.

Theoretical Implications

The research findings provide compelling evidence in favour of the Job Demands–Resources (JD-R) Model, highlighting the intricate relationship between job characteristics and overall well-being. Specifically, the study identifies job resources, such as strong coworker support and stable income, as significant predictors of enhanced well-being among mid-level IT professionals. These resources foster a positive work environment that contributes to an individual's sense of fulfilment and satisfaction. Conversely, the analysis reveals that job

demands, particularly workaholic tendencies, do not exert a predictive influence on well-being when sufficient resources are available. This finding underscores the notion that the well-being of these professionals is more effectively explained by the availability and quality of resources than by the potential burdens of excessive work commitment. Furthermore, these results resonate with the principles outlined in Subjective Well-Being Theory (Diener et al., 1985) and Work–Family Enrichment Theory (Greenhaus & Powell, 2006). Both theories emphasise the critical role of relational and contextual factors in shaping an individual's life satisfaction, suggesting that supportive relationships and a balanced work-life dynamic are essential for overall happiness and well-being.

Practical Implications

The findings suggest that IT organisations should:

1. Strengthen coworker collaboration and team cohesion.
2. Promote healthy work cultures that discourage compulsive overwork.
3. Provide financial planning and economic stability support.
4. Foster supportive communication climates.

Interventions targeting relational workplace dynamics may be more effective in enhancing well-being than merely incentivising performance or productivity.

Limitations of the Study

Despite its contributions, the study has several limitations:

— Small Sample Size —

The sample consisted of 44 participants, which limits statistical power and generalizability. The findings may not represent all mid-level IT professionals across India or other regions.

— Cross-Sectional Design —

The study used a cross-sectional design, preventing causal inference. It cannot determine whether job satisfaction enhances life satisfaction or whether happier individuals perceive their jobs more positively.

Longitudinal studies are required to clarify directionality.

— Single Organizational Setting

Participants were drawn from one IT organisation in Infopark, Kochi. Organisational culture, leadership style, and local work norms may have influenced results. Multi-site sampling would enhance external validity.

Self-Report Measures

All variables were assessed using standardised self-report scales. This introduces:

- Common method bias
- Social desirability bias
- Subjective response distortion

Future research could incorporate supervisor ratings or physiological stress indicators.

Limited Measurement of Work Demands

While workaholism was measured, objective job demands (e.g., workload hours, project complexity, role ambiguity) were not directly assessed. Including these variables could better operationalise the JD-R framework.

Future Directions

Based on the findings, several avenues for future research emerge:

— Longitudinal and Causal Models

Future studies should use longitudinal designs to:

- Track changes in workaholism and well-being over time
- Examine resource gain and loss cycles (COR theory)
- Test mediation models (e.g., coworker support → reduced stress → higher life satisfaction)

— Distinguishing Work Engagement from Workaholism

Future research should differentiate:

- Healthy engagement
- Compulsive work addiction

This would clarify whether positive work involvement enhances well-being while compulsive overwork diminishes it.

— Larger and Multi-Regional Samples

Expanding the sample across:

- Multiple IT organisations
- Different Indian states
- Public vs. private sectors

would improve generalizability and enable structural equation modelling.

— Cultural Moderators

Given the significance of family type and income, future studies could explore:

- Collectivism vs. individualism as moderators
- Family expectations and financial obligations
- Intergenerational mobility aspirations

This would deepen culturally embedded vocational models.

— Inclusion of Psychological Mediators

Future research may examine:

- Burnout
- Emotional exhaustion
- Work–family conflict
- Psychological capital

These may mediate relationships between job satisfaction and life satisfaction.

— Organisational Interventions Research

Experimental or quasi-experimental studies could test:

- Team-building interventions
- Communication training
- Work-life balance policies

to evaluate causal impacts on subjective well-being.

Conclusion

Overall, this study contributes to vocational behaviour research by demonstrating that relational and economic resources are stronger determinants of well-being than workaholic tendencies among mid-level IT professionals in India.

The findings underscore a crucial insight:

Sustainable well-being in high-demand industries is not achieved through excessive investment in work, but through supportive relationships and financial security.

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