

Examining the Impact of Occupational Ergonomics on Job Satisfaction among Tech Industry Workers

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Abstract: *This study examines the influence of occupational ergonomics on job satisfaction among employees in the Information Technology (IT) sector, with a focus on Bangalore, India. As one of the most dynamic and demanding industries, the IT sector often overlooks the physical and cognitive well-being of its workforce in pursuit of performance and deadlines. This research addresses how ergonomic factors—including workstation design, environmental conditions, and alignment between job roles and qualifications—affect employee satisfaction and productivity.*

Data was collected from 50 IT professionals using structured questionnaires that evaluated both ergonomic conditions and amounts of job satisfaction. Statistical tools like descriptive analysis, t-tests, and correlation were applied to interpret the results. Findings revealed a moderate level of both occupational ergonomics and job satisfaction across the sample. Importantly, association is seen between ergonomic quality and job satisfaction, underlining the role of ergonomics in enhancing workplace well-being.

The study further observed no much differences in satisfaction based on gender or location. However, certain qualitative insights pointed to dissatisfaction arising from environmental stressors such as noise and the lack of relaxation spaces, as well as from the underutilization of employee skills.

This research underscores the need for a holistic ergonomic strategy that encompasses physical, organizational, and psychological factors. It advocates for proactive organizational policies, employee training, and ergonomic audits to create healthier, more productive workplaces. Addressing these concerns is not just beneficial to employees but vital for long-term organizational success and sustainability.

Keywords: Occupational ergonomics, job satisfaction, IT sector, work stress, employee engagement, workplace design, organizational performance

