





and Turnover Intentions. Their relationships are illustrated in figure 1 below.

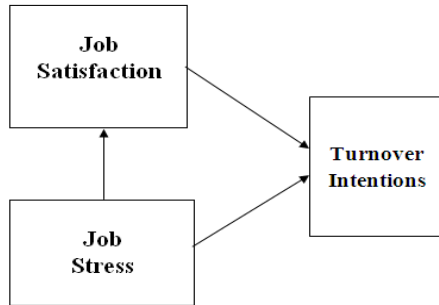


Figure 1 Research Model

#### 4. CONCLUSION

Hence, looking deeply into individual's con's can help the IT firms to maintain steady growth and development. Considering human as a resource, the resource must be provided with proper environment and situations to become useful material.

Looking at the big picture, an employee is a part of industry and so not only the work of the employee must be considered but also the factors that can make the employee maintain his pace. Downsizing and lay-off can be effective but can also prove to reduce the company's dignity.

As said by martin bell, an war reporter "I don't think that success has got anything to do with money—money for me isn't a way of keeping the score, so that's what it isn't.". Need for money can be a way for job satisfaction of worker but it is not the only reason for job stress.

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