

INDIAN IT WORKERS IN USA AND
TRANSNATIONAL PRACTICES AND ITS
IMPACT ON JOB SATISFACTION AND
GENERAL LIFE

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Motivation

- Today there are almost 250 million international migrants around the world (3.3% of the world population)
- Nearly 1 out of 35 people is an international migrants.
- Asian-Indians represent an important component of the professional and "high tech" workers that migrate to the U.S. for employment. Most of them are working on temporary work visa.
- Migration today is not a one-way phenomenon!!

Motivation

- ⦿ Contemporary migration studies have recognized that:
- ⦿ Thus, to understand the lives of migrants today, we should look beyond the numbers of migrating population and examine the relationships that migrants maintain with individuals, groups, and organizations in their home countries, even as they simultaneously attempt to become integrated into their destination countries.
- ⦿ This will led us to more equitable society.

Theoretical Background

- ⊙ According to Gustova Canno (2009), 'transnationals' are those who 'belong to here and there at same time.'
- ⊙ Smith and Guarnizon (1998) developed a more comprehensive conceptualization of transnationalism.
 - Divided the study on transnationalism into two phases:
 - Transnationalism from 'above'
 - Transnationalism from 'below'

Limitations in Early literatures

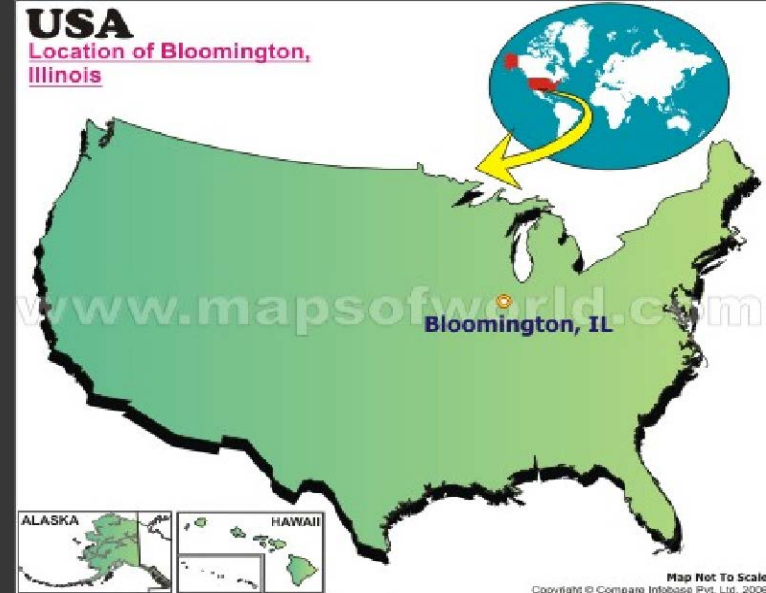
- Much of the contemporary research on transnationalism has focused on the migration of Latin Americans to the U.S (Levitte, 2004; Portes, 2003).

Research Objectives

- *RO1: Explore and describe the type and extent of transnational practices used by Indian IT professionals employed in the U.S workplace on a temporary visa category?*
- *RO2: How does being a transnational affect the job-satisfaction and lives in general of these Indian IT professionals?*

Study Area

- ⦿ Bloomington, IL.



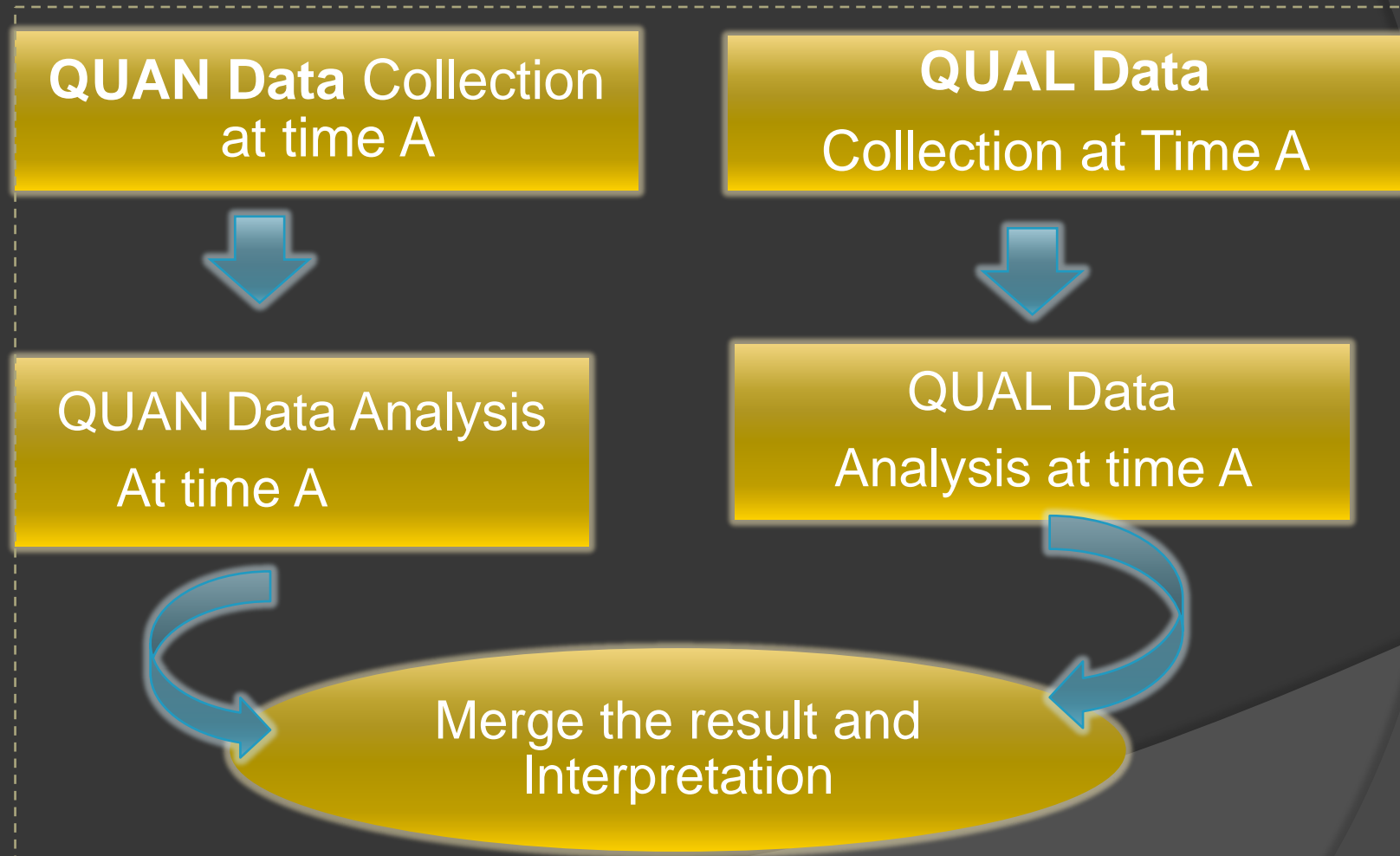
- ⦿ Reasons for selection of research site:

- Rapidly growing population of Asian Indians. The total population of the Asian Indian in the city around 2 % of the total population of the city

Methodology

- ① Descriptive study – exploring the extent of transnationalism among these Indian IT professionals and its impact on their lives.
- ② Mixed method approach – where a mixing of both quantitative survey and qualitative data collection is used in single study to understand the stated research problem.

Convergent Parallel Mixed Design Method



Sampling Strategy

- ⦿ Unavailability of a formal list of temporary IT professionals working on contractual jobs in the U.S.
- ⦿ The data collection for this study will be conducted through selection of a non-probability and non-random sample.
- ⦿ Convenience sample technique using the snowball sampling mechanism for this purpose.
- ⦿ The snowball sample --- begins with identifying a few relevant subjects. The sample thereafter expands through referrals or chain referral.

Demographic Profile of the Respondents

	Freq.	Percent
Age		
20- 25	15	14.56
25-30	54	52.43
30-35	24	23.3
35-40	4	3.88
40 and above	6	5.53
Sex		
Male	88	85.44
Female	15	14.56
Marital Status		
Single	53	51.46
Married	49	47.57
Divorced	1	0.97
Have children		
Yes	36	34.95
No	67	65.05
State of Residence in India		
Maharashtra	28	27.18
Andhra Pradesh	37	35.92
Tamii Nadu	12	11.65
Other	26	25.24

	Freq.	Percent
Highest degree of education		
BE	44	42.72
B.Tech	6	5.83
M.S	41	39.81
Othere	12	11.65
Salary (\$)		
Less than 40,000	4	5.26
40,000 to 60,000	33	43.42
60,000 to 80,000	35	46.05
80,000 to 100,000	2	3.95
100,000 and above	1	1.32
In what year you entered USA		
Before 2001	1	0.97
2001-2005	14	13.59
2006-2009	55	53.4
2010-2012	33	32.04
Visa status		
H1	56	54.37
L1	47	45.63

***The type and extent of
transnational practices***

Indian Activities

5 most frequent activities:

- Native Language – 94% spoke native language daily
- Eating Indian food – 84% ate Indian food daily
- Listening to Indian Music – 84% listen to Indian music daily
- Socialize with Indian friends – 65.7% socialize with Indian friends once a day
- Indian politics – 38.6% engage in discussion about Indian politics at least once a day.

American Activities

5 most frequent American activities:

- ⦿ English Language – 89% spoke English language daily
- ⦿ Western Attire – 57% wore Western attire daily
- ⦿ American Music – 48.5% listen to Western Music daily
- ⦿ Socializing with American friends – 38.2% socialize with American friends at least once a day
- ⦿ American TV serial – 36.6% watch American TV serial every day.

Work Related Practices

- ◎ Engage in discussion with co-workers
 - 77% engage in discussion with Indian co-workers daily
 - 76% engage in discussion with American co-workers
- ◎ Work in project with co-workers
 - 75% work in a project with Indian co-worker daily
 - 78% work in project with American co-workers daily
- ◎ Socialize with co-workers
 - 65% socialize with Indian co-workers daily
 - 44% socialize with American co-workers daily.

Identification of Transnational Activities- Example

Eat Indian food	Eat Western food							Total
	Never	Several Times a Year	Once a Month	Several time a month	Once a week	Once a Day	Several times a day	
Never	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
Several Times a Year	0 (0)	4 (3.88)	1 (0.97)	0 (0)	1 (0.97)	0 (0)	0 (0)	6 (5.83)
Once a Month	0 (0)	2 (1.94)	0 (0)	1 (0.97)	0 (0)	0 (0)	0 (0)	3 (2.91)
Several time a month	0 (0)	1 (0.97)	0 (0)	3 (2.91)	1 (0.97)	0 (0)	0 (0)	5 (4.85)
Once a week	0 (0)	0 (0)	0 (0)	1 (0.97)	0 (0)	3 (2.91)	1 (0.97)	5 (4.85)
Once a Day	0 (0)	0 (0)	0 (0)	1 (0.97)	6 (5.83)	5 (4.85)	0 (0)	12 (11.65)
Several times a day	0 (0)	3 (2.91)	3 (2.91)	25 (24.27)	24 (23.3)	14 (13.59)	3 (2.91)	72 (69.9)
Total	0 (0)	10 (9.71)	4 (3.88)	31 (30.1)	32 (31.07)	22 (21.36)	4 (3.88)	103 (100)

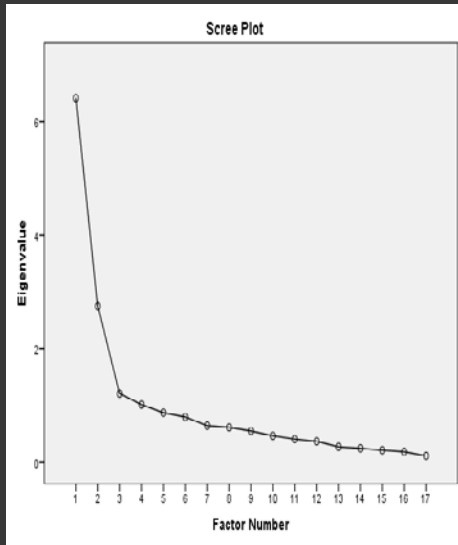
Transnational Leisure Time Practices

Variables	# of Transnational	Total	Percent
Dietary practices	56	103	54.37
Clothing/attire	29	92	31.52
Language	87	99	87.88
Playing sports	12	98	12.24
Watching sports	20	102	20.59
Political discussion	29	100	29
Watching TV	29	99	29.29
Movie	49	99	49.49
Music	52	99	52.53
Religious attendance	5	98	5.1
Socialization with friends	46	102	45.1
Attending cultural function	5	100	5
Meetings of social organization	5	102	4.9

Transnational Work Practice

Variable	# of Transnationals	Total	Percent
Engage in discussion at work	80	102	78.43
Work in project together	77	101	76.24
Socialization with Co-workers	37	100	37
Celebration of Holidays	10	101	9.9

Structure to Transnational Practices



	Factor			
	1	2	3	4
Transnational Diet	-0.017	0.722	0.059	0.225
Transnational Dress	0.194	0.784	0.249	0.056
Transnational Language	0.056	0.686	-0.003	0.212
Playing Sports	0.37	0.106	0.813	-0.009
Watching Sports	0.341	0.209	0.838	-0.012
Discussing Politics	0.432	0.42	0.352	0.078
Watching TV	0.43	0.269	0.244	0.057
Watching Movies	0.424	0.43	0.337	0.286
Listening to Music	0.133	0.514	0.334	0.317
Attending Religious Practice	0.653	0.164	0.266	0.007
Socialization	0.179	0.345	0.276	0.282
Attending Cultural function	0.755	0.19	0.335	0.039
Social Organization	0.561	-0.075	0.072	-0.124
Transnational in Co-Workers	0.008	0.234	0.023	0.872
Working in Project	-0.075	0.267	-0.013	0.851
Work Time Socialization	0.547	0.227	0.411	0.318
Celebrating Holiday	0.686	0.027	0.087	0.035

Results from Factor Analysis

- ⦿ The first dimension included transnational activities that are voluntary and coordinated through formal organizations
- ⦿ The second dimension to structure of transnational practices included transnational activities coordinated at the individual level
- ⦿ The third dimension to the structure included transnational participation in sports, which could be coordinated through formal organizations or at the individual level.
- ⦿ The fourth dimension to the structure included transnational participation in work processes

Impact of Being Transnational

Impact of Being Transnational

Statement	Strongly agree	Agree	Disagree	Strongly Disagree	Total
Temporarily staying in the U.S. is negatively affecting my cultural beliefs	2 (2.02)	15 (15.15)	53 (53.54)	29 (29.29)	99
Temporarily staying in the U.S. is negatively affecting my beliefs about my family	1 (1.01)	11 (11.11)	60 (60.61)	27 (27.27)	99
Temporarily staying in the U.S. is negatively affecting my socialization	2 (2.04)	10 (10.20)	59 (60.20)	27 (27.55)	98
Temporarily staying in the U.S. is negatively affecting my recreational activities	1 (1.01)	15 (15.15)	56 (56.57)	27 (27.27)	99
It is okay if my children adopt U.S. cultural beliefs	12 (12.37)	62 (63.56)	18 (18.56)	5 (5.15)	97
It is okay if my children marry out of love	20 (20.62)	67 (69.07)	6 (6.19)	4 (4.12)	97
My family would be much better in the U.S.	10 (10.75)	44 (47.32)	32 (34.14)	7 (7.53)	93
I would like to become a U.S. citizen and forfeit my Indian citizenship	10 (10.53)	25 (26.32)	46 (48.42)	14 (14.74)	95
I would like to return to India because I feel I belong there	22 (22.92)	50 (52.08)	21 (21.87)	3 (3.12)	96
I feel distant from relatives living back in India	25 (25.77)	43 (44.33)	25 (25.77)	4 (4.12)	97
It is highly beneficial to me living in the U.S.	15 (15.46)	50 (51.55)	29 (29.90)	3 (3.09)	97

The Impact of Transnationalism on Self-Esteem

The impact of transnationalism on the individual well-being of the Indian IT professionals in the sample was evaluated by examining the relationship between transnationalism and self-esteem.

Rosenberg Self-esteem	Strongly Disagree	Disagree	Agree	Strongly Agree	Total
I feel that I am a person of worth, at least on an equal plane with others	0(0)	0 (0)	50(52.63)	45(47.37)	95
I feel that I have a number of good qualities	0(0)	2(2.08)	48(50)	46(47.92)	96
I am able to do things as well as most other people	2(2.11)	4(4.21)	54(56.84)	35(36.84)	95
I take a positive attitude toward myself	0(0)	3(3.09)	43(44.33)	51(52.58)	97
On the whole, I am satisfied with myself	0(0)	3(3.06)	49(50)	46(46.94)	98

Summative Scores

Index Scores for Self Esteem

Scale Score	Freq.	Percent	Cum. %
11	1	1.08	1.08
14	2	2.15	3.23
15	29	31.18	34.41
16	8	8.60	43.01
17	11	11.83	54.84
18	13	13.98	68.82
19	8	8.60	77.42
20	21	22.58	100.00
Total	93	100.00	

The Impact of Transnationalism on Attitudes about Work

Frequency Distributions of Items in Job Satisfaction Scale

Statements	Strongly Disagree	Disagree	Agree	Strongly Agree	Total
I am satisfied with the work I do	0(0)	12(13.19)	60 (63.93)	19(20.88)	91
My job gives me a chance to do what I do best	2(2.13)	20(21.28)	50(53.19)	22(23.40)	94
I feel I am happier in my work than most other people	3(3.26)	13(14.13)	59(64.13)	17(18.48)	92
My job is like a hobby for me	3(3.19)	32(34.04)	47(50)	12(12.77)	94
I am satisfied with my job for the time being	2(2.08)	10(19.42)	70(72.92)	14(14.58)	96

Frequency Distributions of Items in Job Dissatisfaction Scale

Job Satisfaction	Strongly Disagree	Disagree	Agree	Strongly Agree	Total
There is too little variety in my job	15(15.62)	40(41.67)	33(34.38)	8(8.33)	96
I tend to get bored on the job	15(15.62)	53(55.21)	27(28.12)	1(1.04)	96
There must be better places to work	8(8.60)	35(37.63)	43(46.24)	7(7.53)	93
I have too small a share in deciding matters that affect my work	11(12.09)	48(52.75)	27(29.67)	5(5.49)	91
My job is pretty uninteresting	19(20.21)	55(58.51)	13(13.83)	7(7.45)	94

Frequency Distribution of Scores on the Job Satisfaction Scale

Score	Freq.	Percent	Cum.%
5	5	5.56	5.56
6	4	4.44	10.00
7	1	1.11	11.11
8	7	7.78	18.89
9	10	11.11	30.00
10	23	25.56	55.56
11	18	20.00	75.56
12	9	10.00	85.56
13	7	7.78	93.33
14	3	3.33	96.67
15	1	1.11	97.78
16	1	1.11	98.89
18	1	1.11	100.00
Total	90	100.00	

Frequency Distribution of Scores on the Job Dissatisfaction Scale

Scale Score	Freq.	Percent	Cum.%
5	6	6.82	6.82
6	2	2.27	9.09
7	3	3.41	12.50
9	6	6.82	19.32
10	13	14.77	34.09
11	13	14.77	48.86
12	19	21.59	70.45
13	6	6.82	77.27
14	9	10.23	87.50
15	5	5.68	93.18
16	1	1.14	94.32
17	4	4.55	98.86
19	1	1.14	100.00
Total	88	100.00	

Some Qualitative Interventions

- ◎ Ravi, who works as a Systems Analyst said,
 - *“My work profile is same here as it was in India but here the pay is three times more than what I used to earn in India. I was Systems Analyst in India too. However, being on the client site has its own benefits, more exposure and more money.”*
- ◎ Sanjay, who came to the U.S. in 2006, and went to India for a year in-between for a visa extension, said,
 - *“I am satisfied as the money is good here and work is more organized. However, with my experience, I want to see myself as the lead in the technical front area but cannot go any further than a Systems Analyst here, as long as I am working on contractual assignments. I have been in this position for the last 4 years. Only if I am an internal State Farm employee can I be the lead of a technical area, which is only possible if I am a citizen or a Green Card holder.”*

Compare your social status in India and United States? Do you think of it as an upward or downward social mobility?

- ◎ Mathew noted,:

“I think I am earning good money.....but I feel isolated here. I am not able to connect to anyone here. My family back home is very large. I come from an extended joint family with 3 uncles, 3 aunts and lots of cousins and I enjoy being with them. Everyone in my family and friends are very happy that I am in the U.S. and they are proud of me. Therefore, I think for me it’s a downward mobility when it comes to social life.”

- ◎ For Vaishnav, who came to the U.S. in 2008 and belongs to a very small village in India, coming to the U.S. brought upward mobility for everyone in his family and the village too. He noted,

“When I came to the U.S., my family prestige in the village increased. Everyone from my school teacher to extended family members always ask about me at my house. People started coming to my house in the village for suggestions and directions for kids in their household. Also, I am earning more here so can buy more land and a house in India. Thus, I think there has been an upward mobility in my social status after coming to the U.S.”

Discussion and Conclusion

Conclusion: Transnational Practices

- ◎ The descriptive analysis shows that overall, Indian IT professionals more frequently engage in Indian forms of the cultural practices. This is not surprising given that:
 - (a) the vast majority workers in the sample did not move to the U.S. with the intention of becoming permanent settlers; and
 - (b) approximately 85% of the sample had lived in the U.S. for 6 years or less.
- ◎ The most frequently transnational in their linguistic practices.
- ◎ The second most frequent group of transnational practices included leisure time cultural practices. In descending frequency, this included diet, listening to music, watching movies and socializing with friends.

- ◎ There is a saying in modern India to the effect that,

“In India, engineers join MNCs with a passport in hand and an American dream in their hearts.”

- ◎ At the same time, it is also true that

“You can take the man out of the country but you cannot take the country out of the man.”

Findings from this study suggest that these sayings are very appropriate for the IT professionals in the sample.

The findings indicate that the major concerns about permanently living in the U.S. are being away from family in India, and having their children grow up and attend college in America. Some of these professionals also had concerns about the education system in U.S., which according to them is less competitive than the Indian system.

Contribution of the Research

- ⦿ Transnational activities at the work place, which is forced by the work culture of the MNCs that employ them, can be considered as 'transnationalism from above'.
- ⦿ Simultaneously, being bi-lingual at home, cooking and eating Indian and Western food, socializing with Indian and American friends outside work, and all those cultural activities they perform on a day-to-day basis, indicates 'transnationalism from below'
- ⦿ In a way, the lives of this particular group of professionals can be viewed as those of temporary-enclave residential workers.

⦿ Thank you !!