

# FACTORS INFLUENCING JOB CHANGE WITH RELOCATION AND EMPLOYEE SATISFACTION IN IT COMPANIES

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**Abstract:** This paper investigates the key factors influencing job change with relocation and employee satisfaction, using statistical data analysis segmented by categories such as age group, gender, work experience, education level, and position within IT companies. The research is based on a sample of 161 employees in IT companies, selected through purposive sampling. The Mann-Whitney U test analysis revealed that men place more value on professional development and career advancement opportunities, while women give greater importance to work-life balance, preferring flexible working conditions. According to the Kruskal-Wallis test, differences are also evident among age groups: employees younger than 31 years prioritize professional development and exploring new opportunities, while those over 40 value quality of life and security. Employees in the middle age group (31-40 years) balance between these priorities. Regarding education, the results show that individuals with a high school education focus on stability and financial incentives, while those with higher education aim for career advancement and greater flexibility. Employees with master's degrees seek specialized positions that offer challenges and opportunities for further development. The research also showed that employees with less work experience emphasize opportunities for professional growth, while more experienced employees value quality of life and long-term benefits. Finally, variations in perception were observed among different positions within the company; managers prioritize stability and quality of life, while specialists focus on professional development and financial incentives.

**Keywords:** quality of work life, job change, IT company, relocation, employee satisfaction.

**Field:** Social Sciences.

## 1. INTRODUCTION

Job change is a significant career step, and when relocation is also considered, the impact on life and daily activities becomes even more complex. In modern society, where information technology plays a key role, workforce dynamism and mobility are omnipresent. This paper explores what most influences job change, especially when it involves relocation, through the analysis of opinions from 161 employees in the information technology sector, who vary in gender, age, education level, and job positions. This study is a continuation of previous research that examined the quality of work life and employee motivation in IT companies (Kukolj, Deretić, & Sančanin, 2023). This paper investigates additional aspects related to employee satisfaction concerning job change with relocation, with the sample size increased from 150 employees (Kukolj, Deretić, & Sančanin, 2023) to a total of 161 employees. Numerous studies in the literature identify factors as challenges associated with job change with relocation (Hippler, 2009; Sanda & Adjei-Benin, 2011; Mayrhofer et al., 2020; Arifa, El Baroudi, & Khapova, 2021). This research contributes to the identification of key factors that significantly influence the decision to change jobs with relocation, providing a foundation for improving working conditions and creating an environment that supports long-term productivity and employee satisfaction.

This research paper highlights the complexity of factors influencing the decision to change jobs with relocation, particularly in the dynamic information technology sector. The study found that professional development, quality of life, and financial incentives are key elements that significantly shape these decisions. It is important to note that different factors have a variable impact on different demographic groups, such as younger and older employees, as well as men and women, indicating the need for a more detailed analysis to understand the specific needs and motivations of employees. These insights are crucial for organizations aiming to better understand their workforce, with the goal of more effective human resource management and creating an environment that supports long-term productivity in the IT sector. Refusal of job offers that include relocation may be due to various factors depending on individual preferences, circumstances, and employee priorities (Myers, Park & Cho, 2023). Common reasons for declining such offers include attachment to the current environment, family obligations and

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responsibilities, stability and security of the current job, as well as the risk and uncertainty associated with change. Additionally, misalignment with personal goals, quality of life in the current location, and insufficient motivation or benefits in the new offer play a significant role. Accepting an offer to relocate to another country largely depends on a combination of factors, including the economic, social, political, and health conditions in the new country, as well as the employee's personal circumstances and aspirations (Barbieri et al., 2022). STEM (Science, Technology, Engineering, Math) occupations exhibit the highest rates of job change closely followed by technology (Deming & Noray, 2020).

Key factors that may influence the decision to accept such an offer include the economic situation and business opportunities, working conditions and benefits, quality of life, language and culture, family circumstances, political stability, health conditions, as well as relocation costs and available financial support (Hur & Koh, 2023; Wu et al., 2024). Understanding these factors allows organizations to tailor their strategies to increase employee satisfaction and optimize the relocation process, which is particularly important in the globalized IT sector, where workforce mobility can be critical for long-term success.

## 2. MATERIALS AND METHODS

Through the research questions posed below, the aim is to provide a comprehensive insight into the impact of job change with relocation on employee satisfaction. The focus of the paper is on various aspects of this change, including how professional development, quality of work life, and financial incentives influence employees' decisions, as well as their long-term happiness and productivity. These research questions are designed to provide a deeper understanding of the challenges and opportunities that arise during such changes and to identify factors that may contribute to the successful adaptation of employees in a new work and living environment.

The following research questions were posed:

Q1: Are there significant differences in the perception of employee satisfaction regarding job change with relocation among different groups of employees?

Q2: What are the key factors that most influence employee satisfaction in relation to job change with relocation?

Q3: How do professional development, quality of work life, and financial incentives contribute to overall employee satisfaction in companies within the information technology sector?

Data for this research were collected through direct surveys, in which participants voluntarily agreed to participate. The research sample included purposefully selected employees from companies within the information technology sector, using purposive sampling. A pilot study included 35 respondents, while the final sample comprised 161 participants ( $n = 161$ ). The research was conducted from May to June 2024 in the Republic of Serbia. The questionnaire was structured in two parts. The first part included questions about gender, age, education level, length of work experience, and current position in the company. In the second part, participants rated the extent to which factors such as professional development, quality of work life, and financial incentives influenced their decision to change jobs with relocation, using a scale from 1 (very dissatisfied) to 7 (very satisfied). Data analysis employed measures of central tendency, dispersion, and skewness. Non-parametric tests (including the Chi-square test, Mann-Whitney U test, and Kruskal-Wallis test) were used to test the hypotheses. Data analysis was performed using the SPSS software package.

## 3. RESULTS

The findings of the research are derived from the "Survey on the Influence of Factors Affecting Job Change with Relocation among Employees in IT Companies". As previously mentioned, the study included 161 respondents currently employed in IT companies, of which 101 were male (62.7%) and 60 were female (37.3%). Table 1 shows that the largest percentage of participants fall into the age group of up to 30 years (48.4%), and the most represented level of education is a completed college degree, with 41%. Regarding work experience in the company under study, the largest percentage of employees reported having 1 to 3 years of work experience (37.3%). In terms of positions within the company, just under half of the employees (46.0%) work as project designers (detailed information is provided in Table 1). These participant data allow for a deeper analysis and comparison of different groups.

The results of the Chi-square test of independence did not show a significant correlation between the gender of respondents and their education level,  $\chi^2(df = 2, n = 161) = 0.064, p = 0.969$ , nor between gender and their work experience,  $\chi^2(df = 3, n = 161) = 3.659, p = 0.301$ , or between gender and their job positions,  $\chi^2(df = 3, n = 161) = 3.156, p = 0.368$ . The research results indicate that gender is not

a significant factor in relation to education level, length of work experience, or current job positions. These findings imply that, within the sample examined, there are no statistically significant differences between men and women regarding educational achievements, work experience, and the positions they hold within their organizations. Such results suggest that men and women in this sample are equally represented across various segments of professional development and do not face significant gender barriers in access to education, gaining experience, and career advancement.

In modern society, where information technologies play a central role, workforce dynamism and mobility are becoming increasingly important factors. The IT sector, characterized by its rapid development and constant need to adapt to new technologies and market demands, often requires employees to be flexible and ready for change, including relocation to other cities or countries. Such mobility can have far-reaching consequences not only on an individual's professional life but also on their family relationships, social networks, and overall quality of life. Understanding these aspects is crucial for developing strategies that will enable employees to successfully manage career and life transitions while allowing organizations to retain talented personnel in a dynamic and competitive IT environment. Table 2 illustrates the extent to which certain factors influence job change accompanied by a change of residence.

**Table 1. Socio-demographic structure of sample of employees (sample size 161)**

Socio-demographic variable	Response	Frequency	Percent (%)
Gender	Male	101	62.7
	Female	60	37.3
Age group	Younger than 31 years old	78	48.4
	Between 31 and 40 years old	57	35.4
	Older than 40 years old	26	16.1
Level of Education	High School degree	59	36.6
	College or university degree	66	41.0
	Master of Science degree	36	22.4
Experience of working in a company	< 1 year	43	26.7
	1 year – 3 years	60	37.3
	3 years – 5 years	36	22.4
	> 5 years	22	13.7
Position in the company	Manager	21	13.0
	Document specialist	48	29.8
	Project designer	74	46.0
	Direct manager	18	11.2

Source: Author's research.

Respondents highlighted that financial incentives are one of the main factors influencing a job change associated with relocation. Higher salaries and incentives significantly affected employees' decisions to change jobs (Mean = 5.25; Median = 5; Mode = 6; Standard Deviation = 0.736). Professional development was also significant, though slightly less important than financial aspects. The offer of better positions and career challenges in the new location attracted a larger number of employees (Mean = 5.04; Median = 5; Mode = 5; Standard Deviation = 0.938). The quality of work life in the new location was a significant factor for job change, but in this study, it ranked behind professional development and financial incentives. Better living conditions, availability of cultural, sports, natural, or other amenities influenced employees' decisions (Mean = 4.75; Median = 5; Mode = 5; Standard Deviation = 0.783).

**Table 2. Descriptive statistics of the impact of factors on job change accompanied by relocation**

Influential Factor	Mean	StDev	CV (%)	Me	Mo	Skewness
Financial incentives	5.25	0.736	14.02	5	6	0.035
Professional development	5.04	0.938	18.61	5	5	-0.225
Quality of work life	4.75	0.783	16.48	5	5	-0.085

Source: Author's research.

The Mann-Whitney U test revealed a statistically significant difference in the impact of the professional development factor on job change accompanied by relocation between men (Me = 5.0; n = 101) and women (Me = 5.0; n = 60), U = 2,205.0, Z = -3.047, p < 0.01, r = 0.24. Men in the IT sector often place a strong emphasis on professional development and career advancement opportunities. They are inclined to accept offers that promise better positions and greater challenges. On the other hand,

women often emphasize work-life balance, seeking jobs and offers that provide better living conditions, such as flexible working hours or remote work. There is a statistically significant difference between men and women in the perception of the impact of professional development on job change accompanied by relocation, with men perceiving this factor as more significant than women.

The Mann-Whitney U test also showed a statistically significant difference in the impact of the quality of work life factor on job change accompanied by relocation between men (Me = 5.0; n = 101) and women (Me = 5.0; n = 60), U = 2,507.5, Z = -1.979, p < 0.05, r = 0.16. Male employees often view relocation as an opportunity to expand business contacts and network within a broader professional environment. In contrast, women frequently consider social aspects, such as the potential for forming new friendships and engaging in shared activities in the new location. There is a statistically significant difference between men and women in the perception of the impact of quality of work life on job change accompanied by relocation, with women perceiving this factor as more significant than men (for more details, see Table 3).

The Mann-Whitney U test did not reveal a statistically significant difference in the impact of financial incentives on job change accompanied by relocation between men (Me = 5.0; n = 101) and women (Me = 5.0; n = 60), U = 2,810.5, Z = -0.847, p = 0.397. This test suggests that, according to the research data, gender does not have a statistically significant impact on how financial incentives influence the decision to change jobs along with relocation. In other words, men and women have similar attitudes or behaviors concerning this factor.

**Table 3. Mann-Whitney U test results based on gender of respondents**

Results	Professional development	Quality of work life	Influential factor
Mann-Whitney U	2,205.00	2,507.50	2,810.50
Wilcoxon W	4,035.00	7,658.50	4,640.50
Z	-3.047	-1.979	-0.847
p value	0.002**	0.048*	0.397

Note: \*p-value is less than 0.05, \*\* p-value is less than 0.01.

Source: Author's research.

The application of the Kruskal-Wallis test revealed significant differences in the perception of influential factors on job change accompanied by relocation among three different age groups (Group 1: <31 years, n = 78; Group 2: 31-40 years, n = 57; Group 3: >40 years, n = 26). The analysis showed statistically significant differences across all three influential factors: professional development ( $\chi^2(2, n = 161) = 45.624, p < 0.01$ ), quality of work life ( $\chi^2(2, n = 161) = 31.493, p < 0.01$ ), and financial incentives ( $\chi^2(2, n = 161) = 39.815, p < 0.01$ ). For more details, see Table 4. The age groups of employees differ in their perception of the importance of professional development, quality of work life, and financial incentives as factors influencing the decision to change jobs accompanied by relocation. This suggests that age might be a significant factor in career decision-making, and that different age groups of employees may have varying priorities when considering a job change.

**Table 4. Kruskal-Wallis test results based on the age group of respondents**

Results	Professional development	Quality of work life	Influential factor
Chi-Square	45.624	31.493	39.815
df	2	2	2
p value	0.000**	0.000**	0.000**

Note: \*\* p-value is less than 0.01.

Source: Author's research.

The Kruskal-Wallis test revealed significant statistical differences in the perception of factors influencing job change accompanied by relocation among three groups of respondents based on their education level (Group 1, n = 59: high school; Group 2, n = 66: college or university degree; Group 3, n = 36: master's degree). The results showed statistically significant differences across all three factors: professional development ( $\chi^2(2, n = 161) = 45.624, p < 0.01$ ), quality of work life ( $\chi^2(2, n = 161) = 31.493, p < 0.01$ ), and financial incentives ( $\chi^2(2, n = 161) = 39.815, p < 0.01$ ). For additional details, see Table 5. Different education levels (high school, college or university degree, master's degree) are associated with varying priorities regarding professional development, quality of work life, and financial incentives. These differences suggest that individuals with different educational backgrounds have different motivations and expectations when considering changes in their careers and location.

**Table 5. Kruskal-Wallis test results based on respondents' education level**

Results	Professional development	Quality of work life	Influential factor
Chi-Square	7.017	6.258	11.807
df	2	2	2
p value	0.030*	0.044*	0.003**

Note: \*p-value is less than 0.05, \*\* p-value is less than 0.01.

Source: Author's research.

The Kruskal-Wallis test revealed significant statistical differences in the perception of factors influencing job change accompanied by relocation among four groups of respondents based on work experience (Group 1, n = 43: < 1 year; Group 2, n = 60: 1 year – 3 years; Group 3, n = 36: 3 years – 5 years; Group 4, n = 22: > 5 years). The results showed statistically significant differences across all three factors: professional development ( $\chi^2(3, n = 161) = 8.249, p < 0.05$ ), quality of work life ( $\chi^2(3, n = 161) = 10.877, p < 0.05$ ), and financial incentives ( $\chi^2(3, n = 161) = 12.792, p < 0.01$ ). For more details, see Table 6. Respondents with different lengths of work experience differ significantly in their perception of professional development, quality of work life, and financial incentives as important factors for job change and relocation.

**Table 6. Kruskal-Wallis Test Results Based on Respondents' Work Experience in the Company**

Results	Professional development	Quality of work life	Influential factor
Chi-Square	8.249	10.877	12.792
df	3	3	3
p value	0.041*	0.012*	0.005**

Note: \*p-value is less than 0.05, \*\* p-value is less than 0.01.

Source: Author's research.

The Kruskal-Wallis test revealed significant statistical differences in the perception of factors influencing job change accompanied by relocation among four groups of respondents according to their position within the company (Group 1, n = 21: Manager; Group 2, n = 48: Document Specialist; Group 3, n = 74: Project Designer; Group 4, n = 18: Direct Manager). The results showed statistically significant differences across all three factors: professional development ( $\chi^2(3, n = 161) = 7.991, p < 0.05$ ), quality of work life ( $\chi^2(3, n = 161) = 8.533, p < 0.05$ ), and financial incentives ( $\chi^2(3, n = 161) = 8.169, p < 0.05$ ). More detailed information can be found in Table 7. Respondents holding different roles (managers, document specialists, project designers, and direct managers) have significantly different perceptions regarding professional development, quality of work life, and financial incentives as key factors in deciding on job change and relocation.

**Table 7. Kruskal-Wallis test results based on respondents' position in the company**

Results	Professional development	Quality of work life	Influential factor
Chi-Square	7.991	8.533	8.169
df	3	3	3
p value	0.046*	0.036*	0.043*

Note: \*p-value is less than 0.05.

Source: Author's research.

#### 4. DISCUSSIONS

The research revealed significant differences in how men and women in the IT sector perceive factors influencing job changes involving relocation. Men place greater value on professional development and career advancement opportunities, making them more likely to accept offers with better positions and challenges. Women, on the other hand, prioritize work-life balance, preferring jobs with flexible conditions like remote work and flexible hours. The study also found that women place more importance on quality of life, considering factors like the work environment, inclusive company culture, and social interaction opportunities crucial in their decision-making. Men view relocation more as an opportunity to expand professional networks. However, the research found no significant gender differences in the perception

of financial incentives, with both men and women valuing financial benefits similarly when deciding on job changes and relocation. These findings suggest that men and women have different priorities and motivations when considering such transitions.

The analysis of age-related impacts on job change and relocation decisions in the IT sector revealed significant differences in priorities and motivations among three age groups: under 31, 31-40, and over 40. Kruskal-Wallis test results showed statistically significant variations in how these groups perceive professional development, quality of work life, and financial incentives. Employees under 31 prioritize rapid professional growth and career challenges, valuing flexibility and opportunities to explore new locations. They see networking as key to long-term advancement. Those aged 31-40 seek a balance between professional development and stability, carefully weighing financial implications and work-life balance. Employees over 40 focus on quality of life and job security, finding it harder to adapt to changes due to longer careers and life experience. For them, proximity to family and a support network often plays a crucial role in decision-making. These findings suggest that age significantly shapes employees' priorities and motivations when considering job changes and relocation. Different age groups value distinct aspects of these transitions, which should be factored into employment policies and strategies in the IT sector.

Significant differences in how education levels influence job change and relocation decisions stem from varying career motivations and priorities. High school graduates may focus more on stability and financial incentives, while those with higher education, such as a college degree, prioritize career advancement and flexibility. Employees with master's degrees often seek specialized, challenging roles with opportunities for professional growth. These differing priorities impact how each group perceives the importance of professional development, quality of work life, and financial incentives when considering job changes and relocation.

Significant differences in perceptions of job change factors based on work experience reflect respondents' career stages. Those with less experience (under 1 year) prioritize professional development and gaining experience, while those with more experience (3 to 5 years or more) value quality of work life, stability, work-life balance, and long-term financial benefits. As experience grows, motivations and priorities shift, leading to varied perceptions of the importance of professional development, quality of work life, and financial incentives in job change and relocation decisions.

Differences in how employees perceive factors influencing job changes and relocation across company positions stem from their varying responsibilities and priorities. Managers and direct managers, with greater responsibilities, may prioritize quality of life and stability to balance work and personal life. In contrast, document specialists and project designers focus more on professional development and financial incentives, as career growth is their main priority. These differing roles lead to variations in how employees value professional development, quality of work life, and financial incentives when considering job changes and relocation.

## 5. CONCLUSIONS

The research revealed significant differences in perceptions of factors influencing job changes involving relocation among IT sector employees, based on gender, age, education, work experience, and company position. Men prioritize professional development and career advancement, making them more likely to accept challenging job offers that require relocation, while women emphasize work-life balance and prefer flexible working conditions. Younger employees seek rapid career growth and new experiences, whereas older employees value stability and quality of life. Higher education levels lead employees to seek specialized roles with advancement opportunities, while those with lower education focus on stability and financial incentives. Work experience also shapes priorities, with less experienced employees seeking growth and seasoned employees preferring stability and long-term benefits. Company position reflects specific responsibilities, affecting how employees value professional development, quality of work life, and financial incentives. These findings underscore the need to consider diverse employee priorities and motivations when shaping employment policies and strategies in the IT sector.

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