

**A study on Work Life Balance of Women Employees in IT sector  
(With special reference to Chennai city)**

Turkish Online Journal of Qualitative Inquiry (TOJQI)  
Vol. 12 No. 5 July (2021)-Pages- 4329 - 4336

Research Article

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**Abstract**

This study is to explore the work life balance of women employees in IT sector. Work-life Balance of Women Employees Working in IT Sector faced challenges by the demands of work as well as their families. They have to perform the juggling act which includes multiple responsibilities at work place like meeting schedules, professional trips and managing the daily routine responsibilities of life and home. Women in IT sector are torn between these seemingly irreconcilable commitments to work and family. Career and goals are the most important factors in life. Most of the women are coming forward to work in order to support their family. This change is now natural and dynamic due to change of environment and economic conditions. The biggest challenge for women is how to balance the demands of family and career. The literature identifies the various aspects such as career advancement, Work Stress, Career aspiration, Work Family Conflict and Family Work Conflict, Child care in context with Work Life Balance (WLB).

**Keywords:** Work life balance, Information Technology, Women employees and work responsibilities

**Introduction**

In current scenario work life balance is major issues faced by the developing countries especially for women. In special case of females married women are the most affected by the issue of work-life balance. Since, they have to play multiple tasks and it becomes difficult for them to strike a perfect balance between work and family. Women expression of work life balance was first use in the middle of 1970s to describe the balance between an individual's work and personal life. Working women in the early 70's raised the issue of work-life balance in UK. Work life balance has become a topic to be pondered subsequently it has become a one of the major influencing factors for employee's like stress, increasing technological advancements, employment regulation, competitive economies work hours, shift works, shortages have added up to this and has created an imbalance between work and personal life. Women were invisible in early 1950's however economic developments in the 21st century pulled women to earn revenue to their families who were earlier confined to household responsibilities. Rapid changes happened and raised women education level; nuclear families emerged resulting in the growth of working women. Women is an active decision maker to their benevolent male counterparts. Both

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men and women are now increasingly hard pressed for time and caught between family and work responsibilities. Organisations have started adapting themselves to cater to the needs of their employees, according to the bureau of labour statistics, technology such as remote server access, video conferencing have made employees and their work easier wherein they can sit at home and work balancing work and life. Work life balance is a term which makes an employee interacts positively with many activities in his life. An employee being the most valuable resources of an organisation managers and organisational heads should be catalysts behind to make them play a vital role and become indispensable to the growth of the organisation.

### **REVIEW OF LITERATURE**

Number of studies has addressed this issue in different perspectives. Some of the papers related to this subject are reviewed.

State Service Commission (2005) The Study describes that work is but one dimension of living and should not crowd out and distort family life, recreation and personal development. The study suggests that Work-life balance should seek to raise the profile of activities other than work and should contribute to the government goals of a growing economy and an innovative and inclusive society. The study is done by further states that Organizations that negotiate innovative work practices which also 10 benefit staff are forward looking, competitive and profitable. The study concludes that develops a work-life balance strategy that meets the needs of the employees and the needs of the organization.

Vijaya Mani (2013) has revealed the major factors influencing the Work Life Balance of Women professionals in India such as role conflict, lack of recognition, organizational politics, gender discrimination, elderly and children care issues, quality of health, problems in time management and lack of proper social support.

Vasumathi, A(2018) have explore the Work life balance of women employees are facing different issues such as mental harassments in work place, safety issues in travelling in different modes of transport after office hours, flexible working time, child care facility, non-cooperation from family members, gender bias in promotional policies and decision making. Beside these issues many working women are balancing dual role (work and family) effectively and solving day to day problems in both work and family life. All working women receives the support from family members, organisation and government policies for their problems and take proper steps to rectify their different issues to balance their work and life, which will lead to run a peaceful life in work and family and paves way for hyper growth and development of the country.

Alqahtani, T. H. (2020) Work life balance is concerned as a vital issue nowadays for individual as well as organizations. Several factors are involved in determining the work life balance and imbalance of any individual which plays a critical role in women's personal and professional life. It is clear from the literature above that many antecedents of work life balance are found in many studies carried out in this area. Moreover, it has been explained that better work life balance creates several positive consequences whereas imbalance between work and family of an individual holds a negative effect which is responsible for some serious issue for individual as well as for the organizations.

### **Research Gap**

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Research studies in the past in the area of work-life balance focused on the aspects like role stress, burnout, role conflicts, job satisfaction etc. Examination of published works revealed that even though several studies were conducted mainly in developed countries and a few in developing countries about the work-life balance issues faced by women. The above-mentioned studies talk about the work-life balance issues in general and few studies talk about the work-life balance issues faced by traditional women. Even the few published studies done in India deal with aspects like stress, burnout, role overload, time management etc. and its impact on work life balance hence there is a need to understand and analyse antecedent factors that aid the work life balance as well as those which hinder the work-life balance. As the work-life balance of women working in IT sector depends on various factors, this study tries to capture the aspect of work life balance by analysing the impact of work life balance of women employees in IT sector.

**Objectives of the study**

- To study the Work Life Balance of Women Employees in IT sector in Chennai city
- To determine if there is a significance relationship between demographic variables and work life balance of women employees working at IT sector in Chennai city.

**Research Methodology**

Chennai has emerged as hub of off shore software development centres were both subsidiaries of MNCs and large campuses of Indian companies thrive. Chennai IT industry is divided into two main cluster Electronics city and Whitefield. The exact number of employees working in IT sector in Chennai is not known since the Industry comprises employees from informal sector and contract based worker.

Sampling procedure used for the study was random. Initially the geographical location of Chennai was selected, followed by selecting the sample IT companies based on their work force. IT companies with employee strength of 1000 and above was shortlisted based on the data provided by NASSCOM, Chennai, out of which companies having more than 30 % of women in their workforce were only considered. The HR Departments of the respective companies were contacted and the respondents were randomly selected based on the list provided by them by using simple random sampling technique.

A total of 280 questionnaires were distributed and out of which only 250 responses were received, yielding a response rate of 89% which is better than the rate of similar studies. On further examination 30 responses were found to be incomplete. So for all practical purposes the sample size used for analysis is 250.

**RESULT AND DISCUSSION**

Percentage analysis and descriptive statistics has been applied to understand the personal profile of the respondents such as, marital status, educational qualification, designation status, monthly income (Rs.), and the results are shown in annexure table 1

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Table 1 Personal profile of the respondents in IT sector

<b>Variables</b>	<b>Frequency</b>	<b>Percentage (%)</b>
	<b>250</b>	<b>100</b>
<b>Marital Status</b>		
<b>Married</b>	68	28
<b>Unmarried</b>	182	72
<b>Age</b>		
Below 30Years	144	58
<b>31 - 40 Years</b>	58	23
41 - 50 Years	34	14
Above 50 Years	14	5
<b>Educational Qualification</b>		
Under Graduate in Arts	74	30
Science	42	16
Engineering	36	14
Post Graduate in Arts	24	9
<b>PG in Science</b>	43	17
<b>PG Engineering</b>	31	14
<b>Experience</b>		
Below 5 Year	212	79
<b>6- 10 Years</b>	35	16
11 - 20 Years	3	2
Above 20 Years		3
<b>Yearly gross Income</b>		
Below 5lakhs	195	78
5-10 Lakhs	46	18
Above 10 Lakhs	9	4
<b>Designation of the employees</b>		
Program Analyst	92	37
Team leader	24	10
Associate	58	23
Others	76	30

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Table 1 indicates that majority of the respondents are Singles (72%), ( 58%) of women employees belong to the age of the respondents ranges below 30 years, Under-Graduates (74%) and(78% ) of employees salary below 5 lakhs. Majority of the respondents Designation of employees in the IT sector are programme analyst respectively.

Table 2 – Education qualification and gross income of the employees in IT sector

	N	Mean	Std. Deviation	Std. Error Mean	df	t value	p
Education	250	2.68	1.560	.099	249	2.49	.000
Qualification	250	1.26	.513	.032	249	1.19	.000
Yearly gross income (in Rs):							

Table 2 demonstrates the mean values and SDs of the women employees in the IT sectors are achieved education qualification of the employees . Degree of freedom came out to be 249 that resulted t-value to be 2.49 which is in significant at 0.01 levels. Hence it is interpreted that there prevails no significant difference in education qualification of work life balance of women employees and Gross income of employees in the IT sector.

Table 3

**ANOVA**

Work Life Balance		Sum of Squares	Df	Mean Square	F	Sig.
WLB	Between Groups	.189	1	.189	.240	.624
	Within Groups	194.595	248	.785		
	Total	194.784	249			
WWP	Between Groups	.155	1	.155	.250	.617
	Within Groups	153.301	248	.618		
	Total	153.456	249			
WLBS	Between Groups	1.406	1	1.406	1.461	.228
	Within Groups	238.678	248	.962		
	Total	240.084	249			
WJS	Between Groups	.101	1	.101	.079	.779
	Within Groups	318.299	248	1.283		
	Total	318.400	249			

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WLBS	Between Groups	1.184	1	1.184	1.283	.258
	Within Groups	228.900	248	.923		
	Total	230.084	249			
WLBG	Between Groups	1.599	1	1.599	1.161	.282
	Within Groups	341.605	248	1.377		
	Total	343.204	249			
WLBH	Between Groups	.408	1	.408	.512	.475
	Within Groups	197.596	248	.797		
	Total	198.004	249			

Table 3 indicates that the P value is  $< 0.005$ , hence the work life balance of women employees causes work place stressors is having impact on the work place. The 6 variables of the work life balance of women employees were grouped into six groups and compared with the work place stress variables to find out the association between the work life balance causing job stress and work place stressors performance of the employees working in the IT sector. The outcome of the analysis proved that there is a significant association between all the groups of work life balance causing work place stressors of the employees.

### MAJOR FINDINGS OF THE STUDY

- Majority of the respondents are Singles (72%)
- ( 58%) of women employees belong to the age of the respondents ranges below 30 years,
- Majority of the respondents are Under-Graduates (74%)
- ( 78% ) of employees salary below 5 lakhs.
- Majority of the respondents Designation of employees are programme analyst in IT sector.
- t -Test to identify the relationship between education qualification and work life balance of women employees.

### CONCLUSION

Work life balance of Women employees in the IT professionals have faced major issues to balance work as well family they have to play multiple role. It becomes highly important to study what women undergo in their career path and the stress,work pressure is far more than others as a lot of time management, work management, kid management, house management everything is under the list of criteria

As more and more women are joining the IT sector, they have to confront problems like long working hours, lack of job security, lack of supervisor, co-workers, and social support, work demands or overload, work-role conflict, work-role ambiguity, job dissatisfaction. All these factors and extensive use of technology have contributed to high level of balance the work life balance. The IT companies has to address the issue of work family in a more holistic manner, examining both the immediate and long term consequences for employees as well as the

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organization. Hence the organisations must be aware of the issues of work-life balance of women employees and act upon consideration for women employees .

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