

A Study on Work Life Balance of It Employees during COVID 19

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ABSTRACT

Covid 19 is the worst scenario that world have never faced in the last 10 years and the present situation is impacting the work life balance and mental stability of the employees working in various sectors. Though the employees working with other manufacturing sectors had a break, but the employees working IT sector had a continuous workload by working at home. The main objective of the study is to analyze the factors that influence Work-Life Balance and its Outcomes and to analyze the Work-Life Balance among the Employees across their demographic characteristics in the pandemic lockdown. For this purpose a sample of 150 was collected form employees of the company and statistical tools were used to analyse the data and the conclusion is that the company should take care of employees work load to balance the work life. Organization should consider every individual is unique and precious and should give time for their own personal needs in the pandemic lockdown. Increment should be given to the employees for balancing their work life. The organization should increase work life balance programs to reduce company work conflict in the pandemic lockdown.

Keywords: Covid 19, Work-life balance and IT industry.

INTRODUCTION

The severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2) is a newly discovered ribonucleic acid coronavirus isolated and identified from patients with unexplained pneumonia in Wuhan, China in December 2019. Before it was named by the International Committee of Viral Classification on February 12, 2020, it was called 2019-nCoV. SARS-CoV-2 mainly causes respiratory and digestive tract symptoms, with symptoms ranging from mild self-limited disease to severe pneumonia, acute respiratory distress syndrome, septic shock, and even systemic multiple organ failure syndrome. The infection source of coronavirus disease 2019 is mainly patients with SARS-CoV-2 infection. Asymptomatic infected patients may also become the source of infection, mainly via aerosols from the respiratory tract, but also through direct contact. For this, mostly all the governments across the globe went for a lock down for at least 21 days and it got extended in many countries. But all the employees with health and national security

department worked and working an immense pleasure which creates more stress. Nearly 7 in 10 employees indicated in a survey by mental health provider Ginger that the coronavirus disease 2019 pandemic is the most stressful time of their entire professional career, which has aligned with stark increases in new prescriptions of antidepressant, anti-anxiety, and anti-insomnia medications. Published in an article by Human Resource Executive, findings indicate not only the stress-induced impact of the pandemic situation on employees, but its major implications for employers as well. According to Ginger, 88% of workers reported experiencing moderate to extreme stress over the past 4 to 6 weeks. Among those reporting stress, 62% noted losing at least 1 hour a day in productivity and 32% lost at least 2 hours a day due to pandemic related stress. Due to the pandemic situation most of the employees who were working in service sector were asked to work from home particularly with IT and ITes industry and the same scenario is continuing now and may get extend in future. Due to the same, though they are working at home there may be a chance of impact of their personality traits and work life balance on productivity. Thus the study is to analyse the impact of personality traits and work life balance on productivity among IT and ITes employees during pandemic lockdown with reference to Coimbatore city.

STATEMENT OF THE PROBLEM

Work life balance during Covid pandemic is about people having a measure of control over the work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society. Work life balance during Covid pandemic is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. This motivated the researcher to undertake the research.

OBJECTIVE OF THE STUDY

- To study about the demographic and socio graphic variables of the employees.
- To analyze the Work Interference with Personal Life (WIPL) of the employees working in IT and ITes industry during Covid.
- To evaluate the Personal Life Interference with Work (PLIW) and Work/Personal Life Enhancement (WPLE) of the employees in IT and ITes industry during Covid.
- To discuss employees comfort in work-life balance issues with superiors

SCOPE OF THE STUDY

The study is based on the Work life balance during Covid pandemic at IT companies in Coimbatore. The time frame of the study is limited to 6 weeks. The study is undertaken to identify various causes for stress level and imbalance work life at work during Covid pandemic.

RESEARCH METHODOLOGY

Type of research

The type of research design undertaken is Descriptive Research. Descriptive research includes surveys and fact-findings enquiries of different kinds. The major purpose of descriptive research is description of state of affairs, as it exists at present.

Data collection method:

The main sources through which data is collected are:

Primary data: The Primary data was collected through a structured questionnaire from the employees with IT industry in Coimbatore city.

Secondary data: Secondary data was collected from magazines, journals, books and websites.

Sample design:

Sample Design is method of selecting the samples. To collect primary data from 150 samples were selected among the employee in IT companies in Coimbatore. The simple random sampling method of sampling was applied to select the sample respondents.

Tools for analysis

The Data collected was analyzed using simple percentage analysis, descriptive statistics, factor analysis, Kruskallwallis test and onewayanova.

LIMITATIONS OF THE STUDY

- Due to time constraint, the sample size is limited to 150 & the study area is restricted to the employees of the company.
- Only those who have policy in a particular company are included in the sample size.
- Respondent may fail to express their opinions and beliefs

ANALYSIS AND INTERPRETATION

Demographic and socio graphic variables of the employees

Demographic variables	Particulars	Frequency	Percent
Age	18- 30 years	58	38.7
	31 – 40 years	49	32.7
	41 – 50 years	27	18
	Above 50 years	16	10.7
	Total	150	100
Gender	Male	78	52
	Female	72	48

	Total	150	100
Years of Marriage	Below 5 years	60	40
	6- 10 years	47	31.3
	11 – 15 years	32	21.3
	Above 15 years	10	6.7
	Unmarried	1	0.7
	Total	150	100
Type of family	Joint Family	66	44
	Nuclear Family	84	56
	Total	150	100
Educational Qualification	Higher Secondary	57	38
	Under Graduate	30	20
	Post Graduate	32	21.3
	Professional	31	20.7
	Total	150	100
Designation	Associate Software Eng	22	14.7
	Software Eng Analyst.	35	23.3
	Senior Software Eng	33	22
	Team Leader	11	7.3
	Associate Manager	11	7.3
	Manager	24	16
	Senior Manager	14	9.3
	Total	150	100
Size of the family	1-2 members	15	10
	3-4 members	58	38.7
	5-6 members	49	32.7
	6 and above	28	18.7
	Total	150	100
Total household income	Rs.10,001-20,000	42	28
	Rs.20,001-30,000	47	31.3
	Rs.30,001-40,000	32	21.3
	Rs.40001-50000	20	13.3
	50000 and above	9	6
	Total	150	100
Office timings	Morning Shift	49	32.7
	General Shift	47	31.3
	Second Shift	33	22
	Night shift	21	14

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	Total	150	100
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The above table shows about demographic variables were out of 150 respondents 38.7% from the age group between 18- 30 years, 32.7% from the age group between 31 – 40 years, 18.0% from the age group between, and 10.7% from the age group above 50 years. 52.0% are male and 48.0% are female. 40.0% got married less than 5 years, 31.3% got married between 6- 10 years, 21.3% got married between 11 – 15 years, 6.7% got married above 15 years, and 0.7% are unmarried. 44.0% are from family, 56.0% are from nuclear family. 38.0% have completed their higher Secondary, 20.0% have completed their under graduation, 21.3% have completed their post graduation, and 20.7% have completed their professional degree. 14.7% are working as associate software engineer, 23.3% are working as software eng analyst, 22.0% are working as senior software engineer, 7.3 are working as team Leader and associate manager, 16.0% are working as managers and 9.3% are working as senior manager. 10.0% have 1-2 members, 38.7% have 3-4 members, 32.7% have 5-6 members, 18.7% have 6 and above members. 28.0% are earning between Rs.10,001-20,000, 31.3% are earning between Rs.20,001-30,000, 21.3% are earning between Rs.30,001-40,000, 13.3% are earning between Rs.40001-50000, and 6.0% are earning more than Rs.50000. 32.7% are working in morning shift, 31.3% are working in general shift, 22.0% are working in second shift, and 14.0% are working in nightshift.

Work Interference with Personal Life (WIPL) during Covid

Descriptive Statistics

Particulars	N	Mean	SD
V1	149	3.06	1.170
V2	150	2.97	1.380
V3	150	2.14	.875
V4	150	2.43	.870
V5	150	2.83	.814
V6	150	2.86	.934
V7	150	2.97	1.111

The above table shows the descriptive statistics of the respondents towards the work interference with personal life (WIPL) during Covid. It reveals that the respondents disagree towards their personal life suffering because of work (3.06). Meanwhile, the respondents agree towards their job made their personal life difficult (2.97), neglecting their personal needs because of work (2.14), putting personal life on hold for work during the pandemic period (2.43), miss their activities because of work during the pandemic period (2.83), struggle to juggle work and non-work (2.86) and also agree towards happy with the amount of time for non-work activities (2.97).

Comparison between demographic variables (gender, type of family) and Work Interference with Personal Life (WIPL) during Covid

Ho1: There is no relationship between gender, type of family and work interference with personal life (WIPL) during covid

Demo graphic variables	Particulars	N	Mean Rank	Chi-Square	Asymp. Sig.
Gender	Male	78	68.40	4.369	0.037
	Female	72	83.19		
	Total	150			
Type of family	Joint Family	66	74.32	0.088	0.767
	Nuclear Family	84	76.43		
	Total	150			

There is a relationship between gender (0.037) and work interference with personal life (WIPL) during covid. Meanwhile, there is a relationship between the type of family (0.766) and work interference with personal life (WIPL) during covid

Gender

The employees who are female (83.19) have high-level acceptance towards Work Interference with Personal Life (WIPL) during Covid.

Comparison between demographic variables (age, education qualification) and Work Interference with Personal Life (WIPL) during Covid

Ho2: There is a significant difference between age, education qualification and work interference with personal life (WIPL) during covid

Demo graphic variables	Particulars	N	Mean	SD	F	Sig
Age	18- 30 years	58	2.72	0.492	3.446	0.018
	31 – 40 years	49	2.64	0.506		
	41 – 50 years	27	3.00	0.398		
	Above 50 years	16	2.79	0.430		
	Total	150	2.75	0.487		
Education Qualification	Higher Secondary	57	2.79	0.458	4.489	0.005
	Under Graduate	30	2.54	0.492		
	Post Graduate	32	2.96	0.405		
	Professional	31	2.68	0.532		
	Total	150	2.75	0.487		

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There is a significant difference between age (0.018), education qualification (0.005) qualification and work interference with personal life (WIPL) during covid.

Age

The respondents who are from the age group between 18- 30 years (2.72), from the age group between 31 – 40 years (2.64), from the age group Above 50 years (2.79) agree and the respondents who are from the age group between 41 – 50 years (3.00) are neutral towards work Interference with Personal Life (WIPL) during Covid.

Education Qualification

The respondents who are completed their higher Secondary (2.79), completed their under graduation (2.54), completed their post graduation (2.96), and who have completed their professional degree (2.68) agree towards Work Interference with Personal Life (WIPL) during Covid.

Personal Life Interference with Work (PLIW)

Particulars	N	Mean	SD
V1	150	1.94	.853
V2	150	2.05	1.067
V3	150	2.43	1.119
V4	150	2.31	.819
Valid N (listwise)	150		

The above table shows the descriptive statistics towards the work interference with personal life (WIPL) during Covid. The respondents strongly agree towards personal life draining them of energy for work (1.94). Meanwhile, they agree towards too tired to be effective at work (2.05), work suffering because of their personal life (2.43) and finding them hard to work because of personal matters (2.31).

Work/Personal Life Enhancement (WPLE)

Particulars	N	Mean	SD
V1	150	3.31	1.296
V2	150	1.70	.460
V3	150	3.10	1.257
V4	150	3.01	1.373
Valid N (listwise)	150		

The above table shows the descriptive statistics towards the work interference with personal life (WIPL) during Covid. The respondents agree towards job giving them the energy to pursue personal activities (1.70). The respondents disagree towards personal life-giving their energy for their job (3.31), having better mood at work because of their personal life (3.10), and having better mood because of their job (3.01).

LEVEL OF ACCEPTANCE ON WORK-LIFE BALANCEFACTOR ANALYSIS

KMO and Bartlett's Test for acceptance on work-life balance among employees

KMO and Bartlett's Test			
Kaiser-Meyer-Olkin Adequacy.	Measure of Sampling		.539
Bartlett's Test of Sphericity	Approx. Chi-Square		160.270
	df		45
	Sig.		.000

It reveals that the score for KMO test was high at 0.539, indicating ‘moderate’ reliability among the items in the scale. Therefore, all 10 items in the scale which were used to measure the level of acceptance on work-life balance are considered to be valid and reliable. As the data is highly reliable and internally consistent, it was further subjected to principal component method of factor analysis with ‘varimax rotation’. The result of the factor analysis is presented and the following table shows Eigen value of ‘varimax rotation’ for all the statements

Rotated Component Matrix acceptance on work-life balance among employees

The factors are not having much time to socialize/relax with their partner/see family in the week during Covid (0.722), often working late or at weekends to deal with paperwork without interruptions during Covid (0.766), worried about the effect of work stress on my health during Covid (0.788) and finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult during Covid (0.785)

Descriptive Statistics for acceptance on work-life balance among employees

Particulars	N	Mean	SD
V1	150	1.81	.772
V2	150	2.05	.784
V3	150	1.92	.840
V4	150	2.41	1.118
V5	150	3.17	1.096

Respondents agree towards not having much time to socialize/relax with their partner/see family in the week during Covid (1.81), often working late or at weekends to deal with paperwork

without interruptions during Covid (1.92). The respondents agree towards worried about the effect of work stress on my health during Covid (2.41). Meanwhile, they disagree towards finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult during Covid (3.17).

Comparison between demographic variables (gender, type of family) and Level of acceptance on work-life balance

Ho3: There is no relationship between gender, type of family and level of acceptance on work-life balance

Demo variables	graphic	Particulars	N	Mean Rank	Chi-Square	Asymp. Sig.
Gender		Male	78	74.74	0.050	0.822
		Female	72	76.32		
		Total	150			
Type of family		Joint Family	66	76.85	0.116	0.733
		Nuclear Family	84	74.44		
		Total	150			

There is no relationship between gender (0.822), type of family (0.733) and level of acceptance on work-life balance.

Comparison between demographic variables (age, education qualification) and Level of acceptance on work life balance

Ho4: There is significant difference between gender, type of family and level of acceptance on work-life balance

Demo variables	graphic	Particulars	N	Mean	SD	F	Sig
Age		18- 30 years	58	2.28	0.515	0.923	0.431
		31 – 40 years	49	2.22	0.443		
		41 – 50 years	27	2.24	0.373		
		Above 50 years	16	2.44	0.367		
		Total	150	2.27	0.454		
Education Qualification		Higher Secondary	57	2.25	0.476	0.263	0.852
		Under Graduate	30	2.24	0.477		
		Post Graduate	32	2.33	0.386		

	Professional	31	2.28	0.472		
	Total	150	2.27	0.454		

There is a significant difference between age (0.431), educational qualification (0.852) and level of acceptance on work-life balance.

FINDINGS

Demographic profile

- Most of the respondents are from the age group between 18- 30 years.
- Maximum of the respondents are male.
- Most of the respondents got married less than 5 years back.
- Maximum of the respondents are from nuclear family.
- Most of the respondents have completed their higher secondary level education.
- Maximum of the respondents are working as software eng analyst.
- Most of the respondents have between 3-4 members in their family.
- Maximum of the respondents house hold income is between Rs.20, 001-30,000.
- Most of the respondents are working in morning shift.

Work Interference with Personal Life (WIPL) during Covid

The respondents disagree towards their personal life suffering because of work. Meanwhile, the respondents agree towards their job made their personal life difficult, neglecting their personal needs because of work, putting personal life on hold for work during the pandemic period, miss their activities because of work during the pandemic period, struggle to juggle work and non-work and also agree towards happy with the amount of time for non-work activities.

Comparison between demographic variables and Work Interference with Personal Life (WIPL) during Covid

Gender

The employees who are female have high-level acceptance towards Work Interference with Personal Life (WIPL) during Covid.

Age

The respondents who are from the age group between 18- 30 years, from the age group between 31 – 40 years, from the age group Above 50 years agree and the respondents who are from the age group between 41 – 50 years are neutral towards work Interference with Personal Life (WIPL) during Covid.

Education Qualification

The respondents who are completed their higher Secondary, completed their under graduation, completed their post-graduation, and who have completed their professional degree agree towards Work Interference with Personal Life (WIPL) during Covid.

Personal Life Interference with Work (PLIW)

The respondents strongly agree towards personal life draining them of energy for work. Meanwhile, they agree towards too tired to be effective at work, work suffering because of their personal life and finding them hard to work because of personal matters.

Comparison between demographic variables and Personal Life Interference with Work (PLIW)

Type of family

The respondents from nuclear family have high-level acceptance towards Personal Life Interference with Work (PLIW).

Age

The respondents who are from the age group between 31 – 40 years strongly agree and the respondents who are from the age group between 18- 30 years, from the age group above 50 years and from the age group between 41 – 50 years agree towards Personal Life Interference with Work (PLIW).

Work/Personal Life Enhancement (WPLE)

The respondents agree towards job giving them the energy to pursue personal activities. The respondents disagree towards personal life-giving their energy for their job, having better mood at work because of their personal life, and having better mood because of their job.

Level of acceptance on work-life balance

Respondents agree towards not having much time to socialize/relax with their partner/see family in the week during Covid, often working late or at weekends to deal with paperwork without interruptions during Covid. The respondents agree towards worried about the effect of work stress on my health during Covid. Meanwhile, they disagree towards finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult during Covid.

SUGGESTIONS

- The company can recognize excessive hours of work and enhance their staff job satisfaction level by means of reducing working hours of their staff. Since working too much hours might be lessen the efficacy of staff during the pandemic situation. They ought to be appreciated by their expertise, knowledge and involvement, instead of working-hours.

- To aid in addressing the trouble of too much work-load amongst employees and it can be reduce via assigning job duties according to the skills of their staff.
- Likewise, employee work life balance can also be improved by decreasing their staff intention to change/ leave their job by offering them certain work life balance facilities so that they can retrain the quality of staff required in present scenario.
- To make effective work-life balance strategies and efforts has to be done from management as well as employees.
- An innovative arrangement in employees working hours is proposed for the better organization of working time in the company. It is recommended female employees working full time during pandemic lockdown should be entitled to work part time for a period of between six and 12 months in their child's first three years. When this period of part-time employment ends, they should be allowed to return to their previous full-time status.

CONCLUSION

The conclusion is that the company should take care of employees work load to balance the work life. Organization should consider every individual is unique and precious and should give time for their own personal needs in the pandemic lockdown. Increment should be given to the employees for balancing their work life. The organization should increase work life balance programs to reduce company work conflict in the pandemic lockdown.

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