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Research Article

A study on Work Life balance of Women employees in the IT sector with special reference to Chennai city

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ABSTRACT

This Paper aims to find the problems faced by women employees in the IT sector to balance the work place and home in Chennai City. A survey was made among 192 women employees working in IT sector in Chennai. The problems faced by women employees in the work place namely working time, assignment, conferences, training and communication. At the same time problems faced by women employees in the personal life were non supportive of family members, Not having time to attend the family functions, take care of kids, maintain relationship with the relatives and additional work at home. This paper aims to identify and analyze the factors affecting the work life balance in the work place and in the home of women employees in the IT sector in Chennai and the challenges women employees face and the strategies used to achieve work life balance. The findings and suggestions in the present study are found by applying different statistical tools to analyze the primary data collected from the 192 women employees in the IT sector at Chennai city like't' test, 'F' test, Multiple regression analysis, rotated component matrix, Factor Analysis by Principal Component Method and One way Analysis of Variance (ANOVA) by adopting the SPSS package.

Key words: Work life balance, Women employees, Work place, home, personal life

Introduction

In the present scenario women employees are challenged by work at full time by working in the organization during the day time and remaining hours at home by performing their responsibilities and commitments in home. Majority of the women employees includes multiple responsibilities at work namely meetings in the organization, business trips, assignments, conferences, training on top of managing the responsibilities at home by taking care of kids, attending the family functions, maintaining the relationship with the relatives, additional work at home without the supportiveness of the relatives and family members. Today's women have marked in all the fields like arts, literature, sports etc., by taking up the challenges. All the people in the world want to have a good quality of life, enjoyable work life, training and development, career progressive, good health, education, more money, time to travel, time to spend with family and friends etc. This is accompanied with high job stress, stretchable working hours and target based operation. Over the last decade Indian society has witnessed a surge in participation of women in labour force, especially in IT industry which is a direct fall out of globalization and brought a lot of opportunity for educated women. In the light of the increasing number of women in IT industry,

there is a need to examine the phenomenon of the work-life balance of Indian women IT professional in greater depth.

Review of literature

Kelkar (2003) in the study observed those heavy work schedules and 14-16 hours workdays is the norm of IT companies. The employees work long hours in office and 2-3 hours in home. Work Life Balance is the part of HRM jargon of IT companies, but in reality it is only work. There is no such balance between work and family in the industry. Vanitha & Meenakumari (2011) in their research on "Family Vs Work Conflict among Working Women in India with Special Reference to IT, Education and Banking Sector" stated that the participation of women employees in modern organizations ranges from priority to service based augments every year in Indian industrial climate. In addition to that women have to play multifaceted roles at family, society and at work places with unprecedented pressures at different climate. The unbalanced co-ordination and support belatedly indulge both family and work conflicts and it also mutually influences each other. The impact of these influences impetus with work and family problems and sometimes leads to undesirable consequences. Burke (2002) pointed out that in an organization that supports work life balance is preferred by both women and men. The benefit for men appeared to be more than women. The women emphasized the need to strike a balance between work and family source for the gratification. Frone, Russell and Cooper (1992) in the paper suggested that the family boundaries be more permeable to work demands than are work boundaries to family needs. Valcour and Hunter (2005) indulges that greater flexibility and independence can be experienced by working from home, but it can result in people working longer than their office timings which included weekends and evenings. The quality of life is significantly impacted by the home environment with stressful. Kandel, Davies and Raveis in the stressfulness of daily social roles for women noted that relationship of marital, occupational and house work roles amongst married women. They found that the family roles create less strain and stresses when compared to occupational and household roles among the married women. Zimmerman (2003) in the research examined the strategies that the working people adopt for the work life balance likely house work sharing, active involvement in taking care of child by both men and women, joint decision making, equal access to and influences over finance, value placed of both work life goals and shared emotion work. Thompson, Beauvais and Lyness (1999) in influence of work family culture on benefit utilization, organizational attachment and work family conflict noticed that at the present time, Indian women's exposure to educational opportunities is substantially higher than it was some decades ago, especially in the urban context.

Objectives of the study

- To study the work and family related factors that influence the work life balance of Women employees of IT sector in Chennai.
- To understand the challenges faced by the women employees of coping strategy they use to achieve work life balance.

Limitations of the study

- The sample was limited to IT sectors in Chennai City.

- The study was conducted with the assumption that the information given by the respondents are true.
- The time factor and resources were a challenge to restrict.

Research Methodology

The study is conducted from the IT sector women employees using both analytical and descriptive type of methodology in Chennai city. The data was collected from 250 women employees working in the IT sector. The study primarily depends on primary and secondary data. The primary data are collected through survey method. The Secondary data are collected from Journals, Magazines, Publications, Reports, Books, Dailies, Periodicals, Articles, Research Papers, Web sites, Manuals and Booklets. The survey is conducted using well formulated Questionnaire. Random Sampling is applied for generating data. Samples for the purpose of the study are selected systematically. The questionnaires are distributed to the five IT industries employees working in TCS, Wipro, Infosys, HCL and Accenture. The questionnaire method was adopted to collect the data from the respondents. Likert's five point scale was used to compile the responses for the questions relating to work life balance which ranges as follows:

5 – Strongly agree 4 – Agree 3 – Neutral 2 – Disagree 1 – Strongly Disagree

For the purpose of study 220 questionnaires were circulated among the IT sector women employees in Chennai from which 192 were complete and could be used for the data analysis.

Table: 1

S.No	IT sectors	No. Of questionnaire issued	No. of questionnaire collected	No. of questionnaire fully completed
1	TCS	55	41	38
2	Infosys	55	40	40
3	Wipro	55	43	41
4	HCL	55	36	36
5	Accenture	55	41	37
Total		220	201	192

Source: Primary data

STATISTICAL TOOLS

In the present study different statistical tools is used to analyze the primary data collected from the 192 women employees in the IT sector at Chennai city like't' test, 'F' test, Multiple regression analysis, rotated component matrix, Factor Analysis by Principal Component Method and One way Analysis of Variance (ANOVA) by adopting the SPSS package

FACTORS THAT INFLUENCE THE WORK LIFE BALANCE OF WOMEN EMPLOYEES OF IT SECTOR

The factors that influence the work life balance of women employees of IT sector are identified through 15 statements. The sample T-test is applied to fifteen variables of factors that influence the work life balance of women employees of IT sector as explained in the below t-test table. This test is performed with the test value 3 and the following results are obtained.

Table: 2

Variables	N	Mean	Std. Deviation	Std. Error Mean	T	Significance
Extra working hours	192	4.2745	.97654	.04164	30.609	.000
Assignments	192	3.7455	.71716	.03058	24.377	.000
Conferences	192	3.9382	1.02776	.04382	21.408	.000
Training Activities	192	3.5800	.75384	.03214	18.044	.000
Target Achievement	192	3.2509	1.26129	.05378	4.665	.000
Non supportive of superiors	192	3.4000	.68553	.02923	13.684	.000
Travel time between home and work place	192	3.7673	1.12126	.04781	16.048	.000
Not having enough time to spent on taking care of kids	192	4.1309	.80591	.03436	32.909	.000
Attending the family function	192	4.0418	.81431	.03472	30.004	.000
Planning for the family trip	192	3.6691	.96361	.04109	16.284	.000
Inadequate attention to own needs	192	3.5327	.91627	.03907	13.635	.000
Feeling of depression	192	3.3927	.96682	.04123	9.526	.000
Work from home	192	3.6509	1.17113	.04994	13.035	.000

To take care of parents	192	3.6255	.68929	.02939	21.280	.000
Pursing higher education	192	3.9709	.76052	.03243	29.940	.000

Source: Computed data

From the above table it is found that the mean value range from 3.25 to 4.28. The standard deviations also range from .69 to 1.26 and T- value ranges from 4.67 to 32.91. These values are statistically significant @ 5% level. It is identified that the women employees working in IT sector in Chennai city agree the factors influencing work life balance by Extra working hours, Assignments, Conferences, Training Activities, Target Achievement, Non supportive of superiors, Travel time between home and work place, Not having enough time to spent on taking care of kids, Attending the family function, Planning for the family trip, Inadequate attention to own needs, Feeling of depression, Work from home, To take care of parents and to Pursing higher education.

Table: 3

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.680
Bartlett's Test of Sphericity	Approx. Chi-Square	3615.394
	Df	36
	Sig.	.000

Source: Computed data

From the above table it is found that the KMO measure of sampling adequacy is .680, Bartlett test of sphericity with approximately Chi-square value is equal to 3615.394 are statistically significant @ 5% level. This leads to the verification of variations for each variable of variables that influences the work life balance of women employees in IT sector.

Factors of variables influences the work life balance of women employees

In order to ascertain the Factors of variables influences the work life balance of women employees on five given statements strongly disagree, disagree, neutral, agree, and strongly agree with LIKERT's five point scale. The opinions of the members on the fifteen variables are reduced into predominant factors. The analyses of the fifteen factors have been elucidated below.

Table: 4
Total Variance Explained

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings			
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Extraction

1	7.687	51.245	51.245	5.197	34.648	34.648	.801
2	2.285	15.235	66.480	3.025	20.167	54.815	.798
3	1.346	8.974	75.454	2.472	16.478	71.293	.879
4	1.066	7.105	82.558	1.690	11.266	82.558	.897
5	.810	5.402	87.961				.892
6	.564	3.761	91.721				.843
7	.377	2.515	94.236				.920
8	.291	1.938	96.174				.799
9	.241	1.607	97.781				.489
10	.164	1.093	98.874				.821
11	.116	.776	99.650				.823
12	.032	.213	99.863				.865
13	.020	.131	99.994				.910
14	.001	.006	100.000				.736
15	7.06E-016	4.71E-015	100.000				.912

Source: Computed data

From the above table it is ascertained that the fifteen variables posses the range of variance from .489 in .912. It shows that the fifteen variables have the variances ranging from 48.9% to 91.2%, which are statistically significant in the data reduction process. This leads to the verification of factor formation as stated in the total variance table. It is also found that fifteen variables are reduced into four predominant factors with cumulative variance 82.558%. They individually possess the significant variances 34.648%, 20.167%, 16.478% and 11.266%. This leads to the variable loadings in each factor.

Rotated Component Matrix (a)

Table: 5

	Component			
	1	2	3	4
Extra working hours	.895			
Assignments	.878			
Conferences	.821		.	
Training Activities	.802			
Target Achievement	.778			
Non supportive of superiors	.761			
Travel time between home and work place	.700			
Not having enough time to spent on taking	.435	.		

care of kids				
Attending the family function		.858		
Planning for the family trip		.794		
Inadequate attention to own needs		.790		
Feeling of depression			.876	
Work from home			.647	
To take care of parents				.921
Pursing higher education			.	.593

Source: Computed data

From the above table it is found that the first factor consists of eight variables, namely Extra working hours (. 895), Assignments (. 878), Conferences (. 821). Training Activities (. 802), Target Achievement (. 778), Non supportive of superiors (. 761), Travel time between home and work place (. 700) and Not having enough time to spent on taking care of kids (. 435). So, these factors can be called as "Dynamic work". The second factor consists of three variables, namely Attending the family function (. 858), Planning for the family trip (. 794) and Inadequate attention to own needs (. 790). These factors can be called as "Family Management". The third factor consists of two variables, namely Feeling of depression (. 876) and Work from home (. 647). These factors can be called as "Home Participation". The fourth factors consist of two variable To take care of parents (. 921) and Pursing higher education (. 593). These factors can be called as "Smooth future".

Strategies to maintain work life balance

The strategies used to maintain work life balance of women employees in Chennai city showed their perception in Likert's five point scales. The application of T-test on assistance with group business activities is shown in the following table.

Table: 6

Variables	N	Mean	Std. Deviation	Std. Error Mean	T	Significance
House work sharing	192	4.1691	.85707	.03655	31.990	.000
Active involvement in taking care of child by both men and women	192	3.7818	.85764	.03657	21.379	.000
Joint decision making	192	3.8018	.71083	.03031	26.454	.000

Equal access to and influences over finance	192	3.4109	.77663	.03312	12.408	.000
Value placed of both work life goals	192	3.6309	1.13888	.04856	12.992	.000
Shared emotion work	192	3.2273	.85846	.03661	6.209	.000

Source: Computed data

From the above table it is inferred that the mean values of six variables is range from 3.23 to 4.17. The standard deviations also range from .71 to 1.14 and the t-value range from 6.21 to 31.99. These values are statistically significant @ 5% level. This reveals that the strategies used to maintain the work life balance of women employees in IT sectors are house work sharing, active involvement in taking care of child by both men and women, joint decision making, equal access to and influences over finance, value placed of both work life goals and shared emotion work.

Table: 7

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.515
Bartlett's Test of Sphericity	Approx. Chi-Square	2356.254
	df	15
	Sig.	.000

Source: Computed data

From the above table it is found that the KMO measure of sampling adequacy is .515, Bartlett's test of sphericity with approximately chi-square value is equal to 2356.25 are statistically significant @ 5% level. This leads to the verification of variance for each variable of strategies used to maintain work life balance.

Table: 8

Total Variance Explained

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings			
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Extraction
1	3.139	52.321	52.321	2.956	49.273	49.273	.641
2	1.588	26.465	78.786	1.771	29.513	78.786	.822
3	.627	10.442	89.228				.850
4	.419	6.983	96.211				.771
5	.166	2.761	98.971				.867

6	.062	1.029	100.000				.776

Source: Computed data

From the above table it is ascertained that the six variables posses the range of variance from .641 in .867. It shows that the variables have the variances ranging from 64.1% to 86.7%, which are statistically significant in the data reduction process. This leads to the verification of factor formation as stated in the total variance table. It is also found that six variables are reduced into two predominant factors with cumulative variance 78.786%. They individually possess the significant variance of 49.273% and 29.513%. This leads to the variable loadings in each factor.

Table: 9

Rotated Component Matrix (a)

	Component	
	1	2
House work sharing	.921	
Active involvement in taking care of child by both men and women	.908	
Joint decision making	.836	
Equal access to and influences over finance	.755	
Value placed of both work life goals		.907
Shared emotion work		.791

Source: Computed data

From the above table it is found that the factor consists of four variables. They are house work sharing (.921), Active involvement in taking care of child by both men and women (.908), Joint decision making (.836) and Equal access to and influences over finance (.755). These factors can be called as "Home Mangers". The second factor consists of two variables, namely Value placed of both work life goals (. 907) and Shared emotion work (. 791). These factors are called as "Sharing ideas"

Impact of factors influencing work life balance of women employees in IT sectors

The factor analysis by principal component method derived four factors influencing the work life balance of women employees in IT sector namely dynamic work, family management, home participation and smooth future. These factors are considered as independent variables and six statements on the strategies maintained to work life balance are considered as dependent variables. The influence of independent variables on the dependent factors is identified through linear multiple regression analysis.

Table: 10

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	F	Sig.
1	.310(a)	.096	.089	.99056	14.482	. 000 (a)

Source: Computed data

From the above table it is found that r=.158, r^2 = .025, adjusted r^2= .20 which implies the factors influencing work life balance of women employees is created 2.5% variance over the dependent factor strategies for maintaining the work life balance. This leads to the computation of the cumulative effect of factors influencing work life balance of women employees it is found that F=14.482, p=. 003 are statistically significant @ 5% level.

Table: 11 Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	4.124	.042		97.630	.000
	Dynamic work	.250	.042	.241	5.915	.000
	Family management	.143	.042	.138	3.382	.001
	Home participation	.013	.042	.013	.312	.755
	Smooth future	.143	.042	.138	3.378	.001

Source: Computed data

From the above table it is found that dynamic work (β=.241, t=5.915, p= .000), family management (β=.138, t= 3.381 and p= .001), smooth future (β=.138, t=3.378, p= .001) and home participation (β= .013, t=.312, p=.755) are statistically significant @ 5% level.

Impact of strategies to maintain the work life balance of women employees in IT sector

The application of regression analysis of the two independent factors of strategies to maintain the work life balance, home managers and sharing ideas is clearly presented in the table.

Table: 12 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	F	Sig.
1	. 378 (a)	.143	.140	.96291	45.522	. 000 (a)

Source: Computed data

From the above table it is found that r=. 378, = .143, adjusted r^2= .140 which implies the strategies to maintain work life balance factor is created 14.3% variance. This leads to the computation of the cumulative effect of strategies to maintain work life balance is found that f=45. 522, p=. 000 are statistically significant @ 5% level.

Table: 13 **Coefficients**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	4.124	.041		100.433	.000
	Home managers	.384	.041	.370	9.338	.000
	Sharing ideas	.081	.041	.078	1.962	.050

Source: Computed data

From the above table it is found that home mangers (β=. 370, t=9. 338, p=.000), and sharing ideas (β=.078, t=1. 962, p=. 050) are statistically significant @ 5% level.

Influence of educational qualification of the work life balance of women employees in IT sector towards factors influencing work life balance

The perceptual difference of four educational qualification groups, higher secondary, under graduates and post graduate over the factors influencing work life balance factors is measured in the following analysis of variance table.

Table: 14 ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
Family management	Between Groups	14.243	3	4.748	4.848	.002
	Within Groups	534.757	546	.979		
	Total	549.000	549			

Source: Computed data

From the above table it is found that family management (F=4. 848, p=. 002) is statistically significant @5% level. This leads to the mean comparison, this implies the women employees of IT sectors in the educational qualification graduate strongly agree (mean=4.3056) for the family management among the strategies to maintain the work life balance.

Findings and Suggestion

- It is found from the variables influencing work life balance of women employees in IT sector is that the mean value range from 3.25 to 4.28. The standard deviations also range from .69 to 1.26 and T- value ranges from 4.67 to 32.91. These values are statistically significant @ 5% level. It

is found that the family members support in all the work leads the women employees in IT sector for the work life balance.

- It is found in the variables influencing work life balance is that the KMO measure of sampling adequacy is .680, Bartlett test of sphericity with approximately Chi-square value is equal to 3615.394 are statistically significant @ 5% level

- The fifteen variables of factors influencing work life balance of women employees in IT sector posses the range of variance from .489 in .912. It shows that the fifteen variables have the variances ranging from 48.9% to 91.2%, which are statistically significant in the data reduction process. The four factors are named as dynamic work, family management, home participation and smooth future.

- The mean values of six variables of strategies used to maintain the work life balance of women employees in IT sector is range from 3.23 to 4.17. The standard deviations also range from .71 to 1.14 and the t-value range from 6.21 to 31.99. These values are statistically significant @ 5% level and it is suggested that travel time from home to work place to be minimized.

- It is found that the KMO measure of sampling adequacy is .515, Bartlett's test of sphericity with approximately chi-square value is equal to 2356.25 are statistically significant @ 5% level. Work from home for two to three days helps better work life balance of women employees in IT sector.

- The six variables of strategies to maintain the work life balance of women employees in the IT sector posses the range of variance from .641 in .867. It shows that the variables have the variances ranging from 64.1% to 86.7%, which are statistically significant in the data reduction process. The two factors are named as home mangers and sharing ideas. It is suggested that the work in home can be shared among the family members in order avoid the stress and tension.

Conclusion

Women are an important section of the workforce. The large number of well qualified women employees left the job in IT sector in order to not able to maintain the work life balance of home and office. The problems faced by them are several but significantly most often the break in the careers arises out to look after the kids and family responsibilities. But the women employees in the IT sectors can manage the work life balance of home and office with the supportive of the family members at home and by the relatives only. There is now mounting evidence linking work life imbalance to reduced health and well being among individuals and families.

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