



## Work life balance of women employees in IT industry: A study

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### Abstract

The aim of this paper presents the work life balance of the women employees in the IT industry. The roles and expectation of women and men have changed significantly over the past 50 years. One consequence has been a shift in the importance of work relative to family and leisure. Information revolution and 24 × 7 work in the wake of global competition and global production networks are increasingly blurring the distinction between home and work. The data was collected from the women employees of 120 respondents. The questionnaire was distributed and interviewed them of the office timing in the IT Industry as well as the health issues of the women employees in IT Industry.

**Keywords:** presents, questionnaire, distinction, employees

### Introduction

The roles and expectation of women and men have changed significantly over the past 50 years. One consequence has been a shift in the importance of work relative to family and leisure. Information revolution and 24 × 7 work in the wake of global competition and global production networks are increasingly blurring the distinction between home and work. The unprecedented increase in number of dual earner households, which has increased the likelihood of those both male and female workers, will have domestic responsibilities in addition to work responsibilities. Work pressures have intensified in the past decade. Evidence suggests that the average time spent on job has increased drastically.

As a result work dominates the personal life. For every individual there is a life at work and at home and also a life in which he has a space for leisure and maintaining a balance between all these is crucial. If balance is not maintained between all these elements of life, than there would be a conflict. As a result there would be an adverse effect on the professional life as well as personal life. If an individual is trying to avoid such imbalance then he would have to avoid such imbalance in the first place. Although modern technologies reduced the physical strain of brawn work and facilitated women to join the workforce in large proportion. As more and more women are joining the work force now days and this change has increased the importance of work-life balance as an area of concern for everyone who believe in quality of work-life.

Work-life balance is seen more as women issue due to the traditional mindset, where the woman is considered primarily responsible for the smooth running of the day to day affairs of the family irrespective of her job profile and official responsibilities that is why managing work and family responsibilities can be very difficult for women. So organizations should consider work-life balance as an extension of the fringe benefits offered to employee. In the current slowdown an organization which neglects issues, related to employee work-life balance will end up with lower employee productivity and in turn will find it more

difficult to overcome the recessionary challenges. And it is equally important for organization to see that how employees' perceive the work-life balance facility given by organizations and impact of these facilities on their performance.

### Need of the study

Striking a perfect balance between personal life and professional life is becoming near to impossible. There is real balance only when the individual feels that she has done justice to all her roles and is satisfied about it. Work-life balance problems can be really serious and needs to be addressed in due time. This era which is signified by global competition, information technology revolution, materialistic culture, inflation etc. many changes are happening in the work place and family systems. Majority of women are finding it difficult to achieve a desired Work-Life Balance. In comparison with men, women have more responsibilities at home. Although there are many studies on Stress management of employees but very few studies are conducted for work life balance issues. Out of these studies there are fewer studies on work-life balance of women employees.

### Professional Women in Multitasking

Rather than following a transitional sequence from one role to another, women are required to perform an accumulation of disparate roles simultaneously, each one with its unique pressures. Multiple role-playing has been found to have both positive and negative effects on the mental health and well-being of professional women. In certain instances, women with multiple roles reported better physical and psychological health than women with less role involvement. In other words, they cherished motivational stimulation, self-esteem, a sense of control, physical stamina, and bursts of energy.

### Work Life Balance

Work-life balance is considered to be the prime factor as nowadays people getting deviated from their goal is

becoming a common criteris. External environment temptation is making them to lose their basic culture and common sense which they are supposed to have as human beings. An increasing number of articles have promoted the importance of work–life balance. This highlights the current concern within society and organizations about the impact of multiple roles on the health and well-being of professional women and its implications regarding work and family performance, and women's role in society. Role strain experienced because of multiple roles, i.e., role conflict and role overload.

**Family conflicts and work life**

Work–life balance is the maintenance of a balance between responsibilities at work and at home. Work and family have increasingly become antagonist spheres, equally greedy of energy and time and responsible for work–family conflict. These conflicts are intensified by the “cultural contradictions of motherhood”, as women are increasingly encouraged to seek self-fulfillment in demanding careers, they also face intensified pressures to sacrifice themselves for their children by providing “intensive parenting”, highly involved childrearing and development Additional problems faced by employed women are those associated with finding adequate, affordable access to child and elderly care.

**Review of literature**

Dr. Orogbu Lilian Obiageli, Dr. Onyeizugbe Chinedu Uzochukwu (2015) Work Life Balance and Employee Performance in Selected Commercial Banks in Lagos State The study examined work life balance and employee performance in selected commercial banks in Lagos state. The problem identified in this study is poor working organizational culture in the commercial banks which may not encourage various types of work life balance practices. The specific objective of this research is to determine the extent to which leave policy affects service delivery which is also in line with the research question and hypothesis. The research adopts a descriptive survey research design, the population of the study is 759 and the sample size is 262 using Taro Yamane’s formula. 262 copies of structured questionnaire was distributed and completely filled and returned. Pearson product moment correlation and regression analysis was used to test the hypothesis. Cronbach alpha was used to test the reliability of the instrument. It was discovered that there is a significant positive relationship between leave policy and service delivery. The findings revealed that leave policy motivate employee ability to deliver services efficiently and effectively, in conclusion work life balance practice is an important factor in increasing employee performance. The researcher recommends that managers of these commercial banks should prioritize creating different work life balance incentives that will improve employee performance.

Dr. NA Krishnamurthi & Mrs. MV aanmalar (2016) Work life balance of women in teaching faculties is in advance the field place in highly discussed topics. It is a vital aspect to develop teaching effectiveness and satisfaction in the perspective of student learning. Work life and personal life are inter-connected and interdependent. Spending more time in office, handling students and handling the pressure situation in job can interfere and affects one’s personal life. Even Sometimes, household works are incomplete. On the other hand, personal life can also be challenging too far

above the ground if you have dependents like a kid or aged parents, elderly people as well as financial problems or even family problems, which can interfere in the work life leading to absenteeism, work/job stress and lack of attention in the workplace and also in work. This article addresses the work life balance among women teaching faculty. The factors affecting their work life balance and also identify how to attain work life balance strategies from those who already maintain a good work life balance and well-being of the working women.

**Objectives of the study**

1. To examine the demographic factors of the respondents in the IT industry
2. To analyze the Perceived Improvement in the work life balance of the women employees and Perceived Adverse impact on work.
3. To offer suggestions for the study.

**Methodology of the study**

The study was conducted in the IT industry, the sample size of the respondents are 120. The women respondents who are working in the IT industry are taken for the study. The questionnaire was distributed to the women employees like software professionals in the IT Industry, the data was collected through observation method, questionnaire and survey method.

**Table 1:** Demographic factors of the Respondents

Sl. No.	Age	Frequency	Percentage
1.	Less than 25 years	45	37.5
	Between 26-35 years	39	32.5
	Above 36 Years	36	30
	Total	120	100
2.	Marital Status		
	Married	90	75
	Un Married	30	25
	Total	120	100
3.	Experience		
	Less than 5 years	45	37.5
	Between 5-15 years	39	32.5
	Above 15 years	36	30
4.	Total		
	No of Working days in a week		
	Five	50	41.67
	Six	33	27.5
	Seven	37	30.833
5.	Total		
	No of working hours in a day		
	Seven	25	20.833
	Eight	33	27.5
	Nine	36	30
	Ten	26	21.66
	Total	120	100

The above table represents the demographic aspects of the women employees in the organization. Less than 25 years of age are 37.5%, between 26-35 years are 32.5%, Above 36 years are 30%. Married respondents are 75%, and Un Married are 25%. The respondents have experience less than 5 years are 37.5%, between 5-15 years are 32.5%, Above 15 years are 30%.

The respondent’s working day in a week five days are 41.67%, Six days are 27.5%, seven days are 30.833. The respondents working hours in a day are seven hours in day

are 20.833%, eight hours in a day are 27.5%, Nine hours in a day are 30%, Ten hours in a day are 21.66%.

**Table 2:** Perceived Improvement in work life Balance

Sl.no.	Option	Yes	No	X <sup>2</sup>	Significance
1.	Flexible Time	70 (58.33%)	50 (41.67%)	1.35	NS
2.	Option to work part time	69 (57.5%)	51 (42.5%)	2.91	NS
3.	Option to work from home	72 (60%)	48 (40%)	0.20	NS
4.	Availability of child Care	76 (63.33%)	44 (36.66%)	4.13	NS
5.	Flexibility to meet emergencies	81 (67.5%)	39 (32.5%)	3.25	NS

The above table represent the Perceived Importance of work life balance of the women employees. 58.33% of the respondents are satisfied with the flexible time and 57.5% of the respondents have option to work part time in IT Industry, 60% of the respondents have the option to work

from home, 63.33% of the respondents have the Availability of child care facilities, 67.5% of the respondents have the flexibility to meet the emergencies. The hypothesis proves accepted so that there is significant association between the work life balances of women employees in the IT Industry.

**Table 3:** Perceived Adverse Impact on work

Sl.no.	Option	Yes	No	X <sup>2</sup>	Significance
1.	Health	73 (60.83%)	47 (39.17%)	0.98	NS
2.	Sleep	86 (71.67%)	34 (28.33%)	1.65	NS
3.	Exhaustion	91 (75.83%)	29 (24.16%)	2.30	NS

The table represents the Perceived Adverse Impact on work of the women employees in the IT Industry. 60.83% of the respondents are suffered from health issues an adverse impact on work, 71.67% of the respondents are suffered from sleep an adverse impact on work, 75.83% of the respondents are suffered from Exhaustion. The hypothesis proves to be accepted, so there is no significant association between the Impact of work and Work Life balance.

everything is put under criteria. It is critical for work and family research to fully understand the conditions under which the married women employees experience conflict between their roles. There is a need to consider working environment, job satisfaction, family support and number of working hours in the future research. Future studies should also continue to refine the methodology used in the area of work–family research. In order to attain in-depth understanding of one's work and family life, researchers who study work–family roles should include multiple perspectives such as job stress, quality of life, mental health, and work demands. In addition, it is necessary to explore multiple waves of data collection over a longer period of time to better understand the changing nature of work family roles over time. Longitudinal studies need to be conducted to examine how the stages of life (e.g., marriage, child birth, and child rearing) affect work and family concerns. It is clear from the current study that married women employees indeed experience WFC while attempting to balance their work and family lives. Thus, organizations need to formulate guidelines for the management of WFCs since they are related to job satisfaction and performance of the employees.

**Findings of the study**

1. In the IT industry are in the age group of Less than 25 years of age
2. The women employees are suffered from the time schedule in the offices
3. Even the IT industry are provided the option to work part time and option to work from home they feel stress and their impact on work life balance
4. The major problem faced by the women employees have the child care facilities, and also the problem to meet the emergencies situation of the women employees in IT sector.

**Suggestions of the study**

1. The women employees need family support from the partner and family members to manage their work at home and office.
2. The organization should also introduce the friendly policies to the women employees at the IT sector.
3. The women employee should manage their time schedule and also the organization should provide the proper time schedule to the employees in the IT sector.

**Conclusion**

It becomes highly important to study what women undergo in their career path as they will be handling their family as well at the same time and the stress and work pressure is far more than others as a lot of time management, job management, kid management, house management

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