A STUDY ON WORK LIFE BALANCE OF WOMEN EMPLOYEES IN IT SECTOR

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Abstract:
Work life balance of women employees plays the major role because they have to manage their personal life for their good quality of life. The employee’s satisfaction is based on the employee to be happy and deliver the level best. Even in the Worst scenario the employee is very loyal to their organization because of the employee Satisfaction. The quality of life is based on the professional life of each and every women employee who are coming forward to support to their family. The problem of the women employee’s face is health condition, Pregnancy discrimination, Sexual harassment, no equal pay, etc. This paper says that how the women employees are balanced and Satisfied in IT sector and the factors that affect the work life balance of women employees are working hours, Job satisfaction, working condition, etc. and find out the women employee job satisfaction were analyzed by using statistical method that is Chi-square and Correlation test.

Keywords: Work Life Balance; Job Satisfaction; Personal Life and Professional Life.

Cite This Article: Dr. G. Balamurugan, and M. Sreeleka. (2020). “A STUDY ON WORK LIFE BALANCE OF WOMEN EMPLOYEES IN IT SECTOR.” International Journal of Engineering Technologies and Management Research, 7(1), 64-73. DOI: 10.29121/ijetmr.v7.i1.2020.499.

1. Introduction

In the current world the gender has no difference between them so both have the equal rights and knowledge. Women in the early century they won’t even come out but after that mostly women participated in IT sector and show that equal strength and potential, they can do it by them self with out any help. So, some of the women where started their own business and running by there own and manage the company with effective knowledge. Here women employees who are all working in the different places and different work they do. But as an women entrepreneur there is no difficulty but want to face different type of problem to withstand in the market so the women employees are not like that because they no need to face problem but they want to keep the target per day and achieve that and face problem in their personal life and professional life. But it has become a tough challenge for women as they have to perform a lot of duties in home and even in the textile industries as well. As a working woman mostly, they have to get married at the particular time and that is the additional responsibilities and when they become mothers, they have to manage the primary care of the children. So, the extended family have the greater pressure to continue on
career coping up with competing demands of their multiple role. So, the process of making them pressure at work and after completing it that affects in their personal life. In the different sector mostly, the women health is affected because of standing for the whole day is not at all good for the human health. Health problems are likely lead to lower sales and performance of the working women. This paper focuses on the tough life of women employees were working in different sector.

2. Literature Review

J. Sudha (2014) research has identified 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) and its practices and has revealed the overview of the various challenges and issues faced by Women employees to achieve WLB. K. Thrivenikumari & Dr. V. Rama Devi (2013) Work life balance as one of the most challenging issues being faced by the women employees in 21st century because of the type of roles they play at home and the spill over of personal life over professional life. The quality of life is being used by the organization as a strategic tool that has to attract and then retain the employees and give more importance to maintain their work life balance with equal level of performance and commitment at work(Shalini and bhawna 2012).(Sunitha Malhotra &sapna Sachdeva, 2005)in this paper they have said that the women are stepped into the work place but the roles and responsibilities are same and does not change, it still remains the same. More women are wearing multiple faces in their attempts to balance their both career and family responsibilities. (Nielsen survey, June 2011)In India women are mostly stressed and pressured for the time. Pleck’s (1977)research have suggested that the family-to-work-spill-over is stronger only for the women and the work-to-family-spill-over is stronger for the men.(Clark, 2000; Ungerson & Yeandle, 2005)work life balance teaches how to manage the dual career and solve with minimum conflict. The issue of work life balance has become the most hot topic in the current scenario. Work life balance can be difficult to achieve for full time women workers irrespective of work schedules especially for those with children (Williams, 2006).

Work life balance is the major thing in the employment as a dual career that is family and the work. The most important thing is to help the employees to achieve a balance between their work and also their home. Work life balance refers to the divergence between the work place demands and the demands of personal life. Prof. k. Santhana Lakshmi (March 2013) have examined that the educational institutions should address the Work life balance related issues among their staff, specifically women and take a holistic approach to design and implement the policies to support the teaching staff to manage their WLB. T.S. Shanthi & Dr. Sundar (January 2012) research measure about the level of satisfaction as perceived by the women-respondent employees on the varied determinants of Work life balance, to identify the major factors that influence the work life balance among various categories of women employees in I.T. Industry and to measure the overall work life balance of women employees irrespective of cadres. Satinder singh (2013) literature identifies its effect on various quality life condition i.e. Job Satisfaction, Work Stress, Career Growth, Turnover, Absenteeism, Appreciation and competitive environment in context with work life balance and its practices/ policies. In this paper, an endeavor has been made to provide an overview of various aspects of work life balance through the review of existing literature. Sobia shujat & Faryal (2011) studied and analyzed the impact of work life balance on employees job
satisfaction in private banking sector. Factor involved are job satisfaction and work life balance with respect to flexible working condition, work life balance program, employee intention to change/leave job, work pressure/stress and long working hours.

3. **Objective**

1) To identify the various factors like working hours, work involvement and family responsibility of women employees in their work life balance.
2) To study the effect of work life balance on quality of life of the women employee.
3) To study the work life balance of women employees across their demographic characteristic such as age group, number of children
4) To measure the work life balance on job satisfaction of women employees in IT sector.

4. **Work Life Balance**

The term work life balance was coined in 1986. Work life balance can be defined ad achievement and enjoyment of all four life quadrants-Work, Family, Friends and self. Work life balance is to balance between the personal and professional life.

![Work life balance diagram]

If the personal life is balanced then the professional life also balanced. Once the women employees are satisfied with their needs then they can manage their work life balance easily.

5. **Factors Affecting Employee Satisfaction**

**Working Condition**

They will be providing service for 7 days a week, 10 hours a day. The textile industries must provide the basic need of the women employees like drinking water, seating arrangements, healthy food facility only for the hostelers women employees who are coming from different places, clean and neat restroom and the working condition should be healthy and safety for the women employees.

**Women Employee Benefits and Compensation**

They provide the benefits if they achieve the target then they will provide the extra pay by the organization to increase the productivity. This motivates the employees to participate in all things to increase the performance of the individuals and also get the bonus, incentives etc

**Work Load and Stress Level**

Work load in IT sector is always high and there is a deadline for every project or document submission so that are impossible to reach some times so that occurs the job satisfaction to erode for even the most involved employees and it bring the higher job satisfaction to the work place.
There are many ways that arises the stress level of employees that are pressure from top management, other employee conflict, etc., at the work place.

Conceptual Frame Work

6. Research Methodology

This research is based on the analytic in nature. The primary data were collected through the structured questionnaire. The study is based on the Work life balance and job satisfaction at different sector. The women employee satisfaction and retention of the respondents is recorded on 3 point Likert scale with Agree (3), Neutral (2), Disagree (1).

7. Description of the Tool Used

The questionnaire had 30 items. They are demographic variables are collected in detail no of respondents namely age group, number of children, Professional of spouse.

8. Data Analysis and Interpretation

The data are analyzed by using the statistical tool. I have used Simple percentage Analysis and chi-square test and Correlation test. Which is used to find out the significant relationship between the dependent variables and independent variables and has its cross tabulation is mentioned below.

| Marital Status | No of Responds | Percentage |
|----------------|----------------|------------|
| single         | 25             | 41.66666667|
| married        | 35             | 58.33333333|
| total          | 60             | 100        |
This graph says that 58% are married women employees.

| Age      | Respondents | Percentage |
|----------|-------------|------------|
| below 30 | 25          | 41.66667   |
| 30-40    | 22          | 36.66667   |
| 40-50    | 8           | 13.33333   |
| above 50 | 5           | 8.333333   |
| total    | 60          | 100        |

This graph says that the 41% are women employees age below 30.

| Flexible with working hours | Respondents | percentage |
|-----------------------------|-------------|------------|
| Agree                       | 38          | 63.33333   |
| Neutral                     | 12          | 20         |
| Disagree                    | 10          | 16.66667   |
| total                       | 60          | 100        |

This graph says that 63% are satisfied with their working hours.
This graph says that 75% of women employees are satisfied with their job.

| job satisfaction | Respondents | Percentage |
|------------------|-------------|------------|
| agree            | 45          | 75         |
| neutral          | 11          | 18.33333   |
| disagree         | 4           | 4          |
| total            | 60          | 100        |

This graph says that 36% of women employees are stressed.

| stress | Respondents | Percentage |
|--------|-------------|------------|
| Agree  | 22          | 36.66667   |
| Neutral| 14          | 23.33333   |
| Disagree| 24        | 40         |

This graph says that 36% of women employees are stressed.

| family problem | Respondents | Percentage |
|----------------|-------------|------------|
| agree          | 14          | 14         |
| neutral        | 26          | 43.33333   |
| disagree       | 20          | 20         |
This graph says that 43% of women employees are neutral in the family problems.

9. Chi-Square Analysis

1) Chi square test for job satisfaction and age
H0: There is no relationship between Job Satisfaction and Age
H1: There is relationship between Job Satisfaction and Age

| Job Satisfaction * Age Crosstabulation |
|----------------------------------------|
| Count                                  |
|                                        |
| Age                                    |
|                                        |
| Total                                  |
|                                        |
| Below 30 | 30-40 | 40-50 | Above 50 |
| Job satisfaction satisfied              |
| 25 | 6 | 0 | 0 | 31 |
| neutral                                 |
| 0 | 9 | 8 | 4 | 21 |
| dissatisfied                            |
| 0 | 8 | 0 | 0 | 8 |
| Total                                   |
| 25 | 23 | 8 | 4 | 60 |

| Chi-Square Tests                        |
|-----------------------------------------|
| Value | df | Asymptotic Significance (2-sided) |
| Pearson Chi-Square                      |
| 56.634a | 6 | .000 |
| Likelihood Ratio                        |
| 67.363 | 6 | .000 |
| Linear-by-Linear Association            |
| 19.051 | 1 | .000 |
| N of Valid Cases                        |
| 60 |

Thus the Result concluded that is H1 is Accepted. Hence there is relationship between the Job Satisfaction and Age.

2) Chi square for marital status and family problems
H0: There is no significant relation between marital status and family problems
H1: There is significant relation between marital status and family problems

| Marital * Family Problem Crosstabulation |
|------------------------------------------|
| Count                                    |
|                                        |
| Family Problem                         |
| Total                                   |
|                                        |
| 1.00 | 2.00 | 3.00 | Total |
| marital | single | 7 | 3 | 12 | 22 |
| married | 7 | 11 | 20 | 38 |
| Total | 14 | 14 | 32 | 60 |
Chi-Square Tests

|                      | Value | df | Asymptotic Significance (2-sided) |
|----------------------|-------|----|----------------------------------|
| Pearson Chi-Square   | 2.481 | 2  | .289                             |
| Likelihood Ratio     | 2.563 | 2  | .278                             |
| Linear-by-Linear Association | .267  | 1  | .605                             |
| N of Valid Cases     | 60    |    |                                  |

Thus, the Result is concluded that is H0 is Accepted. Hence there is no relation between the marital and family problems.

10. Correlation Analysis

1) Correlation between Stress and Job Satisfaction

H0: ρ=0, There is no relationship between Stress and Job satisfaction
H1: ρ≠0, there is relationship between Stress and Job satisfaction

|                      | Work Stress | Job Satisfaction |
|----------------------|-------------|------------------|
| Work stress          | Pearson Correlation | 1 | .645** |
| Sig. (2-tailed)      |             | .000             |
| N                    | 60          | 60               |

Thus, the result is concluded that ρ is greater than 0. Hence there is positive relationship exist among the Stress and Job satisfaction.

2) Correlation between Age and working hours

H0: ρ=0, There is no relationship between Age and working hours
H1: ρ≠0, there is relationship between Age and working hours

|                      | Age       | Working Hours  |
|----------------------|-----------|---------------|
| Age                  | Pearson Correlation | 1 | .853** |
| Sig. (2-tailed)      |             | .000          |
| N                    | 60        | 60            |

Thus, the result is concluded that ρ is greater than 0. Hence there is positive relationship exist among the Age and Working hours.

11. Findings of the Study

1) The Majority (58%) of the respondents are married women employees.
2) The Majority (41%) of the respondents are from the Age of Below 30.
3) The Majority (63%) of the respondents are agreed to their working hours are flexible.
4) The Majority (75%) of the respondents are agree that they are satisfied with their job.
5) The Majority (36%) of the respondents are agree that they are stressed.
6) The Majority (43%) of the respondents are neutral women employees have family problems.

Chi-Square Result
There is a Significant relationship between Age and Job Satisfaction.
There is a Significant relationship between Family problem and marital status.

Correlation Result
There is a positive relationship among Stress and Job Satisfaction
There is a positive relationship among Age and Working hours.

12. Conclusion
The work life balance of women employees plays a vital role in IT sectors. So, mostly in IT sector the women employee faces more difficulties in managing their personal life and professional life. The work life balance is influenced by different factors are demographic variables, individual variables. Thus, the women employee has to balance the both work and personal life, only the women employee should be satisfied with her job and get developed by themselves may lead to the good work life balance in current situation. In this paper it show that all women are balanced and they are satisfied with their jobs. Thus it is concluded that the – women employees in the IT sector have good WLB.

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