

A Study on Work Life Balance in the IT Sector “Wipro”

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Abstract: *Work life balance is a balance between flow and time, the flow of managing time by use of technology and setting priorities in life. The aim of this study is to examine the impact of organisation policies related to Work Life Balance on work and family in IT companies in Mumbai.*

The Present study consists of primary data of employees of both male and female working in Mumbai. For the study data was collected through questionnaire method. The data are analysed using percentage analysis, chi-square and t- test. Excessive pressure leads to stress. Many of the stressful life events are related to the workplace. Employees who start to feel the pressure to perform are likely to get caught in a downward spiral of increasing effort in order to meet rising expectations but no increase in job satisfaction. Many organisations in Mumbai are trying to promote Work Life Balance (WLB) through initiatives which include flex times, part time work, provision of child care facilities etc. Yet, the respondents of this study have expressed their inability to balance professional and personal life. Gender aspect has also been considered vis-à-vis the variables of the study. Primary survey was conducted with a sample size by questionnaire method. The paper concludes by pointing out that WLB policies need to be implemented as much.

Keywords: Work Life Balance