

Study on Determinants of Work Life Balance of Women Employees in IT Sector

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Abstract: Working women's role has changed around the globe due to improved economic conditions and social conditions and increased opportunities of education for women. This has resulted in a scenario in which working women have tremendous pressure to develop a career while sustaining active engagement in personal life. The increased work pressure is taking a toll on the women employees which makes it difficult for them to take out time for themselves. This study examines the work life balance of women in Information Technology Industry and its impact on women and also studies the relationship between the different parameters which affects work life balance.

Keywords: Work-Life Balance

I. INTRODUCTION

The expression "work-life balance (WLB)" was first used in the late 1970s to describe the balance between an individual's work and personal life. With revolutionary change in the national percentage of working women and overcoming many inherent disadvantages in traditional mind set women are equally sharing the earning responsibility for the betterment of their family (J. Sudha, Dr P. Karthikeyan, 2014). More women than ever before are now in the workplace. Today we find women engaged in different types of traditional and non-traditional entrepreneurial or management activities. Work Life Balance is the key issue bothering many corporate employees in Information Technology (IT) Industry. Professional and personal life are the two sides of the same coin, the imbalance between these two leads to factors like stress, fatigue, poor performance, deteriorating quality of health, time management issues, lack of proper support, elderly and childcare issues. (Dr. Shilpi Sarna1, 2018) Working women are continually challenged by the demands of full-time work and when the day is done at the office; they carry out more of the responsibilities commitments at home as well and (Mahalkashmi, December,2016). In India, a woman (however modern, educated or successful) has to perform many roles before and after marriage. These roles include being a spouse, caretaker and parent, managing daily household chores, providing service to community and society. Women also must take care of their own health and other personal activities, which are often neglected because of role overload as well as limitations. Things have changed in recent times, but not completely.

Covid-19 pandemic that swept the world changed all settings of people's lives ranging from lifestyles, work habits within the company. Government policies restricting physical and social contact causes lifestyles together with many people to be regulated, the world of work in all sectors has changed. This condition causes some employees who previously worked from office (WFO) to turn into work from home (WFH) which has largely affected the Work Life Balance of employees in all sectors including IT sector. The IT industry covers IT services, IT-enabled services (ITES), e-commerce (online business), Software and Hardware products. IT industry has numerous domains (e.g., Development, Testing, Analytics etc) and each domain has different work schedules and work culture which makes it even more important to know how it affects Work Life Balance of employees working in this domain.

In this paper we surveyed around 82 women employees working in different domains in IT sector. This research paper explains various parameters of work life balance how it affects work life balance of women.

II. LITERATURE REVIEW

Number of studies has addressed this issue in different perspectives. Some of the papers related to this subject are reviewed. Work-life family balance has to do with how men and women try to achieve some sort of appropriate



equilibrium in their work-related and personal lives. It is an ordeal confronted by all workers especially those with families. Inability to accomplish preferred balance in work and personal life has dire consequences hinging on the general welfare and development not only of individual workers but organizations and countries. In contemporary societies, deciding on whether work and or personal life takes precedence creates enormous conflicts. More than other important factors like remuneration, self-sufficiency and acknowledgment, work-life balance constitute a significant consideration in professional achievement for majority of employees irrespective of gender. However, there are gender differences in work-life balance. Women more than men tend to make greater use of the available work-life balance options arising from greater domestic and childcare responsibilities. The distribution of domestic responsibilities is still subjective to gender roles with men being more likely to spend more hours in paid work and women spending longer hours in unpaid domestic work. (Fapohunda, July, 2014). The actual term "work-life balance" first appears in the U.K. in the 80's as a plank in the Women's Liberation Movement. The movement advocated for flexible schedules and maternity leave for women. But while men were socially unencumbered to pursue their career goals without worrying about housekeeping and family-raising, working women were expected to work and maintain responsibility for housekeeping and family rearing. In the 80s a frequent refrain pointed out this obvious work-life imbalance asking could women in the workplace really "have it all". Despite voicing these needs, women experienced little relief or movement towards work-life balance. (<https://www.kumanu.com/defining-work-life-balance-its-history-and-future/>). Time with kids, problem at workplace and irregularity in working hours is the reason of disturbed work life balance apart from these organizational and social factors are also responsible including working environment, opportunities, excessive workloads, no sufficient time for meeting social groups and relatives. Such problems are being faced by women as they need to be balanced enough in their life to have a stress and problem free life. (Dr. Shilpi Sarna1, 2018). IT sector working professionals were found to have more difficulties in balancing work and family. Long working hours, caring responsibilities or other potential workplace or family determinants affect the work life balance of working women. (G. Delina, October, 2018). Work Life Balance relies on two prevalent components say "Mental Pressure" and "Removing Strategy" of women employees in IT Industry. In the Indian setting women are the ones who need to deal with the youngsters, care for the home front and at the same time dealing with their expert life also. This has caused loads of stress and weight to the women employees. (K. Jothimani, 2017).

Today, work-life balance has shifted to incorporate both the issues and strategies aimed at effective time management for employees. It has also expanded to include burnout prevention and stress management. Employees today want better time management skills to spend time with their families and on their personal interests. All services of Information Technology come with 24*7 connectivity. Late night working is also a trend set in the IT industry. To give this 24*7 support employees in IT work 24*7. Many IT companies follow rotational shift schedule for their employees which makes it difficult for them to manage their own time and to take out time for other activities. The entry of women in the software services sector has increased tremendously in last decade. As women take the role of working professionals along with their role of homemaker, they are under great pressure to balance their personal and professional lives. Working hours are supposed to be 8 hrs which includes a break time of about 30 mins. But the work culture in our country is that we are in the office close to 12 hrs every day with long breaks in-between. This vicious circle of long working hours affects women who strive hard and put in lesser but the required smart productive hours to complete the tasks. Responsibilities of women and men in Indian society differs on many levels. And they hold different responsibilities in family structure too. So parameters that affect women's work life balance are different than men. That is why it becomes necessary to understand and analyse these parameter separately for women.

Demographic variables such as age, income, experience, marital status influence the women employees in their work life balance. Changes in the workplace and in employee demographics in the past few decades have led to an increased concern for understanding the boundary and the interaction between employee work and non-work lives. As per the study, concluded that women with dependent children are finding it more difficult to balance their life than those who do not have dependent children also showed that never married women without children do experience conflict specifically work to life conflict and often at similar levels to that experienced by other groups of working women. Based on the analysis it is concluded there is significant relationship between demographic variables and work life balance of women employees. The relationship between demographic variables and work-life balance of employees will be an important input in designing appropriate policies for employees to address work –life balance issues. Work-



life balance initiatives designed to help employees balance their work and personal lives are not only an option, but also a necessity for many employers today. (Kumari K Thriveni, 2012)

2.1 Objectives

- To identify and analyse various demographic factors related to Work Life Balance of Women in IT Industry.
To study the influence of these demographic factors on WLB of women employees in IT sector.
To study the Work Life Balance Factor that affects the working women in IT sector.

2.2 Hypothesis

- Null Hypothesis: Personal and Organizational factors affect the work life balance of women employees in IT industry.
Alternate Hypothesis: There is no relationship between Personal, Organizational factor and work life balance of women employees in IT industry.

III. DATA ANALYSIS AND INTERPRETATION

T-test was used for this present study for analysing the data. Basically t-test was used for the personal factor like time spent on leisure activities, time spent on hobbies and for Organizational Factors like performance at the organization, work on weekends, opportunities for career growth. A t-test is a statistical test that is used to compare the means of two groups. It is often used in hypothesis testing to determine whether a process or treatment actually has an effect on the population of interest, or whether two groups are different from one another. A t-test can only be used when comparing the means of two groups. For this research paper we are using two sample paired t-test.

The t-test estimates the true difference between two group means using the ratio of the difference in group means over the pooled standard error of both groups. You can calculate it manually using a formula, or use statistical analysis software. Most statistical software (R, SPSS, etc.) includes a t-test function. This built-in function will take your raw data and calculate the t-value. It will then compare it to the critical value, and calculate a p-value. When reporting t-test results, the most important values to include are the t-value, the p-value, For t test, the t-value is a way to quantify the difference between the population means and the p-value is the probability of obtaining a t-value with an absolute value at least as large as the one we actually observed in the sample data if the null hypothesis is actually true

Table with 5 columns: PERSONAL FACTORS:, Strongly Disagree, Disagree, Agree, Strongly Agree. Rows include statements like 'I receive help from family with household responsibilities' and 'I don't work on weekends and holidays'.



My organization gives me enough opportunities to grow career wise.	6.17%	13.58%	40.74%	18.52%
I am satisfied with my work schedule.	6.17%	12.35%	28.40%	20.99%

3.1 Hypothesis Testing

Personal Factor	Disagree	Agree
Mean	0.298783333	0.331316667
Variance	0.008366278	0.017038038
Observations	6	6
Pearson Correlation	-0.917621624	
Hypothesized Mean Difference	0	
df	5	
t Stat	-0.366354571	
P(T<=t) one-tail	0.364545923	
t Critical one-tail	2.015048373	
P(T<=t) two-tail	0.729091845	
t Critical two-tail	2.570581836	

Organisational Factor	Disagree	Agree
Mean	0.181983	0.517867
Variance	0.003606	0.008289
Observations	6	6
Pearson Correlation	-0.58874	
Hypothesized Mean Difference	0	
df	5	
t Stat	-6.07645	
P(T<=t) one-tail	0.000872	
t Critical one-tail	2.015048	
P(T<=t) two-tail	0.001744	
t Critical two-tail	2.570582	

3.3 Interpretation of T-test Performed on Data

A paired two sample t-test was performed to examine the relation between personal, organizational factors and work life balance of women in IT industry

While using t-stat result shows that

t(5,6) = 0.366, p = 0.36 value.

Level of significance is 5% (0.05), here p-value i.e.0.36 is greater than the level of significance, which shows that personal factors does have a effect on Work life Balance of women.

For Organizational factors, p-value i.e. 0.008 is less than the level of significance. Organization factors does not have a profound effect on Work Life balance of women

Analysis of Personal, Organizational and Demographic Factors.

We have designed a questionnaire in such a way that higher the level of agreeing, better the work life balance of respondent; for our analysis we are not using the neutral rating.

Personal Factors

As per the statistics in above table, responses for personal factors affecting work life balance are somewhat scattered around the entire scale. Most of the respondent receive help from their family members in their household chores and

have enough time to socialise and relax with family. Around 50% respondents belonging to age group 30-35, 33.96% respondents belonging to the age group 20-25, 28% of respondents belonging to the age group 25 -30 have selected the level of agreeing for socialising with family. So as per above statistics people belonging to age group 30-35 have satisfactory work life balance as compared to other age group. But the factor which requires self-motivation to engage like socializing with friends is falling behind the level of agreeing. Organisational factors are concentrated towards the higher level of agreeing.

Organizational Factors

Most respondents are satisfied with their work schedule and their growth opportunities in Organization. They receive assistance from their team mates as well and they are able to satisfy their superiors with their performance. So as per the data we have analysed in our research organizational factors are not the main hinderance for work life balance.

Demographic Factors

In this research paper we have analysed different demographic factors which includes Age, marital status, family structure, overall experience in IT, leave policy in organization and type of working hours. As per data we have collected, these demographic factors affect the work life balance of women employees in IT industry. Respondents belonging to the age group of 30-35(4.9% of total respondents) have selected higher level of agreeing i.e., around 50% strongly agree as compared to the age group of 20 -25 and 25 -30. Respondents with higher education (around 40%). Out of total respondent around 26% has joint family structure and they have selected the higher level of agreeing. Flexible work schedule helps employees to maintain work and personnel life efficiently. Also, respondents belonging to the Analytics domain has better work life balance as compared to development and Testing domain.

Outcome of Hypothesis

Personal factors as well as demographic factors such as age, family structure have a grave impact on work life balance of women in IT industry while organizational factors do not have profound effect on the Work Life balance of the women employees.

IV. CONCLUSION

Work life adjustment remains an issue that requires extensive consideration from society. Work can dominate your life. Recognizing what is important and necessary and striving for what is valued will make a work-life balance feasible. Utilizing management skills will enable you to have job satisfaction and balance between work and home life. In the Indian setting women are the ones who need to deal with the youngsters, care for the home front and at the same time dealing with their expert life also. This has caused loads of stress and weight gain to the women representatives. Just the individuals who can keep up a harmony between these two can get by in both the organizations. The work pattern of women software employees hampers their association with their kith and kin. The society as well is at stake as the women who were seen as a connecting link between generations imparting values, belief and culture is no more available as they were in earlier generations.

V. SCOPE OF FURTHER RESEARCH

In our research we have evaluated the level of work life balance in terms of demographic factors and organizational factors. In addition to these factors there are various other parameters which have an impact on work life balance like competence, the amount of workload employee has, stress related factors, nature of job, and the amount of time spend by women in household work therefore, work life balance is a dynamic concept which needs more research and analysis.

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