



A STUDY ON THE WORK-LIFE BALANCE OF WOMEN EMPLOYEE IN IT SECTORS

S.FLORA¹

DR.T.R.KALAI LAKSHMI²

¹ STUDENT SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY

²ASSOCIATE PROFESSOR SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY

ABSTRACT

In the Indian economy, women play a vital role in doing the house works and managing the family from all perspectives. Women must do all the work when they are not working or working in the organization. It also explains the dual-career of couples balancing their work, and how to manage by sharing their work equally in work pressure, and family obligation. Nowadays there are more women employees emerging in the IT sector, working in both day and night shifts. This study explains the work-life balance of women in the IT sector. And what are the steps that both the in-person and organization to be taken out to balance the work-life and the personal lives of women employees? The data is collected through a questionnaire to 113 women employees who are working in the many IT sectors.

Keywords: Work-life balance, Work pressure, Family obligation.

INTRODUCTION

Liberalization, privatization, and globalization policy of the Government of India have brought a sweeping transformation in the Indian economy in the last twenty-five years. Women empowerment has drastically increased in the world. It has changed the demographic profile of employees accompanied by a good pay package and international exposure. Represent over 49.58% of the women population in the world. To improve the firm's strategy in IT sectors representing the female, in which context the informational and social benefits of gender diversity and the behaviors associated with women in management are likely to be especially more important. A dual-career concept has emerged nowadays. As a natural fall out of this more and more women are venturing into the employment arena who were traditionally seen as homemakers. Women have now become a visible part of the workplace. There is a paradigm shift from men being treated as breadwinners and women as housekeepers or child-bearer to women as both breadwinners and capable of handling household roles too. But at the same time, the employee is becoming more and more ambitious, and career-oriented, neglecting other aspects of life outside work; like spending quality time with child and family, leisure time, and time for their own interest. This is accompanied by high job stress, stretchable working hours, and target-based operation. There is a need to balance all requirements of both the family and career. An institution of every working woman aiming at a successful career with financial independence, she has to accomplish all the work as a mother for her growing child. Over the last decade, the Indian society has witnessed a surge in participation of women in the labor force, especially in the IT industry which is a direct fall out of globalization and brought a lot of opportunities for educated women. When the number of women increases in the IT sector, the real thing is to Question the work-life

balance in daily-basis. While some women do the home-works like cleaning, washing clothes, etc.. the other side they get developed by working in the IT industry and other development fields. Every woman works and makes the world to better position. So women must be recognized and encouraged for making life balanced in the perfect way, even though they are working from home they don't resist.

OBJECTIVES OF THE STUDY

- PRIMARY OBJECTIVE:

Study on the work-life balance of women employees in IT sectors.

- SECONDARY OBJECTIVE:

1. To understand the women's review of how they overcome the challenges they face.
2. To understand how they feel about the overall workspace environment.
3. To suggest how working should women improve work-life balance.

1.2.NEED FOR THE STUDY

Today's fast-paced world needs talent, tact, expertise, and caution. Women must balance high job expectations, office commitments, tight meeting schedules, and life's duties and responsibilities. Workplace stress and a lack of work-life balance.

1. Know your values.
2. Spend time thinking about what is important to you in life.
3. Time management should be practiced.
4. Set boundaries according to your plan.
5. Enjoy your work-life.
6. To consider your finances.
7. Nurture relationships.

REVIEW OF LITERATURE

Vani Haridasan and Kavitha Muthukumaran 2021- There is a growing concern over work-family issues, in the worse pandemic period made the people live under the four walls. People stay at home and work to perform the regular duties of the company, which needs more attention. This study aims to explain the various aspects of the women which affect the work-life of the women during COVID 19 pandemics. This study would benefit all the sectors that employ women to realign their policies, benefit programs, and work distribution, and make job changes inside the organization for an employee-friendly remote working experience, thereby improving the workforce's efficiency and productivity.

Alqahtani, Tahani H. (2020) – Balancing both the individual life and personal life is termed the work-life balance. There might be more problems in both the work-life and the professional life, this study explains the balancing of life in a healthy way by a strategic format. One must analyze both the work and rectify for the next time. Managers must improve the healthy rules and regulations, and format the rules according to the benefit of women employees such as

flexible working hours. **Dr. R. SANGEETHA 2020-** This study explains the women working in private companies in Tirupur District. The art of balancing both personal and professional work. The data was collected through a structured questionnaire from 100 women employees. The study concluded that self-management is the best life balancing management. **Aziz Mensah and Nicholas Kofi Adjei, 2020-** This study briefly explains the constrain on the family and social life of working adults. Moreover, failure to achieve a 'balance' between these domains of life may have an adverse effect on their health. And finally, it explains the relation between work-life conflicts and self-health issues due to unbalancing work-life. **Dr . G. Balamurugan and M. Sreeleka (2020)-** Women employees plays a major role to manage both their work-life and personal life for their good quality of life. The satisfaction level of the employee is being happy and delivering the best, even in the worst scenario. The problem faced by the women employee is no equal wages, sexual harassment, health, etc. How the women employees are balanced and Satisfied in the IT sector is explained in this paper.

RESEARCH METHODOLOGY:

The study is to identify whether people are able to balance their work-life as well as personal life. The study is conducted to reveal the women's satisfaction with the working environment and family life. This study will help to find out what are the improvement should be taken to improve the balancing of work-life and personal life. Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. The research has conducted the study in the Ariyalur district There is a chance for personal bias. So the accuracy is not true. Due to storage of time and other constraints, the study has been limited to 113 respondents only. Research methodology helps to find women employee's satisfaction based on the balancing of work-life.

DATA ANALYSIS

TYPE OF THE WORK BASIS THAT THE RESPONDENTS WORK DURING THE PANDEMIC

Table 4.1: To identify the type of work basis that the respondents work during the pandemic

S.NO	Particulars	No. of Respondent	Percentage
1.	I'm going to company	32	28.3
2.	I'm doing Work from Home	76	67.3
3.	Both	5	4.4
	TOTAL	113	100



Chart 4.1: To identify the type of work basis that the respondents work during the pandemic

Source : Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- The employee (28.3 %) of respondents are going to company and working.
- The employee (67.3 %) of respondents are doing a work from Home without going to company.

Inference

- Majority (67.3 %) of the respondent are doing a work from home job without going to company.

Factors that how the respondents manage both her family and work-life equally in a balanced way

Table 4.2 To identify the factors that how the respondents manage both her family and work-life equally in a balanced way.

S.NO	Particulars	No. of Respondent	Percentage
1.	Never	8	7.1
2.	Rarely	9	8
3.	Sometimes	80	70.8
4.	Often	13	11.5
5.	Always	3	2.7
	TOTAL	113	100

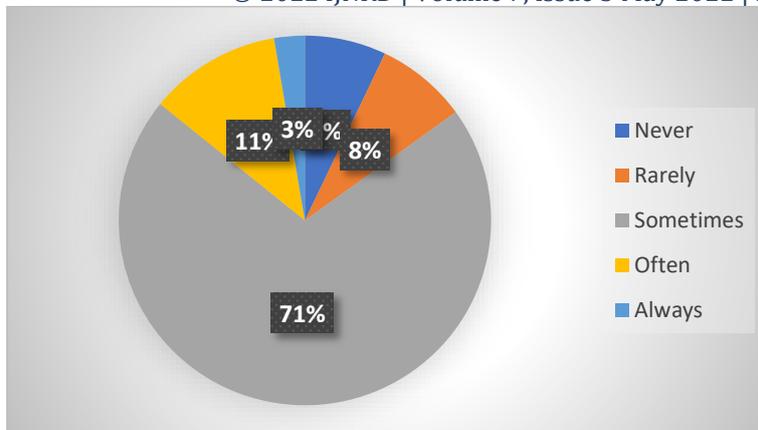


Chart 4.2 To identify the factors that how the respondents manage both her family and work-life equally in a balanced way.

Source: Primary Data

Interpretation

From the above table, it is interpreted that 113% of respondents Women’s work in the IT sector very frequently.

- The employee (7.1%) of the respondents are never balancing both their family and work life.
- The employee (8%) of the respondents are rarely balancing both their family and work life.
- The employee (70.8) of the respondents are sometimes balancing both their family and work life.
- The employee (11.5%) of the respondents are often balancing both their family and work life.
- The employee (2.7%) of the respondents are always balancing both their family and work life.

Inference

- Majority (70.8%) of the respondents are sometimes balancing both their family and work life.

CHI-SQUARE TEST

Tables 4.3: The association between the respondent works during the pandemic and Are you able to manage both your family and work-life equally in balanced way.

Null Hypothesis (H0) – There is no association between the respondent works during the pandemic and Are you able to manage both your family and work-life equally in balanced way.

Alternative Hypothesis (H1) – There is association between the respondent works during the pandemic and Are you able to manage both your family and work-life equally in balanced way.

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	25.071 ^a	8	.002
Likelihood Ratio	14.483	8	.070
Linear-by-Linear Association	4.968	1	.026
N of Valid Cases	113		

a. 10 cells (66.7%) have an expected count of less than 5. The minimum expected count is .13 .

Source: Primary data

INTERPRETATION:

Since the p-value of **0.002** is Lesser than 0.05. we accept the alternative hypothesis (H1) and reject the null hypothesis (H0).

	Case Processing Summary					
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
How did you work during the pandemic?* Are you able to manage both your family and work-life equally in balanced way?	113	100.0%	0	0.0%	113	100.0%

C.CONCLUSION

Women employees must understand the reality and manage according to the work by scheduling all. Without this the women professional in IT sector would continue to be concentrated at the lower level and would not be able to climb up to the upper echelon of the job hierarchy by competing with their male counter parts. It is general expectation that employer should be sensible enough towards women employee in IT sector while implementing work flexibility policies especially in a city like Chennai which has its inherent disadvantages of high cost of living, distance from work place to residence and majority being nuclear family dweller with both the spouse being career centric, work life balance is a biggest challenge. A family is a primary thing for all women, so they must take care by balancing both profession and personal life equally. Moreover, they must take care of their health and it is a matter of concern for both employers, women employee, their partners and other family members to build a healthy rational society by integrating work and family life.

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