

The Effect of Hybrid Work Practices on Female IT Professionals' Work-Life Balance in Chennai.

Mrs.K.HEMALATHA, M.B.A.,M.Com
Head & Assistant Professor
Department of Management Studies
Part Time Research Scholar
S.I.V.E.T COLLEGE

Dr. R. RETHINA BAI, M.Com., M.Phil., M.B.A., Ph.D
Head, Associate Professor & Research Supervisor
PG & Research Department of Commerce
S.I.V.E.T COLLEGE

Abstract

The traditional workplace has changed due to the rise of hybrid work practices, particularly in the Information Technology (IT) industry. The impact of hybrid work practices on the work-life balance of female IT workers is examined in this study. The primary goals of the study are to determine the difficulties experienced by female employees, assess their degree of job satisfaction, and to understand how hybrid work affects household and professional life.

The study is descriptive in nature, and 130 female professionals from different IT organizations in Chennai provided primary data using a structured questionnaire. Data analysis was done using statistical techniques like chi square, weighted average method, and percentage analysis. The results show that hybrid work practices improve work-life balance by offering flexibility and lowering the stress of commuting. Respondents did, however, also mention difficulties like long workdays, trouble keeping personal and professional lives apart, and communication problems. The study comes to the conclusion that flexible HR policies and strong organizational support can greatly enhance the work-life balance and job satisfaction of female professionals in hybrid work environments.

Keywords: Hybrid Work, Work-Life Balance, Female Professionals, IT Sector, Job Satisfaction, Work Stress

Introduction

The idea of hybrid work has become increasingly important in a number of businesses in recent years, particularly in the IT sector. Employees can carry out their responsibilities with more flexibility thanks to hybrid work practices, which blend office-based and remote working methods. Many organizations have adopted hybrid work models as a permanent work arrangement due to the rapid rise of digital technologies and the trainings learned during the covid-19 pandemic. Hybrid work practices present opportunities as well as difficulties for female professionals in juggling their personal and professional obligations. Flexible work schedules can assist women in juggling childcare, career advancement, and family obligations. Their work-life balance may also be impacted by problems including a heavier workload, longer workdays, communication breakdowns, and stress at work.

The ability of employees to successfully manage work obligations in addition to their personal and family lives is referred to as work-life balance. Employee well-being, job happiness, productivity, and organizational dedication all depend on maintaining a healthy work-life balance. Understanding how hybrid work practices affect female workers has become a crucial subject of research in the IT industry, where deadlines and job pressure are frequent. The purpose of this study is to determine the advantages and disadvantages of this working structure and to examine how hybrid work practices affect the work-life balance of female professionals in the IT industry.

Objectives of the Study:

1. To examine the work-life balance of female professionals working in the IT sector.
2. To analyze the effect of hybrid work practices on the personal and professional life of female employees.
3. To identify the challenges faced by female professionals in keeping work-life balance under hybrid work practices.
4. To evaluate the level of job satisfaction among female professionals working in a hybrid setting.

Statement of the Problem:

Employees' work environments have evolved as a result of the IT industry's embrace of hybrid work methods, especially for female professionals who balance work and family obligations. While hybrid work might be flexible and convenient, it can also lead to problems including stress at work, a heavier burden, communication problems, and trouble keeping boundaries between work and home life. Therefore, the study seeks to determine if hybrid work practices have a beneficial or negative impact on female IT workers' work-life balance and job satisfaction.

Scope of the Study:

The study focuses on female workers that adopt hybrid work practices in the IT industry. It seeks to comprehend how their work-life balance, job satisfaction, stress levels, and general well-being are affected by hybrid working arrangements.

Flexible work schedules, managing workloads, family obligations, job-related stress, and organizational assistance are all covered in the study. It aids in the development of successful HR policies to raise employee satisfaction and productivity and helps organizations comprehend the benefits and difficulties of hybrid work practices for female employees.

The study's conclusions may help IT firms, HR, academics, and legislators create workplaces that encourage female professionals to maintain a healthy work-life balance.

Review of literature

Swati Sharma and Aarti Sharma (2024) The study looked at how Indian IT workers were affected by hybrid work practices. The results showed that hybrid work practices give workers flexibility and autonomy, which enhances work-life balance. Employees did, however, also face difficulties like stress, digital weariness, and trouble drawing boundaries between their personal and professional lives.

Suman Pahal and Sumita Kumari (2023) According to the survey, female IT professionals' work-life balance and job satisfaction are greatly enhanced by hybrid work arrangements.

M. B. Jyothi and D. V. Ramana (2021) The study identified workload, stress, working hours, and organizational assistance have a significant impact on women's work-life balance in the IT industry.

Anika Jain and Bindoo Malviya (2024) studied the impact of remote and hybrid work on women employees in the IT sector. According to the results, women professionals prefer hybrid work arrangements because they strike a balance between productivity and flexibility.

Research Design:

The study is designed as descriptive in nature. The methodology involved in this is designed mostly qualitative and quantitative in nature.

Population of the study:

It comprises women employees working in IT companies in Chennai district

Sampling technique & Sample size:

The study uses Convenience Sampling and the sample size of the research is 130.

Data analysis:

➤ Percentage analysis and chi square test and weighted average method are used for analyzing the collected data.

DATA ANALYSIS AND INTERPRETATION

TABLE NO:1 DEMOGRAPHIC PROFILE

Demographic Variable	Category	Frequency	Percentage
Age	Below 25 years	28	21.50%
	25–35 years	54	41.50%
	36–45 years	34	26.20%
	Above 45 years	14	10.80%
Marital Status	Unmarried	62	47.70%
	Married	68	52.30%
Educational Qualification	Under Graduate	64	49.20%
	Post Graduate	52	40.00%
	Professional	14	10.80%
Years of Experience	0-1 year	24	18.50%
	1-3 years	41	31.50%
	3-5 years	37	28.50%
	More than 5 years	28	21.50%
Monthly Income	Below 20000	32	24.20%
	20001-25000	37	28.50%
	25001-30000	35	26.90%
	Above 30000	26	20.00%

- Majority of the respondents 41.5% belong to the age group of 25–35 years.
- Majority of the respondents 52.3% are married.
- Most respondents 49.2% possess undergraduate qualifications.
- A large number of respondents 31.5% have 1–3 years of work experience.
- Majority of the respondents 28.5% earn a monthly income between ₹20,001 and ₹25,000.

Table No:2

Variables	Category	Frequency	Percentage
	Strongly Agree	42	32.30%

Work-Life Balance Improvement through Hybrid Work	Agree	51	39.20%
	Neutral	18	13.80%
	Dis agree	13	10.00%
	Strongly Disagree	6	4.70%
Major Challenges Faced in Hybrid Work	Extended Working Hours	38	29.20%
	Communication Issues	31	23.80%
	Managing Family Responsibilities	35	26.90%
	Internet/Technical Issues	12	9.20%
	Work Stress	14	10.90%
Level of Job Satisfaction	Highly Satisfied	29	22.30%
	Satisfied	58	44.60%
	Neutral	21	16.20%
	Dissatisfied	15	11.50%
	Highly Dissatisfied	7	5.40%

The table above shows that female IT workers' work-life balance and job satisfaction are significantly impacted by hybrid work methods. The majority of respondents said that hybrid work practices enhance their work-life balance, with 51 respondents (39.2%) agreeing and 42 respondents (32.3%) strongly agreeing. This suggests that individuals who have flexible work schedules are better able to balance their personal and professional obligations. It demonstrates that working in a hybrid setting presents a number of difficulties for female professionals. Extended work hours were cited by 38 respondents (29.2%) as the biggest obstacle, followed by 35 respondents (26.9%) who said they had trouble managing family obligations. Thirty-one respondents (23.8%) reported communication problems, while a lesser percentage reported technical difficulties and work-related stress. Additionally, it draws attention to how satisfied female professionals are with their jobs when using hybrid work methods. While 29 respondents (22.3%) were extremely satisfied, the majority of respondents—58 respondents, or 44.6%—were satisfied with their jobs. Just a small percentage of respondents said they were unhappy with the hybrid workplace. Despite specific obstacles including long work hours and managing family responsibilities, the results generally show that hybrid work practices favorably contribute to work-life balance and job satisfaction among female workers in the IT sector.

Chi-Square Test

Objective: To identify whether there is a significant relationship between Marital Status and the level of Job Satisfaction among female professionals in the IT sector.

Hypothesis

H₀ -There is no significant relationship between marital status and job satisfaction.

H₁- There is a significant relationship between marital status and job satisfaction.

Table: 3 Chi-Square Analysis between Marital Status and Job Satisfaction

Marital Status	Satisfied	Neutral	Dissatisfied	Total
Married	50	10	8	68
Unmarried	37	11	14	62
Total	87	21	22	130

TEST	VALUE	df	Asymp. Sig
Pearson Chi-Square	5.284	2	0.071

Interpretation:

The computed p-value is higher than 0.05 (0.071). As a result, the null hypothesis is approved. It is determined that among female professionals employed in the IT industry under hybrid work practices, there is no meaningful association between marital status and job happiness.

Weighted Average Mean Analysis:

Table 4: Weighted Average Mean for Work-Life Balance Improvement through Hybrid Work Practices

Opinion	Weight	Frequency	Weighted Score
Strongly Agree	5	42	210
Agree	4	51	204
Neutral	3	18	54
Disagree	2	13	26
Strongly Disagree	1	6	6
Total		130	500

Calculation: Weighted Average Mean = $500/130 = 3.84$

Result: The weighted Average Mean Score is 3.84

Interpretation:

The majority of female professionals agree that hybrid work practices enhance their work-life balance, according to the weighted average mean value of 3.84. This demonstrates how hybrid working offers flexibility and aids workers in successfully juggling their personal and professional obligations.

Findings:

1. The study found that the majority of respondents (52.3%) are married, 49.2% are undergraduates, 31.5% have 1–3 years of experience, and 28.5% earn a monthly income between ₹20,001 and ₹25,000.
2. The study found that the majority of respondents, 51 respondents (39.2%), agree that hybrid work practices improve their work-life balance.
3. The study found that extended working hours are the major challenge faced by female professionals under hybrid work practices, as reported by 38 respondents (29.2%).

4. The study found that the majority of respondents, 58 respondents (44.6%), are satisfied with their jobs under hybrid work practices.
5. The weighted average mean score of 3.84 shows that most of the female professionals agree that hybrid work practices improve their work-life balance and help them manage both work and personal life effectively.
6. The p-value is 0.071, which is greater than 0.05. So, marital status does not affect the job satisfaction of female professionals working in a hybrid work environment.

Suggestions:

1. Organizations should provide flexible working hours to help women professionals achieve a better work-life balance.
2. IT companies should take action to reduce the burden of lengthy workdays and workloads in hybrid work settings.
3. Employers should provide frequent interaction and adequate communication support to improve employee coordination and engagement.
4. Organizations may use wellness and stress management programs to boost the job happiness of female professionals.
5. Businesses should continue to use hybrid work methods with appropriate HR rules because most employees are happy with this approach.

Conclusion:

The work-life balance of female IT professionals has been greatly impacted by hybrid work methods. According to the study's findings, many female employees benefit from hybrid work's flexibility, convenience, and increased job satisfaction. There are still issues, though, such the strain of a heavy workload, communication difficulties, and the

Difficulty of keeping personal and professional lives apart.

Therefore, in order to guarantee a healthy work-life balance for female professionals, organizations must put in place supportive HR policies and employee-friendly work practices. Long-term organizational performance, productivity, and employee well-being can all be enhanced by a well-run hybrid workplace.

References:

- Swati Sharma & Aarti Sharma. (2025). Hybrid Work and Work-Life Balance: A Study of IT Professionals' Experiences and Challenges. *International Journal of Social Science and Economic Research*, 10(9), 3741–3750.
- M. B. Jyothi & D. V. Ramana. (2024). Assessment of Factors Affecting Work-Life Balance (WLB) of Women IT Professionals: An Empirical Study. *ShodhKosh: Journal of Visual and Performing Arts*, 5(6), 2592–2598.
- Suman Pahal & Sumita Kumari. (2026). Examining the Influence of Hybrid Work Arrangements on Job Satisfaction and Work–Life Balance among Women Professionals in the IT Sector. *International Journal of Advanced Research and Multidisciplinary Trends (IJARMT)*, 3(1), 484–497.
- Anika Jain & Bindoo Malviya. (2025). Smart Work, Smart Life: Impact of Remote Work on Women in the IT Sector. *Lex Localis – Journal of Local Self-Government*, 23(10), 1910–1919.

Copyright & License:

© Authors retain the copyright of this article. This work is published under the Creative Commons Attribution 4.0 International License (CC BY 4.0), permitting unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.