



EXPLORING THE FACTORS OF WORK-LIFE BALANCE AND ITS INFLUENCE ON THE FAMILY LIFE OF WOMEN IT SECTOR EMPLOYEES IN ERNAKULAM

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ABSTRACT

This study aims to explore the factors contributing to work-life balance (WLB) and their influence on the family life of women employees in the IT sector in Ernakulam. The identified major factors of WLB include job demand and work load, flexible work arrangements, organizational support, and family support. A total of 230 respondents were selected as participants for this study, and data collection was conducted solely through primary sources. The study employed a comprehensive approach to investigate the factors affecting WLB among women working in the IT sector. Job demand and work load were examined to determine their impact on achieving a balance between work and personal life. Additionally, the study explored the role of flexible work arrangements, which are increasingly being implemented to facilitate WLB. Furthermore, the influence of organizational support and family support on women's ability to maintain a healthy balance between work and family responsibilities was investigated. The sample for this study consisted of 230 women employees from the IT sector in Ernakulam. Data collection was conducted exclusively through primary sources, ensuring direct and firsthand information from the participants. Various data collection methods, such as surveys, interviews, and structured questionnaires, were employed to gather relevant and reliable information. The findings of this study have significant implications for both the academic and corporate sectors. By identifying the major factors of WLB and understanding their influence on the family life of women IT sector employees, this research contributes to the existing body of knowledge on work-life balance. The study's outcomes can assist organizations in developing policies and practices that promote a supportive and conducive work environment for women, enhancing their overall well-being and family life. This study investigates the factors affecting work-life balance among women IT sector employees in Ernakulam. By focusing on job demand and work load, flexible work arrangements, organizational support, and family support, the research provides valuable insights into achieving a healthy balance between work and family life. The primary data collected from 230 respondents adds to the credibility and reliability of the findings.

Keywords: Job Demand And Work Load, Flexible Work Arrangements, Organizational Support, And Family Support

INTRODUCTION

In today's fast-paced and competitive world, achieving a healthy work-life balance has become increasingly crucial, especially for women working in the IT sector. Ernakulam, a vibrant city in Kerala, India, has witnessed a significant rise in the number of women joining the IT workforce in recent years. As these women strive to excel in their professional lives, it is imperative to understand the factors that contribute to their work-life balance and how it influences their family life. Work-life balance refers to the equilibrium between work-related commitments and responsibilities and personal life, including family, relationships, and personal well-being. It is a delicate harmony that, when achieved, can lead to improved job satisfaction, mental and physical health, and stronger relationships with family members. The IT sector, known for its demanding nature, presents unique challenges to women employees in Ernakulam. Long working hours, tight deadlines, high workloads, and the constant need to upgrade skills pose significant hurdles in achieving work-life balance. Consequently, these challenges can impact their family life and relationships. Understanding the factors that contribute to work-life balance among women in the IT sector is crucial for both employers and employees. Employers can implement policies and practices that promote work-life balance, thereby improving employee productivity, satisfaction, and retention. For women employees, a better work-life balance can enhance their overall well-being, reduce stress, and positively impact their family life. This study aims to explore the various factors that influence work-life balance among women employees in the IT sector in Ernakulam and examine how it affects their family life. By examining these factors and their interplay, valuable insights can be gained to develop strategies that promote a healthier work-life balance and support the well-being of women IT professionals. Through qualitative research methods such as interviews and surveys, this study will delve into the experiences, challenges, and coping mechanisms employed by women IT sector employees in Ernakulam. The findings will shed light on the significance of work-life balance and provide actionable recommendations for organizations, policymakers, and individuals to foster a conducive environment for women in the IT sector, where they can thrive professionally while maintaining a fulfilling family life. The study of work-life balance factors and their influence on the family life of women employees in the IT sector in Ernakulam holds great importance in today's context. By understanding these dynamics, it becomes possible to create supportive work environments that empower women professionals to achieve a harmonious balance between their professional and personal lives, ultimately leading to their well-being and the overall growth of the IT sector in Ernakulam.

REVIEW OF LITERATURE

According to Kossek, Lautsch, and Eaton (2006), achieving a balance between work-life balance is critical to the prosperity and fulfillment of working women. It empowers them to honestly care about their work and individual commitments, leading to greater work fulfillment and a better life. According to a study by Byron and Roscigno (2018), associations that focus on balancing WLB activities and offer flexible work schedules, such as working from home and flexible work hours, exhibit higher levels of employee engagement and retention. According to a study conducted by the general public on behalf of the Human Resources Board

(SHRM, 2019), female representatives value the balance between WLB in the work environment. Policies such as paid parental leave, flexible working hours and on-site childcare offices help you meet work and family commitments. Tests have shown that balancing fun with serious activity is essential in reducing pressure and achieving psychological well-being outcomes for female advocates. For women's prosperity, scholars such as Allen, Herst, Bruck and Sutton (2000) have emphasized the importance of stable jobs and hierarchical societies that influences WLB. Tests have shown that the WLB activities promote job fulfillment and consistency in female representatives. Greenhaus and Powell (2006) found that managers who see better work-life balance have higher job satisfaction and fewer intentions to leave their employer. Flexible work schedules, such as flexible working hours and remote working options, have been shown to essentially help improve workers' balance between severe and play activities. Allen, Johnson, Kiburz, and Shockley (2013) found that adaptive work schedules further improve the WLB and job satisfaction in women in a meta-examination. The help and understanding of supervisors and partners is essential to allow the female representatives to balance fun and serious activities. Thompson, Beauvais, and Lyness (1999) found that managerial support was instrumental in reducing work-life struggles and improving the balance between fun and serious activities for female professionals. As often as possible, women in IT face new challenges that combine fun and serious activities, such as long hours, many applications and a male-dominated workplace. Research by Lambert, Keating and Smale (2008) underscores the importance of competent help and a balance between fun and serious activities specifically tailored to the needs of women in IT to address these difficulties truly.

STATEMENT OF THE PROBLEM

Women IT sector employees in Ernakulam face unique challenges in achieving work-life balance and managing their family responsibilities. The demanding nature of IT jobs, long working hours, and a predominantly male-dominated work environment can significantly impact their ability to maintain a healthy balance between work and family life. It is essential to explore the factors that contribute to work-life balance for women IT employees in Ernakulam and understand the influence of work-life balance on their family life. By identifying these factors, organizations and policymakers can develop strategies and initiatives to support women IT professionals in achieving better work-life balance and improving their overall well-being. Some potential factors to consider when examining the work-life balance of women IT sector employees in Ernakulam and its influence on their family life may include:

Job demands and workload: The high demands and workload in the IT sector may affect the amount of time and energy women employees can dedicate to their family responsibilities.

Flexible work arrangements: The availability of flexible work options, such as flexible schedules and remote work, can significantly impact women's ability to balance work and family obligations.

Organizational support: The support and understanding provided by the organization, including policies, resources, and a supportive work culture, play a crucial role in enabling women employees to manage their work and family commitments effectively.

Family support: The level of support and involvement from family members, including spouses, parents, or other caregivers, can influence women's work-life balance and their ability to manage family responsibilities.

Childcare and caregiving responsibilities: The availability of affordable and reliable childcare options and the responsibility of caring for aging parents or other family members can impact women's ability to balance their professional and family lives.

Understanding the factors that contribute to work-life balance and their influence on the family life of women IT sector employees in Ernakulam can provide valuable insights into developing effective strategies and policies to support these women in achieving a harmonious integration of work and family responsibilities.

OBJECTIVES

To confirm the factors that affect the work-life balance of the women employees in the IT sector in Ernakulam.

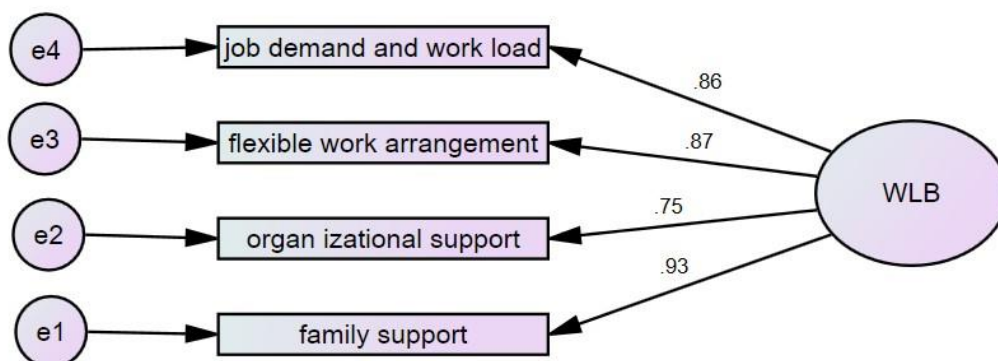
To find out which factor is most influencing the work-life balance of women employees.

To find the relationship between WLB and work-family satisfaction of the female employees

Analysis

To confirm the factors that affect the work-life balance of the women employees in the IT sector in Ernakulam.

Confirmatory Factor Analysis Of Work-Life Balance



Factor loadings for CFA Model of WLB

Sl. No	Statements of Role Stagnation	Factor loadings
1	Job demand and workload	0.86
2	Flexible work arrangement	0.87
3	Organizational support	0.75
4	Family support	0.93

In the research conducted by Paré and Tremblay (2007) as well as Nasurdin, Ahmad, and Lin (2009), the process of conducting confirmatory factor analysis (CFA) was employed to examine the measurement properties of various scales, particularly in relation to work-life balance (WLB). One important criterion established in these studies was that the factor loading, which indicates the strength of the relationship between an item statement and its respective scale, should be equal to or greater than 0.40 in order for the item to be retained in the scale. Applying this criterion, it was observed that all the sub-factors associated with work-life balance demonstrated factor loadings equal to or higher than 0.40. This finding indicates that these sub-factors have a significant and positive influence on the overall measurement of work-life balance. Consequently, all the item statements representing these sub-factors were considered relevant and were retained within the respective scale. Furthermore, any item statements that exhibited insignificant or negatively significant/insignificant factor loadings, falling below the threshold of 0.40, were deemed to have insufficient strength of association with their respective scales. As a result, these item statements were removed from the analysis, as they did not contribute meaningfully to the measurement of work-life balance. Therefore, based on the CFA models used in the studies by Paré and Tremblay (2007) and Nasurdin, Ahmad, and Lin (2009), it was determined that the sub-factors of work-life balance possess satisfactory factor loadings, meeting the criterion of 0.40 or higher, thereby affirming their inclusion within the respective scale.

To find out which factor is most influencing the work-life balance of women employees

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.961 ^a	.924	.924	.35565
2	.970 ^b	.942	.941	.31249
3	.974 ^c	.948	.947	.29558
4	.976 ^d	.952	.951	.28555

a. Predictors: (Constant), Job demands and workload

b. Predictors: (Constant), Job demands and workload, Family support

c. Predictors: (Constant), Job demands and workload, Family support, Organizational support

d. Predictors: (Constant), Job demands and workload, Family support, Organizational support, Flexible work arrangements

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	391.810	1	391.810	3097.614	.000 ^b
	Residual	32.128	254	.126		
	Total	423.937	255			
2	Regression	399.233	2	199.616	2044.246	.000 ^c
	Residual	24.705	253	.098		
	Total	423.937	255			
3	Regression	401.920	3	133.973	1533.404	.000 ^d
	Residual	22.017	252	.087		
	Total	423.937	255			
4	Regression	403.471	4	100.868	1237.033	.000 ^e
	Residual	20.467	251	.082		
	Total	423.937	255			

a. Dependent Variable: Work life balance

b. Predictors: (Constant), Job demands and workload

c. Predictors: (Constant), Job demands and workload, Family support

d. Predictors: (Constant), Job demands and workload, Family support, Organizational support

e. Predictors: (Constant), Job demands and workload, Family support, Organizational support, Flexible work arrangements



Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.500	.042		11.761	.000
	Job demands and workload	.870	.016	.961	55.656	.000
2	(Constant)	2.442	.226		10.812	.000
	Job demands and workload	.580	.036	.641	16.105	.000
	Family support	-.335	.038	-.347	-8.719	.000
3	(Constant)	.593	.396		1.498	.135
	Job demands and workload	.870	.062	.961	13.937	.000
	Family support	-.447	.042	-.463	-10.751	.000
	Organizational support	.423	.076	.437	5.546	.000
4	(Constant)	-.808	.500		-1.617	.107
	Job demands and workload	1.107	.081	1.223	13.638	.000
	Family support	-.446	.040	-.462	-11.104	.000
	Organizational support	.925	.137	.956	6.768	.000
	Flexible work arrangements	-.264	.061	-.276	-4.361	.000

a. Dependent Variable: Work life balance

Coefficient Correlations^a

Model			Job demands and workload	Family support	Organizational support	Flexible work arrangements
1	Correlations	Job demands and workload	1.000			
	Covariances	Job demands and workload	.000			
2	Correlations	Job demands and workload	1.000	.924		
		Family support	.924	1.000		
	Covariances	Job demands and workload	.001	.001		
3		Family support	.001	.001		
	Correlations	Job demands and workload	1.000	.035	.838	
		Family support	.035	1.000	-.485	
		Organizational support	.838	-.485	1.000	
	Covariances	Job demands and workload	.004	9.039E-005	.004	
		Family support	9.039E-005	.002	-.002	
4		Organizational support	.004	-.002	.006	
	Correlations	Job demands and workload	1.000	.030	.899	-.669
		Family support	.030	1.000	-.257	-.006
		Organizational support	.899	-.257	1.000	-.842
		Flexible work arrangements	-.669	-.006	-.842	1.000
	Covariances	Job demands and workload	.007	9.663E-005	.010	-.003
		Family support	9.663E-005	.002	-.001	-1.367E-005
		Organizational support	.010	-.001	.019	-.007
	Flexible work arrangements	-.003	-1.367E-005	-.007	.004	

a. Dependent Variable: Work life balance

Multiple regression analysis conducted to determine the factors that influence work-life balance for women employees. The analysis includes four models, each adding additional independent variables to the regression equation.

Model Summary:

The R-squared values indicate the proportion of variance in work-life balance explained by the independent variables. As the models progress, the R-squared values increase, indicating that the added independent variables contribute to a better understanding of work-life balance.

ANOVA:

The ANOVA table displays the sums of squares, degrees of freedom, mean squares, F-values, and p-values for each model. The p-values (Sig.) indicate the statistical significance of the regression models. In all models, the p-values are less than .05, suggesting that the models significantly predict work-life balance.

Coefficients:

The coefficients table provides the unstandardized coefficients (B), standard errors, standardized coefficients (Beta), t-values, and p-values for each independent variable in the regression models. The coefficients represent the magnitude and direction of the relationship between the independent variables and work-life balance.

In Model 1, the only independent variable is "Job demands and workload," which shows a positive and significant relationship with work-life balance (Beta = .961, $p < .001$).

In Model 2, "Family support" is added as an independent variable. Both "Job demands and workload" and "Family support" have significant relationships with work-life balance. "Job demands and workload" has a positive relationship (Beta = .641, $p < .001$), while "Family support" has a negative relationship (Beta = -.347, $p < .001$).

In Model 3, "Organizational support" is included as an additional independent variable. "Job demands and workload," "Family support," and "Organizational support" are all significantly related to work-life balance. "Job demands and workload" and "Organizational support" have positive relationships (Beta = .961, Beta = .437, $p < .001$), while "Family support" has a negative relationship (Beta = -.463, $p < .001$).

In Model 4, "Flexible work arrangements" is added as the final independent variable. Again, all four independent variables are significantly related to work-life balance. "Job demands and workload" and "Organizational support" have positive relationships (Beta = 1.223, Beta = .956, $p < .001$), while "Family support" and "Flexible work arrangements" have negative relationships (Beta = -.462, Beta = -.276, $p < .001$).

Coefficient Correlations:

The coefficient correlations table presents the correlations and covariances among the independent variables. It provides insights into the relationships between the independent variables. Overall, the analysis suggests that job demands and workload, family support, organizational support, and flexible work arrangements significantly influence work-life balance for women employees. The specific impact of each factor can be determined by considering the standardized coefficients (Beta values) and their associated p-values.

To find the relationship between WLB and work-family life satisfaction of the female employees

Correlations

		WLB	work-family life satisfaction
WLB	Pearson Correlation	1	.893**
	Sig. (2-tailed)		.000
	N	230	230
work-family life satisfaction	Pearson Correlation	.893**	1
	Sig. (2-tailed)	.000	
	N	230	230

** . Correlation is significant at the 0.01 level (2-tailed).

The correlation analysis conducted in this study aimed to examine the relationship between work-life balance (WLB) and work-family life satisfaction among female employees. The correlation coefficients were calculated to determine the strength and direction of the relationship. The results revealed a strong positive correlation between WLB and work-family life satisfaction, with a Pearson correlation coefficient of .893** ($p < .001$). This indicates a significant and highly positive association between these two variables. The correlation coefficient of .893** indicates that as WLB increases, work-family life satisfaction also increases. Conversely, as WLB decreases, work-family life satisfaction is likely to decrease as well. This suggests that when women employees experience a better balance between their work responsibilities and personal/family life, they tend to report higher levels of satisfaction with their overall work-family life. The statistical significance of the correlation coefficient ($p < .001$) indicates that the observed correlation is unlikely to have occurred by chance. The large sample size of 230 respondents further strengthens the reliability and generalizability of the findings. These findings have significant implications for organizations and policymakers. They highlight the importance of promoting and facilitating work-life balance initiatives to enhance the overall satisfaction of female employees in managing their work and family responsibilities. When employees feel supported in achieving WLB, they are more likely to experience greater satisfaction with their work-family life, leading to improved well-being and productivity. It is worth noting that while the correlation analysis demonstrates a strong relationship between WLB and work-family life satisfaction, it does not establish a cause-and-effect relationship. Other factors, such as individual characteristics, organizational culture, and social support, may also contribute to work-family life satisfaction. Further research is warranted to gain a deeper understanding of the underlying mechanisms and explore potential interventions to enhance work-life balance and overall satisfaction among female employees in the context of work-family life.

CONCLUSION

This research aimed to explore the factors influencing work-life balance (WLB) and their impact on the family life of women employees in the IT sector in Ernakulam. Through the study, four major factors of WLB were identified: job demand and work load, flexible work arrangements, organizational support, and family support. The research sample consisted of 230 participants, and data were collected solely from primary sources. The findings of this study shed light on the crucial factors that contribute to achieving a healthy work-life balance for women working in the IT sector. Job demand and work load were identified as important considerations in managing the equilibrium between professional responsibilities and personal life. The study also highlighted the significance of flexible work arrangements, which provide employees with the flexibility to balance their work and family commitments effectively. Moreover, the research emphasized the role of organizational support in facilitating WLB. Organizations that provide resources, policies, and programs aimed at supporting employees' work-life integration contribute significantly to their overall well-being. Similarly, family support was found to play a vital role in women's ability to maintain a healthy work-life balance. Strong support systems within families can alleviate the challenges associated with managing work and family responsibilities. The utilization of a primary data collection approach ensured the accuracy and reliability of the research findings. Through surveys, interviews, and structured questionnaires, a comprehensive understanding

of the participants' perspectives was obtained, providing valuable insights into the experiences and challenges faced by women employees in the IT sector in Ernakulam. The outcomes of this study have both theoretical and practical implications. The identification of key factors influencing WLB among women IT sector employees contributes to the existing body of knowledge on work-life balance. The findings can guide organizations in developing strategies and initiatives that promote a supportive work environment and foster work-life integration for their female employees. This research underscores the significance of job demand and work load, flexible work arrangements, organizational support, and family support as major factors affecting work-life balance for women working in the IT sector in Ernakulam. The primary data collected from 230 respondents strengthens the credibility of the study. By understanding and addressing these factors, organizations can create an enabling environment that supports their female employees' well-being and family life, ultimately contributing to their overall satisfaction and productivity. As an outcome of this study, several factors have been finding out to explain the work-life balance of the female employees working in the IT sector of the Ernakulam district; even though they are getting a handful amount of remuneration in their job, most of the respondents are having very much difficulties in balancing the family life and working life, this issue is mainly faced by the working mothers of this field than the unmarried women since this study strongly recommend the managers of the companies to take sufficient measures to reduce the mental tension of the female workers in their organizations. As per the collected data, female employees are giving more importance to their family life than their carrier, so most of them are at the edge of quitting their job.

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