



# WORK LIFE BALANCE OF IT EMPLOYEES IN COIMBATORE CITY

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## Abstract

This paper explores the factors influencing work-life balance among IT professionals and proposes strategies for mitigating stress and fostering well-being. Key themes include the impact of long working hours, the need for skill adaptation, and the importance of employer support. By examining these issues and offering practical solutions, this research aims to contribute to a better understanding of work-life balance in the IT industry and promote healthier lifestyles for IT employees.

**Keywords:** Information Technology, Work-Life Balance, Stress Management, Technological Adaptation, Employer Support.

## Introduction

Accomplishing balance between work and life activities in the Data Innovation (IT) industry is a subject of developing significance as experts wrestle with the requests of an undeniably speedy and interconnected world. With the coming of remote work, worldwide cooperation, and nonstop network, finding balance between proficient obligations and individual prosperity has turned into a basic worry for people working in IT jobs. The IT business, portrayed by close venture cutoff times, persistent development, and always advancing innovations, frequently overwhelms representatives, prompting burnout, stress, and decreased work fulfillment.

## Objectives

- 1) To recognize the different segment variables of the respondents.
- 2) To find out the degree of fulfillment from the respondents.
- 3) To recognize the different issues looked by the IT Representatives in their organization.

## Proclamation of the Issue

IT experts face a huge number of difficulties all through their vocations, to a great extent because of the speedy and requesting nature of the business. These difficulties include long work hours, quick innovative headways, and battles to keep a solid balance between fun and serious activities. Thus, IT representatives battle with raised feelings of anxiety, the gamble of expertise oldness, and a continuous need to adjust to consistently evolving conditions.

## Research Procedure

### Primary Data

Essential information has been accumulated through structured questionnaire.

### Secondary Data

The optional information gathered from diaries, books and sites.

## Area of the study

The designated region is Coimbatore city.

## Sample Size

160 respondents have been haphazardly chosen from the IT business.

## Testing method

Straightforward arbitrary testing technique is taken on to gather information from the merchants. Every individual in the populace has an equivalent likelihood of getting picked in a basic irregular examining the populace ought to be all in your testing outline.

## Measurable apparatuses utilized in the review

Elucidating Investigation, Chi-square test, Garret positioning

## Limits of the Review

- 1) The review will just focus on IT Representatives who works in Coimbatore.
- 2) Due to time limitations, it may not be workable for the review to inspect all realities of the IT Representatives completely.
- 3) The blunders might be seen in poll by discarding or non-filling are pertinent.
- 4) The challenges experienced by IT Representatives might change across different organizations

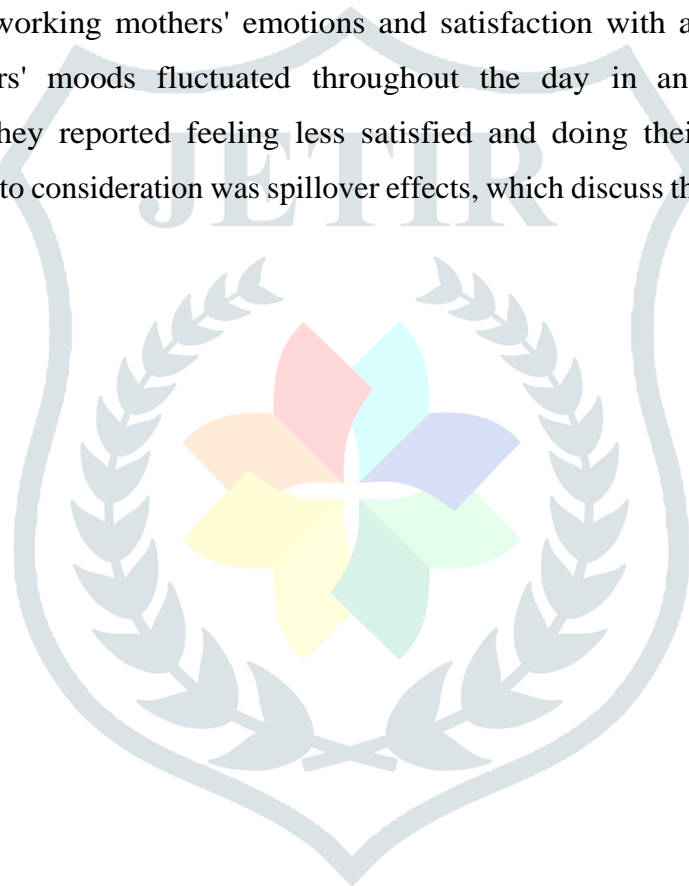
## Review of Literature

**Brown, A., & Wilson, M., (2020)<sup>1</sup>** The Influence of Organizational Culture on the Lifestyle Choices of IT Workers Examining the nuanced relationship between organizational culture and lifestyle, this review uncovers how workplace values, norms, and practices shape the daily choices of IT employees. It emphasizes the importance of aligning organizational values with employee lifestyles for sustained job satisfaction.

**Gupta, R., Et Al., (2021)<sup>2</sup>** Digital Detox: A Review of Strategies for IT Professionals Acknowledging the digital era's challenges, this review explores the need for digital detox strategies tailored to IT

professionals. It discusses the impact of constant digital connectivity on lifestyles and provides insights into effective approaches for maintaining a healthy work-life balance. Research revealed that balancing several roles negatively affected working mothers' emotions and satisfaction with a task. Additionally, it was demonstrated that mothers' moods fluctuated throughout the day in an effort to carry out their responsibilities and that they reported feeling less satisfied and doing their tasks less well. Another component that was taken into consideration was spillover effects, which discuss the single mood that persisted into the following day.

**Kapoor, R., & Gupta, S., (2021)<sup>3</sup>** Impact of Remote Work on the Lifestyle of IT Professionals: A Comprehensive Review In response to the surge in remote work, this review comprehensively analyze its impact on the lifestyle choices of IT professionals. It addresses the challenges and benefits, exploring how this shift affects work-life balance, job satisfaction, and overall well-being. Research revealed that balancing several roles negatively affected working mothers' emotions and satisfaction with a task. Additionally, it was demonstrated that mothers' moods fluctuated throughout the day in an effort to carry out their responsibilities and that they reported feeling less satisfied and doing their tasks less well. Another component that was taken into consideration was spillover effects, which discuss the single mood that persisted into the following day.



## Demographic Factors

Table 1.1

Factors	Particulars	Number of Respondents	Percentage
Age	20-25 Years	88	55%
	26-35 Years	55	34%
	36-45 Years	12	8%
	36-45 Years	5	3%
Gender	Male	88	55%
	Female	70	44%
	Prefer not to say	2	1%
Salary	200000-500000	46	29%
	500001-800000	61	38%
	800001-1000000	34	24%
	Above 1000000	14	9%
Balances	By working long hours consistently	22	14%
	Prioritizing tasks and setting boundaries	95	59%
	Ignoring personal life for work commitments	43	27%
Measures	Setting clear boundaries between work and personal life	58	36%
	Prioritizing self-care activities outside of work.	58	36%
	Utilizing time management techniques to ensure tasks are completed efficiently	27	17%
	Taking regular breaks during the work day to prevent burnout and maintain focus	17	11%
<b>Total</b>		<b>160</b>	<b>100%</b>

The above table shows that the age, orientation, compensation, balance between fun and serious activities and its actions, This table likewise alludes the respondents and it additionally alludes

no of reaction likewise for the balance between fun and serious activities and their actions during the functioning hours. Each elements has been comprise sure rates.

## Chi-Square Test

**Table 2.1**

**Gender compared with Time convenience**

Income	Highlysatisfied	Satisfied	Neutral	Dissatisfie d	Highly dissatisfied	Total
Male	90(90%)	0(0%)	10(10%)	0(0%)	0(0%)	100(100%)
Female	57(97%)	0(0%)	0(0%)	3(3%)	0(0%)	60(100%)
<b>Total</b>	<b>147(87%)</b>	<b>0(0%)</b>	<b>10(10%)</b>	<b>3(3%)</b>	<b>0(0%)</b>	<b>160(100%)</b>

Factors	Value	DF	Asymptotic Sig. (2- tailed)
arson Chi-Square	376.23	12	.000
Likelihood Ratio	342.13	12	.000
Linear-by-Linear	145.46	1	.000
N of Valid Cases	160		

### Data Interpretation

**Source:** Primary Data

The chi square static shows 376.23 at 5% degree of importance ( $P=0.000 < 0.05$ ).

This implies that Invalid speculation is dismissed. Thus, it tends to be presumed that there is no connection among Orientation and time comfort.

Table 2.2

## Income Compared with salary

Income	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
200000-500000	25(54%)	21(45%)	0(0%)	0(0%)	0(0%)	46(100%)
500001-800000	0(0%)	55(90%)	6(10%)	0(0%)	0(0%)	61(100%)
800001-1000000	0(0%)	0(0%)	38(97%)	1(3%)	0(0%)	39(100%)
1000001 & Above	0(0%)	0(0%)	0(0%)	13(93%)	1(7%)	14(100%)
<b>Total</b>	<b>25(16%)</b>	<b>76(48%)</b>	<b>44(26%)</b>	<b>14(9%)</b>	<b>1(1%)</b>	<b>160(100%)</b>

Factor	Value	df	Asymptotic Sig. (2- tailed)
Pearson Chi-Square	338.01	12	.000
Likelihood Ratio	278.79	12	.000
Linear-by-Linear	131.73	1	.000
N of Valid Cases	160		

Source: Primary Data

The chi square static shows 338.01 at 5% degree of importance ( $P=0.000 < 0.05$ ).

This implies that Invalid theory is dismissed. Subsequently, it tends to be inferred that there is no connection among pay and compensation.

Table 3.1

## Age group Compared with Working Environment

Income	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	Total
18-25 Years	33(72%)	13(28%)	0(0%)	0(0%)	0(0%)	46(100%)
26-35 Years	0(0%)	55(90%)	6(10%)	0(0%)	0(0%)	61(100%)
36-45 Years	0(0%)	0(0%)	37(95%)	2(5%)	0(0%)	39(100%)
45 Above	0(0%)	0(0%)	0(0%)	13(93%)	1(7%)	14(100%)
<b>Total</b>	<b>33(21%)</b>	<b>68(43%)</b>	<b>43(27%)</b>	<b>15(9%)</b>	<b>1(1%)</b>	<b>160(100%)</b>

Factor	Value	df	Asymptotic Sig. (2- tailed)
Pearson Chi-Square	354.20	12	.000
Likelihood Ratio	297.75	12	.000
Linear-by-Linear	137.61	1	.000
N of Valid Cases	160		

**Source:** Primary Data

The chi square static shows 354.20 at 5% degree of importance ( $P=0.000 < 0.05$ ).

This implies that Invalid theory is dismissed. Thus, it very well may be inferred that there is no connection between age gathering and work space.

**Garret Ranking Method Table 3.1**

**Preference and ranking of factors**

S. No	FACTORS	RANK GIVEN BY THE ESPONDENTS				
		1st	2nd	3rd	4th	5th
1	Team Collaboration issues	33	47	53	18	09
2	Remote work Challenges	14	54	65	18	09
3	Lack of standardization	21	47	64	23	5
4	Job Insecurity	22	46	58	28	06
5	Effective communication	21	45	56	28	10
6	Continuous Improvement	22	43	60	25	10
7	Work Pressure	21	38	69	22	10

**Table 3.2**  
**Calculation of Garret Value and Ranking**

S.No	Factors	RANK GIVEN BY THE RESPONDENTS					Total value	Average Score	Rank
		1st	2nd	3rd	4th	5th			
1	Team Collaboration issues	3246	3995	2650	270	18	10179	63.61	I
2	Remote work Challenges	1372	4590	3250	270	18	9500	59.37	III
3	Lack of standardization	2058	3995	3200	345	10	9608	60.05	II



4	Job Insecurity	2158	3910	2900	420	129400	58.75	V
5	Effective communication	2058	3825	2800	420	205683	35.51	VII
6	Continuous Improvement	2156	3655	3000	375	209206	57.53	IV
7	Work Pressure	2058	3240	3450	330	209098	56.86	VI

The above table shows that the Group cooperation factor has been positioned as 1, Lack of Normalization has been positioned as 2, Remote working difficulties factor has been positioned as 3, Ceaseless Improvement has been positioned as 4 and Viable correspondence has been positioned as 5 and Work pressure positioned as 6 and Successful correspondence 7 by the respondents.

### Findings

- Majority(54%) of the respondent are from age gathering of 18-45 years.
- Majority(54%) of the respondents are male.
- Most (38%) of the respondents compensation range is between 5-8 LPA.
- Majority(58%) of the respondents dealing with their balance between fun and serious activities in the IT business by prioritizing undertakings and defining limits.
- Most (36%) of the respondents defining clear limits among work and individual life to keep a solid balance between fun and serious activities.

### Chi - Square Test

- ❖ The chi square static shows 376.23 at 5% degree of importance ( $P=0.000<0.05$ ). This implies that Invalid speculation is dismissed. Thus, it very well may be inferred that there is no connection among Orientation and time accommodation.
- ❖ The chi square static shows 338.01 at 5% degree of importance ( $P=0.000<0.05$ ). This implies that Invalid theory is dismissed. Thus, it tends to be presumed that there is no connection among pay and pay.
- ❖ The chi square static shows 354.20 at 5% degree of importance ( $P=0.000<0.05$ ). This implies that Invalid speculation is dismissed. Consequently, it very well may be reasoned that there is no connection between Age Gathering and work space.
- ❖ Garret Positioning Group cooperation factor has been positioned as 1 by the respondents

### Suggestions

- ✓ For balance between fun and serious activities, IT representatives ought to lay out clear limits among work and individual life, enjoy standard reprieves to re-energize, and take part in side interests or exercises beyond work.
- ✓ To oversee funds successfully, IT experts ought to make a spending plan, put forth monetary objectives, and put resources into proficient improvement to upgrade their procuring potential.

- ✓ Prioritize undertakings by utilizing systems like the Eisenhower Lattice, separate enormous assignments into more modest ones, and use advanced instruments for task the board.

### Conclusion

All in all the way of life of IT laborers is mind boggling, set apart by requesting work plans, raised feelings of anxiety, and a consistent need to stay aware of mechanical progressions. Notwithstanding these obstacles, IT experts frequently get fulfillment from their work, fuel by an enthusiasm for development and critical thinking. To accomplish a reasonable way of life, IT laborers must focus on taking care of oneself, lay out limits, and seek after interests past their positions. Managers likewise play a pivotal part to play by cultivating a steady working environment culture and giving open doors to proficient development.

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