A STUDY ON WORK- LIFE BALANCE AMONG WOMEN EMPLOYEES IN
IT SECTOR IN COIMBATORE CITY

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ABSTRACT: Employee work life balance (WLB) is a major driver in the organization that helps to achieve higher productivity. It is a healthy blend of both employee's work life and personal life. There are many factors influencing work-life balance of an employee in the organization. Married female IT professional face many challenges each day such as caring for a child, getting involved with their children's school lives, helping them with their homework while meeting job demands and making sure of their wellbeing at all times. Dual career couples also experience the joy and satisfaction in daily life, Child development activities and participating in fulfilling the roles at workplace. The need to attain adequate balance with work life is essential to function effectively. The objective is to study the prevalence of work-life balance among the married female IT professional; to examine Spousal relationship among them and to find the extent to which factors like hours worked, work involvement, job satisfaction, work-life balance policies etc., affect them. The primary data were collected through the interview Schedule with the sample size of 150 by adopting snow-ball method. Simple percentage method was used to find the results. The study concluded that the married IT women of today fulfill family responsibilities and also try to remain fully involved in their careers coping with the competing demands of their multiple roles with the help of their spouses.

I Introduction

The era of globalization and rapid technological development has changed people's lives dramatically. Science and technology play an extremely important role in the contemporary society. The roles of men and women have changed dramatically in the contemporary society. Women have got more freedom to express themselves and take active part in the development of technologies. The role of women in the growing field of information technology is changing the face of the industry. As the industry grows and the demand for qualified employees expands beyond current boundaries, women are being offered more advanced positions within the IT field. The number of women in the professional world keeps growing for many factors such as the demand in the workplace for professional employees, the fact that more and more women are hired in positions of power This ever increasing work pressure is taking a toll on the IT women leaving them with less time for themselves. Women of IT professionals are focused mainly, because they have less interaction with the society as they spend much of their time only with electronic gadgets. This affects the person's physical, emotional and social well-being. It is more known that Family-Work imbalance directly affects the health of working professionals as well as their families and organizations. Improper work life balance may have a low quality life style leading to family conflict and unsatisfactory performance at the work places. Thus, achieving work-life balance is a necessity for working women to have a good quality of life.

Hence the present study is carried out to know the work-life balance of married women in IT sectors and to examine their social life relationship and also the extent to which various factors like hours worked, work involvement, job satisfaction, policies for work-life balance by companies, etc.., affect married IT women.

II REVIEW OF LITERATURE

AparnaAdhikari(2011) in her article said that work and family have increasingly become antagonist spheres, equally greedy of energy and time and responsible for Work-Family conflict. These conflicts are intensified by the "cultural contradictions of motherhood", as women are increasingly encouraged to seek self-fulfillment in demanding careers; they also face intensified pressures to sacrifice themselves for their children by providing "intensive parenting", highly involved in childrearing and development.

KrishnaReddy,Vranda M.N., and Siddaramu(2013) in their article "Special Exploitation Zones" pointed out that "Young techies , though well paid, Are not able to catch up with their demanding deadlines leading to low self-esteem. Many of them lose out on relationships because they have no time to spend with their partners."The work stress causes marital disputes where both belong to IT field working long hours.

Crowley and Kolenikov(2014) in their study, they used a total of eight-hundred over the phone surveys with a sample of mothers who lived across his nation. The questions they were asked included topics of workplace flexibility. Findings of their research reported that most women who had their partner at home experienced less stress and less of a negative impact to their careers compared to those without a partner at home. This study of "spousal support in work-life balance" concluded that having a partner as support greatly reduced the risk of experiencing negative career effects.

Vanitha (2011) in her article titled "A study on Work Life Balance of IT employees through Emotional Intelligence with special reference to Indian context" states that the degree to which work and personal life activities are prioritized as neither is neglected. High ratings on these behaviors are associated with the emotional intelligence measures of social responsibility, impulse control, and empathy

Vanitha&Meenakumari (2011) in their study entitled "Family Vs Work Conflict among Working Women in India with Special Reference to IT, Education and Banking Sector" state that the participation of women employees in modern organizations ranges from priority to service based augments every year in Indian Industrial climate. In addition to that women have to play multifaceted roles at family, society and at work places with unprecedented pressures at different climate. The unbalanced co-ordination and support belatedly indulge both family and work conflicts and it also mutually influences each other. The impact of these influences impetus with work and family problems and sometimes leads to undesirable consequences.

III OBJECTIVES OF THE STUDY

To know the demographic details of the respondents.

To study the work-family related factors that influence the work –family balance of women   IT professionals.

To examine the spousal relationship among IT professionals.

To identify the various factors like hours worked, work involvement, job satisfaction, policies for work-life balance by companies, etc., affect married IT women.

iv RESEARCH METHODOLOGY.

The research aims to study the Work life Balance of IT professional among the women employee in the Coimbatore district of Tamil Nadu. Primary data was collected by the investigators by using interview –scheduled method. For the purpose of the study 150 samples were selected in 5 IT industries through Snowball technique. Data was collected from March-9 2018-may10 2018. The collected data has been analyzed and interpreted by using simple percentage method.

V ANALYSIS AND INTREPRETATION..

Table No:1 Distribution of the respondents based on different characteristics

S,NO	CHARACTERICTICS	CATEGORY	NO OF RESPONDENTS	PERCENTAGE %
1	AGE	25-35 36-45 45&above	51 87 12	34 58 8
2	EDUCATIONAL QUALIFICATION	BE ME	101 49	67 33
3	OCCUPATIONAL	Softwareengineer Program developer Design engineer System engineer Trainer coding engineer	46 25 16 31 19 13	31 17 11 21 12 8 .
4	MONTHLY INCOME	1O,000-30,000 30,000-50,000 50,000-70,000 70,000-90,000 Above 90,000	36 46 25 28 15	23 31 17 19 10
		Total	150	100

Source: Primary data

From the above table find 58 % of the respondents lie between the age group 36-45, 34% of them lie between the age group 25-35,8% are the above the age group of 45. 67% of them completed their under graduate degree and only 33% are their post graduate.31% of respondents are soft ware engineer, 21%System engineer17% are program engineer ,13 are trainer and 6% coding engineer. The major proportion of the respondents (31%) of them earns30, 000-50,000 per month, 23% are in 10000-30,000 and 10 % who earns above 90,000.

Table No2: Distribution of respondents based on their Work Environment

S,NO	CHARACTERICTICS	CATEGORY	NO OF RESPONDENTS	PERCENTAGE %
1	**Number of Year of service**	Below5 5-10 Above10	23 108 19	15 72 13

S.No.	Characteristic	Category		
2	**Job satisfaction Level**	Highly satisfied	92	61
		Satisfied	35	23
		Neutral options	18	12
		Disagree	3	3
		Strongly disagree	2	1
3	**Provision of work life policy**	Flexible hours	42	28
		Holidays/Paid time off	70	47
		Career Break	38	25
4	**Satisfaction level for work life policy**	Highly satisfied	60	43
		Satisfied	51	33
		Neutral options	26	16
		Disagree	10	6
		Strongly disagree	3	2
5	**Job interest**	Highly satisfied	53	35
		Satisfied	54	36
		Neutral options	24	16
		Disagree	13	9
		Strongly disagree	6	4
		Total	150	100

Source: Primary data

This table shows that 72 % of the respondents come under 5-10 year of service,15%of the respondents comes under less than 5years of service,. Nearly 61% of the employees are satisfied with the working conditions, 23% of the employees are highly satisfied with the working conditions, 12% of the employees have no idea and 1% of the employee is dissatisfied. Nearly 50% have holidays or paid time off , 28% have flexible hours for working in general and25% have career break. 43 % of the respondents are highly satisfied with the work life policy ,34% of the respondents are satisfied with company policy of the respondents 16% are having neutral opinions and 2% of the respondents are highly disagree with the work life policy .36% of the respondents are highly satisfied with the job interest,16% of the respondents are having neutral opinions, 8%of the respondents are disagreeing with the job interest and4% of the respondents are strongly disagreeing with the job interest

TABLE -3 PERCENTAGE DISTRIBUTION OF THE RESPONEDNTS BASED ON THE SPOUSAL SUPPORT&RELATIONSHIP

S.No.	CHARACTERICTICS	CATEGORY	NO OF RESSPONDENTS	Percentage
1	**Decision making of family**	Respondent's spouse	114	76
		Respondent	36	24
2	**spending enough time with their family**	Yes	61	40.7
		No	89	59.3
3	**Deciding authority**	Husband	13	8.6
		Wife	42	28
		In-Law	9	6

		Husband&wife	86	57.4
4	**Spousal support**	Good	70	46.6
		Better	42	28
		Best	30	20
		Bad	8	5.4
5	**Disclosing issues with their Husband**	Disclosing	116	77.4
		Not Disclosing	34	22.6
6	**Household activities help by their husband**	Help	92	61.3
		Do not help	58	38.6
7	**Spending time with Children**	Respondent	92	61.3
		Respondent'sHusband	40	26.6
		Other's	18	12
8	**Child Rearing practices**	Respondents	114	76
		Respondent'sHusband	36	24
	Total		150	100

From the above table, it is shows that 76% of the respondents' say that the decision was taken by their spouse and rest of them by respondents themselves. More than half of the respondents 59.3% do not spend enough time with their family. Only 40.7% of the respondents find time to spend with their family. The spousal support is good by 46.6%, better for 28%, best for 20% and it is bad for 5.4%. More than ¾ th of the respondents Disclosing their issues with her husband. And more than half of respondents (61.3) helping to the wife in household activities, rest 38.6% not supporting for household activities. As High proportion of respondents61.33% are spending more time with their children and less than half 26.66% of respondent's husband are spending enough time with their children and less than one-third 12 %of the respondents children are time spending with others such as grandmother. Childrearing practices are mostly (76%) by the respondents

CONCLUSION:

The need for balancing work-family of working women is very important. In olden days man was considered as breadwinner and women was considered as home maker but today everything was changed. Both men and women have equal responsibility in work and family. In order to balance work and family the women have to plan their career effectively. This study was able to measure employees' work-life balance and found weekly hours of work and the stress associated with work were very important determinants of employees' work-life balance, alongside their occupations, age, and caring responsibilities. The study concluded that the married IT women of today fulfill family responsibilities and also try to remain fully involved in their careers coping with the competing demands of their multiple roles with the help of their spouses.

IMPLICATIONS

Managers can provide a supportive environment that permits flexibility in schedules, telecommuting options, personal time off, onsite childcare, and other family –focused program.

Internal social network (forum, blogs, mentors, coaches) need to formulate guidelines for the management of WFCs since they are related to job satisfaction and performance of the employees.

Additional research is also needed to compare the both men and women because experiences may be differ with regard to work and family balances and also helps to find out more consequences of work and family conflict.

In order to attain in-depth understanding of one's work and family life, researchers has to study multiple perspectives such as job stress, quality of life, mental health and work demand.

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