A Study on Work-life Compatibility & Concerns of Millennial Women Employees

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Abstract: Information Technology sector in India today has emerged as gender-neutral sector and has brought many socioeconomic development. Millennial who are highly ambitious, career oriented have become visible part of Information technology sector. Inflated entry of millennial women to this sector has necessitated the need for achieving work-life compatibility. It is not uncommon for millennial women employees to feel pressurized due to the increase in demand at work and personal life at the same time and making them struggle to manage their personal and professional responsibilities. Thus achieving work-life compatibility has emerged as a precarious reality in this volatile work world. This present study is an attempt to determine the work-life compatibility concerns of millennial women employees. For this study, a sample of 534 millennial women employees working in Information Technology sector Bangalore collected with convenient sampling method. Structured questionnaire was used to get response from the respondents. SPSS was used for the detailed analysis. The results indicated that these millennial women employees are concerned about achieving harmonious work-life compatibility and do not like if Work interfere personal life and Personal life interfere work life".

Keywords: work-life compatibility, Information technology sector, Millennial women employees.

Technology has redefined the work world as never before. Organizations today are not only progressing technically but also in terms of people, age and Experience(Arora & Kshatriya, 2017). Information technology sector is no exception. Millennial who are highly ambitious, career oriented have become visible part of Information technology sector today. This sector is attracting large number of millennial, offering multiple opportunities with attractive salaries and international exposure.

There is a paradigm shift from men being treated as bread winner and women as home maker or child bearer into women as both bread winner and capable of handling household roles too. (Sushree Sangita Das1 , Dr.Shashi A. Mishra 2016).Today More females are working outside than ever .Specially the number of millennial women working in Information technology sector has also increased, but at the same time working in Information technology sector is not so easy as work is highly demanding and seems unending. IT professionals by and large are always under tremendous pressure to meet demands of the clients, expectations of the supervisors and the high internal standards they set for themselves (Krishna Kumar12018)

Influx of women to this sector has increased the significance of work-life compatibility. Today millennial women employees have not only opened themselves to a gender free atmosphere but also to the pressures created by the multiple role demands and conflicting expectations(G.DelinaA 2013). Even though millennial women have entered this sector, they are not exempted from nurturing and other family responsibilities. Millennial women employee needs, work-life aspirations change at different stages of their lifecycle like marriage, motherhood impact work-life compatibility. Thus achieving work-life compatibility has emerged as precarious reality in this volatile work world. This present study is an attempt to determine the work-life compatibility concerns of millennial women employees.

Review of literature:

The compatibility of working life and private life is otherwise known as the work–life balance (WLB). **W**ork life compatibility is most usually described as the balance of unacceptable levels of conflict between working and non working demands. Work-life compatibility is the common description for the compatibility of work and other life areas. For any person, work-life compatibility is not about having the right combination of participation in paid work(defined by hours and working conditions) and other aspects of lives. The combination will change as people move through life and have changing responsibilities and commitments in their work and personal lives(Frone, Russel, &Cooper 1992)

Millennial women are, the young population which has recently begun to enter the work force. They are also called as Gen Y,(Murphy,2007). The name millennial was adopted because of how close the individuals born in this time period were to the new millennium and their great amount of technical knowledge(Davis2016).They are considered to be born between 1982-2000 Millennial have higher self-esteem, narcissism, anxiety, and depression, and a lower need for social approval and more external focus of control. (Twenge & Campbell(2008) They exhibit loyalty as long as they are realizing their goals, then move on for a new challenge (Kerslake, 2005) Millennials have realistic expectation of their first job and salary but they seek rapid advancement and development

of new skills and also ensured that they have a meaningful and satisfying life outside of work (Irfan Ahmed Mohammed Saleem, Dr. S. Jaisankar,2018).

Work and family are not always compatible; hence conflict occurs between the two domains (Houston & Waumsley, 2003; Somech & Drach-Zahavy, 2007; Bakker, Demerouti, & Dollard, 2008).Ghiselli & Zaho(2016) has determined the fact that female employees perceive work-life compatibility differently compared to men as these female employees have stronger barriers to career progression over males as they have stronger ties to family life

In the Indian culture, a salient feature of women is her commitment to family roles. The number of working women aged above 30 years is comparatively lesser, as most of the time women employees in software are at a phase in their lives where they are entering into wedlock and motherhood, due to which they find it difficult to strike a balance between their job and household chores (Perrons, (2003); Rajalakshmi, (2003) ,Valk and Srinivasan, (2011))

Magdalene Peter and Fabiyola Kavitha(2018) explored the level of fulfillment as alleged by the women respondent employees on the varied elements of work life balance, to classify the major factors that impact the work life balance among various groups of women employees in Information Technology Industry and to quantity the overall work life balance of women employees regardless of cadre

Krishnakumar R velamurugan(2018) conducted a study on work-life compatibility of generation Y Information technology employees in cochin to determine expectations of Generation Y IT employees from their organizations and how their socio economic background influences their work life compatibility. Study found that millennial want work to be fun and flexible. Their ideal employer is one who provides flexible work schedules, Telecommuting facilities, family friendly work environment, open work culture and tech savvy and friendly supervisors. Study has revealed some of the expectations of employees from their organizations and how the socio economic background of these employees influences their work life compatibility

Rajesh K. Yadav, Nishant Dabhade (2013) have concluded that the women working in all types of professions demonstrating that there are no gender differences in work. The increasing demands at work place, the interface between work life and personal life needs more attention. It leads to stress and such situation affects person's health both physiologically and psychologically.

Dr. K. Maran(2014) found that software industry is steadily showing the decreasing trend from 85% to 52% in the last ten years and more over 80% of women employees in software industry having more health issues and also not in the position to balancing their family as well as highly pressure working environment even though the women employees contribution is constantly supporting for the development of software industry.

Statement of the problem:

Information technology is a growing sector. Millennial who are an integral part of this sector are tech savvy, have different values and expectation than any other preceding generations at work . The entry of millennial women to this sector posed a daunting challenge for women of this generation in achieving work-life compatibility. Millennial women when they are entering new phase of their life stage like marriage, having children and many other life responsibilities demands at work also increases. Thus they are forced to trade of between personal and professional goals. Millennial women who are career oriented highly ambitious will face conflict in managing their work-life. Thus this study intended to determine the concerns of millennial women employees working in Information technology sector.

Need for the study:

Today millennial women employees have not only opened themselves to the similar workplace atmosphere but also to the pressures created by the multiple role demands and conflicting expectations(G.DelinaA 2013).The entry of women to this sector has not exempted them from family responsibilities. It is an open truth that their need for achieving work-life compatibility changes as they enter new phase of their life cycle such as marriage, child birth and increase in work demands simultaneously. Thus Millennial women expect their employees to be sensitive towards their needs. It is in this context it has become imperative for Information technology sector today to address work life compatibility issue, if they want to win over their competitors. In this context, it has become imperative to study about work-life compatibility concerns of millennial women employees.

Objective of the study

To determine the work-life compatibility concerns among millennial women employees.

Hypothesis of the study:

H0: Millennial women are not concerned about attaining work-life compatibility

H1: Millennial women are concerned about attaining work life compatibility

Research methodology

Present study is a quantitative study, conducted by using both primary and secondary data. Primary data for this study is collected using questionnaire. Convenience sampling procedure is used for collecting responses from respondents. Respondents of this study comprised of 534 millennial women employees working in Information technology sector in Bangalore and Mysuru. Secondary data for this study is collected by means of journals, books, websites etc. The primary data collected were analyzed with the help of SPSS. One-way Anova is conducted to determine the work-life compatibility concerns of millennial women employees.

Analysis and findings

Millennial women employees view on work life compatibility is measured by using two dimensions work interference in family, and family interfere work based on Haymen(2005) using a five point likert rating scale ranging from Strongly disagree=1, Disagree=4,Neutral=3,Agree=4, Strongly agree=5 and Cronbach alpha for all work life dimensions variables showed 0.896 and 0.90 which indicates the acceptable level of reliability

Table1: Group Descriptive

	Experience	N	Mean	SD
WIPL	Less than 3 yrs	224	3.26	0.737
	4 to 8 yrs	174	3.26	0.65
	more than 9 years	137	3.52	0.698
PLIW	Less than 3 yrs	224	2.95	0.934
	4 to 8 yrs	174	3.03	0.837
	more than 9 years	137	3.26	0.802

Table:2

One-way Anova				
	F	**df1**	**df2**	**p**
WIPL	6.95	2	532	0.001
PLIW	5.62	2	532	0.004

From the above table(2) it is clear that the F value of both the dimensions of work-life compatibility that is "work-interference with personal life" and "Personal life interference with work" is significant, therefore the null hypothesis of Millennial women are not concerned about attaining work-life compatibility is not accepted. In other words these results confirmed the fact that millennial women employees working in Information Technology sector is more concerned about achieving work-life compatibility, They do not like if their Work interfere with personal life and personal life interfere their work. Most of the respondents agreed on the fact that they feel too tired to pursue their favorite things after work, how their family dislike them for preoccupying themselves with work when they are at home , and also revealed the fact that they are struggling to find time to spend with their friends & family. It is also observed that some of the millennial women respondents feel tired at work because of their family responsibilities and some times their supervisors and their colleagues dislike them for thinking about family while at work.

Table 1 represents the standard deviation and mean of millennial women employees based on the different stages of their career, which is classified on the basis of experience possessed by the respondents. Results of the above table confirms the fact that the work-life compatibility concerns of millennial women employees differ as they reach various career stages. Respondents who are at career starter stage having an experience of 0-3 years and Respondents at career developer stage with 4-8 years of experience achieved a mean score of 3.26 and Millennial women respondents at career establisher stage with more than 9 years experience achieved a mean score of3.52 with respect to work-life interfering personal life, confirming the differences between the concerns regarding work-life interfering personal life of those who are at career starter, career developer stage and career establisher stage. This may be because of the increased personal life responsibility which is due to marriage, child and dependent care and other responsibilities. With respect to personal-life interfere work life the respondents at career starter stage achieved a mean score of 2.95, respondents who are at career developer stage achieved a mean score of 3.03 and millennial women respondent who are at career establishment stage achieved a mean score of 3.26. These mean scores signifies the fact that there is a difference in the concerns of millennial women employees with respect to personal life interfering their work life .Respondents at career starter stage achieved less mean score mainly because of less family responsibilities compared to career developer and career establisher stage respondents. Millennial women respondents at career establishment stage achieved high mean score mainly because of increased responsibilities at family making difficult to build a dream career. Thus it is suggested for employers to consider career stages of millennial women

respondents while developing work-life initiatives, as their requirements changes at every stage of their career. This in turn facilitates IT employers to attract and retain efficient millennial women employees who can contributes towards achieving organizational objectives.

Conclusion: Information technology sector today is plagued by the extended working hours, deadlines, where works seems highly demanding and unending. Millennial women who constitute a significant portion of employees in Information technology sector are completely unique and expects their employers to be proactive about their needs for achieving work-life compatibility. There is no doubt that millennial women employees are highly career oriented, ambitious but at the same time they are aware of the career penalties which they have to face due to the changing life cycles like marriage, child birth etc, as their needs and responsibilities also change with these changes. The present study indicated that millennial women working in this industry are finding it hard to recharge themselves after work as they feel too tired and also revealed the fact that the work has become so hectic that it is hard for them to find time after work to meet their friends and family and to pursue their favorite thing . Family responsibilities are also interfering their work-life which made it hard for these millennial women employees to achieve work-life compatibility. As millennial considers work as the part of their life and like to have life after work and are ready to leave jobs if their job does not facilitate them to achieve work life compatibility. Thus facilitating millennial women employees in achieving work life compatibility is a compelling competitive advantage for employers today in this sector.

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