

# A STUDY ON WORKLIFE BALANCE OF WOMEN EMPLOYEES IN IT INDUSTRY

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**ABSTRACT:** The Indian women, who were mostly found in a society acceptable employment like teaching, nursing, banking etc. In the last decade, they are rechanneled now and actively participate in the Information Technology revolution. Major parts of Indian women are allowed to work; still they face some problems in workplace and family. To achieve a positive work life balance women should be pro – active and plan her professional and personal schedules well in advance so that both are equally balanced and the end result in satisfaction. Hence, the management of the IT sector shall provide necessary support to their women employees to accomplish their important routines and positively motivate their valuable manpower to strike balance between work and balance to achieve productivity in the work environment and cultivate happiness in their family environment.

**KEYWORDS:** Worklife Balance, Women Employee, IT Industry.

## I. INTRODUCTION

A diverge change is occurring all over the world with the presence of Information Technology. The Indian women, who were mostly found in a society acceptable employment like teaching, nursing, banking etc. In the last decade, they are rechanneled now and actively participate in the Information Technology revolution. This new Information Technology profession with a good pay, night shifts, cultural and social remodeling has brought work life imbalance among the women employees in Information Technology Industry. This study is based on an empirical investigation conducted among women employees from leading Information Technology Companies.

### 1.1 WORK LIFE BALANCE OF WOMEN EMPLOYEES

Personal and professional lives are important and women employees struggle to do justice for both the roles and in the process if they spend more time pursuing one role as opposed to other can lead to negative outcomes. To achieve a positive work life balance women should be pro – active and plan her professional and personal schedules well in advance so that both are equally balanced and the end result in satisfaction.

### 1.2 STATEMENT OF PROBLEMS

Major parts of Indian women are allowed to work; still they face some problems in workplace and family. The problem faced by working women who have small children is they forced to leave their child in daycare or in hands maid on whom they have little faith. This creates more tension in them and less concentrate on their work. Working women are not able to attend family function due to lack of leave and also not able to give proper care to family members.

### 1.3 OBJECTIVES OF THE STUDY

1. To study on the overall work life balance of women employees in IT Industries.
2. To study the work and family related factors that influence the work life balance of Women employees in IT Industries.
3. To asses and evaluate the impact of work life balance of women employees and suggest the specific recommendations for the betterment of work life balance.

### 1.4 LIMITATIONS OF THE STUDY

1. Most of the employees took more time to understand and answer the questions posted to them move to another employee.
2. The findings of the study only applicable to employees at Tidel Park in Coimbatore City and not for other areas / IT Industries.

## II RESEARCH METHODOLOGY

**2.1 Research Design:** The study was conducted on the basis of descriptive research. The main characteristics of this method are that the researcher has no control over the variables. It is only record of the feeling of employees towards their rights provided by the organization. For the purpose of the study, researcher has conducted the survey method.

**2.2 Sampling Design:** In this study, the employees have selected by using non probability convenience sample method. The employees were from various departments are included in the sample.

**2.3 Secondary Data:** The researcher also uses secondary data for the support of study. It is collected from journals, magazines, annual reports, records, dailies, websites etc.

**2.4 Data Analysis:** Both the primary and secondary data were presented in the form of tables and these tables were systematically analyzed with the aid of some statistical techniques like Percentage and Ranking techniques.

### III ANALYSIS AND INTERPRETATION

**Table 1: Age of the IT Employees**

Age	Frequency	Percent
Upto 24 years	69	34.5
25 to 30 yeas	78	39.0
More than 30 years	53	26.5
<b>Total</b>	<b>200</b>	<b>100.0</b>

**Source: Primary Data**

From the above table it is clear that maximum (39%) of the IT women employees belong to the age between 25 and 30 years, while, 34.5% of the IT women employees are in the age group upto 24 years and the remaining 26.5% of the IT women employees are in the age group above 30 years.

**Table 2: Rank showing factors affecting the IT employees in balancing their work life and family commitments**

Attributes	Always affects	Many times affects	Sometimes affects	Does Not Affect	Wtd. Mean	Rank
Work Hours	3	30	57	110	3.370	1
	0.015	0.300	0.855	2.200		
Overtime	23	58	76	43	2.695	5
	0.115	0.580	1.140	0.860		
Work from home after office hours	26	60	71	43	2.655	6
	0.130	0.600	1.065	0.860		
Work on holidays	77	40	40	43	2.245	8
	0.385	0.400	0.600	0.860		
Travelling away from home	23	59	57	61	2.780	4
	0.115	0.590	0.855	1.220		
Excessive household work	17	45	47	91	3.060	2
	0.085	0.450	0.705	1.820		
Negative Attitude of family / Spouse	25	33	72	70	2.935	3
	0.125	0.330	1.080	1.400		
Negative Attitude of Supervisor / Colleagues	64	44	44	48	2.380	7
	0.320	0.440	0.660	0.960		

**Source: Primary Data**

Based on the rating of the IT women employees with respect to factors affecting them in balancing their work life and family commitments it is clear that the highest perception was towards working hours which had least affected the employees work life balance and family commitment with the mean of 3.370.

#### IV. FINDINGS OF THE STUDY

- It is clear that maximum (39%) of the IT women employees belong to the age between 25 and 30 years.
- Based on the rating of the IT women employees with respect to factors affecting them in balancing their work life and family commitments it is clear that the highest perception was towards working hours which had least affected the employees work life balance and family commitment and the last rank was for the statement working on holidays had significantly affected the women employees work life balance and family commitment.

#### V. SUGGESTIONS AND RECOMMENDATIONS

Time allotment scheduled for the IT women shall be relaxed as these members are supposed to perform dual role by supporting their family and also to take care of their job. From these occupations of time schedule they are supposed to manage the time for their own progress, relaxation and motivation to reach their targets. Hence, the management of the IT sector shall provide necessary support to their women employees to accomplish their important routines. The job commitment is the priority for women but also they have to overcome their household chores. In this regard, the researcher strongly recommend the management to provide proper cushion to the productive manpower by assigning work with minimum stress and extract maximum output which will be beneficial not only for individual also for the management as well.

#### VI. CONCLUSION

Women are the first mentors of their life partner and children. The responsibility of guiding them in the righteous path of progress rests mainly on the shoulders of the mother in a family. Dual earning in this competitive world becomes inevitable therefore, work life balance meter can oscillate differently it may be sometimes moderate, sometimes low and sometimes severe. Therefore, during difficult situations work life balance is not met by the women and especially among the women engaged in IT sector. Therefore, the management shall help and positively motivate their valuable manpower to strike balance between work and balance to achieve productivity in the work environment and cultivate happiness in their family environment.

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