An Empirical Study on Impact of Work Life Balance on Working Life of It Women Employees With Reference To Chennai

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Abstract: A work life balance study has focused on the roles of working women in software profession. Nowadays cost of living is very high, so both should be employee to satisfy the basic needs. Every person in a family is thinking about to become high in economic position. Since the women thought about their Status, Economic, Education and fairness should be in equal position. So I too research on work life balance in soft ware profession among working women in Chennai city. The change work-life balance apply only as a means of helpful individual workers with concern providing responsibilities to identifying their involvement to organizational performance and employee commitment is an important model change that is still very much ‘in development.’ Challenging and multi-faced stress between work and home responsibilities have implicit improved importance for workers in new days, demographic and workplace changes, such as: a greater numbers of women in the workforce, revolution in family structures, a growing unwillingness to accept the longer hours culture, and technological development.

I. INTRODUCTION

Nowadays work life balance is a very important activity especially in working women. Especially it is very high for women software professions. This research focus to analyze the views about the importance in the work life balance among the women soft ware professions. Changes in the social, political and economic fabric of societies have influenced and continue to influence both the nature of employment and its relationship to life outside work. The concept of Work-life balance is becoming more and more relevant in an ever dynamic working environment.

In most developing countries, at least until recently, only men worked outside of the home. The old, established joint Hindu family system facilitated a clear division of responsibilities between the old and the young in terms of decision making, the oldest male member in a patriarchal society is the head of household and would make all the important decisions; male and female the men would work outside the household, whereas the women are responsible for raising children and taking charge of a myriad household responsibilities, including in some low-income families in certain parts of India, walking many miles each day to fetch water and fire wood.

Work-life balance practices are deliberate organizational changes in programs or organizational culture that are designed to reduce work-life conflict and enable employees to be more effective at work and in other roles. The transition from viewing work-life balance practices solely as a means of accommodating individual employees with care giving responsibilities to recognizing their contribution to organizational performance and employee engagement is an important paradigm shift that is still very much ‘in process.’

Objectives of the Study

The objectives framed for the present study are detailed here under.

1. To know the demographic distribution of respondents.
2. To analyze the personal profile of the employees of software professional in Chennai and its influence on work life balance.
3. To assess the influence of Self Efficacy on Work Life Balance.

II. REVIEW OF LITERATURE

Jeffrey H. Greenhaus, et.al. (2003), “The relation between work-life balance and quality of life” it has being conducted a study on the relations between work life balance and quality of life in specific that relation between work family balance and quality of life among professionals employed in public accounting. For individuals who invested substantial time in their combined work and family roles, those who spent more time on family than work experienced a higher quality of life than balanced individuals. The study concluded that imbalances produces such small differences in engagement or satisfaction between work and family roles that the degree of balance has little or no implications for an individual’s quality of life.

Jane Sturges and David Guest, (2004), “Working to live or living to work , Work/life balance early in the career” In this other reports the findings of research that explored relationships between work/life balance, work/non-work conflict, hours worked and organizational commitment among a sample of graduates in the early years of their career. It concludes that, although graduates seek work/life balance, their concern for career success draws them into a situation where they work increasingly long hours and experience an increasingly unsatisfactory relationship between home and work.

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work. The article discusses the causes and potential consequences of this predicament and in particular how work/non-work conflict is linked to hours worked the state of the psychological contract and organizational commitment. It highlights the role of organizations’ policy and practice in helping to manage the relationship between work and non-work and the development of organizational commitment through support for younger employees ‘lives out-of-work and effective management of aspects of the psychological contract.

Eileen Drew, and Eamonn M. Murtagh, (2005), “Work-Life Balance: senior management champions or laggards?” It is examined the experience of and attitudes towards, Work-Life Balance (WLB) by female and male senior managers in a major Irish organisation. The study found that the greatest obstacle to achieve WLB is seen as the “long hours” culture in which availing one of flexible option is incompatible with holding a senior management post. Many of the senior men have followed the “breadwinner” model by being able to delegate family and caring activities to their wives. This option has not been possible for the majority of women in senior posts. Hence, men seek WLB to resolve commuting/workng time issues and women want to avail themselves of more flexible arrangements.

Gregg Schoenfeld (2005) “Work-Life Balance: An MBA Alumni Report” Work-life balance remains an issue that requires considerable attention from society. The changing nature of the global economy, where organizations often operate on a 24/7 schedule and technological advances have made it possible for an employee to be connected at all times, has ushered the work-life balance issue into the forefront of the minds of many, including MBA students.

Joanna Hughes, and Nikos Bozionelos, (2005), “Work-life balance as source of job dissatisfaction and withdrawal attitudes” concluded a study on “Work-life balance as source of job dissatisfaction and withdrawal attitudes” The purpose of this article is to explore the views of male workers in a male dominated occupation on issues that pertain to work-life balance. It emerged that work-life imbalance was not only a source of concern, but also that it was the major source of dissatisfaction for participants. Furthermore, participants made a clear connection between problems with work-life balance and withdrawal behaviours, including turnover and non-genuine sick absence. The study has value at both scholarly and practice level. At scholarly level, the research investigates an important contemporary issue within a neglected group: male workers in a low profile male dominated occupation. At practice level, the findings suggest that work life imbalance incurs tangible costs to organisations hence; organisations need to establish human resource systems.

III. RESEARCH METHODOLOGY

The present study used both primary as well as secondary data. The primary data was collected from women software professional who are working in software professions. But, the study is restricted to Chennai city as all ranges of software companies have their operations in Chennai city. Field survey technique was employed to collect the pertinent data from the 150 selected sample respondents in Chennai city. The respondents were selected by using simple random sampling method from the selected towns. Questionnaire was the main tool for collecting the data. The secondary data was also collected for the study. The data thus collected from the primary sources were arranged in the simple tabular statements. Multiple regression method was used for the further analysis. The following analysis shows the relationship between levels of satisfaction on technology enabled banking services and twelve independent variables that were studied. In this study data was gathered from women software professional who are working in software professions. But, the study is restricted to Chennai city as all ranges of software companies have their operations in Chennai. Chennai the capital of Tamil Nadu State is the second leading software exporter in India after that Bangalore and India’s largest IT Park is housed in Chennai. Adequate sample was collected from across Chennai city only. The women software professional in Chennai city were considered as population for this research. Responses are mentioned and data entered and then analyzed using computer program called statistical package for social science (SPSS). Statistical analyses of the data performed have used the following methods. The following statistical techniques are used in the present study for analyzing the data. Descriptive statistics and T-test.

IV. DATA ANYSIS AND INTERPRETATION

<table>
<thead>
<tr>
<th>Comfort with the work environment</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>3.9251</td>
<td>.42658</td>
</tr>
<tr>
<td>No</td>
<td>4.0514</td>
<td>.39666</td>
</tr>
<tr>
<td>Total</td>
<td>3.9366</td>
<td>.42074</td>
</tr>
<tr>
<td>T</td>
<td>4. 040*</td>
<td></td>
</tr>
<tr>
<td>Sig.</td>
<td>&lt;0.45</td>
<td></td>
</tr>
</tbody>
</table>

Table 1 shows the influence of comfort with the work environment on work life balance. For finding the effect of comfort with the work environment on work life balance, t-test was used. Result brings the point that the comfort with the work environment influences work life balance (F = 4.040; p < 0.045). Respondents with respect to their comfort with the work environment have difference of opinion about work life balance. It is inferred that respondents having more comfort with the work environment which can possible to control over the work life balance.

<table>
<thead>
<tr>
<th>Onsite work</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>3.9401</td>
<td>.41575</td>
</tr>
</tbody>
</table>

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Table 2 shows the influence of like to work onsite on work life balance. For finding the effect of like to work onsite on work life balance, t-test was used. Result brings the point that the like to work onsite do not influence work life balance (F = 0.438; p = 0.509). Respondents with respect to their like to work onsite do not have difference of opinion about work life balance. It is inferred that respondents do not like to work in onsite.

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>.657*</td>
<td>.432</td>
<td>.425</td>
<td>57.834</td>
<td>.000*</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Work interference with personal life

From this result it is known that the Work interference with personal life positively significant at the 5 per cent level. On the contrary, the co-efficient of determinants and ‘R’ values is 0.657. It is imperative to note that the ‘R’ square value is 0.432. The adjusted ‘R’ square value is .425. The co-efficient of determinants of Work to family enrichment, which means out of 100 per cent of variation in the total output about 43.2 per cent is attributed to the influence of the overall work life balance that are computed in this study. The remaining 56.8 per cent are explained through the factors other than the variables considered in this analysis.

The multiple correlations refer to the combined correlation of each predictor with the outcome. The multiple correlations squared represent the amount of variance in the outcome which is accounted for by the predictors; here, 67 % of the variance in Work interference with personal life is accounted for by statements of work life balance. However, the multiple correlation squared is optimistic, and therefore, the adjusted R² is appropriate. The summary table indicates that our model’s R² is significantly different from zero, F =57.834, p < .000, which shows that there is significant relationship, exist between work interference with personal life and work life balance. Further the tested ‘F’ values for work interference with personal life are found to be 0.05 level shows significant difference between the work to family enrichment and work life balance.

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## V. FINDINGS

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VI. CONCLUSION

The changes in the career which brought for the development, motivation, better working environment should last for long period. The changes should bring the job up to the level of challenge matching with the skills of the IT women employee. Those who have more skill to display more motivation can get promotions to higher level jobs. The very nature of motivation, as opposed to de-motion can have much longer effect on employees' behavior. The WLB means the way of handling both of their personal, family and career life effectively and also gives better performances in the positions and liabilities offered to them. So it is concluded that the Work life balance is a self-defined, self-determined state of wellbeing that a person can reach or can set as a goal that allows them to manage effectively multiple responsibilities at work, at home and community. It supports physical, emotional, family and health and does so without grief stress or negative support.

REFERENCE


