

Assessing Work-Life Integration for Women in the IT Industry

N. Rajitha¹; Dr. K. Venugopala Rao²

¹Research Scholar, S.K. Institute of Management, Srikrishnadevaraya University,
Anantapuramu, Andhra Pradesh, India

²Professor, S.K. Institute of Management, Srikrishnadevaraya University,
Anantapuramu, Andhra Pradesh, India

Corresponding Author Email: k4161007@yahoo.co.in

Abstract—The greater impact of work life balance of women employees is due as their personal life has to be maintained well for the good quality life. The employee satisfaction depend on the The employee and be happy with delivering their level best. In the Worst case also employee loyal to his organization far due to employee satisfaction. The life style, cycle of life are depended on every working women employee for their family. The issue of the woman employee's face is health, Pregnancy discrimination, Sexual harassment or no equal pay, and more. This paper clarify that the women employees are Balanced and satisfied with (In IT) Sector/What factors affecting the work life balance of women employees is, working hours, Job satisfaction, working condition, etc. we try to find out about the women employee job satisfaction were analysed by using statistical tool that is Chi-square test equation Method.

Keywords: Work Life Balance; Job Satisfaction; Personal Life and Professional Life.

I. INTRODUCTION

In the world of today, there is no such demarcation between gender as both has equal rights and knowledge." Women in the beginning of the century they will not even come out but after that and above all this women have a grip in IT sector and there we could see equal strength, potential, they can do it them self without any help. So, some of the women where make their own business and running by there own control the company with knowledge. And these are some of the women, employees who all work in the various places and different work they do. But to face the company employees are not like that because in their personal they have a problem but want to face a different type of problem so they need to work at all and achieve the target per day and facing the any issue in personal life and professional life since they no need how can something wrong with me. But it has turned a very difficult task for the women because they have to go to redirect/redirect- incl/formal FOR other duty in their homes and even in textile industries also. Because as a working woman, you know mainly they need to get married ... laughs at the right time and that's the added responsibilities, that when women have children, they have to look after them. So, nuclear families are more pressurised to move along by their profession coping with conflicting demands of many roles. So, how you make them pressure on work and after completing the process of it that effect in their personal life. In, the separated department average for the women health is affected due to standing all the day not good for human health. Health issues are also expected to drop sales and performance of the working women. This is a research paper deals with the life of working women employees who have been working in various sector.

II. LITERATURE REVIEW

J. Sudha (2014) studies focused on the factors related to Work life balance(WLB) and its practices and found out overall perspective of different challenges and issues faced by Women employees for attaining WLB which comprises career growth, Work stress, career aspiration, Work Family conflict and Family work conflict, child care in reference working women. K. Thrivenikumari & Dr. V. Rama Devi (2013)Work life balance is one of the tough task to be handled by women employees in

21st century because of the roles which she plays at home and their life influence interference into professional life. The quality of life is being seen by the organization as one strategic tool it must use in other to Recruit and then retain staffs, to attach more value for their employees to maintain their work- life balance equally performing and as committed at Work (shalini and bhawna 2012). (Sunitha Malhotra & sapna Sachdeva, 2005) In this paper they mentioned that women are entered into the work area but the roles and responsibilities are no change still it is same. Women are wearing several faces to keep pace with the career and family roles. (Nielsen survey, June 2011) In India we are women for cursing the time. [10] Pleck's (1977) the family-to-work-spill-over is stronger for female rustics only; and the work-to family-spill-over is stronger for male peasants. (Clark, 2000; Ungerson & Yeandle, 2005) work life balance hold how to maintain the dual career family and resolve minimum conflict. The work life balance is the most trendy topic in current era. For full time working women, regardless of schedule, work life balance presents a challenging issue and issue to handle particularly in those who have children (Williams, 2006).

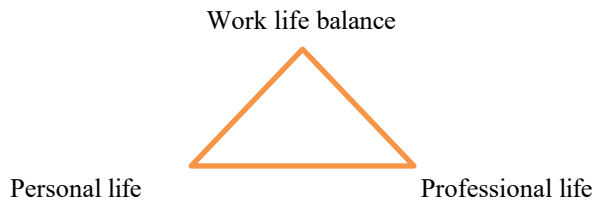
Job Work-life balance is the most thing in employing as a two career that being family and work. The priority is to assist employees in achieving a balance between their work as well as home. Work life balance is the contrast of work to personal life. Prof. k. Santhana Lakshmi (march 2013) have analyzed that the educational institutions should focus on WLB related problems in their employees especially women and can take a broader view to Reconcile changes in man policies design and development, so as to support the teaching staffs on their WLB. T.S. Shanthi & Dr. Sundar (January 2012) research scale of the level of satisfaction as felt up on by the women-respondent employees on the diverse determinants of Work life balance, to determine which are the major factors that bring about work life balance among various categories of women respondents working in I.T. Industry and to know overall work life balance score of women employees irrespective of their cadres published or conducted International Journal on applied Economic Studies. Satinder singh (2013) The impact of work life balance conditions such as Job Satisfaction, Work Stress; Career Growth, Turnover behaviors; Absenteeism even the behavior of Appreciation & Competitive environment related with work-life balance and its practices/ policies. An attempt has been made in this paper to present an overview of the issues and determinants related to work life balance across literature. Sobia shujat relegation Faryal (2011) worked and found out impact of work life balance on job satisfaction among employees in private bank sector. The factors included are job satisfaction and work life balance on flexible working condition, wlb program, employee intention to change/leave job, work pressure/stress and long working hours.

III. OBJECTIVE

- 1) To determine the different aspects such as hours of work, involvement with work, family responsibility among women employees reflect in their work life balance.
- 2) To measure the impact of work family balance on women employee's quality of life.
- 3) To examine the work life balance of women employees in terms of their demographic dimension like age group, No.
- 4) To assess the impact of work life balance on job satisfaction among women employees in IT firms.

IV. WORK LIFE BALANCE

The concept of work life balance was first used in 1986. Work life balance is how successful and happy you are in all four quadrants of your life- Work, Family, Friends, YOU. Work life balance is about balancing personal and professional life.



IV.I. FACTORS AFFECTING EMPLOYEE SATISFACTION WORKING CONDITION

They'll be open 7 days a week, 10 hours a day. The textile industries has to supply the basic need of women labourers like drinking water, sitting arrangement, healthy food facility (only for hostellers women employees through coming from other places), clean and neat rest room and also working condition should be healthy ad safety for the women employees.

IV.II. WOMEN EMPLOYEE BENEFITS AND COMPENSATION

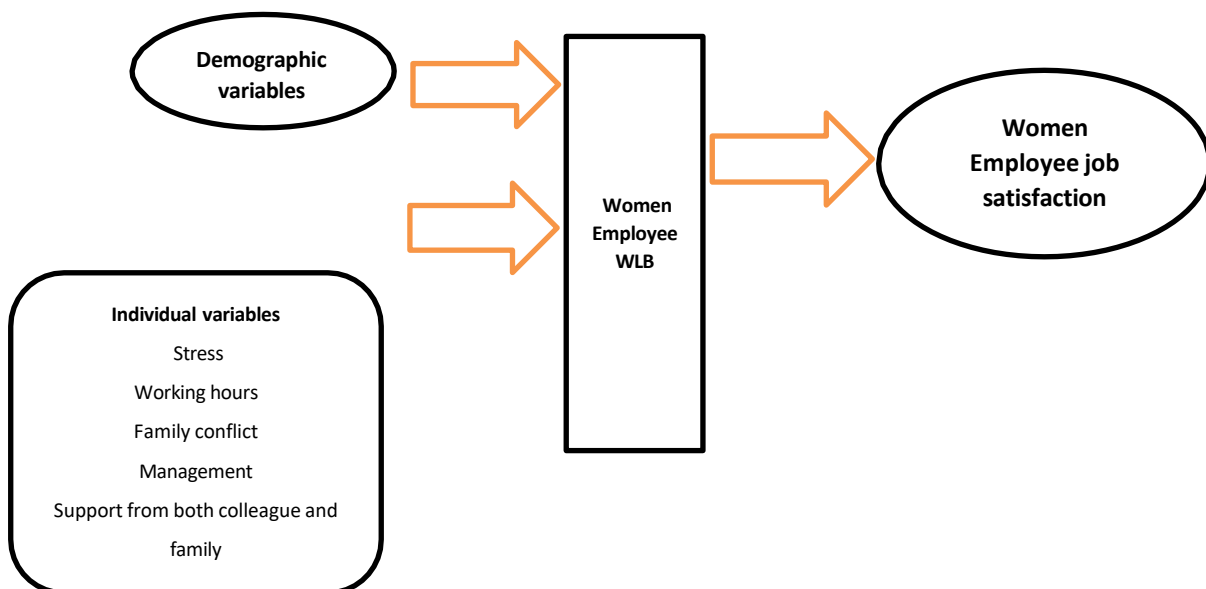
If they reach the goal, then organization pays them the bonus along with extra pay to maintain their productivity. This will drive them in doing all things, this is to improve one's performance and to get the bonus, incentives etc.

IV.III. WORK LOAD AND STRESS LEVEL

IT sector has always got high work load they always have dead line for every project as well as for document submission which is impossible to achieve some times so because that the job satisfaction decreases even in case of involve employees it brings higher job dissatisfaction to the work place.

There are numerous factors to which the stress level of workers can be attributed like pressure from top management, among employee conflict and so on. at the work place.

Conceptual Frame Work



IV.IV. RESEARCH METHODOLOGY

This study is analytical in nature. The questionnaire was used to collect the prime data. It is based on the work life balance and job satisfaction at different sector. The women employee satisfaction and retention of the respondents is measured on 3-point Likert scale which include agree (3), neutral (2), disagree (1).

IV.V. DESCRIPTION OF THE TOOL USED

The questionnaire had 30 items. They are demographic variables which are specifically collected no of Respondents Age group, No. of child, Profession of spouse.

IV.VI. DATA ANALYSIS AND INTERPRETATION

The information is analyzed using the statistic tool. I have applied the Simple percentage Analysis, chi-square test and Correlation test. Which is used to determine the significant relationship between dependent and independent variables, and its cross tabulation are as a follow.

Marital Status	No of Responds	Percentage
single	25	41.6
married	35	58.3
total	60	100

This graph says that 58% are married women employees

Age	Respondents	Percentage
below 30	25	41.66667
30-40	22	36.66667
40-50	8	13.33333
above 50	5	8.333333
total	60	100

This graph says that the 41% are women employees age below 30

Flexible with working hours	Respondents	percentage
Agree	38	63.33333
Neutral	12	20

Disagree	10	16.66667
total	60	100

This graph says that 63% are satisfied with their working hours.

job satisfaction	Respondents	Percentage
agree	45	75
neutral	11	18.33333
disagree	4	4
total	60	100

This graph says that 75% of women employee are satisfied with their job

stress	Respondents	Percentage
Agree	22	36.66667
Neutral	14	23.33333
Disagree	24	40

This graph says that 36% of women employees are stressed

family problem	Respondents	Percentage
agree	14	14
neutral	26	43.33333
disagree	20	20

This graph says that 43% of women employees are neutral in the family problems

IV.VII. CHI-SQUARE ANALYSIS

1) Chi square test for job satisfaction and age

H0: There is no relationship between Job Satisfaction and Age H1: There is relationship between Job Satisfaction and Age

Job Satisfaction * Age Crosstabulation						
Count						
		Age				Total
		Below 30	30-40	40-50	Above 50	
Job satisfaction	satisfied	25	6	0	0	31
	neutral	0	9	8	4	21
	dissatisfied	0	8	0	0	8
Total		25	23	8	4	60

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	56.634a	6	.000
Likelihood Ratio	67.363	6	.000
Linear-by-Linear Association	19.051	1	.000
N of Valid Cases	60		

Thus the Result concluded that is H1 is Accepted. Hence there is relationship between the Job Satisfaction and Age.

2) Chi square for marital status and family problems

H0: There is no significant relation between marital status and family problems H1: There is significant relation between marital status and family problems

Marital * Family Problem Crosstabulation
Count

		Family Problem			Total
		1.00	2.00	3.00	
marital	single	7	3	12	22
	married	7	11	20	38
Total		14	14	32	60

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.481 ^a	2	.289
Likelihood Ratio	2.563	2	.278
Linear-by-Linear Association	.267	1	.605
N of Valid Cases	60		

Thus, the Result is concluded that is H0 is Accepted. Hence there is no relation between the marital and family problems.

IV.VIII. CORRELATION ANALYSIS

1) Correlation between Stress and Job Satisfaction

H0: $\rho=0$, There is no relationship between Stress and Job satisfaction

H1: $\rho \neq 0$, there is relationship between Stress and Job satisfaction

Correlations			
		Work Stress	Job Satisfaction
Work stress	Pearson Correlation	1	.645**
	Sig. (2-tailed)		.000
	N	60	60
Job satisfaction	Pearson Correlation	.645**	1
	Sig. (2-tailed)	.000	
	N	60	60

Thus, the result is concluded that ρ is greater than 0. Hence there is positive relationship exist among the Stress and Job satisfaction.

IV.IX. CORRELATION BETWEEN AGE AND WORKING HOURS

H0: $\rho=0$, There is no relationship between Age and working hours H1: $\rho\neq0$, there is relationship between Age and working hours

Correlations			
		Age	Working Hours
Age	Pearson Correlation	1	.853**
	Sig. (2-tailed)		.000
	N	60	60
Workinghours	Pearson Correlation	.853**	1
	Sig. (2-tailed)	.000	
	N	60	60
**. Correlation is significant at the 0.01 level (2-tailed).			

Thus, the result is concluded that ρ is greater than 0. Hence there is positive relationship exist among the Age and Working hours.

IV.X. FINDINGS OF THE STUDY

- 1) Employed, married women are the Dominant (58%) respondents.
- 2) The Majority these findings suggest that 41% of respondents are Below 30 years old.
- 3) 63% of the people are agreed to their working hours are flexible.
- 4) A Majority (75%) of respondents are a agree that they are satisfied with their jobs.
- 5) The major (36%) say that they are agree about the feeling stressed.
- 6) Nearly half (43%) of the respondents are neutral women employees have family problems.

IV.XI. CHI-SQUARE RESULT

Age is a strong predictor of Job Satisfaction.

Family problem and Marital status is Highly associated.

IV.XII. CORRELATION RESULT

There is a positive correlation between Stress and Job Satisfaction There is a negative correlation between Age and Working hours.

V. CONCLUSION

The work life balance of female employees is significant even in the field of Information Technology (IT). So particularly in the IT field, one of woman employee was fish harder to adjust their personal and professional life. Different factors affecting work life balance Demographic variables are Individual Variables. Therefore only the working women employee have to manage both work, life only then the working women employee should be satisfied with their job and develop them individually that can leads to now a day's good work life balance. We show in this paper that all women are balanced and they are also happy with their job. Therefore, it may be inferred that the – women IT employees enjoy a good WLB.

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