

A STUDY ON WORK LIFE BALANCE OF IT EMPLOYEES WITH SPECIAL REFERENCE TO CHENNAI

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ABSTRACT

Work-life balance refers to the balance between professional work and other activities. Individuals usually find themselves at work or at home. Most people commit a large percentage of their productive hours to their jobs, making them an important part of their life. A person's productivity is impacted not just by work-related issues, but also by numerous aspects of their personal life. Achieving work-life balance entails striking a balance between professional duties and other interests, so reducing friction between work and personal life. A strong work-life balance boosts efficiency, which leads to increased employee productivity. The sample selection for the research is based on the work life balance of IT employees working in IT sector. The researcher collected 275 questionnaires to respondents through the convenience sampling method.

Key words: Work life balance, Employees, professional work

INTRODUCTION

The concept of work-life balance holds fundamental importance for contemporary employees. Many individuals face challenges in reconciling their professional responsibilities with personal commitments. In the current societal context, individuals maintain distinct work and family schedules, yet achieving an equitable distribution of time between these domains remains elusive. The work-life balance of an employee is a socio-psychological construct that necessitates support from the organization, community, family, and surrounding environment. Nevertheless, employees can attain this balance by managing both personal and emotional aspects of their lives. Ultimately, it is up to employees to determine the optimal timing and methods for implementing psychological strategies in the workplace under varying circumstances. The establishment of a positive work-life balance is fundamentally linked to achieving mental stability. Employees handle confidential information in diverse ways, influenced by their unique circumstances. Recently, the significance of employee engagement has gained prominence as a key indicator of effective human resource management. In response, employers have implemented various measures to enhance employee retention, such as offering options for remote work. Human resource departments are now emphasizing the importance of flexible working conditions and innovative strategies for engaging employees. HR professionals are also working to cultivate family-friendly relationships both within the organization and with external stakeholders. Organizations that adopt and enforce policies promoting work-life balance are generally more successful in retaining their employees. Effective companies often have a well-defined work-life balance strategy.

STATEMENT OF THE PROBLEM

Employees may struggle to achieve a satisfactory work-life balance due to rising pressures from both their professional and personal spheres, which are shaped by numerous social and organizational factors. Contributing elements to this imbalance often include distrust from their partners, limited support from family members, the demands of their specific professions, workplace interruptions, and the current organizational framework.

OBJECTIVES OF THE STUDY

- ◇ The goal is to provide a well-founded theoretical basis for understanding the concept of work-life balance.
- ◇ This study aims to explore the various dimensions of work-life balance that are essential for evaluating workplace flexibility and organizational culture.
- ◇ This analysis seeks to determine the nature and degree of social and family support among IT employees in the city of Chennai.
- ◇ The purpose of this examination is to assess the conflicts that occur in the workplace among IT staff.
- ◇ To offer suggestions to improve the work-life balance of IT employees in Chennai.

LIMITATION OF THE STUDY

- ◇ The study is restricted to IT companies in Chennai.
- ◇ Due to the time constraints, the sample size is restricted to 275.
- ◇ The period of the study for the research was only 6 months
- ◇ The researcher has experienced great difficulty in collecting both primary and secondary data. Some of the respondents were hesitant to reveal full information.
- ◇ The validity of the conclusion depends upon the honesty and sincerity with which the data is provided by the respondents.

REVIEW OF LITERATURE

Work-Life Balance

The concept of work-life balance involves an individual's management of personal and professional commitments, alongside the influence of work-related tasks on their home environment. The definition of an optimal work-life balance is a subject of ongoing debate. As noted by freethinker Paul Krassner, anthropologists frequently define happiness as the lack of a clear separation between work and personal life. The rise of technology has made work-life balance a prominent issue, as it has lessened the necessity for physical presence in distinguishing between these two areas. Historically, the difficulty of transferring work to the home setting fostered a significant divide between professional and personal realms. The development of smartphone technology, the expansion of cloud applications, and the reduced costs associated with internet access have made it increasingly feasible for individuals to be 'constantly' engaged in their work, thereby erasing the lines that separate their professional and personal lives. Some researchers propose that the integration of smartphones and the concept of 'always-on' work environments have replaced the traditional authoritative control of supervisors. A prevalent outcome of this scenario is stress, which often signals an unhealthy work-life integration. In the context of the information economy, mental stress has been identified as a pressing issue for both economic viability and health, largely stemming from employees' perceived necessity to achieve more within limited timeframes.

A critical issue in the examination of work-life balance is the question of responsibility for promoting a healthy equilibrium between work and personal life. Employers are often seen as having a duty to protect their employees' well-being. This responsibility is not only a matter of ethical concern but also relates to the fact that employees who are under stress tend to be less productive and more prone to errors.

Vanitha A (2011), In the recent years emotional intelligence played vital role in the employees and the practitioners. Its set of competence to control feelings towards work and performance. The individual's ability to control and manage his or her moods of his/her. The employee performance depends on people working with groups to share different ideas, suggestions etc. Every employees balancing their personal and emotional aspects. The researcher aims to find out the role of emotional intelligence on work life balance of employees in IT sector and reason for work life balance and imbalances and its impact.

Rijesh K B & Sakeerthi S (2016), Mostly men earn to an family and women take care of household both are contribute equally to the family income. In this recent world men and women are going to a work it creates work life imbalance. Person faces difficulty in personal and professional. In working women, face lots of problem in personal and professional. Together resulting in failures in professional and breaking up of family. Now days due to imbalance in work life result divorces among IT couples. The researcher collects 100 samples from respondents and suggested the proper balance between personal and professional leads life smoothly.

Sankar S & Manoj Kumar R (2019), In this modern era employment opportunities increased for younger's for life balance of employees working in Coimbatore IT companies to find out the causes of disproportionate work life balance and enabling individual and organization proper balance between life and work. The study aims a better work life balance strategies implemented in the organization to improve the work life balance.

John William A & Kaalesh M (2019), Work place employees difficult to main a fair level of work life balance in TNPL. The workers affected by physically and mentally. The hectic life retention of employees leads work life imbalance creates big risk to workers in organizational performance.

Alqahtani Tahani H (2020), The researcher's describe the individual's work and personal life of an women employees. The current scenarios women face several challenges and problems in family as well as workplace. The women face problems more than a men. Work – family for women is more complicated. The contrast generate conflict at work life collaborate. A good family – friendly organization reduced stress of employees, job satisfaction, reduced absenteeism and to provide flexible working hours to their employees.

Arunachalam Thiruchelvi & Lakshmi Swathi Ramakritinan (2022), This article said the gender equality in work place is more critical. In many place gender inequities create more problems. In work life balance when peoples are satisfied and functioning at work and at home with minimal role conflict. In hostel industry major challenges is work timing and shifts. The hospitality service professionals and unable to take leave or vacation at that time, so they face family struggles. Now a day majority of people employed and workers are connected to the first – class directly or indirectly. The contradiction between work and non – painting people's loss by suffer in the lives.

Dr. Thinesh Kumar M & Sai Krishnan K.E (2022), In this modern world, working Women's in Tamil Nadu police face more challenges in their careers. A women police work 24 hours, unscheduled work hours and administrative problems. It may cause the stress and it affects health. Totally 104 respondents in this survey undertook the study and the researcher found that a long working hours, unpredictable work situations create stress to a Women Police.

Rupali P. Gawande (2024), The people balance their work and home but people try to balance their obligations to their employees. In today's scenario it's difficult to balance between work and home. Work life balance is surround the capacity to allot time and energy to work related tasks to bring up personal relationship, hobbies and apt one's physiological and inner fitness. Achieving balance not in work and home but ensuring both complement one another, resulting in happiness and joy. Effective methodologies include all aspects of corporate policies and ethical standards. To maintain a culture of well-being, it is essential to support organizational policies and engage in positive behavioral practices. By fostering flexible work options and promoting healthy boundaries, both employees and organizations can contribute to a more balanced and enjoyable workplace atmosphere.

Fitriana Efi & et.al (2024), The main purpose of this review is to carry out a detailed assessment of the effects of work-life balance on employees. By applying the PRISMA approach, the researchers analyzed a total of 25 articles that underwent several phases, including identification, screening, and synthesis. The analysis emphasizes the consequences of work-life balance for employees, focusing on both individual and organizational factors. Individual factors considered include well-being, satisfaction in life and family, mental and physical health, anxiety, depression, motivation, and the quantity and quality of personal time. On the other hand, organizational factors include job satisfaction, job performance, turnover intention, job stress, affective commitment, organizational citizenship behavior, and employee involvement.

Vidani Jignesh & et.al (2024), maintaining a work-life balance is imperative for individuals to effectively manage their professional duties alongside their personal lives. This article explores the evolution of the work-life balance concept and presents various theoretical approaches that shed light on its dynamics. The implications of work-life balance extend to organizational productivity and the well-being of employees in diverse ways. It reinforces the notion that while it is important to be ambitious in one's career, such ambition should not undermine the critical emotional and personal connections with others that enrich our lives.

Dr. Seema Bhakuni & Dr. Parul Agarwal (2024), This research paper analyzes the significant impact of work-life balance on job satisfaction and employee performance. In the current fast-paced and ever-changing work landscape, finding an appropriate balance between work obligations and personal life has become a vital factor for employee well-being and the success of organizations. The study explores the ways in which work-life balance influences job satisfaction and, subsequently, employee performance. The research emphasizes the critical relationship between work-life balance, job satisfaction, and employee performance. By implementing flexible work policies, increasing organizational support, reducing work-related stress, and encouraging individual coping strategies, organizations can foster improved employee well-being, satisfaction, and performance.

RESEARCH METHODOLOGY

Research Design: The success of any formal study hinges on a well-structured research design. This design acts as a systematic framework or plan that facilitates the data collection process. The research adopted a descriptive design to explore the phenomenon, which is particularly effective in articulating the intricate details of the phenomenon and capturing all conceivable dimensions.

Title of the Project: The problem of the study is "WORK LIFE BALANCE" (A study with special reference to IT Companies, Chennai).

Selection of Sample and Location: This study examines a sample of 275 employees from IT companies situated in Chennai. The research utilized a convenience sampling method and was conducted within the framework of these organizations.

Source of Data: The research relied on primary data for its analysis. To obtain this data, a structured questionnaire was crafted, aligning with the study's objectives. IT employees across different organizations were asked to participate by filling out the questionnaire. Secondary data were collected from available books, publications, journals, websites, and articles on work-life balance in Information Technology.

Data Collection Tool: A carefully constructed questionnaire was distributed to respondents to obtain their insights on Work-Life Balance. The data collected encompassed various demographic factors, including age, gender, income level, marital status, workdays, working hours, shift types, work-life flexibility, workplace culture, social support, family assistance, and conflicts arising between work and personal life in multiple areas.

Demographic Variables: The demographic variables provide insights into the frequency and percentage of respondents concerning various characteristics, such as age, gender, marital status, income, number of children, working days, working hours, and shifts, as illustrated in Table 4.1. This table serves to analyze the demographic profile of the respondents. It indicates that approximately thirty-seven percent of the respondents are aged between 25 and 35 years. Furthermore, fifty-four percent of the respondents are male, while forty-six percent are female. In terms of marital status, sixty-eight percent are married, and thirty-two percent are unmarried. Regarding income, forty-one percent of

respondents earn between Rs. 20,001 and Rs. 40,000. Additionally, fifty percent of the respondents work six days a week, and fifty-three percent work seven to eight hours daily. Finally, fifty-six percent of respondents prefer day shifts, while forty-four percent work night shifts.

Table-4.1 Demographic Distribution

Variables	Frequency (N=275)	Percentage
Age		
Below 25 years	62	23
25 Years to 35 years	101	37
35 years to 45 years	84	30
Above 45 years	28	10
Gender		
Married	147	54
Unmarried	128	46
Marital status		
Married	187	68
Unmarried	88	32
Income		
Below Rs. 20,000	63	23
Rs. 20,001 - 40,000	112	41
Rs. 40,001 - Rs. 60,000	54	19
Above Rs. 60,001	46	17
Children		
Yes	179	65
No	96	35
Working Days		
Less than 5 days	9	3
5 days	123	45
6 days	139	50
7 days	4	2
Working hours		
7-8 hours	119	43
8 - 9 hours	96	35
9 - 10 hours	49	18
10 - 12 hours	11	4
Working shift		
Day shift	152	56
Night shift	123	45

Testing of Correlation table – 4.2

H0: There is no relationship between the Gender of the respondents and their Work life balance programme.

H1: There is a relationship between the Gender of the respondents and their Work life balance programme.

Correlation between Gender and Work life balance programme

	Gender	Work life balance programme
Pearson Correlation	1	.206**

Correlation is significant at the 0.05 level (2 – tailed)

The null hypothesis has been rejected, and the alternative hypothesis has been accepted due to the positive calculated value of 0.206. This suggests that there exists a relationship between gender and the work-life balance program provided by my organization.

MAJOR FINDINGS, SUGGESTIONS AND CONCLUSION

- ❖ More than one third (37%) of the respondents belongs in the age of 25 years to 35 years.
- ❖ Nearly half (50%) of the respondents belongs to female.
- ❖ More than three fifth (68%) of the respondents are married
- ❖ Nearly half (41%) of the respondents earned Rs.20,001 to Rs.40,000.
- ❖ More than half (51%) of the respondents worked 6 days in a week.
- ❖ More than one third (43%) of the respondents worked 7 – 8 hours in a day.
- ❖ Nearly three fifth (55%) of the respondents prefer to work in day shift.
- ❖ More than half (54%) of the respondents agreed to share their job with peers.
- ❖ Most of the respondents agreed to take short breaks in their works.
- ❖ More than half (51) of the respondents decide the work schedule for their convenience.
- ❖ More than four fifth (87%) of the respondents satisfied with training offered by the organization.
- ❖ More than (57%) of the respondents got recognition about their performance in work.
- ❖ Three fifth (60%) of the respondents agree to balanced their professional as well as family life.
- ❖ Nearly three fifth (59%) of the respondents agree the organization policy to achieve work life balance.
- ❖ More than half (51%) of the respondents agree to attended training inside and outside the organization.
- ❖ Nearly half (43%) of the respondents agree they have enough time to spend time with spouse.

- ❖ More than three fifth (65%) of the respondents agree to have patience to hear the kids conversation.

SUGGESTION

- ❖ The organization should ascertain the critical personal factors that impact employees and focus on these elements to foster a more favorable work-life balance.
- ❖ The company can also promote a better work-life balance for its employees by providing robust welfare measures, particularly in relation to transportation facilities and the overall working environment.
- ❖ Employees place a high level of trust in IT company management. It may be maintained in such a way as to encourage participation and commitment.

CONCLUSION

It is clear from the current study that work-life balance encompasses a variety of factors, including workplace culture, flexibility, social support, work-life programs, family support, and work-life conflict. Employees struggle to balance their personal and professional lives, which has a negative impact on their performance at work and at home. To attain a balanced work-life balance, employees should create goals and achieve success in both their careers and their families.

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