A Study on Work Life Balance and Challenges Faced By Working Women in IT Sector

K Majini Jes Bella[1] and Dr. M Chandran[2]

[1](Ph.D - Full Time Research Scholar, Department of Commerce, VISTAS, Pallavaram, Chennai, India)
[2](Corresponding Author- Professor & HOD, Department of Commerce, VISTAS, Pallavaram, Chennai, India)

ABSTRACT

Improvement of Information Technology has made everything is easy also it brought more opportunity in all fields. The remuneration and other monetary benefits of IT industry are highly attractive so most of the people are like to work in IT sector also they proud to work in IT sector. So the demand is increase day by day, so the IT industry is reduced the remuneration and other benefits. In this 21st century women has become one of the most important part in all fields and home. Work life balance in IT sector has become a challenging issue, so IT sector to be introduced work life balance policies to improve moral of the employee it will increase the productivity of the IT sector. This article highlights Work Life Balance initiatives such as flex times, work from home option, child care facilities also it identify the stress level of the executives in IT sector.

Key words: IT culture, work from home, Gender discrimination, Work load

1 INTRODUCTION

Working style and working hours of IT industry is different from other sector. IT industry employee is working with different time and most of the IT sector working time is only 8 hours. The executives are feel working condition is good, but the employee forced to finish the work with in short period it lead the employee under depression. A happiest employee can finish the work in particular period of time, but most of the employers are not able to find it. If the employee works with happiest mode automatically it will improve the work life balance of the executives also it will increase the productivity of the organization. Dependent care, child care, harassment by superior, leave issues, gender discrimination and work load etc creates stress to the executives. So the organizations understand the issue of women executives and motivate them based on their experience it will reduce stress and improve the

productivity of the IT sector. Most of the organizations HRD doing recruitment process very well, but they are not ready to solve the disputes of the employee and they are not give any proper training to manage work life balance of the employee. So organization take initiatives to give proper training to their employee it will increase the productivity of the organization also it will help to retain the skilled employee.

2   LITERATURE REVIEW

T.S. Santhi, Dr. K. Sundar(2012) they concluded that women give more attention to the family than their career, women are face lot of problems so organization need to be introduced flexi timings, work at home and telecommuting it has help to balance their work and family.

Dr. Sarita Bhatnagar, Pratima Sanadhya (2015) they stated that pressure of work common for both male and female, but it is more visible in female employees so organizations need to be introduced such schemes like flex times, part time work, child care facilities to help the women employee to maintain work life balance.

Satish Puranam(2016) He examined that Organization conduct ongoing training programmes to improve connectivity and reduce travel requirements of women and it will help to improve their work life balance.

Bimaldeep Kaur (2014) he stated that 'family-friendly' employer policies and other practices from the side of employer may help to attain the work life balance.

Geetha Subramaniam, John Overton, and Bala Maniam (2015) they examined that awareness of the WLB and flexible schemes has to help the working people both men and women to achieve work life balance.

K. Agha, F. T. Azmi, and A. Irfan(2017) According to them personal and official problems affect the performance of the teachers and the organization output. Work-life balance policies and work-life programmes are helpful to balance their work and family.

Jagruti Sandeep Patil (2017) he concluded that goal and excels of women executives and HR strategies and policies help to achieve WLB.

Mridula N Murthy and Shailaja Shastri(2015) they concluded that personal and official problems affect the employees performance, so policies can help the employees to manage these issues.

Susi.S, Jawaharrani.K(2011) according to this Family-friendly relationship with employee help to improve the productivity and give better WLB.

Ms.S.Pattu Meenakshi, Mr.Venkata Subrahmanyam C.V, Dr.K.Ravichandran(2013) they suggests that management practices, development of supportive managers has to increased work-life balance. Work-life balance programs have been demonstrated recruitment, retention turnover, commitment and satisfaction, absenteeism, productivity. According to this study they apply six parameters communicated to employee, corporate culture, management controls, human resources policies and employee control.

Hetanshi Vakta(2014) Work life balance affect life and career women employee, good HR practices, women friendly policies and processes has help the employee to maintain WLB.

Khushboo Mitta1, Sethi and Dr.Upasna Joshi (2013according to this mental and physical health of women is needed to maintain work life balance it helps personal commitment and accountability to the organization, providing greater job satisfaction, job security, organizational profitability, increase productivity and reduced absenteeism through decreasing work family conflict.
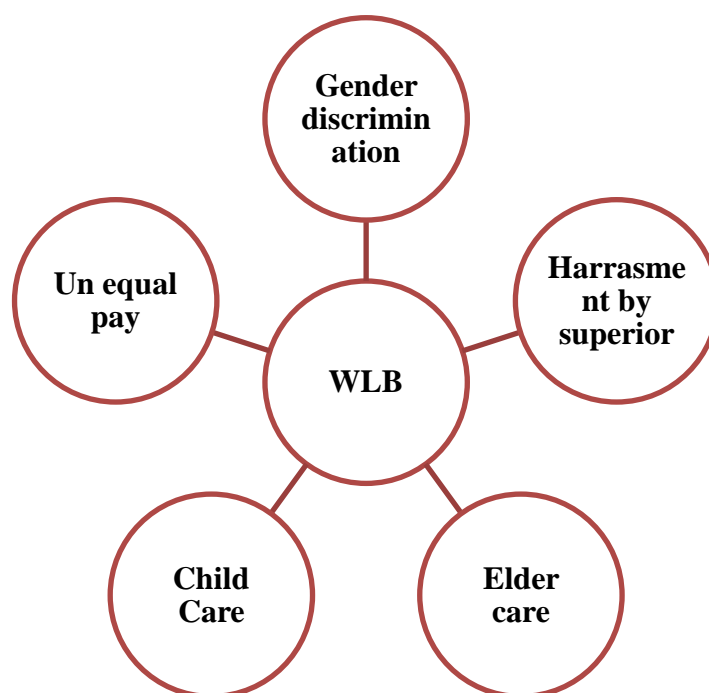
S. Lakshmi Narayanan, A.Savarimuthu(2015) they stated that work family conflict create lot of problems in IT executives life. IT companies should identify the issue of their employee both their work and family, and give proper solution for them it will benefit for employer and employee.

3   WORK - LIFE BALANCE

Work life balance is one of the most important issues of working women in the work place. Family issues, work over load, child care, dependent care, harassment by the superior and harassment by the colleague are the important stress factors of working women in India. In this competitive working environment training is the back bone of employee's life. Training helps the employee to motivate themselves and improve the skills and career

development also it will help to improve WLB. Working women are facing lot of problems in different ways such as travel, harassment by superior, harassment by colleague, gender discrimination, elder care and child care etc. Most of the organization giving preference to the male employees for their top position even if well qualified women employees are available. In private organization gender issue is one of the most important problems for promotion, salary etc. for the same job and equal qualification the women executives are not able to get equal pay. Working women has dual role ie personal as well as professional some of the women executives only getting support from their family, so majority of the women hesitate to take more responsibilities in their organization.

Influencing factors of WLB

IT SECTOR

Chennai is the second largest exporter of Software in India next to Bangalore, top software companies head-offices, regional-offices and development centres are available in Chennai. IT industry in India is consisting of two major components there are IT services and BPO.

4   STATEMENT OF THE PROBLEM

Women executives are struggle to balance their personal as well as professional life due to work and family related issues. IT employee's work culture, work time is totally different from other sector. This article analyzes the IT culture, work from home option for IT executives, Gender discrimination, Work over load, harassment by superior of the women executives in IT sector.

5   OBJECTIVES OF THE STUDY

   a. To find out the WLB policy of IT sector.
   b. To analyze the factors influencing the WLB of women executives in IT sector.
   c. To suggest new policies to improve the level of WLB.

6   SCOPE OF THE STUDY

The main aim of this study is to find out the facilities given by the IT sector for their executives and identify the problem of women executives working in IT sector. This research will be helpful both the women executives and IT company, it will helpful to the IT Company to improve the WLB policy of their executives.

7   SAMPLE DESIGN

The sample size taken for this study is 50 only, it was collected from IT sector executives in Chennai city.

8   HYPOTHESIS

   H1: There is a relationship between gender discrimination and job satisfaction.
   H2: There is a relationship between work from home and job satisfaction.

9   METHODOLOGY

50 well structured questionnaires were used for this study to collect data from the women executives in IT sector. 3 part taken for this analysis Part A, Part B and Part C, WLB items were rated on 5 point likert scale ranging from strongly agree, agree, Neutral, Strongly disagree and Disagree. One sample statistics, one sample test and descriptive statistics applied for organizational profile and one way ANOVA applied for WLB.

ANALYSIS AND RESULTS:

Table 1: Demographic profile of the respondents

Variable	Frequency	Percentage
Age		
Below 30	18	36
30-40	23	46
Above 40	9	18
Total	**50**	**100**
Educational Qualification		
Graduate	29	58
Post graduate	18	36
Other	3	6
Total	**50**	**100**
Work experience		
Less than 3 years	14	28
3-10 years	27	54
11-15 years	7	14
Above 15 years	2	4
Total	**50**	**100**
Annual Income		
Less than 300000	18	36
Rs.30000 to Rs.500000	23	46
Above 500000	9	18
Total	**50**	**100**
Marital status		
Married	39	78
Single	11	22
Total	**50**	**100**

The above table shows demographic profile of the sample executives 36% of the executives are below 30 age group, 46% of the executives are 30-40 age group, 18% of the executives are above 40 age group, under educational qualification wise distribution 58% of

the executives are graduate, 36% of the executives are post graduate and only 6% of the executives are other category, based on work experience 28% of the executives are less than 3 years experience 54% of the executives are 3-10 years experience, 14% of the executives are 11-15 years experience and 4% of the executives are above 15 years experience. Based on annual income 36% of the executive is less than 3 lakhs income group 46% of the executives are 3-5 lakhs income group, 18% of the executives are above 5 lakhs income group. It is observed that majority of the respondents are 3-5 lakhs income group. Based on marital status 78% of the executives are married, 22% of the executives are unmarried.

Table 2: Respondents based on Organizational Profile

S.N	Organizational profile	YES		NO	
		No	%	No	%
1	Does your company provide work from home option?	37	74	13	26
2	Have you received any stress management training programme.	9	18	41	82
3	Does your company provide child care facilities	0	0	50	100
4	Does your company have any separate policy for WLB?	14	28	36	72
5	Have you received any flexi time facility?	28	56	22	44

The above table shows the employees based on organizational profile. According to this study 74% of the respondents are told they have work from home option. Some of the IT companies are provide work from home option when they are in sick, child birth and take care of elder. Some of the IT companies are giving stress management training programme, according to this survey majority of the respondents are not receive any stress management training programme, during my personal interview IT executives told majority of the women executives are under frustrated due to work load and work timing, so they need stress management training programme it will help to improve WLB. According to this survey IT companies in Chennai are not provide child care facilities but they provide flexi time facility and work from home option.

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Does your company provide work from home option?	2	25.00	16.971	12.000
Have you received any stress management training programme.	2	25.00	22.627	16.000
Does your company provide child care facilities	2	25.00	35.355	25.000
Does your company have any separate policy for WLB?	2	25.00	15.556	11.000
Have you received any flexi time facility?	2	25.00	4.243	3.000

One-Sample Test

	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Does your company provide work from home option?	2.083	1	.285	25.000	-127.47	177.47
Have you received any stress management training programme.	1.563	1	.362	25.000	-178.30	228.30
Does your company provide child care facilities	1.000	1	.500	25.000	-292.66	342.66

Does your company have any separate policy for WLB?	2.273	1	.264	25.000	-114.77	164.77
Have you received any flexi time facility?	8.333	1	.076	25.000	-13.12	63.12

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Does your company provide work from home option?	2	13	37	25.00	16.971
Have you received any stress management training programme.	2	9	41	25.00	22.627
Does your company provide child care facilities	2	0	50	25.00	35.355
Does your company have any separate policy for WLB?	2	14	36	25.00	15.556
Have you received any flexi time facility?	2	22	28	25.00	4.243

Company provides work from home option Std.Deviation is 16.971, Std.Error Mean is 12.000, stress management training programme received from company Std.Deviation is 22.627 Std.Error Mean is 16.000, company provide child care facilities the Std.Deviation 35.355, Std.Error Mean is 25.000, company have separate policy for WLB Std.Deviation 15.556, Std.Error Mean is 11.000, flexi time facility available in the company the Std.Deviation 4.243, Std.Error Mean is 3.000.

Table 3: Respondents based on WLB

S.N	WLB	SA		A		N		DA		SDA	
		No	%	No	%	No	%	No	%	No	%
1	Work over load reduced time with the family.	28	56	14	28	5	10	2	4	1	2
2	Superior support helps to maintain WLB.	23	46	19	38	7	14	1	2	0	0
3	Work related stress creates health issue.	17	34	21	42	9	18	2	4	1	2
4	Work pressure affects the quality of life.	5	10	11	22	2	4	13	26	19	38
5	Gender discrimination reduce work life balance	7	14	5	10	3	6	25	50	10	20

Source: Primary Data

Interpretation

The table 3 shows work life balance issues affect WLB according to this study majority of the respondents feel work related stress will create health issue and majority of the respondents disagree work pressure affect the quality of life and Gender discrimination reduce the work life balance.

ONE WAY ANOVA

	1	2	3	4	5	Total
N	5	5	5	5	5	25
$\sum X$	50	50	50	50	50	250
Mean	10	10	10	10	10	10
$\sum X2$	1010	940	816	680	808	4254
Std.Dev.	11.2916	10.4881	8.8882	6.7082	8.775	8.5489

RESULTS

Source	SS	df	MS
Between-treatments	0	4	0
Within-treatments	1754	20	87.7
Total	1754	24	

The F value is 0. The p-value is 1. The result is not significant at $p < .05$.

Std.Dev of work over load reduced time with the family is 11.2916 Std.Dev of Superior support helps to maintain WLB is 10.4881 Std.Dev of work related stress creates health issue is 8.8882 Std.Dev of work pressure affects the quality of life is 6.7082 Std.Dev of gender discrimination reduce work life balance is 8.775

10 CONCLUSION

Most of the IT companies are giving holiday for their employees on week end and some of the IT companies working time are limited but they are forced to finish the work with in particular time. It will create stress to the women executive in IT sector. Self awareness and personal development is essential to every working woman, it will create positive change. In this fast growing mechanical world every woman is running through work and behind the family, no women are ready to spend time for them and to improve WLB. Lack of self awareness women executives are falling in to the work life imbalance, so it creates over stress and job dissatisfaction. Large number of women is working in IT sector, the percentage of women executive is increased every year. Many of the women executives are working in night shift so they are facing lot of problems inside and outside of the company and the family. Most of the women are leave home to work and work to home is late night, the women those who are working in night shift is challenge to child care, elder care and family commitments also it will create other health issues. Some women are leaving their job due to psychological pressure and stressful working environment.

IT companies identify the women executives' problem and take necessary steps to solve the problem and give proper training to improve WLB. Special training need for night shift working women, so IT companies take it seriously and arrange special training for how to manage the problem and take special care for them during their travel time and inside the campus.

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