

A STUDY ON THE WORK-LIFE BALANCE OF WOMEN EMPLOYEE IN IT SECTORS

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

FLORA S

Register No.40410053



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

APRIL 2022



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **FLORA S (40410053)** who carried out the project entitled – **A Study on the Work-life Balance of Women Employees in IT Sectors**” under my supervision from January 2022 to March 2022.

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Submitted for Viva-voce Examination held on _____

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DECLARATION

I **FLORA S (40410053)** hereby declare that the Project Report entitled **--A Study on the Work-life Balance of Women Employees in IT Sectors**” done by me under the guidance of **DR.TR KALAI LAKSHMI** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

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ABSTRACT

Indian economy witnessed a spurt of service sector job opportunity after the opening up of economy in last decade of twentieth century. With automation and computerization an ample opportunity employment scenario was opened up for educated women particularly in IT and software sector where the salary is attractive and the job is mostly desk type in nature. But at the same time these jobs are accompanied with extended work schedule and deadline oriented leading to work place stress. At the same time with domestic commitment the work life balance becomes a challenging issue for women IT executives. In this paper the researcher tries to find out the issues of work life balance of women IT executives of Chennai city. The study was conducted among 50 women IT professionals through questionnaire survey and issues like working hours, family responsibilities and career growth were considered as parameter of work life balance. The paper also tries to find out causes of work life balance and possible remedial measure.

This paper says that how the women employees are balanced and Satisfied in the IT sector and the factors that affect the work-life balance of women employees are working hours, Job satisfaction, working condition, etc. and find out the women employee job satisfaction were analyzed by using the statistical method that is Chi-square and Correlation test.

Keywords: Work-life balance, Work pressure, Family obligation

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CHAPTER 1

INTRODUCTION

Liberalization, privatization, and globalization policy of the Government of India has brought a sweeping transformation in the Indian economy in the last twenty-five years. The labour market has witnessed increasing employment opportunities for young talented manpower. It has changed the demographic profile of employees accompanied by a good pay package and international exposure. In the world 3,905 million, representing 49.58% of the women population. In India, this stands at 121.06Cr, representing 48.5% of the population. Of this women's makeup, 28.8% are from the tech workforce. We find that female representation in IT sectors improves firm performance but only to the extent that a firm's strategy is focused on innovation, in which context the informational and social benefits of gender diversity and the behaviors associated with women in management are likely to be especially more important. A new concept of dual career couple emerged out of it. As a natural fall out of this more and more women are venturing into the employment arena who were traditionally seen as homemakers.

Women have now become a visible part of the workplace. There is a paradigm shift from men being treated as breadwinners and women as housekeepers or child-bearer to women as both breadwinners and capable of handling household roles too. But at the same time, the employee is becoming more and more ambitious, career-oriented, neglecting other aspects of life outside work; like spending quality time with child and family, leisure time and time for their own interest. This is accompanied by high job stress, stretchable working hours and target-based operation. The changing social structures arising out of dual career couples (or single-parent families) lead to the concept of outsourcing the services like childcare and care of ageing parents. There is a felt need to balance and integrate family needs and career requirements.

In a transitioning society like India, where the traditional role of women as homemakers and caretakers is deeply entrenched, the work-family balance becomes a challenge for women. A working woman is an institution in herself and aiming at a successful career with financial independence, she has to also nurture her growing child to accomplish motherhood. Both these are extremely demanding and doing justice to one without neglecting the other is a formidable task. Over the last decade, the Indian society has witnessed a surge in

participation of women in the labour force, especially in the IT industry which is a direct fall out of globalization and brought a lot of opportunities for educated women. In the light of the increasing number of women in the IT industry, there is a need to examine the phenomenon of the work-life balance of Indian women IT professionals in greater depth



Working women are encouraged to recognize that the perfect balance between work and home life is an unattainable myth. Instead, consider work among the multiple life roles that you manage along with other roles. Each role may require more effort/time than others across the course of the year and throughout your life

Theories of work-life balance

Traditional approach

While researching WLB, one comes across several theories that try to explain the notion of the work-life relationship. Edwards and Rothbard (2000), Zedeck and Mosier (1990) and O'Driscoll (1996) have reviewed various literature on work-life relationships and have contributed to the understanding of this dynamic association of work and family. These researchers have noted that there are five main approaches that are also termed linking mechanisms (Edwards and Rothbard, 2000) to explain the relationship between work and family. The last two approaches have individual contributors.

Spill over

The spillover approach proposes that the experiences in one role affect the experiences in the other role. The skills, behaviour, mood and values from one role can spill over to the other role. Spill over may occur in two situations. First, when there is a similarity between work and any other domain, e.g., if an individual is satisfied with the quality of work done on a particular

day may result in satisfactory experiences at home. Second, spill over occurs as a result of transference, e.g., stresses at the workplace spill over to the family domain and the individual display an irritable mood in the family. Hence, spillover can be both positive and negative (Edwards and Rothbard, 2000).

Congruence

The congruence approach is to a certain extent similar to spillover. Congruence is achieved through a positive linkage between work and family experiences; wherein it is a result of a third factor that influences both work life and family life (Edwards and Rothbard, 2000). For example a positive work-family culture in the organisation may affect both work life (e.g., flexibility with working time) and family life (child care facilities at work) positively and hence congruence between work and family is possible (Frone et al., 1995).

Compensation

The compensation approach refers to an attempt of making up for shortcomings in one role through a higher involvement in another role (Edwards and Rothbard, 2000; Zedeck, 1992; Lambert, 1990). These shortcomings could be the demands or satisfactions that can be fulfilled in another role. The sense of doing something worthwhile and gaining positive energy in non-work life is achieved through higher engagement at workplace (Guest, 2002).

Segmentation

The segmentation approach theorises that work and family are two distinctive domains and that there is no relationship between the two domains, indicating work and family to be separate spheres that does not influence each other (Edwards and Rothbard, 2000; Zedeck, 1992; Zedeck and Mosier, 1990). The early conceptions of this approach proposed a natural separation of work and family domains because both the roles involve distinct meaning, tasks and behaviours and hence maintain a physical and a temporal separation (Blood and Wolfe, 1960). As the research developed a new perspective regarding segmentation approach emerged. This separation is conceived as a boundary between work and non-work that is considered to be impermeable (Nippert-Eng, 1995). Segmentation is also seen as an active psychological process that is used as managing a boundary between work and family (Kossek et al., 1999; Rothbard et al., 2005).

Integration

The integration approach postulates that work and family domains can be integrated as they are very closely associated as if woven together. Therefore, it is impossible to differentiate

between the two domains (Edwards and Rothbard, 2000).

Work-family border theory

Another theory that partly shares the notion of the segmentation theory is the work-family border theory. The difference between the work-family border theory and the segmentation approach is that in the border theory, the individuals cross this border between work and non-work daily and they move in and out of the border. While in the Work life balance of women employees 111 classical conception of the segmentation approach boundary of work and family is impermeable (Clark, 2000). The work-family border theory postulates that the border between the work and family is permeable and that they can influence each other (Guest, 2002).

Role conflict versus role accumulation WFC results from the fact that workers have dual roles as paid work role and family role simultaneously. These roles conflict with one another. As the requirement of work and family life increases, work-family balance of the worker is disturbed and WFC occurs (Barnett et al., 2009). Sieber (1974) defines a role similar to that of Merton (1957) and Gross et al. (1958) as a “pattern of expectations which apply to a particular social position and which normally persist independently of the personalities occupying the position”. Tiedje et al. (1990) have suggested a typology on role involvement and they have founded their typology on role conflict (Goode, 1960) and role accumulation or role enhancement theory (Marks, 1977; Sieber, 1974). Role conflict occurs if an individual engages in multiple roles with unlimited demands causing role strain and role conflict because the demands and expectations the individual has to fulfil are scarce and limited (Goode, 1960; Green et al., 2011). On the contrary, the role enhancement or role accumulation theory recommends that there are four basic types of benefits or rewards for engaging in more than one role, they are role-privileges; security; resources for status enhancement and role performance; enrichment of the personality and ego gratification (Sieber, 1974). The traditional approaches to WLB have been described for the purpose of understanding the mechanisms that operate within the relationship of work and non-work. It was empirically proved that all these linkages exist and many a times, these mechanisms are into action simultaneously (Lambert, 1990). These approaches are not sufficient to understand the work-life interface completely. The contemporary approaches to work-life interface may help in further understanding of the work-family balance issue (Frone, 2003).

1.1. STATEMENT OF THE PROBLEM

- (1) conflicts between demands of multiple roles,
- (2) conflict between role expectations of self and spouse, and
- (3) lack of congruence between expectation and reality of roles. The authors felt that self-rule congruence in women leads to better mental health.

The concept of work-life balance implies that work is bad and life is good; it suggests that work and life are two dichotomous entities that need to be strictly separated and kept at an equilibrium; for some, it even insinuates that less work equals more happiness.

1.2. OBJECTIVES OF THE STUDY

- **PRIMARY OBJECTIVE:**

Study on the work-life balance of women employees in IT sectors.

- **SECONDARY OBJECTIVE:**

1. To understand the women's review towards how they overcome the challenges they face.
2. To understand how they feel about the overall workspace environment.
3. To suggest how working women improve work-life balance.

1.3.NEED FOR THE STUDY

Today's fast-paced world needs talent, tact, expertise, and caution. Women must balance high job expectations, office commitments, tight meeting schedules, and life's duties and responsibilities. Workplace stress and a lack of work-life balance.

1. Know your values.
2. Spend time thinking about what is important to you in life.
3. Practise time management.
4. Set boundaries.
5. Enjoy your work.
6. Consider your finances.
7. Nurture relationships.
8. Focus on your health.

SCOPE OF THE STUDY

The scope of the study is to understand employees' engagement throughout life and how far employees balance their life. The study helps in bringing out the opinion on how they balance both profession and family. Secondly, the study helps in understanding employees and management how far they can improve their work-life environment and balance their life. The study further elaborates on the certain measure to be taken out for

the work-life balance and bring about the problem that the respondents constantly faces.

LIMITATIONS OF THE STUDY

- The statistical method used to analyze the data has their own limitation.
- All the limitations of primary data are applicable to this study.
- The study is applicable only to the women employees in Ariyalur District.
- The results of the study are based upon the views expressed by the women employees.

CHAPTER 2

REVIEW OF LITERATURE

Vani Haridasan and Kavitha Muthukumaran 2021- There is a growing concern over work-family issues. The notion of balancing the two domains of people's lives due to the worse pandemic situation has put the world to rest; by making people stay at home and perform their regular duties through remote working, and this needs attention. This study aims to identify the various factors that affect women's work-life balance during the lockdown caused by the COVID 19 pandemic. This study attempts to find professional and personal challenges and enhancers for work-life balance amongst working women through a survey of 128 women working in different sectors in South India. The regression analysis findings show that job performance and personal wellbeing are the main determinants of women employees' work-life balance during work from home. This study would benefit all the sectors that employ women to realign their policies, benefit programs, work distribution, and make job changes inside the organization for an employee-friendly remote working experience, thereby improving the workforce's efficiency and productivity

Alqahtani, Tahani H. (2020) - Work-life balance is a term used to describe the balance between an individual's professional and personal life. A healthy work-life balance assumes great significance for working women particularly in the current context in which both, the family and the workplace have posed several challenges and problems for women. In this literature review, several studies related to the subject have revealed that women usually face role conflict more than men. Work-family conflict occurs when an individual experience incompatible demands between family and work roles, causing participation in both roles to become more difficult. This imbalance creates conflict at the work-life interface. Many family-friendly organizations feel the need for work-life balance which includes recruitment and retention of valuable workforce, reduced employee stress, job satisfaction, reduced absenteeism, health benefits, and better life balance, by applying some interventions in the area of working hours which have been successful in improving work-life balance, such as flexible working hours.

Dr. R. SANGEETHA 2020- In women's life art of doing lies in balancing among work, non-work, and family aspects of life.. Primary data is collected through administrating of structured questionnaires from 100women employees in private companies in Tirupur District. The

objective is to determine the factors influencing the work-life balance of women employees in private companies. A hypothesis is framed to find Monthly income, and marital status influences the work-life balance of women employees in private companies. The collected data is analyzed by using statistical tools like Simple Percentage, ANOVA, and Friedman's Ranking Test. Thus the study concludes that self-management is the first factor of the women employees in private companies towards the work-life balance.

Aziz Mensah and Nicholas Kofi Adjei, 2020- The pressing demands of work over the years have had a significant constraint on the family and social life of working adults. Moreover, failure to achieve a 'balance' between these domains of life may have an adverse effect on their health. This study investigated the relationship between work-life conflict and self-reported health among working adults in contemporary welfare countries in Europe.

Dr. G. Balamurugan and M. Sreeleka (2020)- Work-life balance of women employees plays a major role because they have to manage their personal life for their good quality of life. The employee's satisfaction is based on the employee being happy and delivering the level best. Even in the worst scenario, the employee is very loyal to their organization because of the employee Satisfaction. The quality of life is based on the professional life of each and every women employee who is coming forward to support to their family. The problem of the women employees face is a health condition, Pregnancy discrimination, Sexual harassment, not equal pay, etc. This paper says that how the women employees are balanced and Satisfied in the IT sector and the factors that affect the work-life balance of women employees are working hours, Job satisfaction, working condition, etc. and find out the women employee job satisfaction were analyzed by using the statistical method that is Chi-square and Correlation test.

Heena Dalal-2019 Work-life balance (WLB) has become an important issue for employees, especially women as they have to maintain a balance between their personal and professional life. It has become a matter of big challenge for working women to maintain this balance. With the change in time, the role of working women has also changed throughout the world due to economic conditions and social demands. Even though the technological facilities like advanced mobile phones, notepads, etc have increased which help the working women to keep integrated with the family but still the women employees are buckled under the stress which has a direct impact on working women's life.

B.Nandhini and Dr.D.David Winster Praveenraj 2019 - The work-life balance encourages employees to divide their time based on priorities and maintain balance by allocating family time, health, vacation, etc., as well as work, business travel, etc. It is an important concept in the business world because it helps motivate employees and increase their loyalty to the company. This paper deals with the work-life balance in an Educational institution. The major objective of the study is to assess how well the individuals are able to manage their professional life and personal life. The data has been collected from 100 female members of faculty in an educational institution.

Deepthi Amith, Vinay K B and Y P Gowramma (2019)- This research paper proposes effective strategies to manage the stress generated by the multi-role of the working women. Personal and professional balance itself is multi-role. Further multi-role in personal and professional balance needs effective strategies for the stress management are presented. The research proposes most stress management strategies such as effective utilization of professional time, most commitments towards work and balance of stress, etc are presented. Personal balance maintenance such as health balance herself, her family health, child care, elder health, economic balance, supportive spouse solves many stress related issues. Mental health and mental food (spiritual solutions) are presented. Sample frame considered as Kalpataru institute of Technology and Management women faculties are considered.

Anshul Bharti and Anju Bhatia 2018- The tremendous growth of Indian BPOs in the last few years has generated considerable social and cultural developments in Indian society. Both positive and negative impacts of outsourcing are discernable across different aspects of Indian social and cultural life, including language, work balance, identity, gender and the emergence of western lifestyle.

N. Lakshmi and V. Sai Prasanth(2018)- The purpose of working women has changed throughout the creation due to economic shifts and social needs. This has resulted in a scenario in which working women have tremendous pressure to develop a career as robust as their male counterparts while nourishing active engagement in personal life. The ever-increasing workload is bringing a plaster bandage on the working women leaving them with less time for themselves. The increasing responsibilities on the personal front with the technological blessings like advanced mobile phones, notepads, etc. that keeps work life integrated with personal life also creates stress on personal and professional fronts in this

knowledge age. This involves the person's physical, emotional and societal wellbeing. Therefore, attaining work life balance is a necessity for working women to experience a respectable quality of liveliness. This report is an effort to explore the tough challenges faced by working women in sustaining a correspondence between their personal and professional life. The various elements involving the work-life balance of married working women have been probed in this work. The instrument used for the survey is the manual on work-life balance of The Industrial Society (now the Work Foundation) by Daniels and McCarraher. Data were subjected to descriptive statistics and it was found that the problems faced by the working women of Visakhapatnam in terms of work-life balance are quite high. The results also indicate that the work-life balance of individuals affect their tone of liveliness.

Dr. Shilpi Sarna , Prof. Shenki Tyagi and Prof. Aniruddha Ghosh (2018)- This study examines the work life balance and its impact on women position at workplace and also determines the relationship between the various factors of work life balance as independent variable and women position as dependent variables of working women in Delhi NCR. Efforts have been made to develop a model to predict the women's position in a workplace by taking work life balance constructs such as personal factors, family factors and social factors. The study used cross sectional descriptive research design. To know the relationship and its impact between work life balance and women position factors a structured survey through a questionnaire has been conducted among 150 women working in different organizations through questionnaire in Delhi-NCR. The data was analyzed using descriptive statistics, Pearson's product moment correlation and multiple regressions. It was explored that work life balance variables like opportunity at workplace for increasing skill sets among employees, stress at workplace and self-space were eminent items which contributed to the score for women position at workplace. However, the authors opine that other eminent factors like decision making ability, personality traits of the women etc. would increase the model fit.

Dr. J. Godwin Prem Singh-2016-- The fundamental changes in the structure of work and family roles namely dual earner couples, the influx of women into the workforce and the increasing family responsibilities that deviate from the traditional gender-based roles make the work life balance a challenging task for women. In spite of extensive researches in Work-life policies for women in IT sectors by different organizations, no such researches have been

conducted for women in healthcare, banks, hotel and education etc.

Dr. Saloni Pahuja (2016)- Having a work-life balance is the most challenging issue faced by employees and employers nowadays. With the increase in work pressure and advancement in technology working needs have increased. Also with the change in rules and regulations in the banking industry working scenario has become more complicated and thus there are a lot of disturbances and imbalances in the life of bank employees, working across all levels. Owing to this work pressure, maintaining a harmonious work-family life is becoming more difficult, especially for female bank employees. This study analyzed the work-life balance of working females of Axis Bank and its impact on their personal and professional lives. It further discussed that management should frame certain policies which will help employees to have a balance between their personal and professional lives.

Ajith Sankar and Dr Sonny Jose 2016 - the first phase of the career is relatively smooth for women professionals, as they are generally well pampered. It is only after she forays into a marriage that balancing home and work begin to take a toll on her. Many such women decide to throw away their careers because of lack systems and directions that could have helped continue their careers. This paper attempts to provide insights as well as recommendations in connection with the work-life balance of women employees in IT sector. The paper examines real life issues presented by respondents regarding their work conditions, challenges encountered by women attempting to work; it also examines the role of corporate sector and employers in empowering women career to ensure that they achieve work-life balance. The subjects interviewed for the purpose of the study included employer representatives, managerial, technical and administrative employees.

Anshu Thakur 2015 - There is lot of controversies about the work life balance. It is common perception that it is very difficult to make a balance between professional and personal life. This research has tried to identify the work life balance of female employees of education sector. For the purpose of research the data were collected from 40 female employees. It has been came out that female employees were facing lot of problems in balancing between work and life. Though they are able to balance their personal and professional life up to certain extent

MRS.SANGITA S.MOHANTY 2014- The issue of work-life balance is increasingly becoming important in India as more and more women with children are joining the workforce; and there are more and more working professionals feel the need to balance their work and family life. The purpose of present study is to highlight the necessity of adopting work-life-balance(WLB) policies for teachers teaching at college(degree) level. The paper examines different elements of WLB, especially with reference to teachers working in government and private institutes. Based on empirical evidence the study proposes that there is a need for adopting WLB policies for teachers. The data for the study was collected from 50(fifty) teachers working for government and private colleges for both academic and professional courses. The findings of the study indicate that there is a need for designing WLB policies and programmes for the teaching community to enable them to balance their work and life needs. Through this study an attempt has been made to identify different personal motives and its priority among different demographic groups which could become the basis for designing WLB policies for teachers.

Suresh Babu Bandekar and Prof. Dr. B. Murali Krishna 2014 - TRACT: This paper is intended to bring out the deep insights of Work Life Balance with special reference to women. The older days of Men are to work and Women are to take care of house hold activities are no more existing. Now both men and women have to work for the better survival of the family and children. This paper gives an exclusive focus on Working Women as they are the persons who need to balance their work life without life. Also, it gives an insight of the role of employers and the measures they need to take for the protection of Women's rights.

S.Saranya and A.Gokulakrishnan 2013- Career women are challenged by the full-time work and at the end of each work-day in a private Educational Institution they carry more of the responsibilities and commitments to home. Majority of women are working 40-45 hours per week and 53% are struggling to achieve work/life balance. Women reported that their life has become a juggling act as they have to shoulder multiple responsibilities at work and home. Management of educational institutions need to be conscious of this status of working women and periodically review the status. They can create supportive environment to help these women achieve work life balance. This report highlights the issues connected with work life balance of women in an educational institution and the factors that determine work life balance.

CHAPTER 3

RESEARCH METHODOLOGY

3.1. RESEARCH DESIGN:

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find out the measures to be taken for improving the work-life balance of the women employees .

3.1.1. Descriptive Research Design

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study and presenting the collected data for the further process of the research .

3.2. SAMPLING TECHNIQUE:

3.2.1 Convenience sampling method

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.3. SOURCES OF DATA:

Data collection is the term used to describe a process of preparing and collecting data.

3.3.1. Primary Data:

A type of data collected directly from the respondent by a researcher from the source of surveys, experiments, interviews, etc.

3.3.2 Secondary Data:

A type data was collected from the common sources like Journal, websites, books, records of projects published, etc. and the data was collected for the research purpose.

3.4. STRUCTURE OF QUESTIONNAIRE:

The questionnaire was divided into two sections. The first part was designed to know the general information about the employees and the second part was designed to know the opinion about the work-life of employees and what are the improvements to be taken for the work-life balance of the women employees.

3.5.SAMPLE SIZE:

The data was collected from the 113 employees who are Working in various IT sectors.

3.5.1. Convenience sampling method

A convenience sample is one of the main types of probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.6. PERIOD OF STUDY:

The duration of study is from January to March which is a three month of study.

3.7. LOCATION & TARGETED PEOPLE OF STUDY:

The study was conducted at Ariyalur for the people who are currently working in IT Sector.

3.8. TOOLS FOR ANALYSIS:

3.8.1. Percentage analysis

Research questions are always answered with a descriptive statistic: generally either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

3.9. HYPOTHESIS ANALYTICAL TOOLS (SPSS)

- **H0**- Null hypothesis (there is no significant relationship between the variables).
- **H1** - Alternative hypothesis (there is a significant relationship between the variables).

After analyzing the data, hypothesis testing is done. It will result in either accepting or rejecting the hypothesis

3.9.1. Chi square test

A chi square test (χ^2) statistic is a test that measures how a model compares to actual observed data. The data used in calculating a chi-square statistic must be random, raw, mutually exclusive, drawn from independent variables, and drawn from a large enough sample.

3.9.2. Correlation

Correlation is a statistical measure that expresses the extent to which two variables are linearly related (meaning they change together at a constant rate). It is a common tool for describing simple relationships without making a statement about cause and effect.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

4.1.1. AGE:

Table 4.1.1: To identify the respondent Age

S.NO	AGE	NO. OF RESPONDENT	PERCENTAGE
1.	18-25	83	73.5
2.	26-30	23	20.4
3.	31-35	5	4.4
4.	35-40	2	1.8
5.	40above	0	0
	TOTAL	113	100

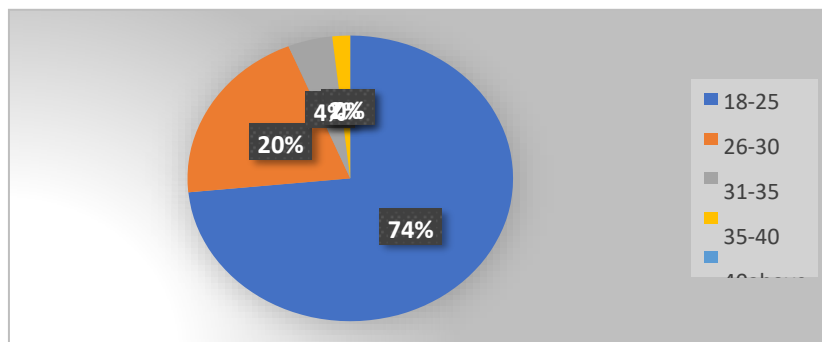


Chart 4.1.1: To identify the respondent age

Source: Primary Data

Interpretation:

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- The Age limit from 18 – 25 (73.5%) of respondents women's are working in IT sectors.
- The Age limit from 26 - 30 (20.4%) of respondents women's are working in IT sectors.
- The Age limit from 31 -35 (4.4%) of respondents women's are working in IT sectors.
- The Age limit from 35 - 40 (1.8%) of respondents women's are working in IT sectors.
- The Age limit from above 40 (0%) of respondents women's are working in IT sectors.

Inference

- Majority (73.5%) of respondents age limit from 18 -25 women's are working in IT sectors.

4.1.2. EDUCATION QUALIFICATION:

Table 4.1.2.To identify the respondent Education

S.NO	Particulars	No. of Respondent	Percentage
1.	Diplomo	1	0.9
2.	UG	31	27.4
3.	PG	80	70.8
4.	Others	1	0.9
	TOTAL	113	100

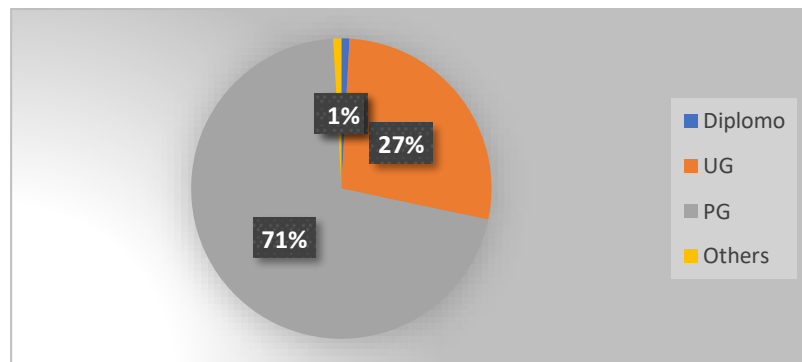


Chart 4.1.2: To identify the respondent Education

Source : Primary Data

Interpretation:

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- In Education Qualification (0.9%) of respondents studied Diploma
- In Education Qualification (27.4%) of respondents studied Undergraduate UG.
- In Education Qualification (70.4 %) of respondents studied Post Graduate PG.
- In Education Qualification (0.9%) of respondents studied Other Degree.

Inference

- Majority (70.4%) of respondents are studied Post Graduate.

4.1.3 : MARITAL STATUS:

Table 4.1.3: To identify the Marital Status

S.NO	Particulars	No. of Respondent	Percentage
1.	Single	84	74.3
2.	Married	29	25.7
	TOTAL	113	100

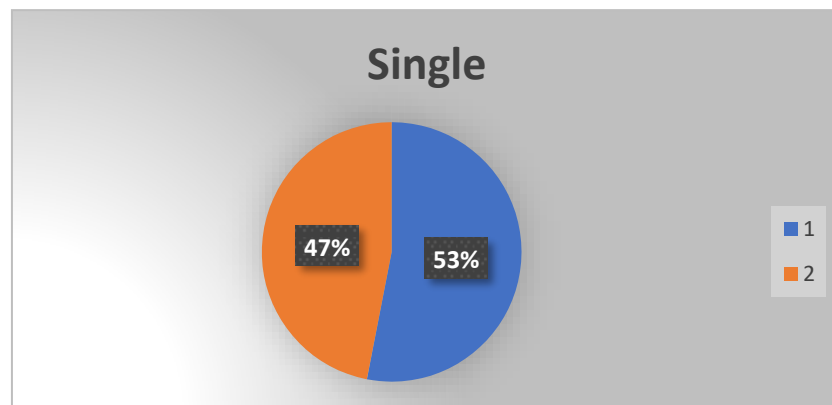


Chart 4.1.3: To identify the Marital Status

Source : Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- In marital status (74.3%) of respondents Women's working in IT sector are SINGLE.
- In marital status (25.7%) of respondents Women's working in IT sector are MARRIED .

Inference

- Majority (74.3%) of respondent working in IT sector is Single.

4.1.4 : NAME OF THE IT SECTORS THAT THE RESPONDENT WORKS

Table 4.1.4: To identify the name of the IT sectors that the respondent works

S.NO	Particulars	No. of Respondent	Percentage
1.	TCS	22	19.5
2.	INFOSYS	18	15.9
3.	WIPRO	11	9.7
4.	HCL	22	19.5
5.	TECH MAHINDRA	25	22.1
6.	Other IT Sectors	15	13.3
	TOTAL	113	100

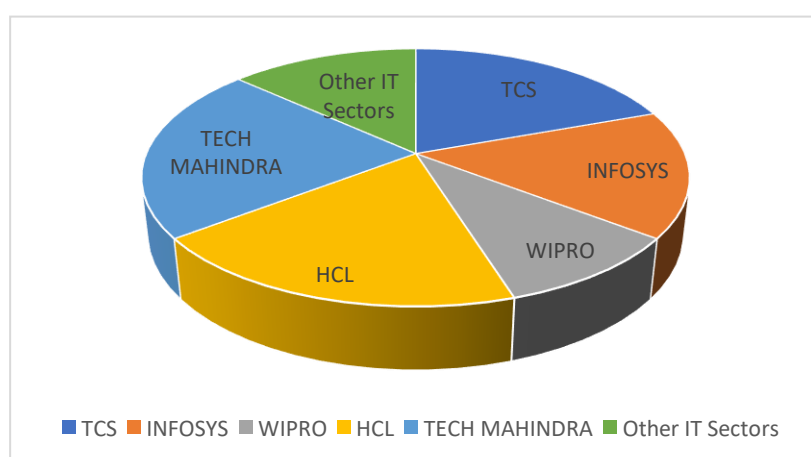


Chart 4.1.4: To identify the name of the IT sectors that the respondent works

Source : Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- In TCS (19.5%) of respondent women's are working in IT sector.
- In INFOSYS (15.9%) of respondent women's are working in IT sector.
- In WIPRO (9.7%) of respondent women's are working in IT sector.
- In HCL (19.5%) of respondent women's are working in IT sector.
- In TECH MAHINDRA (22.1%) of respondent women's are working in IT sector.
- In Other IT sector (13.3%) of respondent women's are working in IT sector.

Inference

- Majority (22.1%) of respondent women's working in IT sector are in **TECH MAHINDRA**.

4.1.5. POSITION THAT RESPONDENTS HOLDS IN THE IT SECTORS

Table 4.1.5 To identify the position that respondent holds in the IT sectors

S.NO	Particulars	No. of Respondent	Percentage
1.	Network Administrator	7	6.2
2.	System Analyst	12	10.6
3.	Software Engineer	35	31
4.	Full – Stack Developer	15	13.3
5.	Development Operation Engineer	24	21.2
6.	Cloud Engineer	10	8.8
7.	IT security Specialist	4	3.5
8.	Data Scientist	3	2.7
9.	Others	3	2.7
	TOTAL	113	100

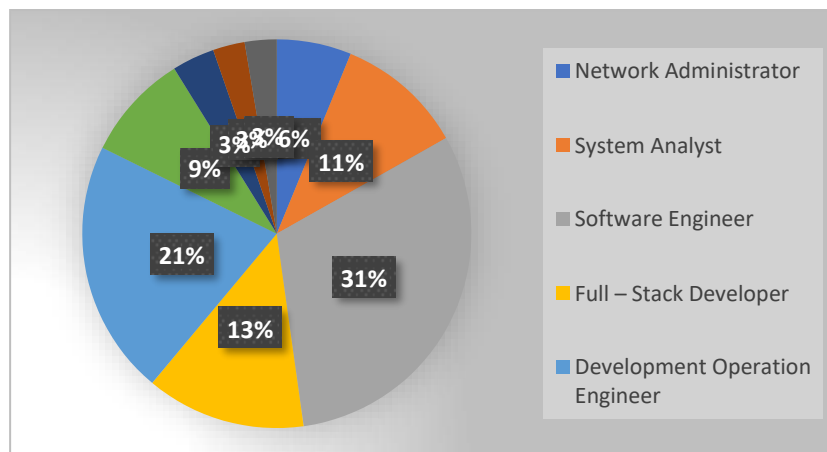


Chart 4.1.5 To identify the position that respondent holds in the IT sectors

Source : Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- In Network Administrator (6.2%) of respondent women's are working in IT in this position.
- In System Analyst (10.6%) of respondent women's are working in IT in this position
- In Software Engineer (31%) of respondent women's are working in IT in this position
- In Full – stack Developer (13.3%) of respondent women's are working in IT in this position
- In Development Operation Engineer (21.2%) of respondent women's are working in IT in this position
- In Cloud Engineer (8.8%) of respondent women's are working in IT in this position

- In IT security Specialist (3.5%) of respondent women's are working in IT in this position
- In Data Scientist (2.7%) of respondent women's are working in IT in this position
- In Other (2.7%) of respondent women's are working in IT in this position

Inference

- Majority (31%) of respondent women's are working in IT are in the position of **SOFTWARE ENGINEER.**

4.1.6 : EXPERIENCES OF THE RESPONDENTS WORKS IN THE PRESENT MANAGEMENT

Table 4.1.6. To identify the experiences of the respondent works in the present management

S.NO	Particulars	No. of Respondent	Percentage
1.	1 Year	25	22.1
2.	2 Years	29	25.7
3.	3 Years	38	33.6
4.	4 Years	18	15.9
5.	5 Years	0	0
	5 and above Years	3	2.7
	TOTAL	113	100

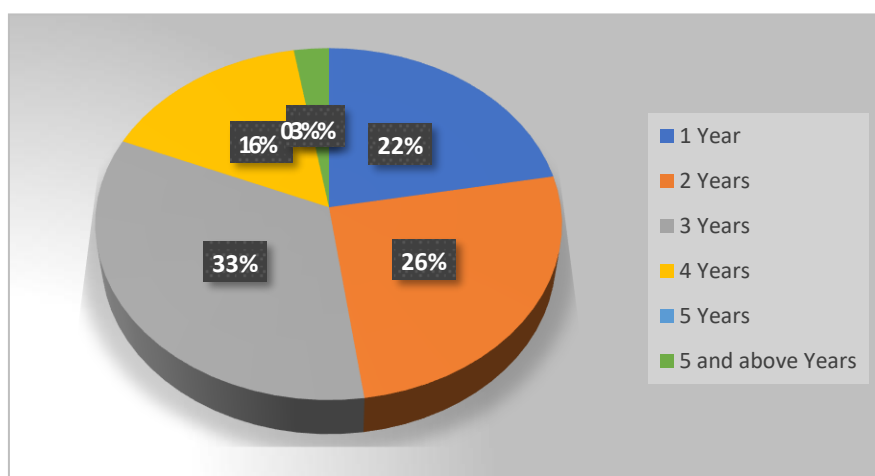


Chart 4.1.6. To identify the experiences of the respondent works in the present management

Source : Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- In 1st year (22.1 %) of respondent women's working as an IT employee.
- In 2nd years (25.7 %) of respondent women's working as an IT employee.
- In 3rd years (33.6 %) of respondent women's working as an IT employee.
- In 4th years (15.9 %) of respondent women's working as an IT employee.
- In 5th years (0 %) of respondent women's working as an IT employee.
- In above 5 years (2.7 %) of respondent women's working as an IT employee.

Inference

- Majority (33.6%) of respondent women's are working in IT are more than 3 years.

4.1.7. TYPE OF THE WORK BASIS THAT THE RESPONDENTS WORK DURING THE PANDEMIC

Table 4.1.7 To identify the type of work basis that the respondents work during the pandemic

S.NO	Particulars	No. of Respondent	Percentage
1.	I'm going to company	32	28.3
2.	I'm doing Work from Home	76	67.3
3.	Both	5	4.4
	TOTAL	113	100

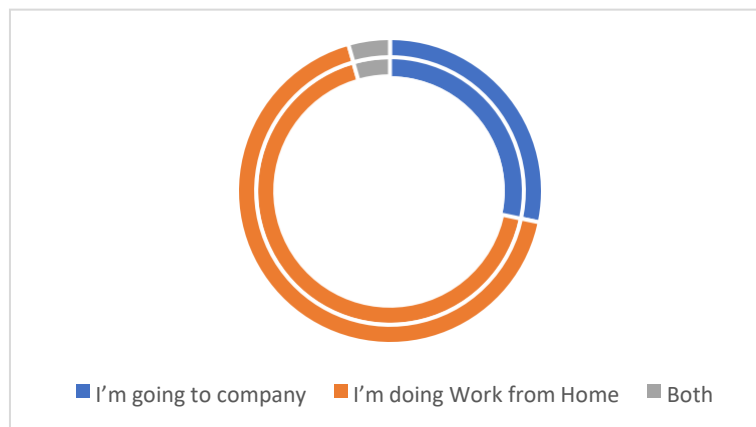


Chart 4.1.7: To identify the type of work basis that the respondents work during the pandemic

Source : Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- The employee (28.3 %) of respondents are going to company and working.
- The employee (67.3 %) of respondents are doing a work from Home without going to company .

Inference

- Majority (67.3 %) of the respondent are doing a work from home job without going to company.

4.1.8.THE TIME PERIOD THAT THE RESPONDENTS WORKS IN HOME / COMPANY

Table 4.1.8 To identify the type of work basis that the respondents work during the pandemic

S.NO	Particulars	No. of Respondent	Percentage
1.	1 – 5 hrs	8	7.1
2.	5 – 10 hrs	86	76.1
3.	11 – 12 hrs	14	12.4
4.	More than 12 hrs	5	4.4
	TOTAL	113	100

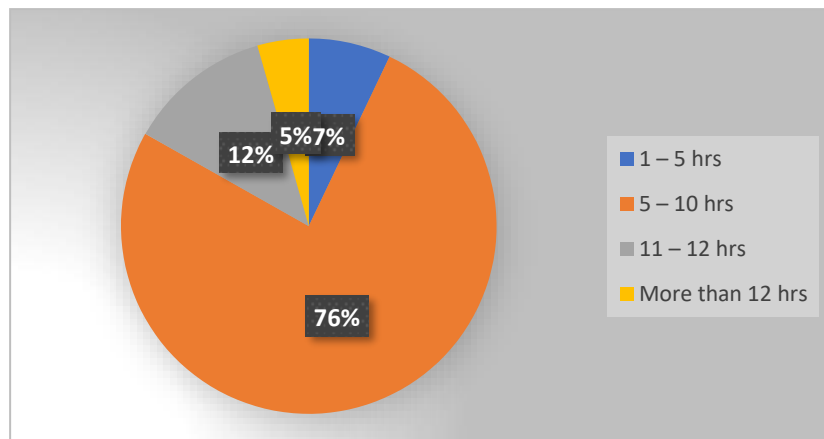


Chart 4.1.8 :To identify the time period that the respondent works in home/company

Source : Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- The employee working hours from 1 -5hrs are (7.1 %) of the respondents.
- The employee working hours from 5 - 10hrs are (76.1 %) of the respondents.
- The employee working hours from 11 -12hrs are (12.4 %) of the respondents.
- The employee working hours for More than 12 hrs are (4.4 %) of the respondents.

Inference

- Majority (76.1%) of the respondents are working for the company from 5 -10 hrs.

4.1.9. WORKSPACE ENTITIES PROVIDED TO THE RESPONDENTS

Table 4.1.9: To identify the workspace entities provided to the respondent

S.NO	Particulars	No. of Respondent	Percentage
1.	Laptop	108	95.6
2.	Alexa	29	25.7
3.	Mouse	96	85
4.	Wi-fi Connection	90	79.6
5.	Desk	80	70.8
6.	Others	3	2.7
	TOTAL	113	100

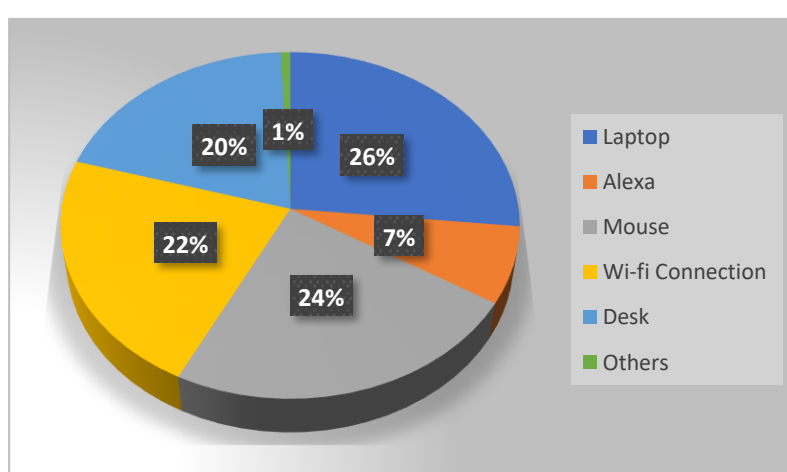


Chart 4.1.9. To identify the workspace entities provided to the respondent

Source: Primary Data

Interpretation

From the above table, it is interpreted 113% of respondents Women work in the IT sector very frequently.

- In the workspace (95.6%) of the respondent are working by using a LAPTOP.
- In the workspace (25.7%) of the respondent are working by using an ALEXA.
- In the workspace (85%) of the respondent are working by using a MOUSE.
- In the workspace (79.6%) of the respondent are working by using a Wi-Fi Connection.
- In the workspace (70.8%) of the respondent are working by using a DESK.
- In the workspace (2.7%) of the respondent are working by using an Other.

Inference

- Majority (95.6%) of the respondents are working by using LAPTOP.

4.1.10. DEDICATION LEVEL OF THE RESPONDENTS WORKING FROM HOME / COMPANY

Table 4.1.10: To identify the dedication level of the respondents working from home/ company

S.NO	Particulars	No. of Respondent	Percentage
1.	Always	92	81.4
2.	Often	11	9.7
3.	Sometimes	9	8
4.	Rarely	0	0
5.	Never	1	0.9
	TOTAL	113	100

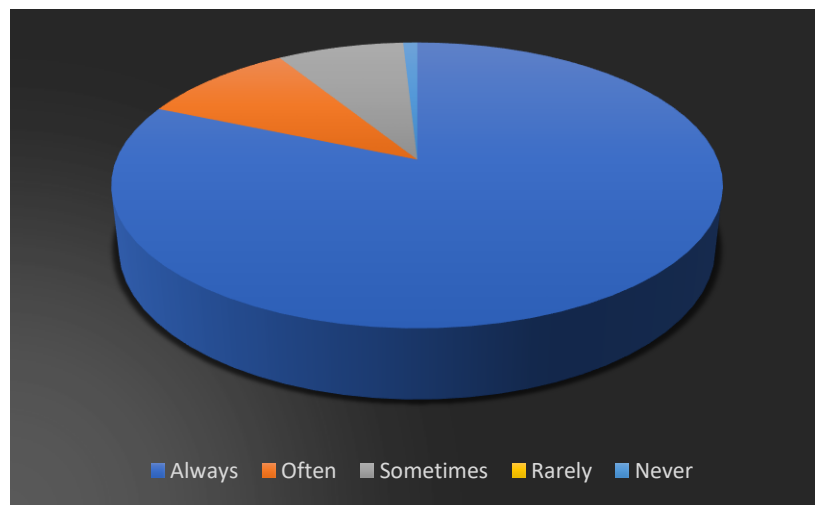


Chart 4.1.10: To identify the dedication level of the respondents working from home/ company

Source: Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women work in the IT sector very frequently.

- The dedication level of the employee (81.4%) of the respondents are working Always.
- The dedication level of the employee (9.7%) of the respondents are working Often.
- The dedication level of the employee (8%) of the respondents are working Sometimes.
- The dedication level of the employee (0%) of the respondents are working very Rarely.
- The dedication level of the employee (0.9%) of the respondents are Never working.

Inference

- Majority (81.4%) of the respondents dedication level are working Always.

4.1.11. To identify the finish work on time

Table 4.1.11 To identify the finish work on time

S.NO	Particulars	No. of Respondent	Percentage
1.	Always	90	79.6
2.	Often	14	12.4
3.	Sometimes	7	6.2
4.	Rarely	2	1.8
5.	Never	0	0
	TOTAL	113	100

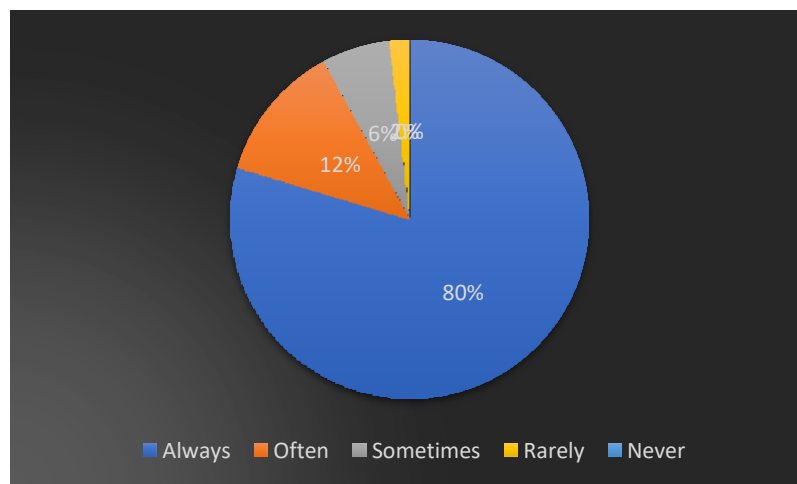


Chart 4.1.11: To identify the finish work on time

Source :Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- The employee finishing work on time (79.6%) of the respondents are working Always.
- The employee finishing work on time (12.4%) of the respondents are working Often.
- The employee finishing work on time (6.2%) of the respondents are working Sometime.
- The employee finishing work on time (1.8%) of the respondents are working very Rarely.
- The employee finishing work on time (0%) of the respondents are Never finishing on time.

Inference

- Majority (79.6%) of the respondents Always finishing the work on time.

4.1.12. The Accomplish goal in daily basis

Table 4.1.12: To identify the accomplish goal in daily basis

S.NO	Particulars	No. of Respondent	Percentage
1.	Always	85	75.2
2.	Often	17	15
3.	Sometimes	6	5.3
4.	Rarely	3	2.7
5.	Never	2	1.8
	TOTAL	113	100

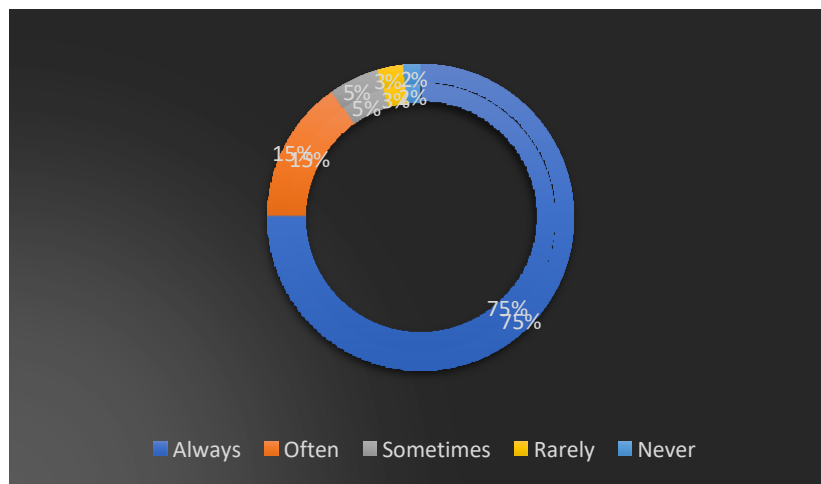


Chart 4.1.12: To identify the accomplish goal in daily basis

Source :Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- The employee goals (75.2%) of the respondents are accomplishing the goals Always.
- The employee goals (15%) of the respondents are accomplishing the goals Often.
- The employee goals (5.3%) of the respondents are accomplishing the goals Sometime.
- The employee goals (2.7%) of the respondents are accomplishing the goals very Rarely.
- The employee goals (1.8%) of the respondents are Never accomplishing the goals.

Inference

- Majority (75.2%) of the respondents are Always accomplishing the goals on time.

4.1.13. Whether the respondent can attend every meeting completely without any distraction from home/office

Table 4.1.13 To identify whether the respondent can attend every meeting completely without any distraction from home / office

S.NO	Particulars	No. of Respondent	Percentage
1.	Always	83	73.5
2.	Often	8	7.1
3.	Sometimes	22	19.5
4.	Rarely	0	0
5.	Never	0	0
	TOTAL	113	100

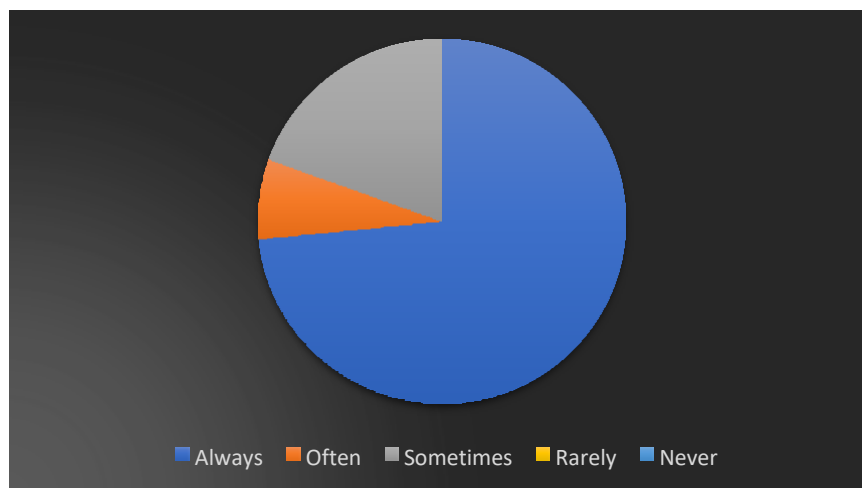


Chart 4.1.13 To identify whether the respondent can attend every meeting completely without any distraction from home / office

Source: Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- In meeting only (73.2%) of the respondents are always attending the meeting without any distraction.
- In meeting only (7.1%) of the respondents are often attending the meeting without any distraction.
- In meeting only (19.5%) of the respondents are sometime attending the meeting without any distraction.
- In meeting only (0%) of the respondents are rarely attending the meeting without any distraction.
- In meeting only (0%) of the respondents are never attending the meeting without any distraction.

Inference

- Majority (73.2%) of the respondents are always attending the meeting without any distraction.

4.1.14. The hours spend with children/family by the respondent

Table 4.1.14 To identify the hours spend with children / family by the respondent

S.NO	Particulars	No. of Respondent	Percentage
1.	1 -2hrs	15	13.3
2.	2 – 3hrs	47	41.6
3.	3 – 4hrs	39	34.5
4.	4 – 5hrs	10	8.8
5.	Above 5 hrs	2	1.8
	TOTAL	113	100

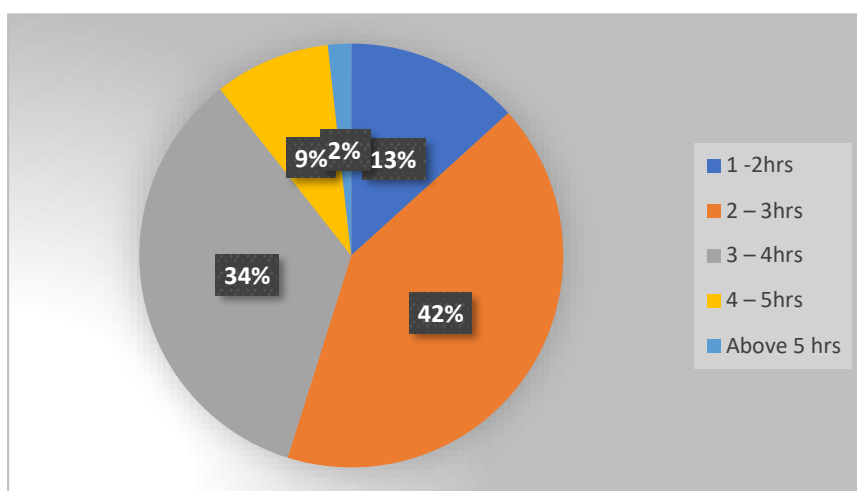


Chart 4.1.14 To identify the hours spend with children / family by the respondent

Source: Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- The employee spend time (13.3%) of the respondents spend 1-2 hrs for their children.
- The employee spend time (41.6%) of the respondents spend 2-3 hrs for their children.
- The employee spend time (34.5%) of the respondents spend 3-4hrs for their children.
- The employee spend time (8.8%) of the respondents spend 4 - 5 hrs for their children.
- The employee spend time (1.8%) of the respondents spend more than 5 hrs for their children.

Inference

- Majority (41.6) of the respondent spend their spend from 2 – 3 hrs for their children while they are working.

4.1.15. The respondent ever miss-out any quality time with her family or your friends because of pressure of work

Table 4.1.15: To identify the respondent ever miss-out any quality time with her family or your friends because of pressure of work

S.NO	Particulars	No. of Respondent	Percentage
1.	Never	6	5.3
2.	Rarely	6	5.3
3.	Sometimes	88	77.9
4.	Often	6	5.3
5.	Always	7	6.2
	TOTAL	113	100

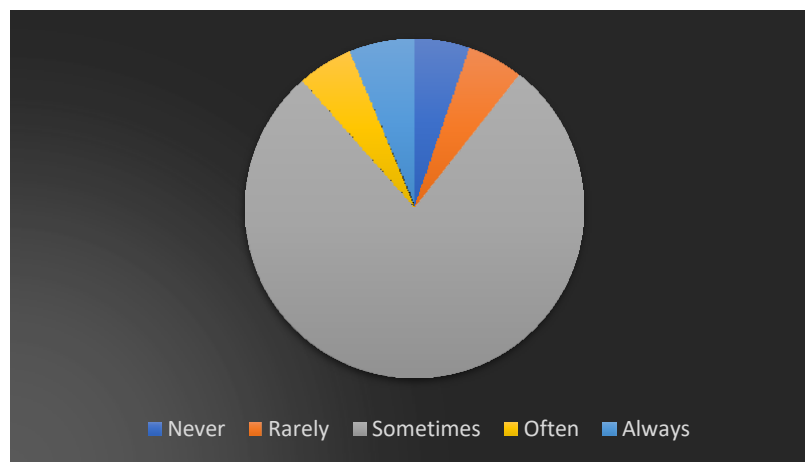


Chart 4.1.15. To identify the respondent ever miss-out any quality time with her family or your friends because of pressure of work

Source :Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- The employee (5.3%) of the respondents are never missed out their time spending on their family or friends in pressure of work .
- The employee (5.3%) of the respondents are rarely missed out their time spending on their family or friends in pressure of work.
- The employee (77.9%) of the respondents are sometime missed out their time spending on their family or friends in pressure of work.
- The employee (5.3%) of the respondents are often missed out their time spending on their family or friends in pressure of work.
- The employee (6.2%) of the respondents are always missed out their time spending on their family or friends in pressure of work.

Inference

- Majority (77.2%) of the respondents are sometime missed out their time spending on their family or friends in pressure of work.

4.1.16. Factors that how the respondents manage both her family and work-life equally in balanced way

Table 4.1.16 To identify the factors that how the respondents manage both her family and work-life equally in balanced way

S.NO	Particulars	No. of Respondent	Percentage
1.	Never	8	7.1
2.	Rarely	9	8
3.	Sometimes	80	70.8
4.	Often	13	11.5
5.	Always	3	2.7
	TOTAL	113	100

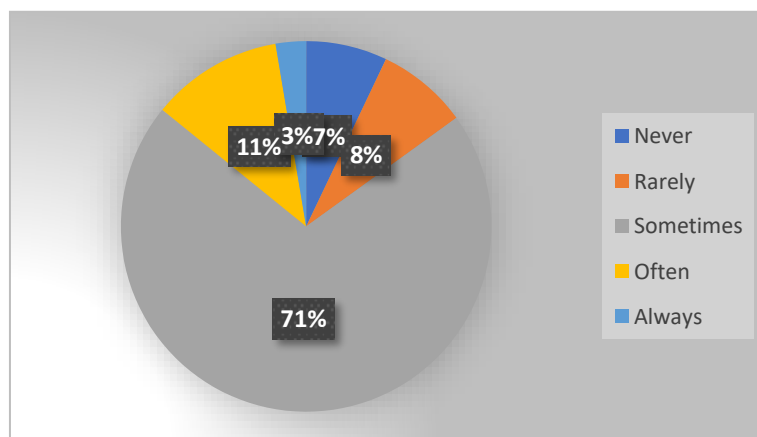


Chart 4.1.16 To identify the factors that how the respondents manage both her family and work-life equally in balanced way

Source: Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- The employee (7.1%) of the respondents are never balancing both their family and work life .
- The employee (8%) of the respondents are rarely balancing both their family and work life.
- The employee (70.8) of the respondents are sometime balancing both their family and work life.
- The employee (11.5%) of the respondents are often balancing both their family and work life.
- The employee (2.7%) of the respondents are always balancing both their family and work life.

Inference

- Majority (70.8%) of the respondents are sometime balancing both their family and work life.

4.1.17. Factors that affect the work-life balance of women:

S.A-Strongly Agree, A-Agree, N-Neutral, D.A- Disagree, S.D.A- Strongly Disagree

Table 4. 1. 17 To identify factors that affects the work – life balance of women

S.N O	Particulars	S.A	%	A	%	N	%	D.A	%	S.D.A	%
1.	No time for oneself	19	17	9	8	84	74	1	1	0	0
2.	The burden of excessive work	10	9	18	15	84	73	1	1	0	0
3.	Longer work schedule	10	9	12	10	88	76	3	3	0	0
4.	Work and family life interference	8	7	16	14	82	70	6	5	1	1
5.	Fulfill Other's expectation	9	8	11	9	87	74	4	3	2	2

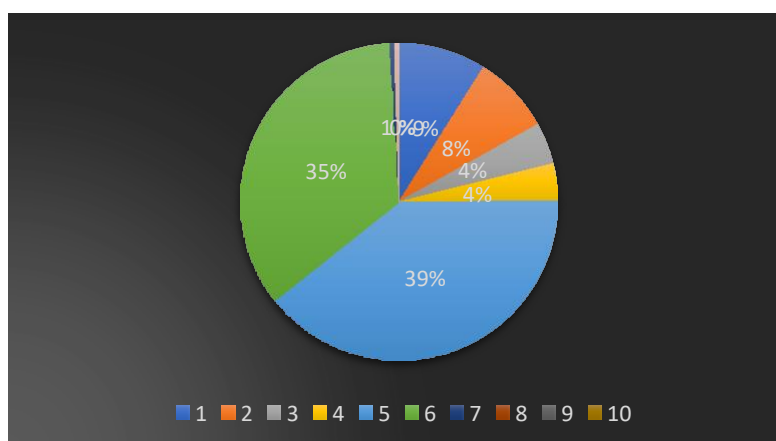


Chart 4.1.17: To identify factors that affect the work-life balance of women

Source : Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- In no time for oneself (17 %) of the respondent have strongly agreed that they don't have time for themselves and then (8%) of the respondent have agreed that they don't have time for themselves and then (74%) of the respondent have neutrally said that they have time for themselves and don't have time and then (1%) of the respondent have disagreed that they have time for both their family and work like.
- In burden of excessive work (9%) of the respondent have strongly agreed that they burden because of excessive work and then (15%) of the respondent have

agreed the burden of excessive work and then (73%) of the respondent have neutrally said they have burden because of more work and then (1%) of the respondent have disagreed by saying there is no burden on excessive work.

- In Long work schedule (9%) of the respondent have strongly agreed that they long work schedule and then (10%) of the respondent have agreed that they have long work schedule and then (76%) of the respondent have neutrally agreed that they have long work schedule and then (3%) of the respondent have disagreed that they don't have long work schedule.
- In work and family life interference (7%) of the respondent strongly agreed and then (14%) of the respondent have agreed and then (70%) of the respondent have neutrally agreed and then (5%) of the respondent disagreed and then (1%) of the respondent strongly disagreed.
- In fulfill other's expectation (8%) of the respondent have strongly agreed and then (9%) of the respondent have agreed and then (74%) of the respondent have neutrally agreed and then (3%) of the respondent have disagreed and then finally (2%) of the respondent strongly disagreed.

Inference

- Majority (74%) of the respondents have neutrally said that they have no time for oneself.
- Majority (73%) of the respondent have neutrally said that they have Excessive burden on work life.
- Majority (76%) of the respondent have neutrally said that they have Longer work schedule.
- Majority (70%) of the respondent have neutrally said that they have both work and family interference.
- Majority (74%) of the respondent have neutrally said they fulfill other's expectation.

4.1.18. Factors that the respondents feel poor about the work-life balance consequence :

S.A-Strongly Agree, A-Agree, N-Neutral, D.A- Disagree, S.D.A- Strongly Disagree

Table 4.1.18 To identify Factors that the respondents feel poor about the work-life balance consequence

S.NO	Particulars	S.A	%	A	%	N	%	D.A	%	S.D.A	%
1.	Disharmony at work	82	72	6	5	20	18	5	4	0	0
2.	High level stress and anxiety	77	67	14	12	15	13	6	5	1	2
3.	Inability to realise full potential	76	66	12	10	19	16	5	4	1	1
4.	Job burden	77	61	10	9	21	18	3	3	2	2

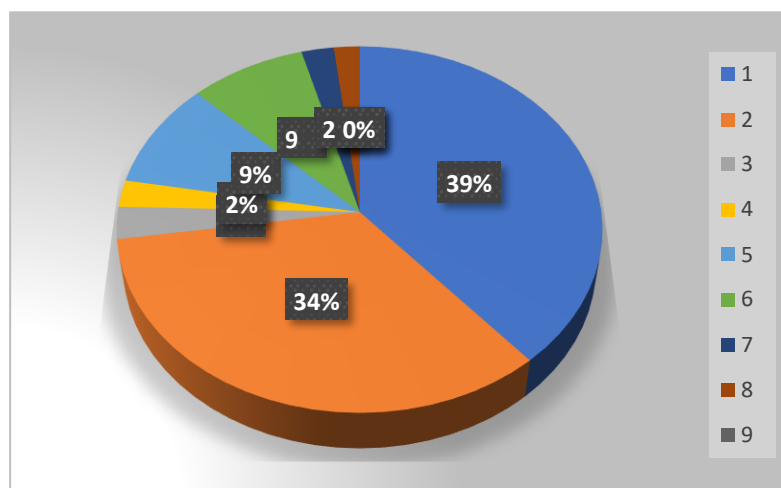


Chart 4.1.18 To identify Factors that the respondents feel poor about the work-life balance consequence

Source: Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- In Disharmony at work (72%) of the respondent strongly agreed and then (5%) of the respondent agreed and then (18%) of the respondent are neutrally agreed and then (4%) of the respondent are disagreed and then finally (0%) of the respondents are strongly disagree.
- In High level stress and anxiety (67%) of the respondent strongly agreed and then (12%) of the respondent agreed and then (13%) of the respondent are neutrally agreed and then (5%) of the respondent are disagreed and then finally (2%) of the respondents are strongly disagree.
- In Inability to realize full potential(66%) of the respondent strongly agreed and

then (10%) of the respondent agreed and then (16%) of the respondent are neutrally agreed and then (4%) of the respondent are disagreed and then finally (1%) of the respondents are strongly disagree.

- In Job burden (61%) of the respondent strongly agreed and then (9%) of the respondent agreed and then (18%) of the respondent are neutrally agreed and then (3%) of the respondent are disagreed and then finally (2%) of the respondents are strongly disagree.

Inference

- Majority (72%) of the respondent strongly agreed on disharmony at work.
- Majority (67%) of the respondent strongly agreed on high level stress and anxiety.
- Majority (66%) of the respondent strongly agreed on inability to realise full potential.
- Majority (61%) of the respondent strongly agreed on job burden.

4.1.19. Factors that which are suggested to be given out to the management to improve the work-life balance of the women employees

S.A-Strongly Agree, A-Agree, N-Neutral, D.A- Disagree, S.D.A- Strongly Disagree

Table 4.1.19 To identify Factors that which are suggested to be given out to the management to improve the work-life balance of the women employees

S.NO	Particulars	S.A	%	A	%	N	%	D.A	%	S.D.A	%
1.	Training sessions like Yoga and Meditation	86	75	10	9	14	12	3	3	0	0
2.	Awareness program about work – life balance	79	65	17	14	9	7	6	5	2	2
3.	Counselling	78	66	12	10	17	14	4	3	2	2
4.	Free health checkup camp, life insurance	79	64	16	23	7	6	10	8	1	1
5.	To provide stress managing exercises like together, cultural etc	77	73	17	14	10	8	7	6	2	2
6.	To provide adequate accommodation	81	72	14	12	10	9	7	6	1	1

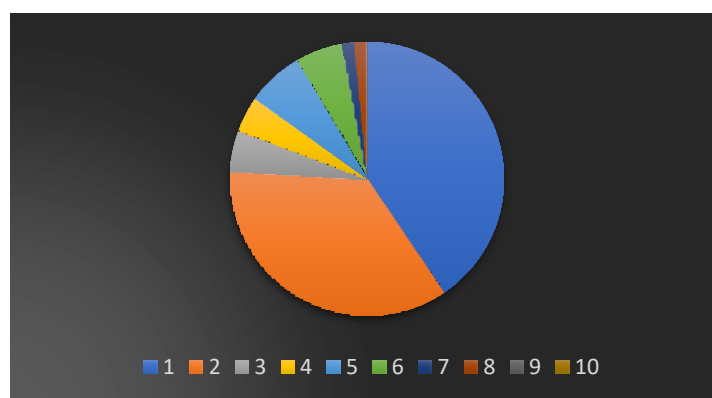


Chart 4.1.19 To identify Factors that which are suggested to be given out to the management to improve the work-life balance of the women employees

Source : Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- In Training session like yoga and meditation (75%) of the respondent strongly agreed and then (9%) of the respondent agreed and then (12%) of the respondent are neutrally agreed and then (3%) of the respondent are disagreed and then finally (0%) of the respondents are strongly disagree.
- In Awareness program about work – life balance (65%) of the respondent strongly agreed and then (14%) of the respondent agreed and then (7%) of the respondent are neutrally agreed and then (5%) of the respondent are disagreed and then finally (2%) of the respondents are strongly disagree.
- In Counselling (66%) of the respondent strongly agreed and then (10%) of the respondent agreed and then (14%) of the respondent are neutrally agreed and then (3%) of the respondent are disagreed and then finally (2%) of the respondents are strongly disagree.
- In Free health checkup camp, life insurance (64%) of the respondent strongly agreed and then (23%) of the respondent agreed and then (6%) of the respondent are neutrally agreed and then (8%) of the respondent are disagreed and then finally (1%) of the respondents are strongly disagree.
- To provide stress managing exercises like together cultural etc (73%) of the respondent strongly agreed and then (14%) of the respondent agreed and then (8%) of the respondent are neutrally agreed and then (6%) of the respondent are disagreed and then finally (2%) of the respondents are strongly disagree.
- To provide adequate accommodation (72%) of the respondent strongly agreed and then (12%) of the respondent agreed and then (9%) of the respondent are neutrally agreed and then (6%) of the respondent are disagreed and then finally (1%) of the respondents are strongly disagree.

Inference

- Majority (75%) of the respondent need training session like yoga and meditation.
- Majority (65%) of the respondent need awareness program about work – life balance.
- Majority (66%) of the respondent need counselling for their family and work life.
- Majority (64%) of the respondent need Free health checkup camp, life insurance.
- Majority (73%) of the respondent need to provide stress managing exercises like together, cultural etc.
- Majority (72%) of the respondent need to provide adequate accommodation.

4.1.20.To identify factors that which are the thing to be suggested for the working women to improve work-life balance

S.A-Strongly Agree, A-Agree, N-Neutral, D.A- Disagree, S.D.A- Strongly Disagree

Table 4.1.20.To identify factors that which are the thing to be suggested for the workingwomen to improve work-life balance

S.NO	Particulars	S.A	%	A	%	N	%	D.A	%	S.D.A	%
1.	To plan, prioritize	89	79	10	9	14	12	0	0	0	0
	,schedule their work and family										
2.	Must be clear in the expectation	80	71	22	19	9	8	2	2	0	0
3.	To involve in anti-stress activities	80	69	14	12	18	16	0	0	1	3
4.	Have fun get-together with family/ friends	85	74	12	10	12	10	3	5	1	1
5.	To share what they feel with family/ friends	84	71	13	11	12	10	3	3	1	1

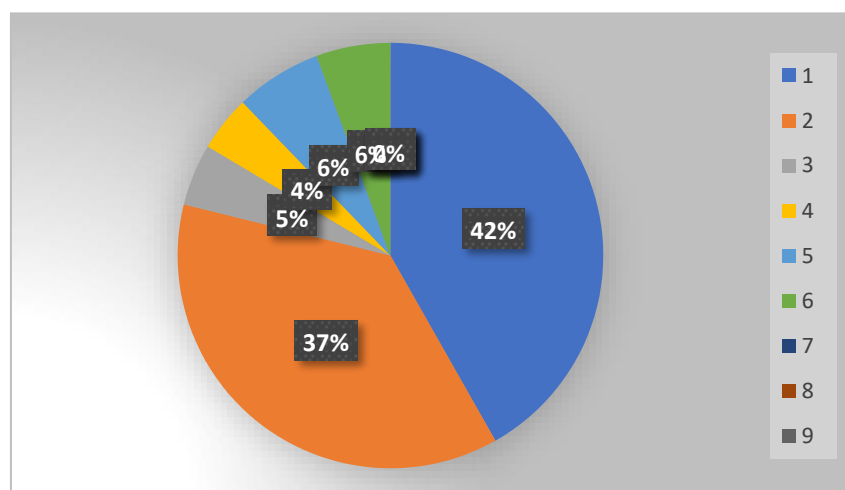


Chart 4.1.20. To identify factors that which are the thing to be suggested for the working women to improve work-life balance

Source : Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- To plan, prioritize, schedule their work and family (79%) of the respondent strongly agreed and the then (9%) of the respondent agreed and then (12%) of the respondent are neutrally agreed and then (0%) of the respondent are disagreed and then finally (0%) of the respondents are strongly disagree. It must be clear in the expectation (71%) of the respondent strongly agreed and the then (19%) of the respondent agreed and then (8%) of the respondent are neutrally agreed and then (2%) of the respondent are disagreed and then finally (0%) of the respondents are strongly disagree.
- To involve in anti-stress activities (69%) of the respondent strongly agreed and the then (12%) of the respondent agreed and then (16%) of the respondent are neutrally agreed and then (0%) of the respondent are disagreed and then finally (3%) of the respondents are strongly disagree.
- It have fun get together with family or friends (74%) of the respondent strongly agreed and the then (10%) of the respondent agreed and then (10%) of the respondent are neutrally agreed and then (5%) of the respondent are disagreed and then finally (1%) of the respondents are strongly disagree.
- To share what they feel with family and friends (71%) of the respondent strongly agreed and the then (11%) of the respondent agreed and then (10%) of the respondent are neutrally agreed and then (3%) of the respondent are disagreed and then finally (1%) of the respondents are strongly disagree.

Inference

- Majority (79%) of the respondent have plan , prioritize, schedule their work and family.
- Majority (71%) of the respondent must be clear in the expectation.
- Majority (69%) of the respondent need to involve in anti – stress activities.
- Majority (74%) of the respondent have fun get together with family or friends.
- Majority (71%) of the respondent need to share what they feel with family or friends.

4.2: Chi Square test

Tables 4.2.1: The association between the respondent works during the pandemic and Are you able to manage both your family and work-life equally in balanced way

Null Hypothesis (H0) – There is no association between the respondent works during the pandemic and Are you able to manage both your family and work-life equally in balanced way

Alternative Hypothesis (H1) – There is association between the respondent works during the pandemic and Are you able to manage both your family and work-life equally in balanced way

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
How did you work during the pandemic?* Are you able to manage both your family and work-life equally in balanced way?	113	100.0%	0	0.0%	113	100.0%

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	25.071 ^a	8	.002
Likelihood Ratio	14.483	8	.070
Linear-by-Linear Association	4.968	1	.026
N of Valid Cases	113		
a. 10 cells (66.7%) have expected count less than 5. The minimum expected count is .13 .			

Source: Primary data

INTERPRETATION:

Since p-value **0.002** is Lesser than 0.05.we accept the alternative hypothesis (H1) and reject the null hypothesis (H0).

Tables 4.3: The association between the respondents age and the factors that affect the respondents work-life balance

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age and the factors that affect the respondents work-life balance[no times for oneself], [Burden of excessive work], [Longer work schedule], [work and family life interference] and [Fullfill other's expectation]	113	100.0 %	0	0.0%	113	100.0%

Tables 4.3.1: The association between the respondents age and the factors that affect the respondents work-life balance[no times for oneself]

Null Hypothesis (H0) – There is significant relation between the respondents age and the factors that affect the respondents work-life balance[no times for oneself]

Alternative Hypothesis (H1) – The is no significant relation between the respondents age and the factors that affect the respondents work-life balance[no times for oneself]

Correlations			
		Age	What are the factors that affecting work- life balance of women?[No time for oneself]
Age	Pearson Correlation	1	.021
	Sig.(2-tailed)		.825
	N	113	113
What are the factors that affecting work-life balance of women?[No time for oneself]	Pearson Correlation	.021	1
	Sig.(2-tailed)	.825	
	N	113	113

Source: Primary data

INTERPRETATION:

Since p-value **0.825** is greater than 0.05.we reject the alternative hypothesis (H1) and accept the null hypothesis (H0). There is significant relation between the respondents age and the factors that affect the respondents work-life balance[no times for oneself]

Tables 4.3.2: The association between the respondents age and the factors that affect the respondents work-life balance[Burden of excessive work]

Null Hypothesis (H0) – There is significant relation between the respondents age and the factors that affect the respondents work-life balance[Burden of excessive work]

Alternative Hypothesis (H1) – There is no significant relation between the respondents age and the factors that affect the respondents work-life balance[Burden of excessive work]

Correlations			
		Age	What are the factors that affecting work-life balance of women?[Burden of excessive work]
Age	Pearson Correlation	1	.037
	Sig.(2-tailed)		.697
	N	113	113
What are the factors that affecting work-life balance of women?[Burden of excessive work]	Pearson Correlation	.037	1
	Sig.(2-tailed)	.697	
	N	113	113

Source: Primary data

INTERPRETATION:

Since p-value **0.697** is greater than 0.05.we reject the alternative hypothesis (H1) and accept the null hypothesis (H0). There is significant relation between the respondents age and the factors that affect the respondents work-life balance[Burden of excessive work]

Tables 4.3.3: The association between the respondents age and the factors that affect the respondents work-life balance[Longer work schedule]

Null Hypothesis (H0) – There is significant relation between the respondents age and the factors that affect the respondents work-life balance[Longer work schedule]

Alternative Hypothesis (H1) – There is no significant relation between the respondents age and the factors that affect the respondents work-life balance[Longer work schedule]

Correlations			
		Age	What are the factors that affecting work-life balance of women?[Longer work schedule]
Age	Pearson Correlation	1	.097
	Sig.(2-tailed)		.305
	N	113	113
What are the factors that affecting work-life balance of women?[Longer work schedule]	Pearson Correlation	.097	1
	Sig.(2-tailed)	.305	
	N	113	113

Source: Primary data

INTERPRETATION:

Since p-value of **0.305** is greater than 0.05.we reject the alternative hypothesis (H1) and accept the null hypothesis (H0). There is significant relation between the respondents age and the factors that affect the respondents work-life balance[Longer work schedule]

Tables 4.3.4: The association between the respondents age and the factors that affect the respondents work-life balance[work and family life interference]

Null Hypothesis (H0) – There is significant relation between the respondents age and the factors that affect the respondents work-life balance[work and family life interference]

Alternative Hypothesis (H1) – There is no significant relation between the respondents age and the factors that affect the respondents work-life balance [work and family life interference].

Correlations			
		Age	What are the factors that affecting work-life balance of women?[Work and family life interference]
Age	Pearson Correlation	1	.104
	Sig.(2-tailed)		.272
	N	113	113
What are the factors that affecting work-life balance of women?[Work and family life interference]	Pearson Correlation	.104	1
	Sig.(2-tailed)	.272	
	N	113	113

Source: Primary data

INTERPRETATION:

Since p-value of **0.272** is greater than 0.05.we reject the alternative hypothesis (H1) and accept the null hypothesis (H0). – There is significant relation between the respondents age and the factors that affect the respondents work-life balance[work and family life interference]

Tables 4.3.5: The association between the respondents age and the factors that affect the respondents work-life balance [Fullfill other's expectation]

Null Hypothesis (H0) – There is significant relation between the respondents age and the factors that affect the respondent's work-life balance [Fullfill other's expectation]

Alternative Hypothesis (H1) – There is no significant relation between the respondents age and the factors that affect the respondents work-life balance[Fullfill other's expectation]

Correlations			
		Age	What are the factors that affecting work-life balance of women?[Fullfill other's expectation]
Age	Pearson Correlation	1	.061
	Sig.(2-tailed)		.518
	N	113	113
What are the factors that affecting work-life balance of women?[Fullfill other's expectation]	Pearson Correlation	.061	1
	Sig.(2-tailed)	.518	
	N	113	113

Source: Primary data

INTERPRETATION:

Since p-value of **0.518** is greater than 0.05. we reject the alternative hypothesis (H1) and accept the null hypothesis (H0). There is significant relation between the respondents age and the factors that affect the respondent's work-life balance[Fullfill other's expectation]

CHAPTER 5

5.1. FINDINGS

- Majority (73.5%) of respondents age limit from 18 -25 women are working in IT sectors.
- Majority (70.4%) of respondents have studied Post Graduation.
- Majority (74.3%) of respondent working in the IT sector is single.
- Majority (22.1%) of respondent women working in the IT sector are in Tech Mahindra.
- Majority (31%) of respondents are women working in IT and are in the position of Software.
- Majority (33.6%) of respondents were women's are working in IT are more than 3 years.
- Majority (67.3%) of respondents are doing a work-from-home job without going to the company.
- Majority (76.1%) of respondents are working for the company from 5-10hrs.
- Majority (95.6%) of respondents are working by using Laptop.
- Majority (81.4%) of respondents dedication level are working always.
- Majority (79.6%) of respondents always finish the work on time.
- Majority (75.2%) of respondents are always accomplishing the goals on time.
- Majority (73.2%) of respondents are always attending the meeting without any distraction.
- Majority (41.6%) of respondents spend their time from 2 -3 hrs for their children while they are working.
- Majority (77.2%) of respondents are sometimes missed out their time on spending with their family or friends because of work pressure.
- Majority (70.8%) of respondents are sometime balancing both their family and work life.
- Majority (74%) of the respondents have neutrally said that they have no time for oneself.
- Majority (73%) of the respondent have neutrally said that they have Excessive burden on work life.
- Majority (76%) of the respondent have neutrally said that they have Longer work schedule.

- Majority (70%) of the respondent have neutrally said that they have both work and family interference.
- Majority (74%) of the respondent have neutrally said they fulfill other's expectation.
- Majority (72%) of the respondent strongly agreed on disharmony at work.
- Majority (67%) of the respondent strongly agreed on high level stress and anxiety.
- Majority (66%) of the respondent strongly agreed on inability to realize full potential.
- Majority (61%) of the respondent strongly agreed on job burden.
- Majority (75%) of respondents need training session like yoga and meditation.
- Majority (65%) of the respondent need awareness program about work – life balance.
- Majority (66%) of the respondent need counselling for their family and work life.
- Majority (64%) of the respondent need Free health check-up camp, life insurance.
- Majority (73%) of the respondent need to provide stress managing exercises like together, cultural etc.
- Majority (72%) of the respondent need to provide adequate accommodation.
- Majority (79%) of the respondents have plan, prioritize, schedule their work and family.
- Majority (71%) of the respondent must be clear in the expectation.
- Majority (69%) of the respondent need to involve in anti – stress activities.
- Majority (74%) of the respondent have fun get together with family or friends.
- Majority (71%) of the respondent need to share what they feel with family or friends.

5.2 Suggestion

It is suggested that,

- Participate in out of work activities that empower women.
- Establish goals for equal work and experience.
- Fair parental leave policy
- Recognize we still have challenges ahead

- Find ways to amplify the female voice
- Equal wages for equal work and experience
- Diversity leadership by promoting women
- Equal wages for equal work and experience

5.3. Conclusion

In case of a woman professional in IT sector it is very important to understand the ground reality and strike a balance between professional and personal life for achieving professional excellence. Without this the women professional in IT sector would continue to be concentrated at the lower level and would not be able to climb up to the upper echelon of the job hierarchy by competing with their male counterparts. It is a general expectation that employer should be sensible enough towards women employee in IT sector while implementing work flexibility policies especially in a city like Chennai which has its inherent disadvantages of high cost of living, distance from work place to residence and majority being nuclear family dweller with both the spouse being career centric, work life balance is a biggest challenge. And unfortunately kids are being the biggest casualty. They are being deprived of parental care very often. It is a matter of concern for both employer, women employee, their partners and other family members to build a healthy rational society by integrating work and family life. Family which is the primary core value of Indian society should not suffer as well as women having equal potentialities should also be not hindered or discouraged to realize their career goal. Improper work life balance may have a low quality life style leading to family conflict and unsatisfactory performance at the work places (or a negative impact on quality output at the work place).

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ANNEXURE – I
QUESTIONNAIRE

STUDY ON WORK-LIFE BALANCE OF WOMEN EMPLOYEE IN IT SECTORS

- 1. Your Name:** _____
- 2. Age:**
 - ☐ 18-25
 - ☐ 26-30
 - ☐ 31-35
 - ☐ 35-40
 - ☐ 40 above
- 3. Education Qualification:**
 - ☐ DIPLOMO
 - ☐ UG
 - ☐ PG
 - ☐ Other: _____
- 4. Marital Status:**
 - ☐ Single
 - ☐ Married
- 5. Location:** _____
- 6. Name of the IT sectors you work?**
 - ☐ TCS
 - ☐ INFOSYS
 - ☐ WIPRO
 - ☐ HCL
 - ☐ TECH MAHINDRA
 - ☐ Other IT sectors
- 7. Which Position that you holds in the IT sectors?**
 - ☐ Network administrator
 - ☐ System Analyst
 - ☐ Software Engineer
 - ☐ Full-stack developer
 - ☐ Development operation Engineer
 - ☐ Cloud Engineer
 - ☐ IT security specialist
 - ☐ Data Scientist
 - ☐ Other: _____
- 8. How much years you work in the present management?**
 - ☐ 1year
 - ☐ 2year
 - ☐ 3year
 - ☐ 4year
 - ☐ 5year
 - ☐ 5 and above years
- 9. How did you work during the pandemic?**
 - ☐ I'm going to company
 - ☐ I'm working from home
 - ☐ Both
- 10. How much hours do you work from home/Company?**

- 1-5hrs
- 6-10hrs
- 11-12hrs
- More than 12hrs

11. Are you provided with all workspace entities by the company you work for?

- Laptop
- Alexa
- Mouse
- Wi-fi connection
- Desk
- Others

12. How far are you working dedicatedly from home?

- always
- Often
- Sometimes
- Rarely
- never

13. Are you able to finish the work on time to the fullest in home?

- always
- Often
- Sometimes
- Rarely
- never

14. Are you able to accomplish the company goal on time which is given on daily basis?

- Always
- Often
- Sometimes
- Rarely
- never

15. Are you able to attend every meeting completely without any distraction from home?

- Always
- Often
- Sometimes
- Rarely
- never

16. How much hours do you spend with your children/family?

- 1-2hrs
- 2-3hrs
- 3-4hrs
- 4-5hrs
- Above 5hrs

17. Do you ever miss out any quality time with your family or your friends because of pressure of works?

- Never
- Rarely
- Sometimes
- Often

- Always

18. Are you able to manage both your family and work-life equally in balanced way?

- Never
- Rarely
- Sometimes
- Often
- Always

19. What are the factor that affecting work-life balanced of women?

Particulars	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
No time for oneself					
The burden of excessive work					
Longer work schedule					
Work and family life interference					
Fulfill Other's expectation					

20. Why do feel about poor work-life balance consequence?

Particulars	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
Disharmony at work					
High level stress and anxiety					
Inability to realise full potential					
Job burden					

21. Which are suggestion to be given out to the management of institution to improve work-life balance the employees?

Particulars	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
Training sessions like Yoga and Meditation					
Awareness program about work – life balance					
Counselling					
Free health checkup camp, life insurance					
To provide stress managing exercises like together, cultural etc					
To provide adequate accommodation					

22. Which are suggestion to be given out to the working women to improve work-life balance?

Particulars	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
To plan, prioritize ,schedule their work and family					
Must be clear in the expectation					
To involve in anti-stress activities					
Have fun get-together with family/ friends					
To share what they feel with family/ friends					

23. Give your Suggestion in regards for the efficiency of women who works in IT sectors?

ANNEXURE II

A STUDY ON THE WORK-LIFE BALANCE OF WOMEN EMPLOYEE IN IT SECTORS

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ABSTRACT

Indian economy witnessed a spurt of service sector job opportunity after the opening up of economy in last decade of twentieth century. With automation and computerization an ample opportunity employment scenario was opened up for educated women particularly in IT and software sector where the salary is attractive and the job is mostly desk type in nature. But at the same time these jobs are accompanied with extended work schedule and deadline oriented leading to work place stress. At the same time with domestic commitment the work life balance becomes a challenging issue for women IT executives. In this paper the researcher tries to find out the issues of work life balance of women IT executives of city. The study was conducted among 50 women IT professionals through questionnaire survey and issues like working hours, family responsibilities and career growth were considered as parameter of work life balance. The paper also tries to find out causes of work life balance and possible remedial measure. This paper says that how the women employees are balanced and Satisfied in the IT sector and the factors that affect the work-life balance of women employees are working hours, Job satisfaction, working condition, etc. and find out the women employee job satisfaction were analyzed by using the statistical method that is Chi-square and Correlation test. Keywords: Work-life balance, Work pressure, Family obligation.

INTRODUCTION

Liberalization, privatization, and globalization policy of the Government of India has brought a sweeping transformation in the Indian economy in the last twenty-five years. The labour market has witnessed increasing employment opportunities for young talented manpower. It has changed the demographic profile of employees accompanied by a good pay package and international exposure. In the world 3,905 million, representing 49.58% of the women population. In India, this stands at 121.06Cr, representing 48.5% of the population. Of this women's makeup, 28.8% are from the tech workforce. We find that female representation in IT sectors improves firm performance but only to the extent that a firm's strategy is focused on innovation, in which context the informational and social benefits of gender diversity and the behaviors associated with women in management are likely to be especially more important. A new concept of dual career couple emerged out of it. As a natural fall out of this more and more women are venturing into the employment arena who were traditionally seen as homemakers. Women have now become a visible part of the workplace. There is a paradigm shift from men being treated as breadwinners and women as housekeepers or child-bearer to women as both breadwinners and capable of handling household roles too. But at the same time, the employee is becoming more and more ambitious, career-oriented, neglecting other aspects of life outside work; likes spending quality time with child and family, leisure time and time for their own interest. This is accompanied by high job stress, stretchable working hours and target-based operation. The changing

social structures arising out of dual career couples (or single-parent families) lead to the concept of outsourcing the services like childcare and care of ageing parents. There is a felt need to balance and integrate family needs and career requirements. In a transitioning society like India, where the traditional role of women as homemakers and caretakers is deeply entrenched, the work-family balance becomes a challenge for women. A working woman is an institution in herself and aiming at a successful career with financial independence, she has to also nurture her growing child to accomplish motherhood. Both these are extremely demanding and doing justice to one without neglecting the other is a formidable task. Over the last decade, the Indian society has witnessed a surge in participation of women in the labour force, especially in the IT industry which is a direct fall out of globalization and brought a lot of opportunities for educated women. In the light of the increasing number of women in the IT industry, there is a need to examine the phenomenon of the work-life balance of Indian women IT professionals in greater depth. Working women are encouraged to recognize that the perfect balance between work and home life is an unattainable myth. Instead, consider work among the multiple life roles that you manage along with other roles. Each role may require more effort/time than others across the course of the year and throughout your life

1.1. OBJECTIVES OF THE STUDY

- **PRIMARY OBJECTIVE:**

Study on the work-life balance of women employees in IT sectors.

- **SECONDARY OBJECTIVE:**

1. To understand the women's review towards how they overcome the challenges they face.
2. To understand how they feel about the overall workspace environment.
3. To suggest how working women improve work-life balance.

1.2.NEED FOR THE STUDY

Today's fast-paced world needs talent, tact, expertise, and caution. Women must balance high job expectations, office commitments, tight meeting schedules, and life's duties and responsibilities. Workplace stress and a lack of work-life balance.

1. Know your values.
2. Spend time thinking about what is important to you in life.
3. Practise time management.
4. Set boundaries.

5. Enjoy your work.
6. Consider your finances.
7. Nurture relationships.
8. Focus on your health.

REVIEW OF LITERATURE

Vani Haridasan and Kavitha Muthukumaran 2021- There is a growing concern over work-family issues. The notion of balancing the two domains of people's lives due to the worse pandemic situation has put the world to rest; by making people stay at home and perform their regular duties through remote working, and this needs attention. This study aims to identify the various factors that affect women's work-life balance during the lockdown caused by the COVID 19 pandemic. This study attempts to find professional and personal challenges and enhancers for work-life balance amongst working women through a survey of 128 women working in different sectors in South India. The regression analysis findings show that job performance and personal wellbeing are the main determinants of women employees' work-life balance during work from home. This study would benefit all the sectors that employ women to realign their policies, benefit programs, work distribution, and make job changes inside the organization for an employee-friendly remote working experience, thereby improving the workforce's efficiency and productivity. **Alqahtani, Tahani H. (2020)** - Work-life balance is a term used to describe the balance between an individual's professional and personal life. A healthy work-life balance assumes great significance for working women particularly in the current context in which both, the family and the workplace have posed several challenges and problems for women. In this literature review, several studies related to the subject have revealed that women usually face role conflict more than men. Work-family conflict occurs when an individual experience incompatible demands between family and work roles, causing participation in both roles to become more difficult. This imbalance creates conflict at the work-life interface. Many family-friendly organizations feel the need for work- life balance which includes recruitment and retention of valuable workforce, reduced employee stress, job satisfaction, reduced absenteeism, health benefits, and better life balance, by applying some interventions in the area of working hours which have been successful in improving work-life balance, such as flexible working hours. **Dr. R. SANGEETHA 2020-** In women's life art of doing lies in balancing among work, non-work, and family aspects of life.. Primary data is collected through administering of structured questionnaires from 100 women employees in private companies in Tirupur District. The objective is to determine the factors influencing the work-life balance of women employees in private companies. A hypothesis is framed to find Monthly income, and marital status

influences the work-life balance of women employees in private companies. The collected data is analyzed by using statistical tools like Simple Percentage, ANOVA, and Friedman's Ranking Test. Thus the study concludes that self-management is the first factor of the women employees in private companies towards the work-life balance. **Aziz Mensah and Nicholas Kofi Adjei, 2020-** The pressing demands of work over the years have had a significant constraint on the family and social life of working adults. Moreover, failure to achieve a 'balance' between these domains of life may have an adverse effect on their health. This study investigated the relationship between work-life conflict and self-reported health among working adults in contemporary welfare countries in Europe. **Dr. G. Balamurugan and M. Sreeleka (2020)-** Work-life balance of women employees plays a major role because they have to manage their personal life for their good quality of life. The employee's satisfaction is based on the employee being happy and delivering the level best. Even in the worst scenario, the employee is very loyal to their organization because of the employee Satisfaction. The quality of life is based on the professional life of each and every women employee who is coming forward to support to their family. The problem of the women employees face is a health condition, Pregnancy discrimination, Sexual harassment, not equal pay, etc. This paper says that how the women employees are balanced and Satisfied in the IT sector and the factors that affect the work-life balance of women employees are working hours, Job satisfaction, working condition, etc. and find out the women employee job satisfaction were analyzed by using the statistical method that is Chi-square and Correlation test.

RESEARCH METHODOLOGY:

Moreover 90% of the population use the google search engine. The study is to identify whether people are Satisfied by the Google Search. The study is conducted to reveal the consumer's satisfaction towards usage and their preference towards the same. This study will help to find out why they prefer Google search engine then others and what they prefer in future updates. Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. The research has conducted the study in Ariyalur district The study is based upon the consumer Satisfaction towards the usage of Google search engine. The data collected for the research is fully on primary data given by the respondents. There is chance for personal bias. So the accuracy is not true. Due to storage of time and other constraints, the study has been limited 60 above respondents only. Research methodology helps to find the customer satisfaction based on product. This time research methodology is framed for the purpose of finding the level of Customer satisfaction towards the usage of Google search engine.

DATA ANALYSIS

TYPE OF THE WORK BASIS THAT THE RESPONDENTS WORK DURING THE PANDEMIC

Table 4.1.7: To identify the type of work basis that the respondents work during the pandemic

S.NO	Particulars	No. of Respondent	Percentage
1.	I'm going to company	32	28.3
2.	I'm doing Work from Home	76	67.3
3.	Both	5	4.4
	TOTAL	113	100

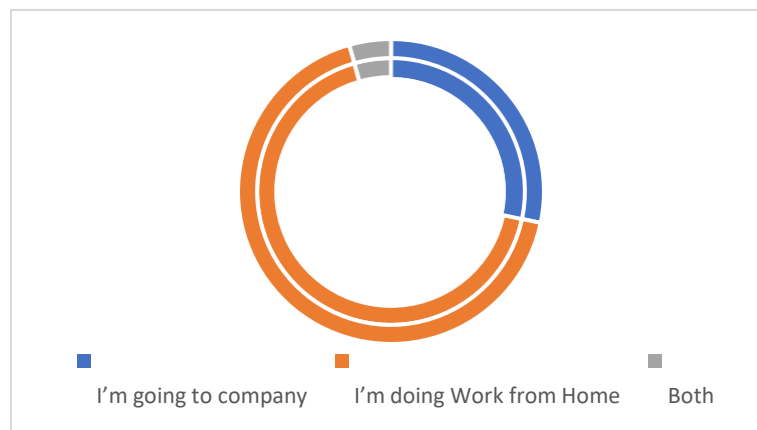


Chart 4.1.7: To identify the type of work basis that the respondents work during the pandemic

Source : Primary Data Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- The employee (28.3 %) of respondents are going to company and working.
- The employee (67.3 %) of respondents are doing a work from Home without going to company

Inference

- Majority (67.3 %) of the respondent are doing a work from home job without going to company.

Chi Square test

Tables 4.2.1: The association between the respondent works during the pandemic and Are you able to manage both your family and work-life equally in balanced way

Null Hypothesis (H0) – There is no association between the respondent works during the pandemic and Are you able to manage both your family and work-life equally in balanced way

Alternative Hypothesis (H1) – There is association between the respondent works during the

pandemicand Are you able to manage both your family and work-life equally in balanced way

Factors that how the respondents manage both her family and work-life equally in balanced way

Table 4.1.16 To identify the factors that how the respondents manage both her family and work-life equally in balanced way

S.NO	Particulars	No. of Respondent	Percentage
1.	Never	8	7.1
2.	Rarely	9	8
3.	Sometimes	80	70.8
4.	Often	13	11.5
5.	Always	3	2.7
	TOTAL	113	100

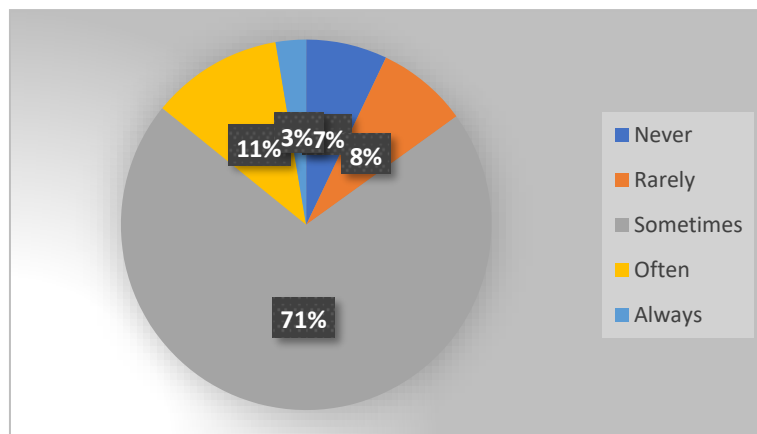


Chart 4.1.16 To identify the factors that how the respondents manage both her family and work-life equally in balanced way

Source: Primary Data

Interpretation

From the above table it is interpreted 113% of respondents Women's work in IT sector very frequently.

- The employee (7.1%) of the respondents are never balancing both their family and work life .
- The employee (8%) of the respondents are rarely balancing both their family and work life.
- The employee (70.8) of the respondents are sometime balancing both their family and worklife.
- The employee (11.5%) of the respondents are often balancing both their family and work life.
- The employee (2.7%) of the respondents are always balancing both their family and work life.

Inference

Majority (70.8%) of the respondents are sometime balancing both their family and work life.

. Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent T	N	Percent	N	Percent
How did you work during the pandemic? Are you able to manage both your family and work-life equally in balanced way?	113	100.0%	0	0.0%	113	100.0%

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	25.071 ^a	8	.002
Likelihood Ratio	14.483	8	.070
Linear-by-Linear Association	4.968	1	.026
N of Valid Cases	113		
a. 10 cells (66.7%) have expected count less than 5. The minimum expected count is .13.			

Source: Primary data
INTERPRETATION:

Since p-value **0.002** is Lesser than 0.05.we accept the alternative hypothesis (H1) and reject the null hypothesis (H0)

FINDING,SUGGESTION& CONCLUSION

A.FINDING

- Majority (67.3%) of respondents are doing a work-from-home job without going to the company.
- Majority (70.8%) of respondents are sometime balancing both their family and work life.

B.SUGGESTION

It is suggested that,

- Participate in out of work activities that empower women.
- Establish goals for equal work and experience.
- Fair parental leave policy
- Recognize we still have challenges ahead
- Find ways to amplify the female voice
- Equal wages for equal work and experience
- Diversity leadership by promoting women
- Equal wages for equal work and experience.

C.CONCLUSION

In case of a woman professional in IT sector it is very important to understand the ground reality and strike a balance between professional and personal life for achieving professional excellence. Without this the women professional in IT sector would continue to be concentrated at the lower level and would not be able to climb up to the upper echelon of the job hierarchy by competing with their male counterparts. It is general expectation that employer should be sensible enough towards women employee in IT sector while implementing work flexibility policies especially in a city like Chennai which has its inherent disadvantages of high cost of living, distance from work place to residence and majority being nuclear family dweller with both the spouse being career centric, work life balance is a biggest challenge. And unfortunately kids are being the biggest causality. They are being deprived of parental care very often. It is a matter of concern for both employer, women employee, their partners and other family members to build a healthy rational society by integrating work and family life. Family which is the primary core value of Indian society should not suffer as well as women having equal potentialities should also be not hindered or discouraged to realize their career goal. Improper work life balance may have a low quality life style leading to family conflict and unsatisfactory performance at the work places (or a negative impact on quality output at the work place).

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