

WORK LIFE BALANCE OF IT EMPLOYEES WORKING FROM HOME DUE TO PANDEMIC IN CHENNAI CITY

Submitted in partial fulfillment of the requirements for the award of

Master of Business Administration

by

DHANA SURIYA A
Register No. 39410045



SCHOOL OF BUSINESS ADMINISTRATION

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 - 2021



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Jeppiaar Nagar, Rajiv Gandhi Salai, Chennai – 600 119
www.sathyabama.ac.in

SCHOOL OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **DHANA SURIYA A**
39410045 who have done the Project work entitled **WORK LIFE BALANCE OF IT**
EMPLOYEE WORKING FROM HOME DUE TO PANDEMIC IN CHENNAI CITY
under my supervision from January 2021 to March 2021.

DR. TR. KALAI LAKSHMI, MBA, M.Phil., Ph. D

Internal Guide

External guide

Dr. BHUVANESWARI G.
Dean – School of Business Administration

Submitted for Viva voce Examination held on_____.

Internal Examiner

External Examiner

DECLARATION

I **DHANA SURIYA A 39410045** hereby declare that the Project Report entitled “**WORK LIFE BALANCE OF IT EMPLOYEES WORKING FROM HOME DUE TO PANDEMIC IN CHENNAI CITY**” done by me under the guidance of **Dr. TR. KALAI LAKSHMI, MBA, M.Phil., Ph. D** at **SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY, CHENNAI** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

Dhana suriya. A

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of SATHYABAMA for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my thanks to **Dr. G. Bhuvaneswari, MBA., Ph.D.**, Dean, School of Management Studies and **DR. A. Palani, M.Com., M.Phil., M.B.A., Ph.D.**, Head of the Department, Dept. of Management Studies for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **Dr. TR. KALAI LAKSHMI, M.B.A., M.Phil., Ph.D.**, for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the Department of Business Administration who were helpful in many ways for the completion of the project.

Dhana suriya A

ABSTRACT

The subject of Work Life Balance and Work Life Boundaries has received much attention in the last 15 years. Though concept of Work Life Balance is not so much popular in India yet as it is in the West. India remained unaffected earlier due to the social support system available so far in our country. But now in India, there is also change in family structures like the advent of nuclear family system and structure of work force. The literature identifies its effect on various quality life conditions i.e., Job Satisfaction, Work Stress, Career Growth, Turnover, Absenteeism, Appreciation and competitive environment in context with Work-life Balance and its practices/policies. Convenience sampling method is adopted in which a questionnaire is used to collect the data. The questionnaire circulated through Google form received 130 responses. Percentage analysis, one-way anova and chi-square were used to analyze the given data. The findings indicate that all the dimension of the work from home influence the different perspectives of work life balance and job satisfaction.

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CHAPTER 1

INTRODUCTION

Work-life balance is a crucial issue for every employee in government and private institutions today. This is because there will be a decrease in employee productivity and performance if an organization does not think about the work balance of employees properly and is not managed properly (Abioro, Oladejo, & Ashogbon, 2018). Work balance programs began in 1930 where company policies and regulations allow employees to work effectively and efficiently and provide flexible time to deal with the personal problems of these employees. The fact is, that at present the workforce places more emphasis on work-life balance rather than on income alone (Meenakshi, V, & Ravichandran, 2013); (R, S, & Murthy, 2015). In Indonesia, a survey conducted by Nielsen said that the balance between work and the home was the biggest concern for Indonesians despite financial problems (Post, 2012). Some employees in Indonesia currently believe that work-life balance reaches the desired level, one of which is flexible work time so that they can do work remotely and can-do things related to their personal lives, especially for female employees (Mittal, 2017). Work-life balance includes a balance between work and personal life that both bring satisfaction to the individual (Bataineh, 2019). The dilemma for employees that occurs today is that when they compete for work demands, there is an abundance of negative effects on the work-life balance of employees ranging from increased stress, work fatigue, disruption of family and work relationships (Meenakshi et al., 2013). Balancing the demands of employee work and family life is very difficult. This can trigger stress or decrease employee productivity and welfare (Dow-Clarke, 2002) ;(Bataineh, 2019) ;(Meenakshi et al., 2013). In this case, the work-life balance must be considered to allocate available resources such as time, thought and work wisely among the personal lives of the employees themselves (Delecta, 2011). This also must be a concern of the organization how important the work-life balance for its employees. Work-life balance is how to create a supportive work environment, enabling job balance and personal responsibility because this will strengthen employee loyalty and productivity (Meenakshi et al., 2013). Work-life balance can be achieved and can be improved management division (Lazar, Osoian, & Ratiu, 2010), and has become a joint responsibility between the company and employees. That is no longer a role in the Human Resources division because all line

managers are responsible for maintaining the balance of their staff (Oa, Ho, Obianuju, & Demilade, 2018). Many organizations in western countries recognize the importance of work-life balance, where employees now prefer work-life balance over higher wages. Work-life balance contains three components, such as a balanced time, a balance of work and family involvement, and fair satisfaction (Wong, Bandar, & Saili, 2017). It is time we no longer talk about a tight work bureaucracy, but relaxed and flexible work because managing balanced work life and personal life is important for employees (Aydin, 2016). Companies must realize the importance of work-life balance consistently concerning productivity, employee performance, and improving the quality of life of employees (DarkoAsumadu, Sika-Bright, & Osei-Tutu, 2018). The company has started many new employees with a millennial background who were born in the 1980-2000s who have characteristics close to technology, are quick to succeed, give up easily and are looking for something instantaneous (Pyöriä, Ojala, Saari, & Järvinen, 2017). Conversely, the millennial generation has positive aspects as well where they are very optimistic, have confidence and do not hesitate to give the best performance (Wolor, Pratama, Aditya, F, & Purwana, 2020) and maximum to get promotions and awards from the company (Moorthy, 2014). Millennials are thirsty for the challenge of achieving what they want (Putriastuti & Stasi, 2019); (Anderson, Baur, Grif, & Buckley, 2016). At the same time, men and women are now beginning to share the role of the family. Men begin to increase their time and spend time with children, on the other hand, women begin to help men in making a living to meet their daily needs. Therefore, companies continue to be demanded to try to retain talented people who excel both men and women by developing policies that enable their employees to succeed both at home and at work. (Meenakshi et al., 2013). Work-life balance practices are changes in the organization that is intentionally made by company leaders in the form of new programs or organizational culture to improve employee performance and reduce conflicts between personal life and THE IMPORTANCE OF WORK-LIFE BALANCE ON EMPLOYEE PERFORMANCE MILLENNIAL GENERATION IN INDONESIA Journal of critical reviews 1104 work-life (Lazar et al., 2010). The form of work-life balance support consists of 2 namely informal in the form of managerial support or formally in the form of regulations (Oa et al., 2018). The company can offer several supporting facilities for the work-life balance of employees with flexible hours, employee gatherings, child care, employee shift schedules. For employees, this will make employees motivated, loyal, and committed to the company because it has strived to balance the work and

personal lives of employees themselves (R et al., 2015). For companies, this can reduce employee turnover and absenteeism costs and increase company profits (DarkoAsumadu et al., 2018). The work-life balance must, of course, be controlled by the company when applied to its employees. When employees feel more stressed out of their work due to high work involvement, the employee tends to reduce work commitment. On the other hand, employees who spend more time with family and less time at work will also lead to high absences and decreased performance. Therefore, the balance must be maintained with control from the company (Darko-Asumadu et al., 2018). Employees who experience low work and family conflicts can be said to have a good work-life balance. Matters regarding work-life balance include roles and responsibilities in both the work and non-work world (Wong et al., 2017). The purpose of this study is to look at various theories regarding the effect of the influence of work-life balance on employee performance. The final goal of this paper is to collect various theories to be used in developing work-life balance strategies to improve the welfare of organizations and individual workers.

1.1 SCOPE OF THE STUDY:

The study covers the various aspects in employee work life Balance and measured increase in productivity accountability, commitment better team work and communication improved morale, less negative organizational stress.

1.2 PROBLEM STATEMENT:

Lack of work flexibility, high work pressure and longer working hours are stressing out many industry workers, reducing their job performance and productivity as well as causing broken homes. In the community, there is growing concern that the quality of home and work life is deteriorating. These have resulted to poor employee input and performance at their job place, because an employee, who finds it difficult to properly balance his or her family life, tends to also have difficulties managing tasks at his or her workplace, therefore resulting in poor employee performance. Moreover, there is a view, widely promoted by some management professionals but not strongly supported by sound empirical evidence, that workers are less willing to display unlimited commitment to the organization. One reason offered for this is the changing nature of the psychological contract at work; turbulence in organizations has made it less feasible to offer secure progressive careers and therefore to justify why workers should be committed.

1.3 OBJECTIVES OF THE STUDY:

The objectives of the project report are as follows:

- To study about flexible and remote working.
- Create a Schedule and Set Boundaries.
- To Encourage breaks.
- To Regularly review workloads.
- To Give employees time to volunteer.

1.3.1 PRIMARY DATA

Primary data is a type of data that is collected by researchers directly from main sources through interviews, surveys, experiments, etc. Primary data are usually collected from the source—where the data originally originates from and are regarded as the best kind of data in research.

1.3.2 SECONDARY DATA

Secondary data is the data that has already been collected through primary sources and made readily available for researchers to use for their own research. It is a type of data that has already been collected in the past.

A researcher may have collected the data for a particular project, and then made it available to be used by another researcher. The data may also have been collected for general use with no specific research purpose like in the case of the national census.

A data classified as secondary for a particular research may be said to be primary for another research. This is the case when a data is being reused, making it a primary data for the first research and secondary data for the second research it is being used for.

SOURCES OF SECONDARY DATA

Sources of secondary data include books, personal sources, journal, newspaper, website, government record etc. Secondary data are known to be readily available compared to that of primary data. It requires very little research and need for manpower to use these sources.

CHAPTER 2

LITERATURE REVIEW

2.1 REVIEW OF LITERATURE:

The Alliance, (1987) says that in organizations and on the home front, the challenge of work/life balance is rising to the top of many employers' and employees' consciousness. In today's fast-paced society, human resource professionals seek options to positively impact the bottom line of their companies, improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends. This article provides human resource professionals with an historical perspective, data and possible solutions—for organizations and employees alike—to work/life balance. Three factors—global competition, personal lives/family values, and an aging workforce— present challenges that exacerbate work/life balance. This article offers the perspective that human resource professionals can assist their companies to capitalize on these factors by using work/life initiatives to gain a competitive advantage in the marketplace.

Fort Washington, (2003) says that human resource professionals seek options to positively impact the bottom line of their companies, improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends. This article provides human resource professionals with an historical perspective, data and possible solutions for organizations and employees alike to work/life balance. Three factors global competition, personal lives/family values, and an aging workforce present challenges that exacerbate work/life balance. This study offers the perspective of women employees in public and private banking sector in Uttar Pradesh (Lucknow) by using work/life initiatives to gain a competitive advantage in the marketplace. Work-life balance has always been a concern of those interested in the quality of working life and its relation to broader quality of life.

S. R., & Swiercz, (2002) says the problem of work/life management in companies and on the home, front is growing to the top of the consciousness of both workers and workers. Human resources experts are finding solutions in today's fast-paced world to create a meaningful effect on the bottom line of their firms, boost employee productivity, attract workers with relevant organization expertise, and keep track with changes in the workplace. This paper offers a contextual context, evidence and workable strategies for companies and workers for the work/life balance of human resources practitioners. Three global competitiveness trends, personal life/family beliefs, and an ageing population raise problems that intensify the balance between work and life. This article provides the opinion that by leveraging work/life initiatives to achieve a strategic edge in the workplace, human resources experts may allow their organizations to profit on these variables. The connection of work and life has long been a question to many who are involved like working life and its contribution to a more outstanding quality of life.

J. R. P., Caplan, R. D., & Van Harrison, (1982) says with all the modern comforts of home beckoning for our attention, it would be understandable if employers saw a dip in productivity, yet the opposite is true. According to the Airtasker study, telecommuters "worked 1.4 more days every month, or 16.8 more days every year" than people who worked in an office. However, researchers also found that working from home can be more stressful than working at the office. Approximately 29% of telecommuting respondents said they had a hard time maintaining a healthy work-life balance. Just 23% of office workers reported the same struggle.

Wiley. Friedman, S. D., & Greenhaus, (2000) says work from home arrangements will likely expand beyond the tech world and beyond the pandemic. Executives at about 1,750 firms from a variety of industries across the country expect 10% of full-time employees to telework every workday after the pandemic ends, according to the May monthly panel survey by economists at the Atlanta Fed, Stanford University and the University of Chicago. The executives expect 30% of their workforce to telework at least one day a week after the pandemic, triple the 10% rate before.

Gottlieb, B. H., Kelloway, E. K., & Barham, (1998) says that it takes responsibility for our own schedules. We do 50% more activities through personal choice because we

see them as important and half as many because someone else asked us to. We view our work as more worthwhile. We rate the things we do as valuable to our employer and to ourselves.

Kanter, (1977) says the research on WFH in the construction industry is only beginning to scratch the surface. To better understand all the degrees associated with the phenomenon, there is a need to understand nature of work, organization factors and employee motivations.

Lambert, (2000) says, work from home is turning into a must popular and convenient nowadays and it also considered easy way to do their job without any barrier, those barriers which are occurring due to this pandemic.

Samantha K. Ammons, (2000) says that this study contributes to the literature by offering a careful look at an especially interesting and growing group of at home workers: skilled white-collar workers who work full time at home.

Landauer, (1997) says an ageing population raise problems that intensify the balance between work and life. This article provides the opinion that by leveraging work/life initiatives to achieve a strategic edge in the workplace, human resources experts may allow their organizations to profit on these variables. The connection of work and life has long been a question to many who are involved like working life and its contribution to a more outstanding quality of life.

Reynolds, (1999) says This article offers the perspective that human resource professionals can assist their companies to capitalize on these factors by using work/life initiatives to gain a competitive advantage in the marketplace. Work/family: a term more frequently used in the past than today. The current trend is to use titles that include the phrase work/life, giving a broader work/life connotation or labelling referring to specific areas of support (e.g., quality of life, flexible work options, life balance, etc.)

Parus, (2000) says the dilemma of managing work obligations and personal/family responsibilities. Work/life balance from the employer viewpoint: the challenge of creating a supportive company culture where employees can focus on their jobs while at

work. Family-friendly benefits: benefits that offer employees the latitude to address their personal and family commitments, while at the same time not compromising their work responsibilities.

Montague, (2001) Work-life balance is about effectively managing the juggling act between paid work and other activities that are important to us - including spending time with family, taking part in sport and recreation, volunteering or undertaking further study. Research suggests that improving the balance between our working lives and our lives outside work can bring real benefits for employers and employees. It can help build strong communities and productive businesses.

Minneapolis, (2002) says that in a society filled with conflicting responsibilities and commitments, work/life balance has become a predominant issue in the workplace. Three major factors contribute to the interest in, and the importance of, serious consideration of work/life balance: Global competition; renewed interest in personal lives/ family values; and an aging workforce. Research suggests that forward-thinking human resource professionals seeking innovative ways to augment their organization's competitive advantage in the market- place may find that work/life balance challenges offer a win-win solution.

San Francisco: Jossey-Bass, Inc. McCartney, (2000) says that in a state of equilibrium in which the demands of both a person's job and personal life are equal. Phrases and words serve as cultural signposts to explain where we are and where we are going. The term "work/life balance" was coined in 1986, although its usage in everyday language was sporadic for a number of years. Interestingly, work/life programs existed as early as the 1930s. Before World War II, the W.K. Kellogg Company created four six-hour shifts to replace the traditional three daily eight-hour shifts, and the new shifts resulted in increased employee morale and efficiency.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 TYPES OF RESEARCH

This study investigated the relationship between the availability of, and the use of, work-family balance policies offered by organizations and family-supportive organizational perception work-to-family conflict, continuance and affective commitment, family satisfaction, job satisfaction, turnover intention and psychological strain. The research explored whether individuals' perceptions of how supportive their organizations were to their non-work responsibilities was related to work attitudes including job satisfaction, organizational commitment (affective and continuance) and turnover intention. One hundred and twelve respondents from New Zealand organizations recorded how they perceived their organization as being family-supportive and whether this affected their wellbeing, as well as how satisfied they were with their jobs. It shown to not moderate the relationship between work-to-family conflict and psychological strain; turnover intention; job satisfaction and affective commitment.

However, these found to be significantly and negatively related to both psychological strain and turnover intention. The availability of benefits was significantly and positively related to affective commitment and negatively related to psychological strain and turnover intention. The usage of available benefits was not related to any of the study variables. The research adds to the knowledge of factors that may improve the work environment by increasing employees' levels. The results suggest that organizations could improve staff retention by ensuring the existence of valuable benefits and making them available to all employees, supporting them in their pursuit of a reasonable balance between their daily work and non-work activities.

3.2 SAMPLE AREA

Sample areas of 130 employees are taken based on the Chennai city.

3.3 SAMPLE SIZE

Sample areas of 130 employees are taken based on the designation levels.

3.4 TOOLS USED FOR ANALYSIS

- ✓ Percentage analysis
- ✓ Chi square
- ✓ One-way anova

3.4.1 PERCENTAGES ANALYSIS

Survey percentages look at the number of affirmative responses compared to the total number of responses received. To calculate the **survey percentage**, you need to use basic division. Divide the number of people who answered in the affirmative by the total number polled. In the example, 200 divided by 1,000 equals 0.2.

3.4.2 CHI-SQUARE

A chi-squared test, also written as χ^2 test, is a statistical hypothesis test that is valid to perform when the test statistic is chi-squared distributed under the null hypothesis, specifically Pearson's chi-squared test and variants thereof. Pearson's chi-squared test is used to determine whether there is a statistically significant difference between the expected frequencies and the observed frequencies in one or more categories of a contingency table.

In the standard applications of this test, the observations are classified into mutually exclusive classes. If the null hypothesis that there are no differences between the classes in the population is true, the test statistic computed from the observations follows a χ^2 frequency distribution. The purpose of the test is to evaluate how likely the observed frequencies would be assuming the null hypothesis is true.

3.4.3. ONE-WAY ANOVA

In statistics, one-way analysis of variance (abbreviated one-way ANOVA) is a technique that can be used to compare means of two or more samples (using the F distribution). This technique can be used only for numerical response data, the "Y", usually one variable, and numerical or (usually) categorical input data, the "X", always one variable, hence "one-way".

The ANOVA tests the null hypothesis, which states that samples in all groups are drawn from populations with the same mean values. To do this, two estimates are made of the population variance. These estimates rely on various assumptions (see below). The ANOVA produces an F-statistic, the ratio of the variance calculated among the means to the variance within the samples. If the group means are drawn from populations with the same mean values, the variance between the group means should be lower than the variance of the samples, following the central limit theorem. A higher ratio therefore implies that the samples were drawn from populations with different mean values.^[1]

Typically, however, the one-way ANOVA is used to test for differences among at least three groups, since the two-group case can be covered by a t-test (Gosset, 1908). When there are only two means to compare, the t-test and the F-test are equivalent; the relation between ANOVA and t is given by $F = t^2$. An extension of one-way ANOVA is two-way analysis of variance that examines the influence of two different categorical independent variables on one dependent variable.

CHAPTER 4

4. DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

Table 4.1.1. GENDER OF THE RESPONDENTS

Gender	NO OF RESPONDENTS	PERCENTAGE
MALE	78	60
FEMALE	52	40
TOTAL	130	100

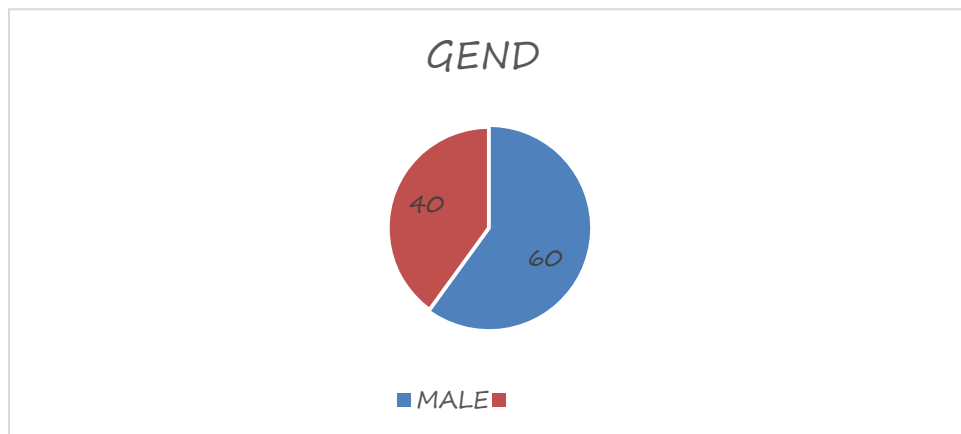


Fig 4.1.1. GENDER OF THE RESPONDENTS

INTERPRETATION:

From the above table it is interpreted that 60% of the respondents are male, and 40% are female.

INFERENCE:

Majority 60% of respondents are male.

Table 4.1.2. AGE OF THE RESPONDENTS

YEARS	NO OF RESPONDENTS	PERCENTAGE
18-28	90	69
29-38	29	22
39-48	10	8
49 & above	1	1
TOTAL	130	100

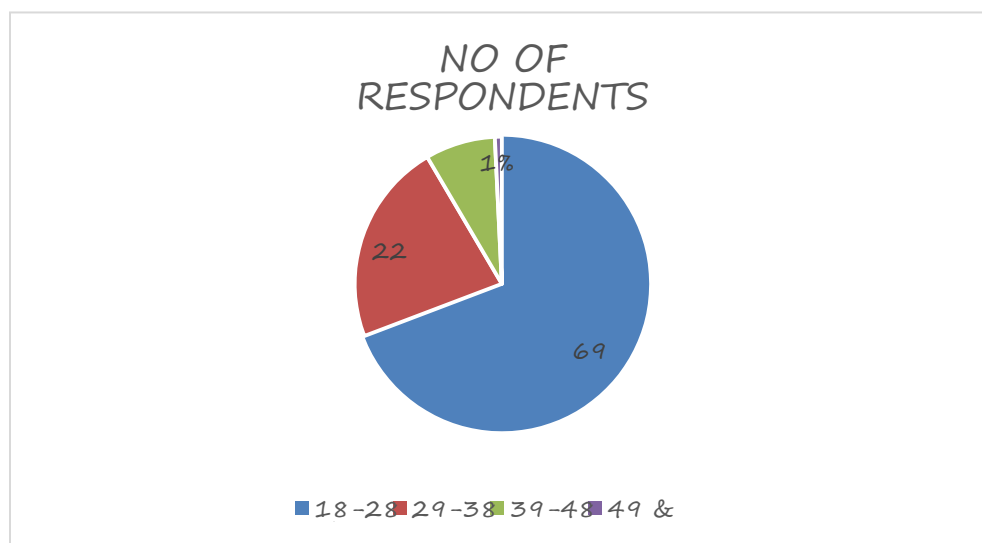


Fig 4.1.2.AGE OF THE RESPONDENTS

INTERPRETATION:

From the above table it is interpreted that 69% are between the age of 18-28, 22% are between the age of 29-38, 8% are between the age of 39-48 %, 1% are above the age of 48.

INFERENCE:

Majority 69% of respondents are between 18-28.

Table 4.1.3. DESIGNATION OF THE RESPONDENTS

DESIGNATION	NO OF RESPONDENTS	PERCENTAGE
ASSOCIATE SOFTWARE ENGINEER	32	25
SOFTWARE ANALYST	52	40
SENIOR SOFTWARE ENGINEER	18	14
TEAM LEADER	21	16
MANAGER	7	5
TOTAL	130	100

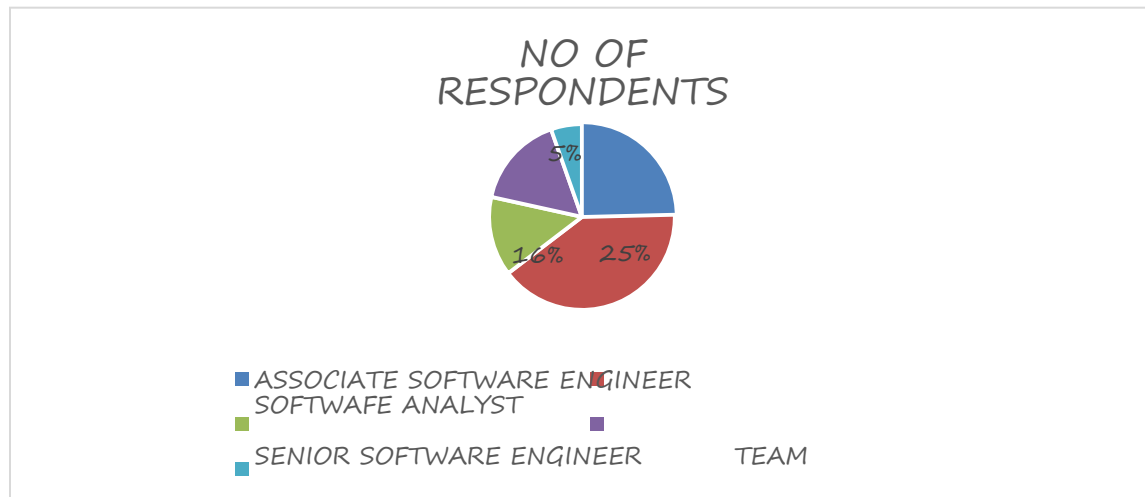


Fig 4.1.3. DESIGNATION OF THE RESPONDENTS

INTERPRETATION:

From the above table it is interpreted that 25% of the respondents are associate software engineer, 40% are Software analyst, 14% are Senior software engineer, 16% are team leaders, 5% are managers.

INFERENCE:

Majority of 40% of the respondents are software analyst.

Table 4.1.4. YEARS OF EXPERIENCE OF THE RESPONDENTS

EXPERIENCE	NO OF RESPONDENTS	PERCENTAGE
1-5	77	59
5-10	32	25
10-15	16	12
15-20	5	4
20-25	0	0
TOTAL	130	100

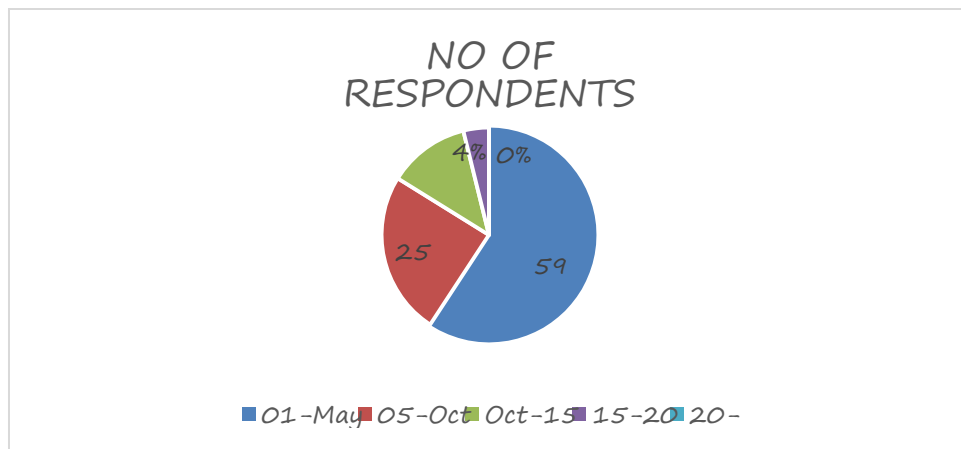


Fig 4.1.4. YEARS OF EXPERIENCE OF THE RESPONDENTS

INTERPRETATION:

From the above table it is interpreted that 59% of the respondents are with the experience of 1-5 years, 25% are 5-10 years, 12% are 10-15 years, 4% are 15-20 years.

INFERENCE:

Majority of 59% of the respondents are with the experience of 1-5 years.

Table 4.1.5. TYPE OF RESPONDENTS WORK

WORK FROM HOME	NO OF RESPONDENTS	PERCENTAGE
YES	114	88
NO	16	12
TOTAL	130	100

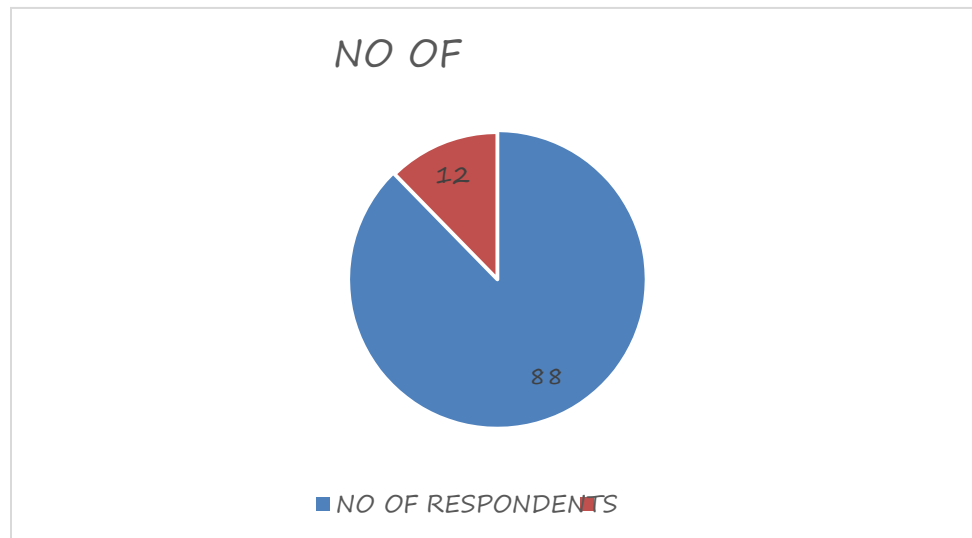


Fig 4.1.5. TYPE OF RESPONDENTS WORK

INTERPRETATION:

From the above table it is interpreted that 88% of the respondents are in work from home, 12% are working in office.

INFERENCE:

Majority of 88% of the respondents are in work from home.

Table 4.1.6. PERIOD OF RESPONDENTS WORK FROM HOME

MONTHS	NO OF RESPONDENTS	PERCENTAGE
3 MONTHS	18	14
6 MONTHS	15	11
9 MONTHS	40	31
12 MONTHS	48	37
MORE THAN 12 MONTHS	9	7
TOTAL	130	100

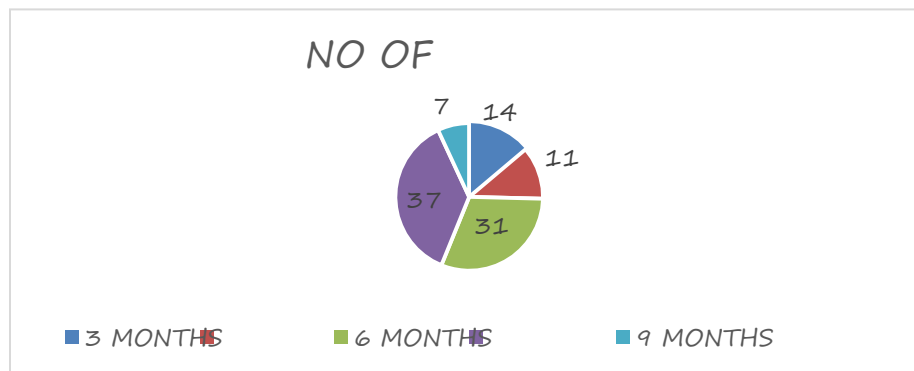


Fig 4.1.6. PERIOD OF RESPONDENTS WORK FROM HOME

INTERPRETATION:

From the above table it is interpreted that 14% of the respondents has 3months of WFH, 11% has 6months of WFH, 31% has 9 months of WFH, 37% has 12months of WFH and 7% has more than 12months of WFH.

INFERENCE:

Majority of 37% of the respondents are in 12 months of Work from home since March 2020.

Table 4.1.7. RESPONDENTS REPORTING IN OFFICE AT PRESENT

REPORTING IN OFFICE AT PRESENT	NO OF RESPONDENTS	PERCENTAGE
DAILY	50	39
ALTERNATE DAYS	37	28
WEEKLY TWICE	20	15
WEEKLY ONCE	23	18
TOTAL	130	100

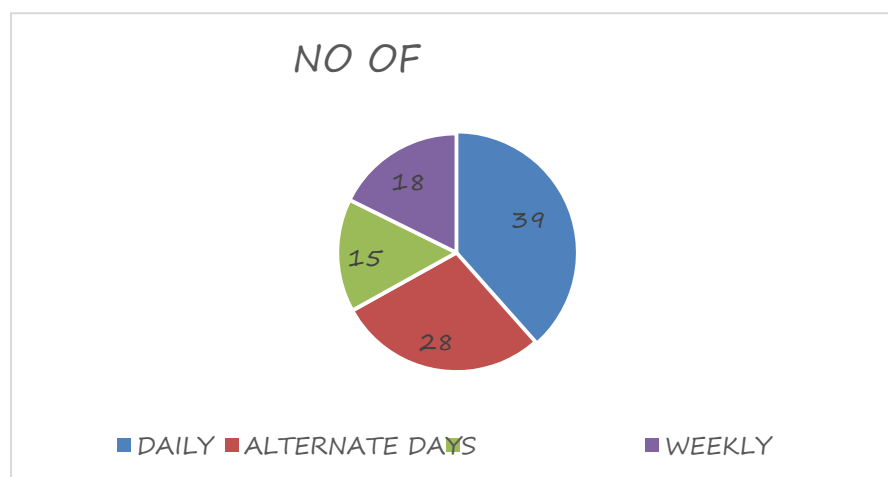


Fig 4.1.7. RESPONDENTS REPORTING IN OFFICE AT PRESENT

INTERPRETATION:

From the above table it is interpreted that 39% of the respondents were report daily to the office, 28% were report alternate days, 15% were report weekly twice, 18% were report weekly once.

INFERENCE:

Majority of 39% of the respondents were report daily to the office.

Table 4.1.8. REGULAR BREAKS AT WORK FROM HOME

RESPONSES	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	18	14
AGREE	72	55
NEUTRAL	24	19
DISAGREE	12	9
STRONGLY DISAGREE	4	3
TOTAL	130	100

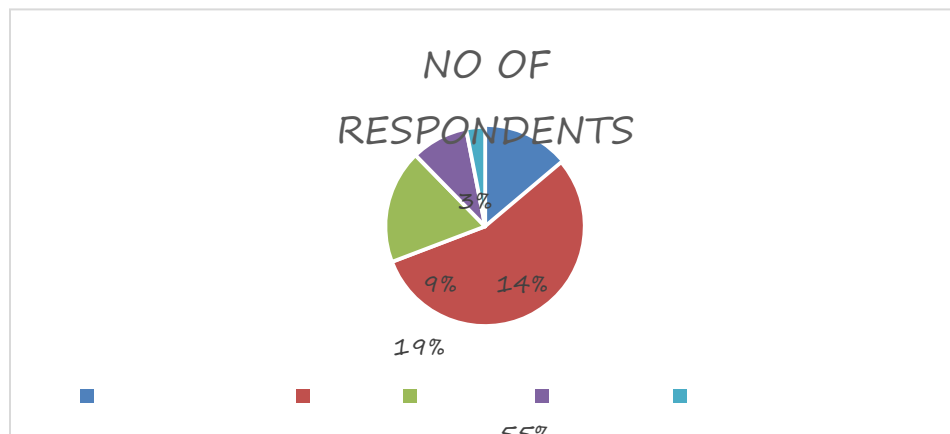


Fig 4.1.8. REGULAR BREAKS AT WORK FROM HOME

INTERPRETATION:

From the above table it is interpreted that 14% of respondents were strongly agree that they regularly take break as like as in office, 55% were Agree, 19% were Neutral, 9% were disagree, 3% were strongly disagree.

INFERENCE:

Majority of 55% of the respondents were agree that they regularly take break as like as in office.

Table 4.1.9. WORK SPACE OF THE RESPONDENTS

SUITABLE SPACE	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	27	21
AGREE	64	49
NEUTRAL	35	27
DISAGREE	2	1
STRONGLY DISAGREE	2	2
TOTAL	130	100

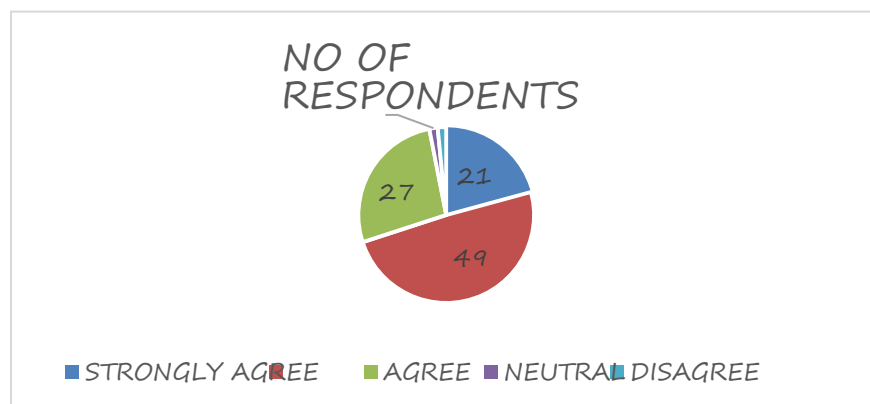


Fig 4.1.9. WORK SPACE OF THE RESPONDENTS

INTERPRETATION:

From the above table it is interpreted that 21% of the respondents have suitable space in home for work are strongly agree, 49% of the respondents have suitable space in for work are agree, 27% of the respondents have suitable space in home for work are neutral, 1% of the respondents have suitable space in home for work are disagree and 2% of the respondents have suitable space in home for work are strongly disagree.

INFERENCE:

Majority 49% of the respondents have suitable space in home for work are agree.

Table 4.1.10. RESPONDENTS INTERNET CONNECTIVITY

INTERNET CONNECTIVITY	NO OF RESPONDENTS	PERCENTAGE
EXECELENT	35	27
VERY GOOD	56	43
GOOD	33	26
BAD	3	2
VERY BAD	3	2
TOTAL	130	100

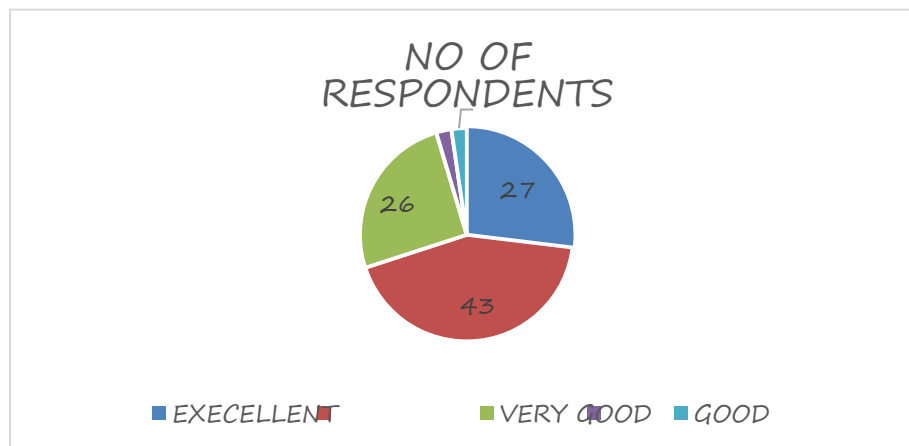


Fig 4.1.10

INTERPRETATION:

From the above table it is interpreted that 27% of the respondent's internet connectivity are excellent, 43% of them internet connectivity is very good, 26% of them internet connectivity is good, 2% of them internet connectivity is average and rest 2% respondent's internet connectivity are poor.

INFERENCE:

Majority 43% of the respondent's internet connectivity are very good.

Table 4.1.11. RESPONDENTS OPINION OF WORK FROM HOME COMFORTABILITY OVER WORK AT OFFICE

COMFORTABLE WITH WFH	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	30	23
AGREE	63	48
NEUTRAL	30	23
DISAGREE	6	5
STRONGLY DISAGREE	1	1
TOTAL	130	100

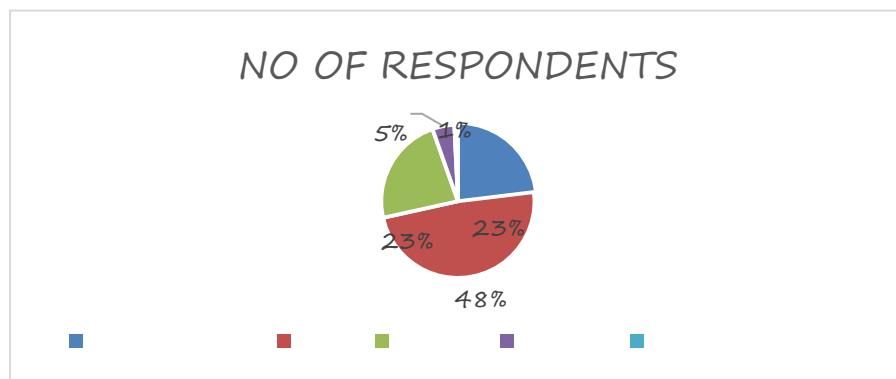


Fig 4.1.11. RESPONDENTS OPINION OF WORK FROM HOME COMFORTABILITY OVER WORK AT OFFICE

INTERPRETATION:

From the above table it is interpreted that 23% of the respondents feel comfortable with WFH are strongly agree, 48% of the respondents feel comfortable with WFH are agree, 23% of the respondents feel comfortable with WFH are neutral, 5% of the respondents feel comfortable with WFH are disagree and 1% of the respondents feel comfortable with WFH are strongly Disagree.

INFERENCE:

Majority 48% of the respondents feel comfortable with WFH are agree.

Table 4.1.12. WORKING SHEDULE OF RESPONDENTS IN WORK FROM HOME OVER WORK AT OFFICE

ROUTINE WORK	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	29	22
AGREE	63	48
NEUTRAL	27	21
DISAGREE	9	7
STRONGLY DISAGREE	2	2
TOTAL	130	100

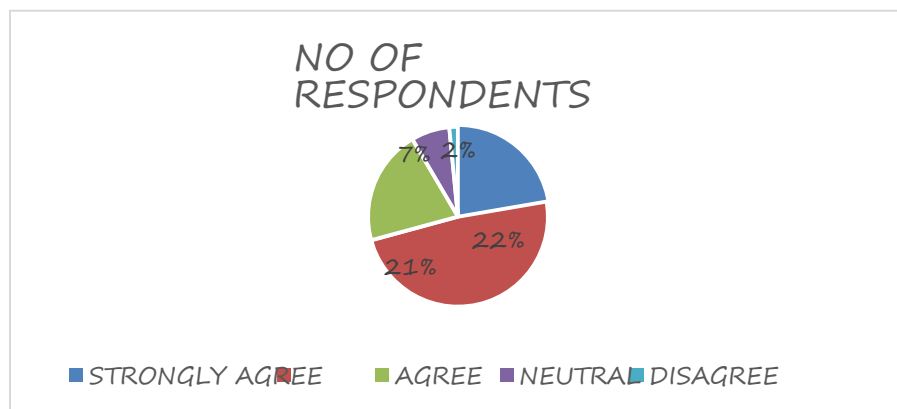


Fig 4.1.12. WORKING SHEDULE OF RESPONDENTS IN WORK FROM HOME OVER WORK AT OFFICE

INTERPRETATION:

From the above table it is interpreted that 22% of the respondents stick to a work routine are strongly agree, 48% of the respondents stick to a work routine are agree, 21% of the respondents stick to a work routine are neutral, 7% of the respondents stick to a work routine are disagree and 2% of the respondents stick to a work routine are strongly disagree.

INFERENCE:

Majority 48% of the respondents stick to a work routine are agreed.

Table 4.1.13. RESPONDENTS OPINION ON WORK LIFE BALANCE IN WORK FROM HOME

BALANCE BETWEEN OFFICE AND HOME	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	27	21
AGREE	57	44
NEUTRAL	32	24
DISAGREE	10	8
STRONGLY DISAGREE	4	3
TOTAL	130	100

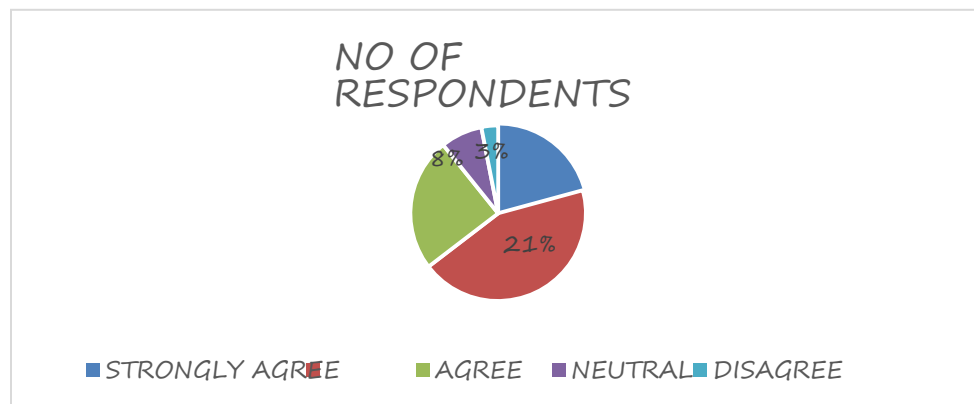


Fig 4.1.13. RESPONDENTS OPINION ON WORK LIFE BALANCE IN WORK FROM HOME

INTERPRETATION:

From the above table it is interpreted that 21% of the respondent's balance between office & home activities are strongly agree, 44% of the respondent's balance between office & home activities are agree, 24% of the respondent's balance between office & home activities are neutral, 8% of the respondent's balance between office & home activities are disagree and 3% of the respondent's balance between office & home activities are strongly disagree.

INFERENCE:

Majority 44% of the respondent's balance between office & home activities are agree.

Table 4.1.14. RESPONDENTS OPINION ON SPENDING QUALITY TIME WITH FAMILY WHILE WORKING FROM HOME

SPENDING QUALITY TIMES WITH FAMILY	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	28	22
AGREE	54	42
NEUTRAL	34	26
DISAGREE	11	8
STRONGLY DISAGREE	3	2
TOTAL	130	100

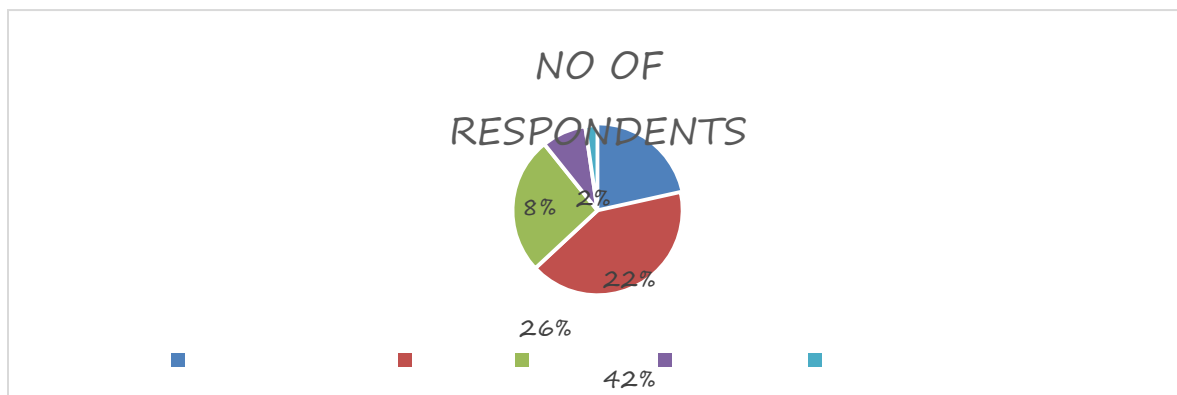


Fig 4.1.14. RESPONDENTS OPINION ON SPENDING QUALITY TIME WITH FAMILY WHILE WORKING FROM HOME

INTERPRETATION

From the above table it is interpreted that 22% of the respondents are strongly agree that they can spend quality times with family while work from home, 42% were agree, 26% were neutral, 8% were disagree, 2% were strongly disagree.

INFERENCE

Majority 42% of the respondents agree that they can spend quality times with their family.

Table 4.1.15. RESPONDENT OPINION ON SUFFICIENT TIME FOR HOUSEHOLD RESPONSIBILITIES

HOUSEHOLD RESPONSIBILITIES	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	25	19
AGREE	66	51
NEUTRAL	31	24
DISAGREE	5	4
STRONGLY DISAGREE	3	2
TOTAL	130	100

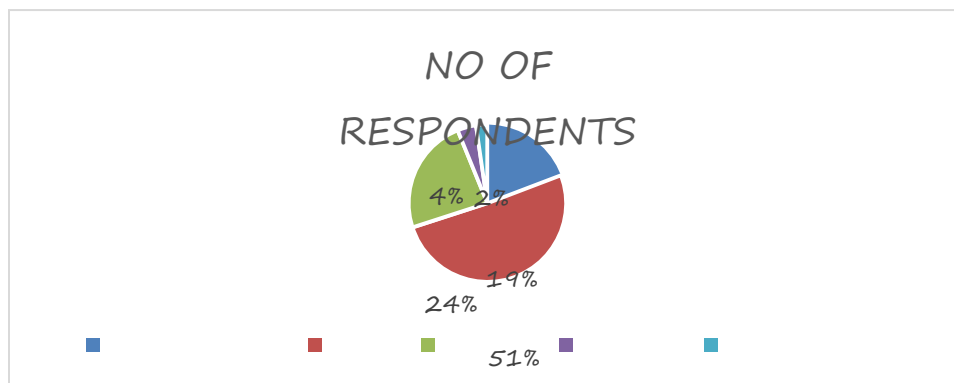


Fig 4.1.15. RESPONDENT OPINION ON SUFFICIENT TIME FOR HOUSEHOLD RESPONSIBILITIES

INTERPRETATION

From the above table it is interpreted that 19% of the respondents are strongly agree that they have sufficient time for household responsibilities, 51% were agree, 24% were Neutral, 4% were disagree and 2% were strongly disagree.

INFERENCE

Majority 51% of the respondents agree that they have sufficient time for household responsibilities.

Table 4.1.16. RESPONDENTS OPINION ON MANAGING PERSONAL & PROFESSIONAL LIFE WELL

MANAGING PERSONAL & PROFESSIONAL LIFE WELL	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	19	14.6
AGREE	64	49.2
NEUTRAL	36	27.7
DISAGREE	7	5.4
STRONGLY DISAGREE	4	3.1
TOTAL	130	100

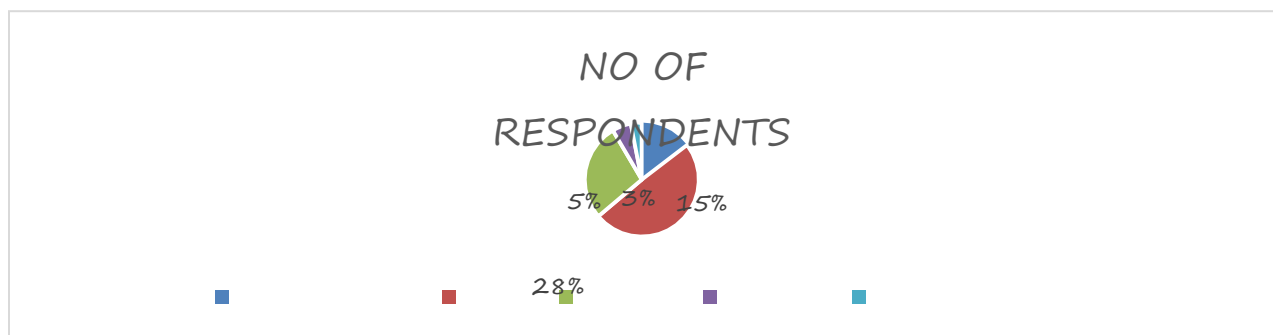


Fig 4.1.16. RESPONDENTS OPINION ON MANAGING PERSONAL & PROFESSIONAL LIFE WELL

INTERPRETATION

From the above table it is interpreted that 15% of the respondents were strongly agree that they can manage personal and professional life well, 49% were agree, 28% were neutral, 5% were disagree, 3% were strongly disagree.

INFERENCE

Majority 49% of the respondents were agreed that they can manage personal and professional life well.

Table 4.1.17. RESPONDENTS OPINION ON COMPLETING WORK WITHIN STIPULATED TIME

COMPLETING WORK WITHIN STIPULATED TIME	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	26	20
AGREE	58	45
NEUTRAL	35	27
DISAGREE	9	7
STRONGLY DISAGREE	2	1
TOTAL	130	100

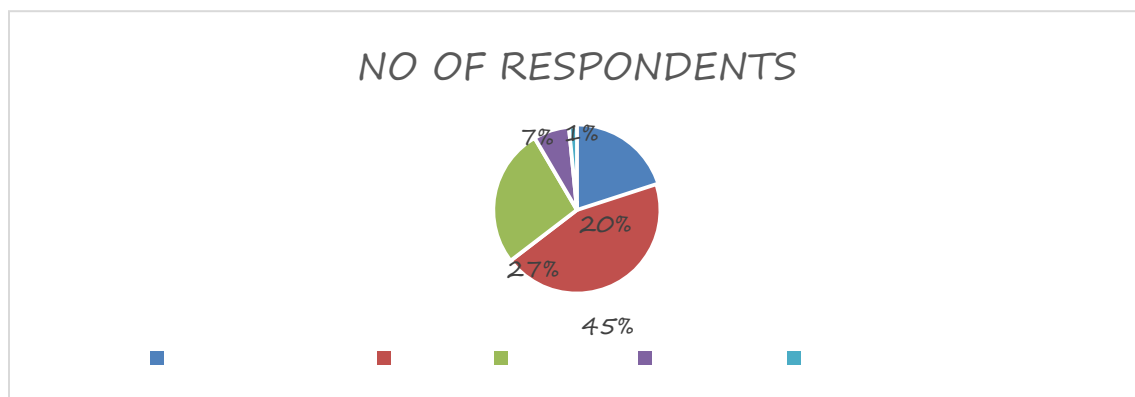


Fig 4.1.17. RESPONDENTS OPINION ON COMPLETING WORK WITHIN STIPULATED TIME

INTERPRETATION

From the above table it is interpreted that 20% of the respondents were strongly agree that they can complete work within stipulated time, 45% were agree, 27% were neutral, 7% were disagree, 1% were strongly disagree.

INFERENCE

Majority 45% of the respondents were agreed that they complete work within stipulated time.

Table 4.1.18. RESPONDENTS OPINION ON MANAGING THEIR FAMILY AND OTHER RELATIONSHIPS WELL

MANAGING FAMILY	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	38	29
AGREE	42	32
NEUTRAL	41	32
DISAGREE	7	5
STRONGLY DISAGREE	2	2
TOTAL	130	100

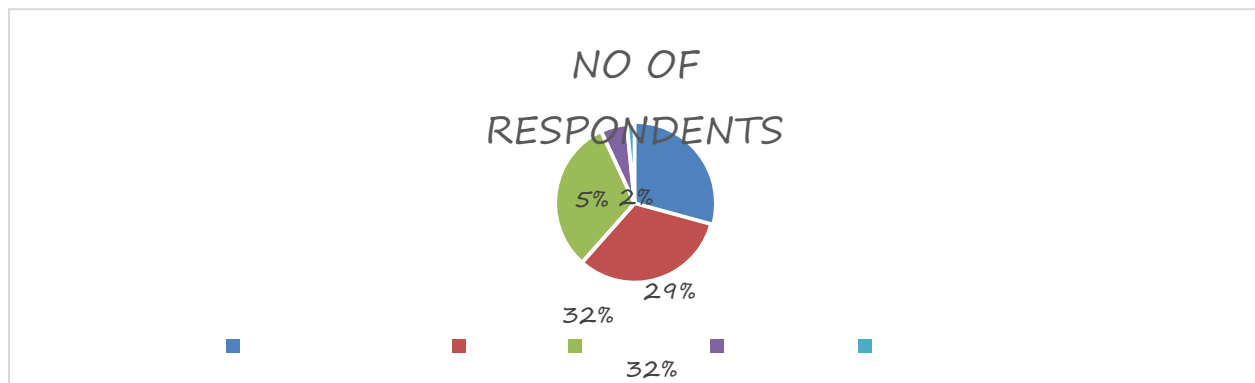


Fig 4.1.18. RESPONDENTS OPINION ON MANAGING THEIR FAMILY AND OTHER RELATIONSHIPS WELL

INTERPRETATION

From the above table it is interpreted that 29% of the respondents were strongly agree that they can manage family and other relationships well, 32% were agree, 32% were neutral, 5% were disagree, 2% were strongly disagree.

INFERENCE

Majority 32% of the respondents were agreed that they can manage their family and other relationships well.

Table 4.1.19. RESPONDENTS OPINION ON MISSING OUT QUALITY TIMES IN WORK PRESSURE

MISS OUT QUALITY TIME WITH FAMILY	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	21	16
AGREE	73	56
NEUTRAL	28	22
DISAGREE	8	6
STRONGLY DISAGREE	0	0
TOTAL	130	100

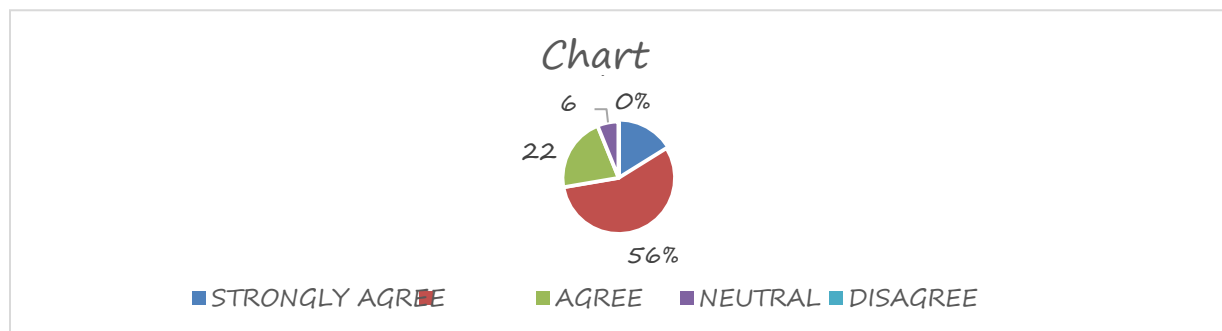


Fig 4.1.19. RESPONDENTS OPINION ON MISSING OUT QUALITY TIMES IN WORK PRESSURE

INTERPRETATION

From the above table it is interpreted that 16% of the respondents were strongly agree that they miss out quality times in work pressure, 56% were agree, 22% Neutral, 6% were disagree.

INFERENCE

Majority 56% of the respondents were agreed that they have Miss out quality times because of work pressure.

Table 4.1.20. RESPONDENTS OPINION ON TAKING FAMILY OUT

FAMILY OUT ON LOCATION	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	8	6
AGREE	61	47
NEUTRAL	46	36
DISAGREE	12	9
STRONGLY AGREE	3	2
TOTAL	130	100

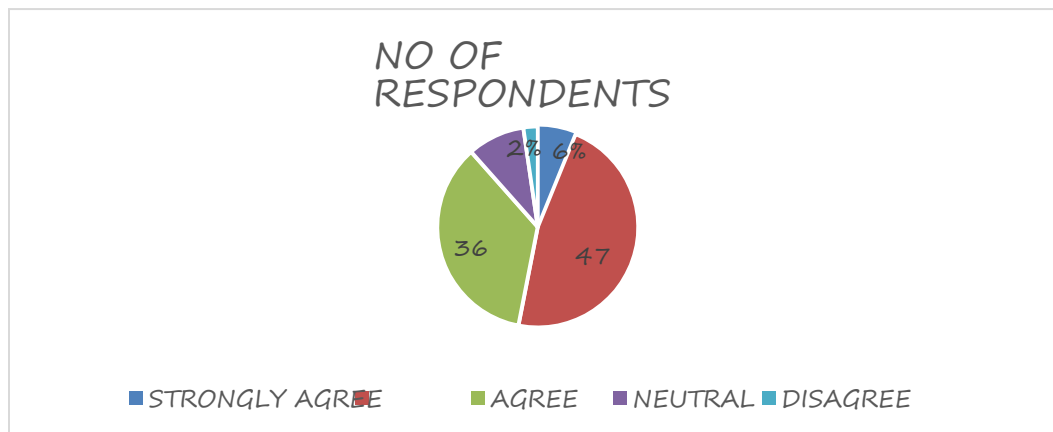


Fig 4.1.20. RESPONDENTS OPINION ON TAKING FAMILY OUT

INTERPRETATION

From the above table it is interpreted that 6% of the respondents were strongly agree that they can take family out, 47% were agree, 36% were Neutral, 9% were disagree, 2% were strongly disagree.

INFERENCE

Majority 47% of the respondents were agreed that they have Taken their family out on location.

Table 4.1.21. RESPONDENTS OPINION ON ATTENDING SOCIAL GATHERING

ATTENDING SOCIAL GATHERING IN FAMILY	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	15	12
AGREE	52	40
NEUTRAL	48	37
DISAGREE	12	9
STRONGLY DISAGREE	3	2
TOTAL	130	100

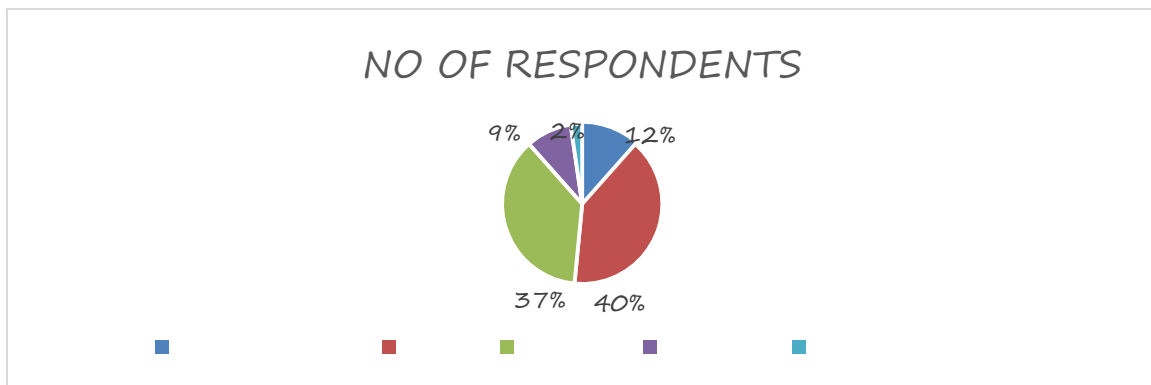


Fig 4.1.21. RESPONDENTS OPINION ON ATTENDING SOCIAL GATHERING

INTERPRETATION

From the above table it is interpreted that 12% of the respondents were strongly agree that they family social gathering, 40% were agree, 37% were neutral, 9% were disagree, 2% were strongly disagree.

INFERENCE

Majority 40% of the respondents were agreed that they have attend social gathering in family while working from home.

Table 4.1.22. RESPONDENTS OPINION ON FITNESS

REGULARLY EXERCISING TO KEEP FIT	NO RESPONDENTS	PERCENTAGE
STRONGLY AGREE	22	17
AGREE	31	24
NEUTRAL	47	36
DISAGREE	23	18
STRONGLY DISAGREE	7	5
TOTAL	130	100

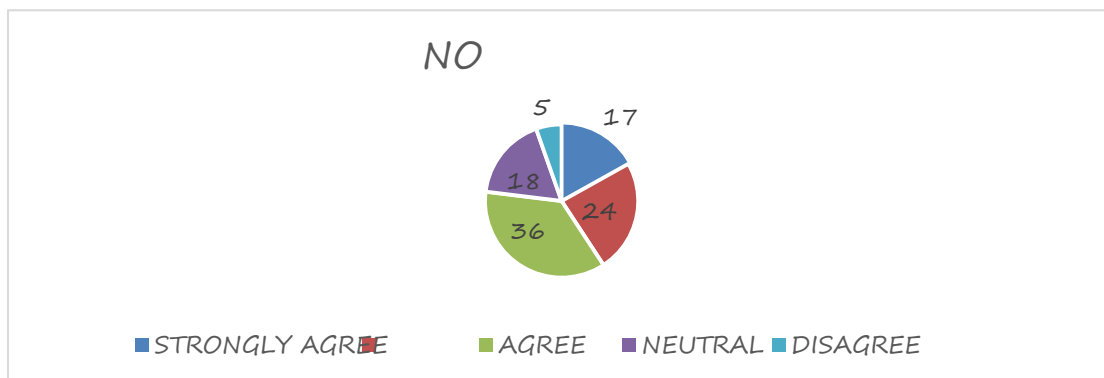


Fig 4.1.22. RESPONDENTS OPINION ON FITNESS

INTERPRETATION

From the above table it is interpreted that 17% of the respondents were strongly agree that they can maintain fitness, 24% were agree, 36% were neutral, 18% were disagree, 5% were strongly disagree.

INFERENCE

Majority 36% of the respondents were neutral that they have Regularly exercising to keep fit while work at home.

Table 4.1.22. RESPONDENTS OPINION ON FACING ANY HEALTH ISSUES WORKING AT HOME

FACING HEALTH ISSUES	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	14	11
AGREE	51	39
NEUTRAL	40	31
DISAGREE	23	18
AGREE	2	1
TOTAL	130	100

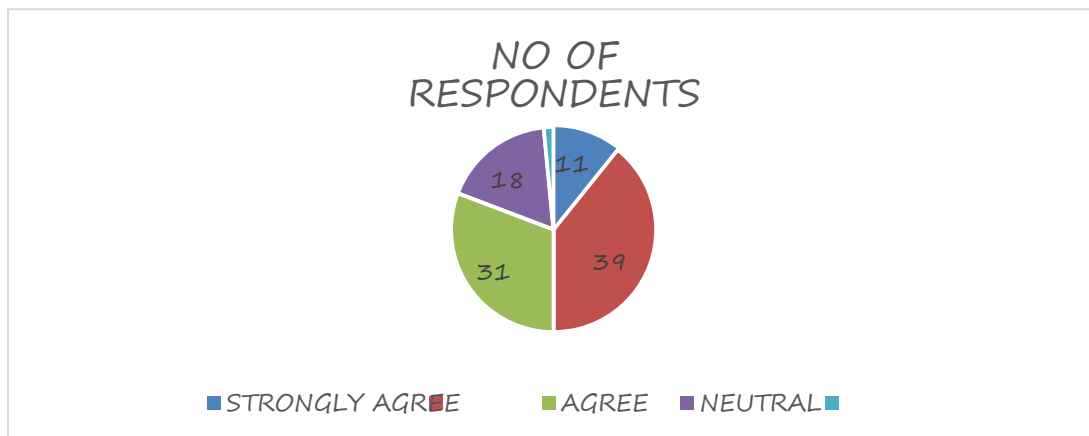


Fig 4.1.23. RESPONDENTS OPINION ON FACING ANY HEALTH ISSUES WORKING AT HOME

INTERPRETATION

From the above table it is interpreted that 11% of the respondents were strongly agree that they are facing health issue, 39% were agree, 31% were neutral, 18% were disagree, 1% were strongly disagree.

INFERENCE

Majority 39% of the respondents were agreed that they are facing health issues because of working at home.

Table 4.1.24. RESPONDENTS OPINION ON STRESS AT WORK

FEELING STRESSED WHILE WORKING AT HOME	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	14	10.8
AGREE	51	39.2
NEUTRAL	40	30.8
DISAGREE	23	17.7
STRONGLY DISAGREE	2	1.5
TOTAL	130	100

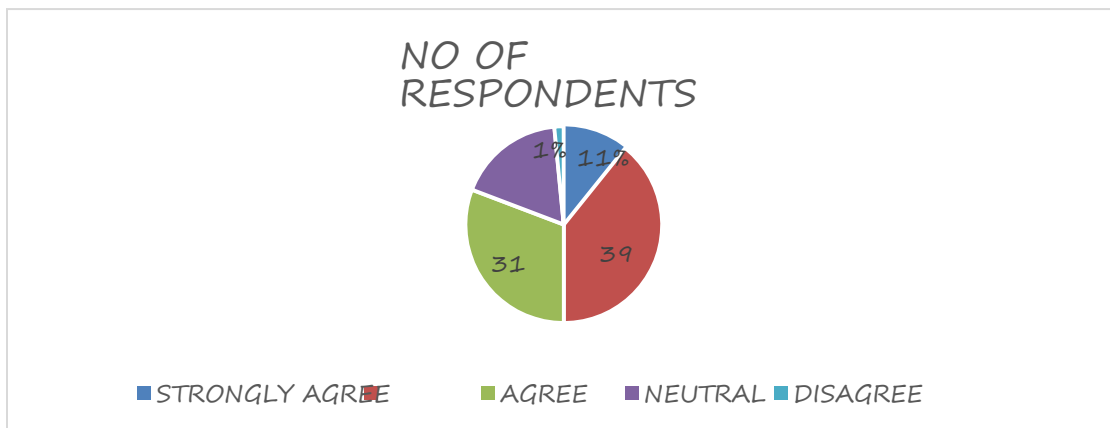


Fig 4.1.24. RESPONDENTS OPINION ON STRESS AT WORK

INTERPRETATION

From the above table it is interpreted that 11% of the respondents were strongly agree that on stress at work from home, 39% were agree, 31% were neutral, 18% were disagree, 1% were strongly disagree.

INFERENCE

Majority 39% of the respondents were agreed that they are feeling stressed while working at home.

Table 4.1.25. RESPONDENTS OPINION ON RECREATIONAL ACTIVITIES PROVIDED BY THE ORGANIZATION

RECREATIONAL ACTIVITIES BY THE ORGANIZATION	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	10	7.7
AGREE	85	65.4
NEUTRAL	26	20
DISAGREE	6	4.6
STRONGLY DISAGREE	3	2.3
TOTAL	130	100

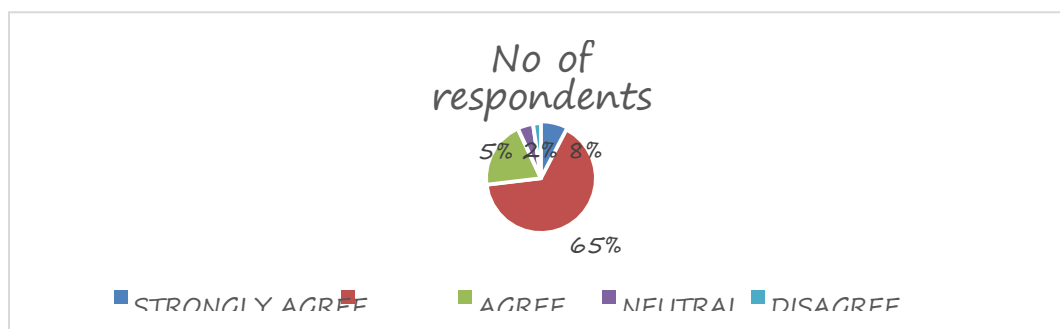


Fig 4.1.25. RESPONDENTS OPINION ON RECREATIONAL ACTIVITIES PROVIDED BY THE ORGANIZATION

INTERPRETATION

From the above table it is interpreted that 8% of the respondents were strongly agree that recreational activities by the organization, 65% were agree, 20% were neutral, 5% were disagree, 2% were strongly disagree.

INFERENCE

Majority 65.4% of the respondents were agreed that their Organization provides recreational activities to motivate on a regular basis.

Table 4.1.26. RESPONDENTS EAGERNESS ON REGULAR OFFICE WORK

RETURNING TO OFFICE	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	22	17
AGREE	64	49
NEUTRAL	33	26
DISAGREE	8	6
STRONGLY DISAGREE	3	2
TOTAL	130	100

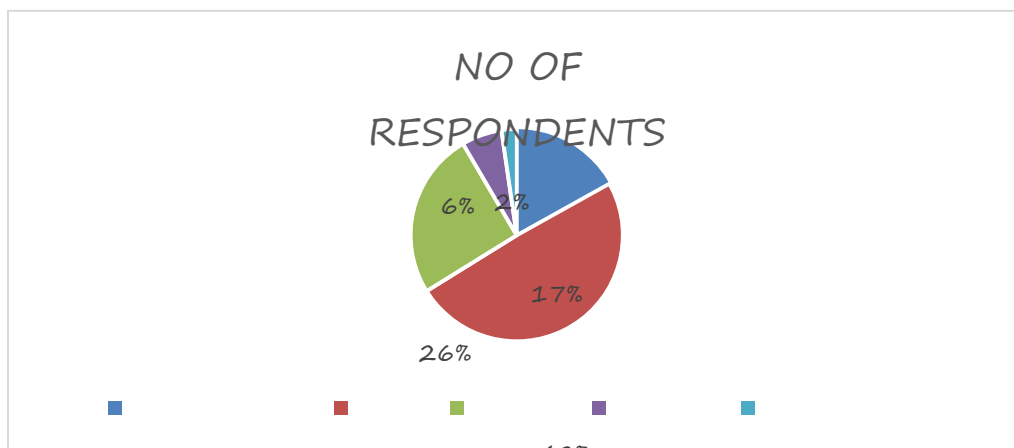


Fig 4.1.26. RESPONDENTS EAGERNESS ON REGULAR OFFICE WORK

INTERPRETATION

From the above table it is interpreted that 17% of the respondents were strongly agree that they can return to office, 49% were agree, 26% were neutral, 6% were disagree, 2% were strongly disagree.

INFERENCE

Majority 49% of the respondents were agreed that they have to Return to the office for regular office work.

4.2. CHI-SQUARE

Table 4.2.1 Table showing association between Age and workers agree to go to office.

Null Hypothesis (H_0) – There is no association between Age and % of workers agree to go to office.

Alternate Hypothesis (H_1) – There is association between Age and % of workers agree to go to office.

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * Do you agree that you feel comfortable when you work from home than going to office?	135	100.0 %	0	0.0%	135	100.0 %

Age * Do you agree that you feel comfortable when you work from home than going to office?								
Crosstabulation								
			Do you agree that you feel comfortable when you work from home than going to office?					Total
			1	2	3	4	5	
A ge	18 - 28	Count	25	42	22	4	1	94
		Expected Count	21.6	46.0	20.9	4.2	1.4	94.0
	29 - 38	Count	4	18	6	1	0	29
		Expected Count	6.7	14.2	6.4	1.3	.4	29.0
	39 - 48	Count	2	5	2	1	0	10
		Expected Count	2.3	4.9	2.2	.4	.1	10.0
	49 & above	Count	0	1	0	0	1	2
		Expected Count	.5	1.0	.4	.1	.0	2.0
Total		Count	31	66	30	6	2	135
		Expected Count	31.0	66.0	30.0	6.0	2.0	135.0

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	37.354 ^a	12	.000
Likelihood Ratio	12.159	12	.433
N of Valid Cases	135		
a. 14 cells (70.0%) have expected count less than 5. The minimum expected count is .03.			

INTERPRETATION:

$H_0 < H_1$ (i.e.) H_0 is accepted

H_0 is lesser than 0.05

H_0 is accepted

Therefore, there is an association between Age and % of Workers agree to go to office.

4.3. ONE-WAY ANOVA

Null Hypothesis (H0): There is no association between age of the respondent and their work from home.

Alternate Hypothesis (H1): There is association between age of the respondent and their work from home.

Tests of Homogeneity of Variances					
		Levene Statistic	df1	df2	Sig.
Do you have work from home in your job?	Based on Mean	13.640	4	130	.000
	Based on Median	5.426	4	130	.000
	Based on Median and with adjusted df	5.426	4	86.863	.001
	Based on trimmed mean	12.904	4	130	.000

ANOVA					
Do you have work from home in your job?					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.840	4	.460	4.593	.002
Within Groups	13.019	130	.100		
Total	14.859	134			

INTERPRETATION

$H_0 < H_1$ (i.e.) H_1 is accepted

H_1 is greater than 0.05

Therefore, there is association between age of the respondent and their work from home.

CHAPTER 5

FINDINGS AND SUGGESTIONS

FINDINGS

- Majority 60% of respondents are male.
- Majority 69% of respondents are between 18-28.
- Majority of 40% of the respondents are software analyst.
- Majority of 59% of the respondents are with the experience of 1-5 years.
- Majority of 88% of the respondents are in work from home.
- Majority of 37% of the respondents are in 12 months of Work from home since March 2020.
- Majority of 39% of the respondents were report daily to the office.
- Majority of 55% of the respondents were agree that they regularly take break as like as in office.
- Majority 49% of the respondents have suitable space in home for work are agree.
- Majority 43% of the respondent's internet connectivity are very good.
- Majority 48% of the respondents feel comfortable with WFH are agree.
- Majority 48% of the respondents stick to a work routine are agreed.
- Majority 44% of the respondent's balance between office & home activities are agree.
- Majority 42% of the respondents agree that they can spend quality times with their family.
- Majority 51% of the respondents agree that they have sufficient time for household responsibilities.
- Majority 49% of the respondents were agreed that they can manage personal and professional life well.
- Majority 45% of the respondents were agreed that they complete work within stipulated time.
- Majority 32% of the respondents were agreed that they can manage their family and other relationships well.

- Majority 56% of the respondents were agreed that they have Miss out quality times because of work pressure.
- Majority 47% of the respondents were agreed that they have Taken their family out on location.
- Majority 40% of the respondents were agreed that they have attend social gathering in family while working from home.
- Majority 36% of the respondents were neutral that they have Regularly exercising to keep fit while work at home.
- Majority 39% of the respondents were agreed that they are facing health issues because of working at home.
- Majority 39% of the respondents were agreed that they are feeling stressed while working at home.
- Majority 65.4% of the respondents were agreed that their Organization provides recreational activities to motivate on a regular basis.
- Majority 49% of the respondents were agreed that they have to Return to the office for regular office work.

SUGGESTIONS

As a result of the data analysis and interpretation, here are some suggestions to improve the Employee work life balance

- ☐ The effective employee work-life balance has better organizational commitment which leads to better production output and minimum employee turnover.
- ☐ Continue with the environment and sanitation hygiene facilities as the employees are very much satisfied with them.
- ☐ Quality of food in the canteen of the company must be improved so that it will satisfy the employee tastes.

CONCLUSION

From the study it is clear that employee work life balance is good, but there is a small gap from employee satisfaction to company. Work-life balance programs offer a win-win situation for employers and employees. While the employee may perceive work-life balance as the dilemma of managing work obligations and non-work responsibilities, work-life balance from the employer 's point of view encompasses the challenge of creating a supportive company culture where employees can focus on their jobs while at work. In whichever way it is viewed, the existence of effective work-life balance programmers in an organization will do both the employee and employer good. For the employer, work-life initiatives create positive employer branding, promote being an employer of choice, foster organizational citizenship, and support diversity initiatives. For the employee, there is lesser stress, increased happiness, motivation, and productivity, and a better chance of reaching both personal and career goals satisfactorily. The key role of HR therefore, is to understand the critical issues of work-life balance, integrate it into the organization 's HR policy, and champion work-life balance programs.

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APPENDIX - I

QUESTIONNAIRE:

1. Name:
2. Gender:
 - Male
 - Female
3. Age
 - 18-28
 - 29-38
 - 39-48
 - 48 & above
4. Your position best describes as?
 - Associate software engineer.
 - Software Analyst.
 - Senior Software Engineer.
 - Team Leader.
 - Manager.
5. Year of experience:
 - 5-10yrs
 - 10-15yrs
 - 15-20yrs
 - 20-25yrs
6. Do you have work from home in your job?
 - Yes
 - No
7. Since march 2020 how many months you are in work from home?
 - 3 months
 - 6 months
 - 9 months
 - 12 months
 - More than 12 months
8. How frequently are you reporting in your office at present?
 - Daily
 - Alternate days
 - Weekly twice
 - Weekly once

9. Do you agree that you take regular breaks as usual as you took in office when you work at home?

1. Strongly agree
2. Agree
3. Neutral
4. Disagree
5. Strongly disagree

10. Do you have a separate and suitable space in your home for work?

1. Strongly agree
2. Agree
3. Neutral
4. Disagree
5. Strongly disagree

11. How will you rate the internet connectivity in your home while working from home?

- Excellent
- Very good
- Good
- Average
- Poor

12. Do you agree that you feel comfortable when you work from home than going to office?

1. Strongly agree
2. Agree
3. Neutral
4. Disagree
5. Strongly disagree

13. Have you been able to stick to a work routine or schedule while working from home?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

14. Do you agree that you are able to balance between your office and home activities while you are working from home?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

15. Are you able to spend quality time with your family while working from home?

1. Strongly agree
2. Agree
3. Neutral
4. Disagree
5. Strongly disagree

16. Give your opinion towards the following factors related to work life balance

Statements	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
I can devote sufficient time for household responsibilities. RESPONDENTS OPINION ON					
I can manage my personal & professional life well.					
I often complete my work within stipulated time.					
I feel I am able to manage my family and other relationships well.					

17. Do any of the following factors hinder your work and family commitments?

Statements	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
Do you ever miss out quality time with your family because of work pressure					
Do you take your family out on location					
Are you able to attend social gathering in family while working from home					
Are you regularly exercising to keep you fit while work at home					
Are you facing any health issues working at home					
Are you feeling stressed while working at home?					

18. Does your organization provide recreational activities to motivate you on a regular basis?

1. Strongly agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

19. Are you looking forward eagerly to return to the office for a regular office work?

1. Strongly agree
2. Agree
3. Neutral
4. Disagree
5. Strongly disagree

Give you suggestions to work life balance of IT employees working from home
