

A STUDY ON WORK LIFE BALANCE AMONG WOMEN EMPLOYEES OF IT INDUSTRY, IN CHENNAI

Submitted in partial fulfillment of the requirements for the award of

Master of Business Administration

by

**JANANI R
39410074**



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



SATHYABAMA

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

**Accredited with “A” grade by NAAC | 12B Status by UGC | Approved by AICTE
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 **JANANI R 39410074** who have done the Project work entitled “**A STUDY ON WORK LIFE BALANCE AMONG WOMEN EMPLOYEES OF IT INDUSTRY, IN CHENNAI**” under my supervision from JANUARY 2021 to MARCH 2021.

Internal Guide
(Name in Capital Letters
with signature)

External Guide (If Applicable)
(Name in Capital Letters
with signature)

Dr. BHUVANESWARI G.
Dean – School of Business Administration

Submitted for Viva voce Examination held on _____.

Internal Examiner
(Name in Capital Letters
with signature)

External Examiner
(Name in Capital Letters
with signature)

DECLARATION

I **JANANI R 39410074** hereby declare that the Project Report entitled **WORK LIFE BALANCE AMONG WOMEN EMPLOYEES OF IT INDUSTRIES IN CHENNAI** done by me under the guidance of **Dr.M.Lavanya,M.BA.,M.Com.,M.Phil.,Ph.d**(Internal Guide) and _____(External Guide) is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

SIGNATURE OF THE CANDIDATE

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 sincere thanks to **Dr. BHUVANESWARI G.**, Dean, School of Business Administration and **Dr. PALANI A.**, Head, School of Business Administration 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.M.Lavanya, M.B.A.,M.Com.,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 School of Business Administration who were helpful in many ways for the completion of the project.

(Name of the Candidate in capital letters)

JANANI R

ABSTRACT

Work life balance has recently taken the attention of both researchers and executives. This subject interests almost everyone with a professional career. This widespread interest is partly due to its reflection on all aspects of life. For those who think that the main objective in life is to work, their career becomes the core of life. However, people have limited time and therefore have to perform many other activities other than their jobs. Without a balance between the two, many mishaps can be experienced in both. In this study work –life balance is analyzed from organizational context. This study has the potential to enable the working people to consider their stand point in terms of work – life balance and the executives to gain new perspective in order to cope with such a problem.

The purpose of this study is to measure the work life balance of women employees in the IT sector in Chennai city and to evaluate how they manage with their personal and professional life respectively in the same time. As IT (INFORMATION TECHNOLOGY) sector is one of the major growing industry, how does a women employee manage their work load. The research uses the Convenience sampling method, to discover how women balance their work life and their personal life significantly. The data were collected from women employees of IT Sector from all age groups in Chennai city. The questionnaire circulated through Google form received 150 responses. Correlation were used to analyse the given data.

There is a developing readiness in today's workplaces that employees don't surrender their lives only on the grounds that they work. Work and life remain the two most paramount areas in the life of a utilized single person. Nonetheless, the test of adjusting work and non-work requests is one of today's focal attentiveness toward both people and organizations. With the developing differences of family structures spoke to in today's workforce, especially with the developing standard of double profession families, the imperativeness of dealing with an employee's work-life balance have expanded notably in the course of recent years. Managements understand that the nature of an employee's close to home and family life effects work quality and that there are solid business motivations to advertise work and non-work coordination. In this project, we battle that helping employees to accomplish a work-life balance ought to turn into a basic piece of HR policy and procedure in the event that it is to genuinely get the best from the organization's kin without abandoning them unsatisfied, worn out and unfulfilled

CHAPTER	TITLE	PAGE NO
	ABSTRACT	I
	LIST OF CHARTS	III
	LIST OF TABLES	IV
1	INTRODUCTION	
	1.1 INTRODUCTION ABOUT THE STUDY	V
	1.2 INDUSTRY PROFILE	VI
	1.3 STATEMENT OF PROBLEM	VII
2	REVIEW OF LITERATURE	
	2.1 REVIEW OF LITERATURE	VIII - XI
	RESEARCH METHODOLOGY	
	3.1 NEED FOR STUDY	XII
	3.2 SCOPE OF STUDY	XII
	3.3 OBJECTIVES OF THE STUDY	XII
	3.3.1 PRIMARY OBJECTIVE	
3	3.3.2 SECONDARY OBJECTIVE	
	3.4 SOURCES OF DATA	
	3.4.1 PRIMARY DATA	XIII
	3.4.2 SECONDARY DATA	
	3.5 PERIOD OF STUDY	
	3.6 TOOLS USED	XIII
	3.7 LIMITATIONS OF STUDY	
4	DATA ANALYSIS AND INTERPRETATION	
	4.1 PERCENTAGE ANALYSIS	XIV - XXV
	4.2 CORRELATION ANALYSIS	XXVI, XXVII
5	5.1 FINDINGS	XXVIII, XXIX

	5.2 SUGGESTIONS	XXX, XXXI
6	SUMMARY & CONCLUSIONS	XXXII
	APPENDIX I - QUESTIONNAIRE	XXXIII-XXXV
	APPENDIX II - (REFERENCES)	XXXVI-XLI

LIST OF CHARTS

4.1.1 – no. of years worked	XIV
4.1.2 – working hours per week	XV
4.1.3 – marital status	XVI
4.1.4 – fulfillment of job	XVII
4.1.5 – enjoyment of the job	XVIII
4.1.6 – satisfaction of	XIX
4.1.7 – happiness of home life	XX
4.1.8 – usage of free time with family and friends	XXI
4.1.9 – prioritization of work life over family	XXII
4.1.10 – overwhelmed by the amount of things I do	XXIII
4.1.11 – thought of quitting the job in past years	XXIV
4.1.12 – age of the respondents	XXV

LIST OF TABLES

4.1.1 – no of years worked	XIV
4.1.2 – working hours per week	XV
4.1.3 – marital status	XVI
4.1.4 – fulfillment of job	XVII
4.1.5 – enjoyment of job	XVIII
4.1.6 – satisfaction of the time spent with my family	XIX
4.1.7 – happiness of home life	XX
4.1.8 – usage of free time with family and friends	XXI
4.1.9 – prioritization of work life over family	XXII
4.1.10 – Overwhelmed by amount of things	XXIII
4.1.11 – thought of quitting job in past years	XXIV
4.1.12 – age of respondents	XXV
4.2.1 – correlation analysis	XXVI

CHAPTER 1 – INTRODUCTION

1.1 INTRODUCTION ABOUT THE STUDY

Work and personal life were once considered to be two separate priorities. But with the changing times due to globalization and ever-increasing work pressures, maintaining work-life balance has attracted the attention of the organizations and employees as well. The employees who devote a crucial period of time of their entire day at work or sometimes work for extended hours, are faced with the challenge of balancing their personal lives with the demands of their profession.

The origin of the term Work-Life Balance took place in early 80's, because of a sharp rise in the number of working women professionals having children in tender age-groups dependent on them. The demand for maintaining a work-life balance has risen unprecedentedly among the employees and the management has also acknowledged its importance in the current scenario. In future, work life balance will be one of the hot topics of debate in the boardrooms and is going to be a major area of concern for the management and HR professionals which they will be faced with.

Work-Life balance refers to an effective management or striking a balance between the work which is remunerated and the personal or social responsibilities which an individual is expected to perform. Work life can influence organizational productivity and also the well being of the employees in different ways.

1.2 INDUSTRY PROFILE

In the contemporary world economy, India is the largest exporter of IT. Exports dominate the Indian IT industry and constitute about 79% of the industry's total revenue. However, the domestic market is also significant, with robust revenue growth. The industry's share of total Indian exports (merchandise plus services) increased from less than 4% in FY1998 to about 25% in FY2012. The technologically-inclined services sector in India accounts for 40% of the country's GDP and 30% of export earnings as of 2006, while employing only 25% of its workforce, according to Sharma (2006). According to [Gartner](#), the "Top Five Indian IT Services Providers" are [Tata Consultancy Services](#), [Infosys](#), [Wipro](#), [Tech Mahindra](#), and [HCL Technologies](#).

As of 2012, [Chennai](#) is India's Largest exporter of information technology (IT) and [business process outsourcing](#) (BPO) services. [Tidel Park](#) in Chennai was billed as Asia's largest IT park when it was built. Notable tech parks are [International Tech Park](#), [DLF SEZ](#), [Mahindra World City](#), [SIPCOT IT Park](#), [Olympia Tech Park](#) and [Ramanujan IT City](#). City has an expressway called as [IT expressways](#) and a preferred location for IT industries. Major software companies have their offices set up here, with some of them making Chennai their largest base.

1.3 STATEMENT OF THE PROBLEM

Lack of work flexibility, high work pressure and longer working hours are stressing out many IT sector 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.

CHAPTER 2 – REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE

Number of studies has addressed this issue in different perspectives. Some of the papers related to this subject are reviewed.

- **Vijaya Mani (2013)**, has uncovered the central point impacting the Work Life Parity of Ladies experts in India, for example, part clash, absence of acknowledgment, authoritative governmental issues, sex separation, elderly and youngsters consideration issues, nature of wellbeing, issues in time administration and absence of fitting social backing.
- **K.Santhana Lakshmi (2013)**, have inspected that the Instructive foundations should address the Work Life Offset related issues among their staff, particularly ladies also, take an all encompassing way to deal with outline and actualize the approaches to bolster the instructing staff to deal with their WLB.
- **Kumari.K.Thriveni (2012)**, have considered and broke down the huge relationship between the demographic variables and WLB. Shalini and Bhawna 2012 reported in their study, Nature of work life is being utilized by the associations as a key apparatus to pull in and hold the representatives and all the more essentially to help them to keep up work life parity with equivalent consideration on execution and duty at work.
- **Niharika and Supriya (2010)**, have considered the work based variables and family related components that are considered to add to work life equalization. Work based variables are flexitime, alternative to work low maintenance and flexibility to telecommute and the family related variables are tyke care office and adaptability to deal with crises at home.
- **Krishna Reddy and Vranda (2010)**, talk about the issues of Family and Work Strife and Work Family Struggle are more prone to apply negative impacts in the family area, bringing about lower life fulfillment and more prominent inside clash inside of the family variables affect the experience of WFC and FWC.
- **Amita Singh (2010)**, recommended that flexi time, home living up to expectations, kid care offices, choice to work low maintenance are offices that should be presented and suggested for building a strong workplace in the IT part in India. Mathew and Pachanatham (2009) expressed that the ladies workforce in India was principally utilized in non-administrative, subordinate or low profile

positions previously. At present, they involve all classes of positions in the working environment. These adjustments in work society have added to ladies' obligations and obligations to their family and to society.

- **Vijaya Lakshmi (2013)**, have examined and discover the issues and issues of ladies personnel working in instructive foundations. Likewise found that ladies employees experienced serious anxiety during the time spent achieving Work Life Equalization. Proceeded with work weight brought about poor execution. The outcome uncovered that numerous female instructors have ignored their wellbeing during the time spent enhancing the life of their relatives and their understudies.
- **G.Shiva (2013)**, contemplated that “Ladies experts in high position in their office have return from office in right time, cook, clean and take care of their family issues. This makes them more push and prompts some wellbeing issues. The main source of anxiety emerges in light of correspondence with Prevalent”.
- **Avesha T (2012)** assessed the quality of work life of the lecturers of private universities in Bangladesh with the primary goal of investigating the factors affecting the overall perception of QWL (Quality of Work Life). Attributes of QWL taken under study were fair competition, developing human capacities, growth security, social integrate, work and life system, social relevance. It was found that females were highly satisfied regarding QWL dimensions as compared to males. Faculties having experience of less than one year is more positive about their QWL and its related dimensions when compared with teachers having more experience.
- **Anwar (2013)** in his studies explored that the most often used QWL drivers are rewards, benefits and compensation, chased by career development, communication, and safety and security respectively. He also emphasized on other QWL drivers those have an impact are top management involvement, job satisfaction, cohesion of work and life and employee motivation which are not studied in other researches.
- **Reddy and Reddy (2014)** in their study on public and private banks took nine dimensions to measure QWL like, social relevance of work, emoluments, opportunities to develop human, safe and healthy working conditions, social integration, work with job enrichment, constitutionalism and organization structure.
- **Isaacs (2016)** described work-life balance in the form of control. He suggested that if a person has control on his work then it can be assumed that he has control over his personal life as well as his professional life. He also added that add a word ‘No’ in your vocabulary in order to improve quality of your life then.

- **Tiwari (2017)** clearly pointed that employee especially women has to play double role in their life, one at the workplace and the other at home. The study was conducted in private organizations consisting of sample size of 150 female employees. It was realised that 93.32% employees think that due to changing environment and challenges associated with it, is hindering both work and family life. Also, 56.67% employees felt that their organizational culture and managers are not supportive to help employees manage their personal and professional life. On the other hand, 83.32% employees get complete support from family in order to pursue job and cooperating with family obligations.
- **Savanti Ghosh (2010)** Women are mostly into full time services and are working 8 hours per day and 5 days in a week minimum and are confronted by increasing workload everyday. So, most of them carry work and responsibilities to home but balancing between these two complex situations in the present day fast life requires talent, tact, skill and caution. Women have to cope up with high work targets, office commitments, tight meeting schedules and the duties and responsibilities of life and home. Employers should concentrate on framing various policies and schemes to facilitate Work life balance to encourage and attract women employees.
- **Susi S & Jawaharrani.K (2011)** agrees that a strong organizational culture increases employees intent to remain in the organization. Work life balance must be supported and encouraged at all levels of the organisation including senior management, line managers and all staff.
- **Amita Singh (2010)**, suggested that flexi time, home working, child care facilities, option to work part time are facilities that need to be introduced and recommended for building a supportive work environment in the IT sector in India.
- **Mathew and Pachanatham (2009)** stated that the women workforce in India was mainly employed in non-managerial, subordinate or low profile positions in the past. At present, they occupy almost all categories of positions in the workplace. These changes in work culture have added to women's duties and responsibilities to their family as well as to society.
- **Mohan and Ashok (2011)** explained that "Stress is often developed when an individual is assigned a major responsibility without proper authority and delegation of power, inter personal factors such as group cohesiveness,

functional dependence, communication frequency, relative authority and organizational difference between role sender and forcal persons.”

- **Shahnaz & Jamie (2008)** found that Work Stress and Work Life imbalance correlated with workaholic, regardless of gender. Women may be taking a more career minded view, while men are becoming more family oriented.
- **Gunavathy (2007)** in the study among married women employees of BPO companies outlined the causes, consequences of work life imbalance and interventions for work life balance. The study revealed that more than two third of the respondents reported work life imbalance primarily on account of work interference with personal life. Also concluded from this study, stress and burnout, ill-health and poor work performance are the consequences of work life imbalance.
- **Rajesh K. Yadav, Nishant Dabhade (2013)** have concluded that the women working in all types of professions demonstrating that there are no gender differences in work. The increasing demands at work place, the interface between work life and personal life needs more attention. It leads to stress and such situation affects person's health both physiologically and psychologically.
- **Ramadoss (2012)** observed in his study that high job control, supervisor support for family related issues and one's own coping resources were significantly related to positive spillover from work to family and the direction of the relationships were positive for a women in IT enabled sectors.

CHAPTER 3 – RESEARCH METHODOLOGY

3.1 NEED FOR STUDY

In the present scenario, due to many changes happening in the work place and family systems, a vast majority of women are finding it difficult to achieve a desired Work-Life Balance. In comparison with men, women have more responsibilities at home. Though there are studies on Work Life Balance, relatively there are fewer studies on work-life balance of women employees. The studies were more confined to sectors like IT/BPO.

The study tries to understand hoe women of IT industry balance between their work and family.

3.2 SCOPE OF THE STUDY

The present study is confined to women employees of IT sector in Chennai city. Chennai city is one of the developed cosmopolitan cities in India. Women employees who have been working in IT sector were considered for the purpose of the study.

3.3 OBJECTIVES OF THE STUDY

3.3.1 PRIMARY OBJECTIVE

To study the work-life balance of women employees in IT service sectors in Chennai.

3.3.2 SECONDARY DATA

To find out the satisfaction in both personal and professional life

To know whether they spend their free time with their families or not.

To analyze whether they are overwhelmed by their work.

3.4 SOURCES OF DATA

3.4.1 PRIMARY DATA

Primary data for the study is collected through the self-administered questionnaire which was circulated through Google forms.

3.4.2 SECONDARY DATA

The study uses Secondary data for Theoretical framework of the study and Review of literature collected from journals, books, thesis and magazines.

3.5 PERIOD OF STUDY

The period of study is from January 2021 to March 2021 which is three months of study.

3.6 TOOLS USED

The analytical tools used are spss for testing the hypothesis, Correlation tool in spss tool.

3.7 LIMITATIONS OF SURVEY

- Due to time constrict only 150 number of respondents were considered.
- The result fully depends on the information given by the respondents which may be based

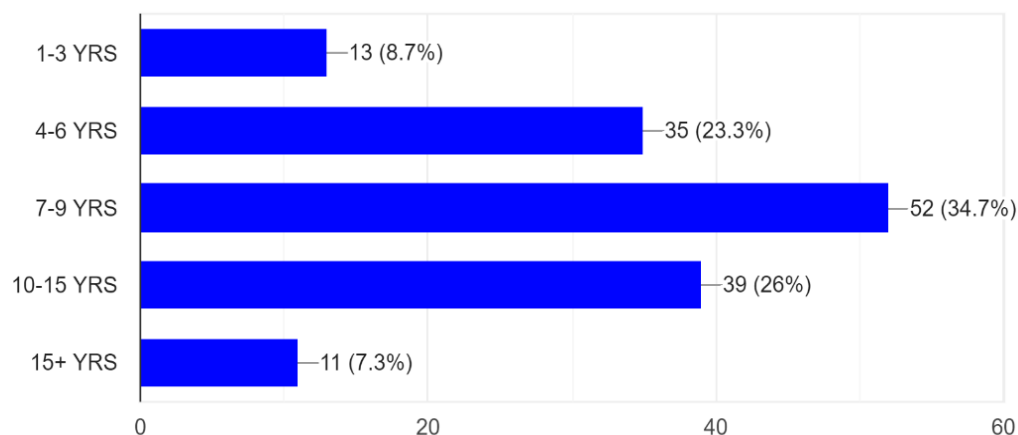
CHAPTER 4 – DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

4.1.1 CHART REPRESENTING NO.OF YEARS WORKED BY THE RESPONDENTS

HOW MANY YEARS HAVE YOU WORKED .

150 responses



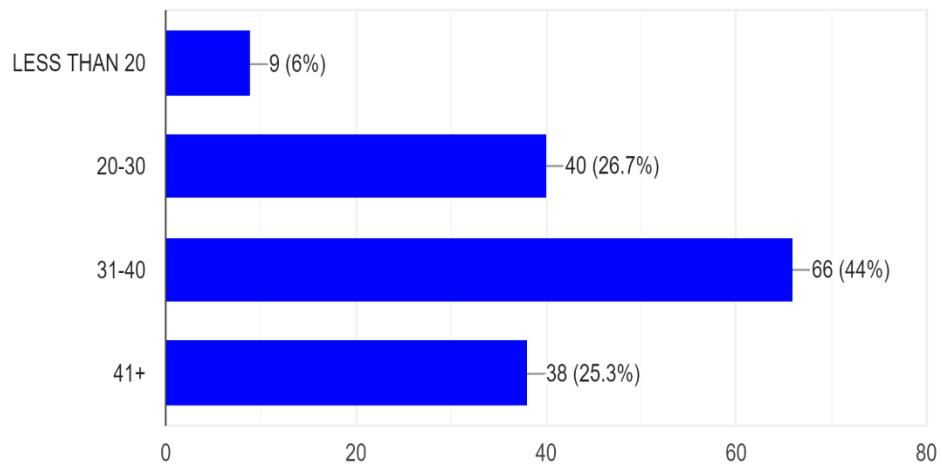
4.1.1 TABLE INDICATING NO.OF YEARS WORKED BY THE RESPONDENTS

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	1-3 years	13	8.7
2	4-6 years	35	23.3
3	7-9 years	52	34.7
4	10-15 years	39	26
5	15+ years	11	7.3
total		150	100

4.1.2 CHART REPRESENTING WORKING HOURS PER WEEK OF THE RESPONDENTS

HOW MANY HOURS DO YOU WORK PER WEEK

150 responses



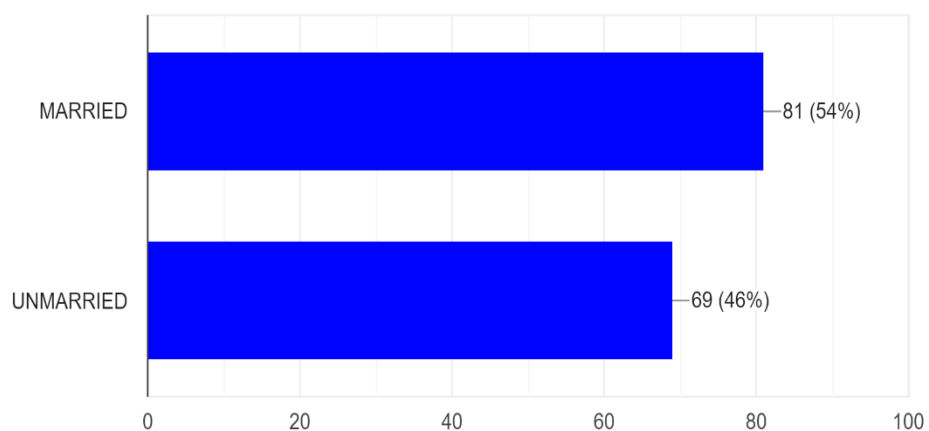
4.1.2 TABLE INDICATING WORKING HOURS PER WEEK OF THE RESPONDENTS

s. no	particulars	no. of respondents	percentage
1	Less than 20	9	6
2	20-30	40	26.7
3	31-40	66	44
4	41+	38	25.3
total		150	100

4.1.3 CHART REPRESENTING MARTIAL STATUS OF THE RESPONDENTS

MARTIAL STATUS

150 responses



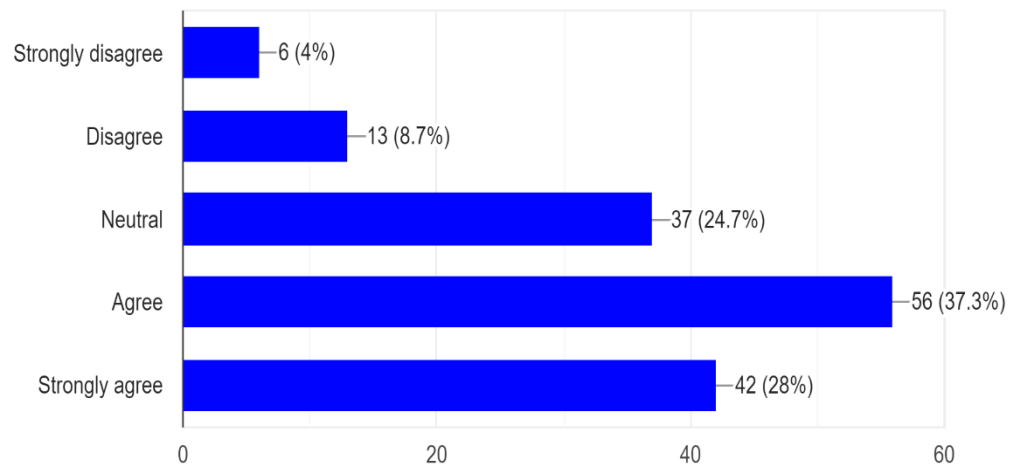
4.1.3 TABLE INDICATING MARTIAL STATUS OF THE RESPONDENTS

s.no	particulars	no. of respondents	percentage
1	Married	81	54
2	Unmarried	69	46
total		150	100

4.1.4 CHART REPRESENTING FULFILLMENTS OF JOB BY THE RESPONDENTS

I FEEL FULFILLED BY MY JOB

150 responses



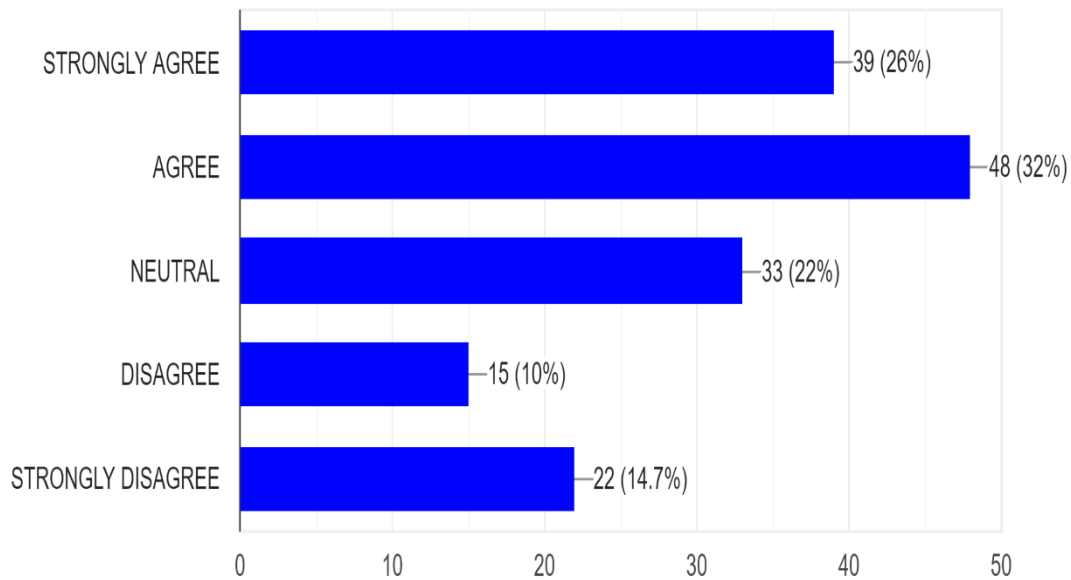
4.1.4 TABLE INDICATING FULFILLMENT OF JOB BY THE RESPONDENTS.

s. no	particulars	no. of respondents	percentage
1	Strongly disagree	6	4
2	Disagree	13	8.7
3	Neutral	37	24.7
4	Agree	56	37.3
5	Strongly agree	42	28
total		150	100

4.1.5 CHART REPRESENTING ENJOYMENT OF THE JOB BY RESPONDENTS

I ENJOY MY JOB

150 responses



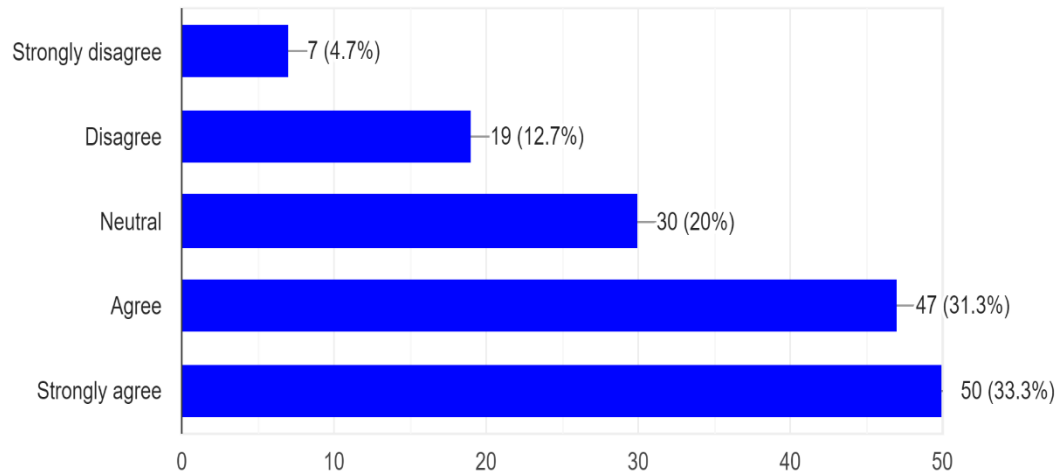
4.1.5 TABLE REPRESENTING ENJOYMENT OF JOB BY RESPONDENTS

s.no	particulars	no. of respondents	percentage
1	Strongly agree	39	26
2	Agree	48	48
3	Neutral	33	22
4	Disagree	15	10
5	Strongly disagree	22	14.7
total		150	100

4.1.6 CHART REPRESENTING SATISFACTION OF THE TIME SPENT WITH MY FAMILY

SATISFIED WITH THE TIME SPENT WITH FAMILY

150 responses



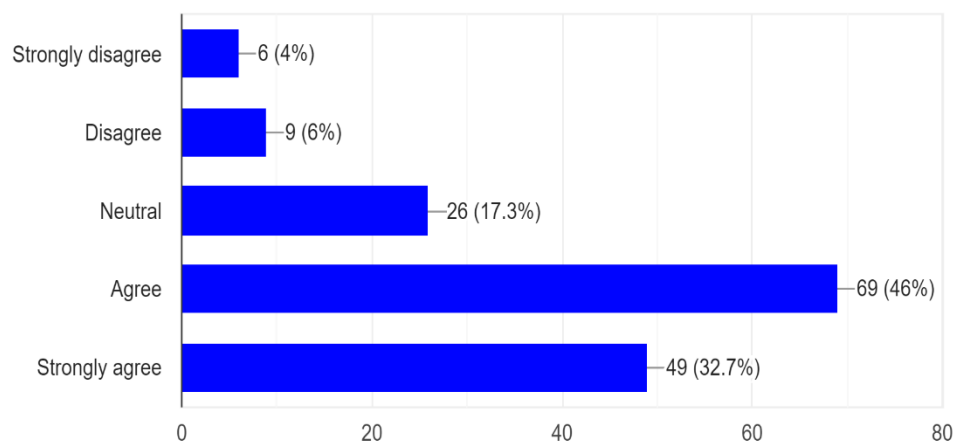
4.1.6 TABLE INDICATING SATISFACTION OF THE TIME SPENT WITH MY FAMILY

s.no	particulars	no. of respondents	percentage
1	Strongly agree	50	33.3
2	Agree	47	47
3	Neutral	30	20
4	Disagree	19	12
5	Strongly disagree	7	4.7
total		150	100

4.1.7 CHART REPRESENTING HAPPINESS OF HOME LIFE OF THE RESPONDENTS

I AM HAPPY WITH MY HOME LIFE

150 responses



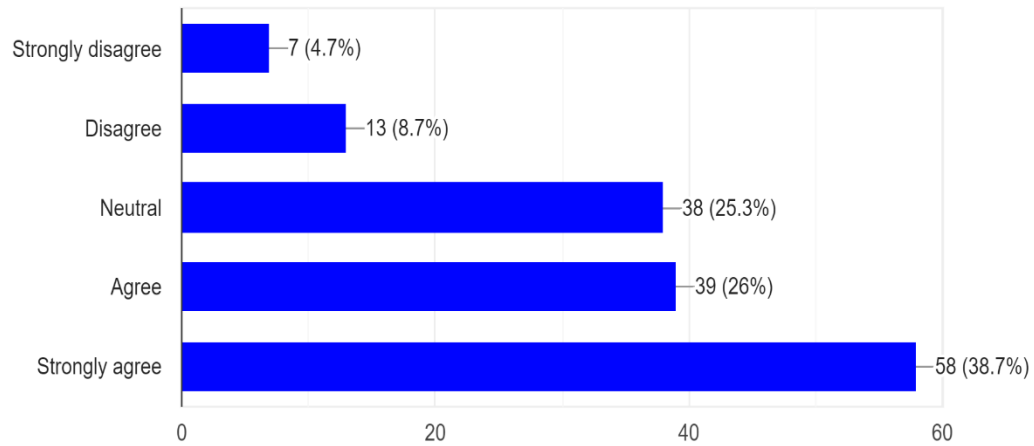
4.1.7 TABLE INDICATING HAPPINESS OF HOME LIFE OF THE RESPONDENTS

s.no	particulars	no. of respondents	percentage
1	Strongly agree	49	32.7
2	Agree	69	46
3	Neutral	26	17.3
4	Disagree	9	6
5	Strongly disagree	6	4
total		150	100

4.1.8 CHART REPRESENTING USAGE OF FREE TIME WITH FAMILY AND FRIENDS BY THE RESPONDENTS

USE MY FREE TIME TO CONNECT WITH FAMILY & FRIENDS

150 responses



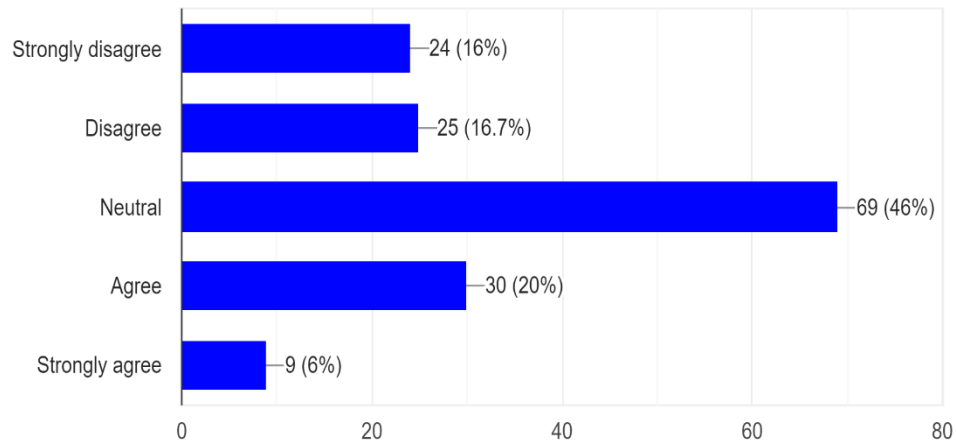
4.1.8 TABLE INDICATING USAGE OF FREE TIME WITH FAMILY AND FRIENDS BY THE RESPONDENTS

s.no	particulars	no. of respondents	percentage
1	Strongly agree	58	38.7
2	Agree	39	26
3	Neutral	38	25.3
4	Disagree	13	8.7
5	Strongly disagree	7	4.7
total		150	100

4.1.9 CHART REPRESENTING PRIORITIZATION OF WORK LIFE OVER FAMILY OF THE RESPONDENTS

I PRIORITIZE WORK OVER FAMILY

150 responses



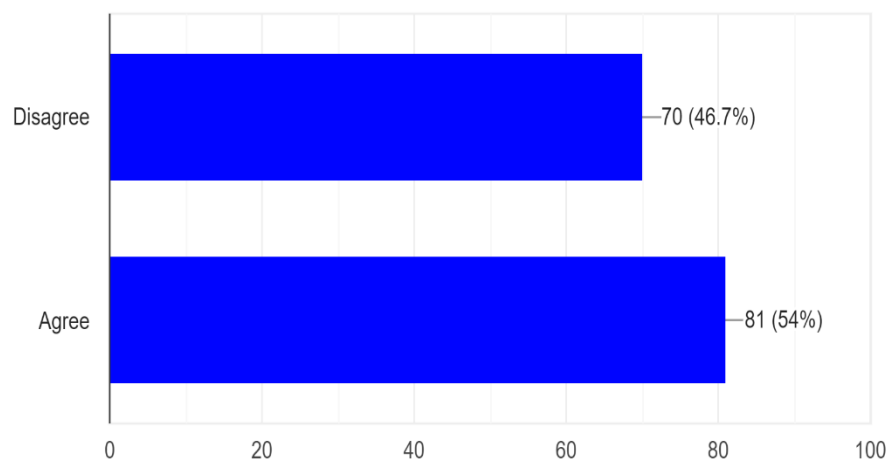
4.1.9 TABLE INDICATING PRIORITIZATION OF WORK LIFE OVER FAMILY OF THE RESPONDENTS

s.no	particulars	no. of respondents	percentage
1	Strongly agree	9	38.7
2	Agree	30	26
3	Neutral	69	46
4	Disagree	25	18.7
5	Strongly disagree	24	16
total		150	100

4.1.10 CHART REPRESENTING OVERWHELMED BY THE AMOUNT OF THINGS I DO BY THE RESPONDENTS

OVERWHELMED BY THE AMOUNT OF THINGS I NEED TO DO

150 responses



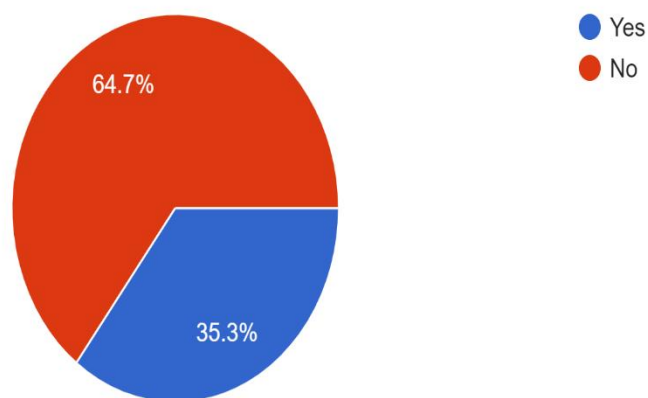
4.1.10 TABLE INDICATING OVERWHELMED BY THE AMOUNT OF THINGS I DO BY THE RESPONDENTS.

s.no	particulars	no. of respondents	percentage
1	Disagree	70	46
2	Agree	80	54
total		150	100

4.1.11 CHART REPRESENTING THE THOUGH OF QUITTING OF JOB IN PAST YEARS BY THE RESPONDENTS

EVER THOUGHT OF QUITTING YOUR JOB IN THE PAST YEARS

150 responses



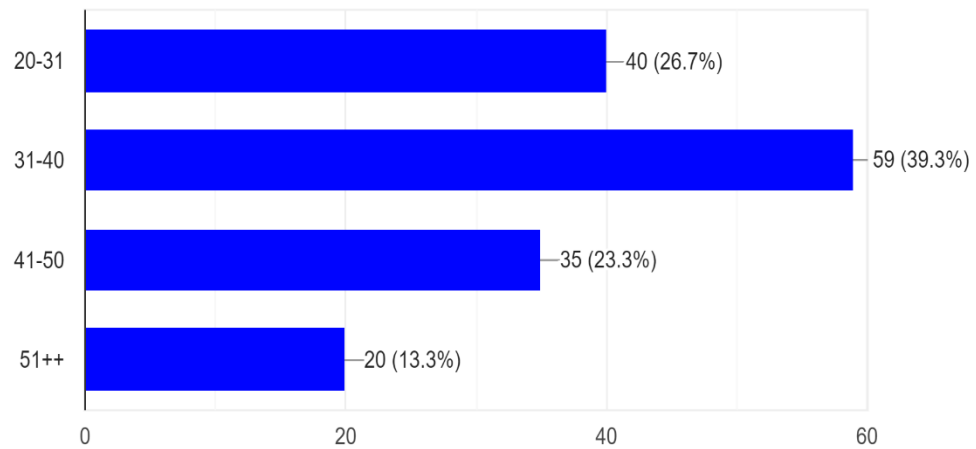
4.1.11 TABLE INDICATING THE THOUGHT OF QUITTING OF JOB IN PAST YEARS BY THE RESPONDENTS

s.no	particulars	no. of respondents	percentage
1	Yes	53	35.3
2	No	97	64.7
total		150	100

4.1.12 CHART REPRESENTING AGE OF THE RESPONDENTS

AGE

150 responses



4.1.12 TABLE REPRESENTING AGE OF THE RESPONDENTS

s.no	Particulars	no. of respondents	percentage
1	20-31	40	26.7
2	31-40	59	39.3
3	41-50	35	23.3
4	51+	20	13.7
total		150	100

4.2 CORRELATION ANALYSIS

Correlation is a statistical technique for investigating the strength and direction of the relationship between quantitative continuous variables. Correlation measures the degree of association between two variables.

STATISTICAL HYPOTHESIS:

Null Hypothesis (H_0) There is no significant difference between the free time I spend with my family & friends and satisfaction with the amount of time I spend with my family.

Alternate Hypothesis (H_1) There is significant difference between the free time I spend with my family & friends and satisfaction with the amount of time I spend with my family.

4.2.1 Correlation Table

		use my free time to connect with family & friends	I am satisfied with the time I spend with my family
USE MY FREE TIME TO CONNECT WITH FAMILY & FRIENDS	Pearson Correlation	1	.378**
	Sig. (2-tailed)		.001
	N	150	150
I am satisfied with the time I spend with my family	Pearson Correlation	.378**	1
	Sig. (2-tailed)	.001	
	N	150	150

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

The results from the above table indicates that the free time spent with family & friends and satisfaction with the amount of time I spend with my family are significantly correlated with each other ($0.001 < .01$). The correlation coefficient is (0.0.378), hence the two variables are highly correlated.

CHAPTER 5 – FINDINGS & SUGGESTIONS

5.1 FINDINGS

8.7% of the respondents have worked for about 1-3 years, 23.3% of the respondents have worked for about 4-6 years, 34.7% of respondents have worked for about 7-9 years, 26% of the respondents have worked for about 10-15 years and 7.3% of the respondents have worked more than 15 years.

6% of the respondents work for less than 20 hours per week, 26.7% of the respondents work for 20-30 hours per week, 44% of the respondents work for 31-40 hours per week, 25.3% of the respondents work for more than 41 hours per week.

54% of the respondents are married women and 46% of the women are unmarried.

4% of the respondents strongly disagree with the fulfilment of job, 8.7% of the respondents disagree, 24.7% of the respondents remain neutral, 56% of the respondents agree and 28% of the respondents strongly agree with the fulfilment in their job.

Majority of the population (58%) agree that they enjoy their job, while 22% of the respondents remain neutral and 26% disagree.

Majority of the respondents (65%) agree that they are satisfied with the time spent with their family.

Majority of the respondents (78%) agree that they are happy with their home life.

Majority of the respondents (65%) use their free time to connect with friends and family

33% of the respondents disagree that they don't prioritize work over their family, 46% remain neutral.

54% of the respondents agree that they are overwhelmed by the amount of work they do.

5.2 SUGGESTIONS

Prioritise your time

You may have a to-do list with 50 tasks on it, so you need to prioritize those tasks into four categories.

They are:

- Urgent and important
- Important but not urgent
- Urgent but not important
- Neither urgent nor important.

Plot some personal time

When personal issues arise, it can be tempting to bury yourself in your work. Don't do it. If you don't make time for your personal life – your “me” time, including your family and your health.

Manage your time, long term

Create a timeline of your activities. Specific computer programs can help with this, or you can customize your own Excel spreadsheet or Word table.

Put dates across the top and activities down the side. Break each task into components.

Include family commitments – such as holidays, birthday parties, etc. – so you don't forget that you are unavailable for work on those days.

Take a break

Remember to take time out throughout your day.

Some tasks are easier than others, so if you find yourself with an hour up your sleeve, be realistic about whether you can “afford” to rest or not.

You might not have time every day to simply sit and “be”, but do your best to give yourself a lunch break.

Also, make a point of getting up and stretching every 15 minutes. It will help you become clearer, more focused and more productive.

Have that holiday

Make time for a holiday and book in breaks, at least quarterly. Even a long weekend every quarter is better than nothing.

But remember to advise your clients and customers as far in advance as possible.

Plan fun activities for your personal time.

Get organised with family and friends, to ensure your personal time is fulfilling.

Connecting digitally is important to a lot of us right now but try to get some down time away from that as well.

“Turn off electronic devices for a certain time period every evening or weekend so that you can give your full attention to the people and activities that are most important to you,” says Lambart. “Try and follow a daily routine that includes some time for yourself every week that’s unrelated to your career.”

Balance can feel tricky to achieve. But by trying these steps you can begin to find ways to make work feel less consuming and free up focus for the other parts of your life – even when times are challenging.

CHAPTER 6

6.1 SUMMARY AND CONCLUSIONS

Work life balance is the process of minimizing the role conflict of a person by maintaining his perceptions about work and his personal time and family welfare. Work life balance can be defined as the perception of an employee to maintain and integrate multiple domains of personal, time, family care and work with minimum role conflict. Work life balance can be different to different people depending upon the different stages of life. It basically includes the problems of exhaustion and lack of time. Research shows that failure to achieve a satisfactory balance of effort is directly connected to lack of energy to fulfil personal commitments and lack of control over the workload. The imbalance here leads to consequences such as poor quality of life and most importantly poor performance. Work life balance is the relationship between personal commitments and work and its impact on one another. The present study examines the innovative and current work-life balance policies and practices implemented and practiced by various Indian Companies. With the change in the workforce and the increase in the number of working women, dual earner and nuclear families the need for the employees to balance their work and personal life has also increased. Moreover, women still take the major responsibility of childcare and domestic chores, long hours work culture and lack of flexible work provision creates a disadvantageous situation for women.

Once work-life balance has been defined and all its aspects analyzed, some conclusions can be drawn. First of all, work-life balance is not a “one-size-fits-all” type of trend; rather it is a trend which is viewed differently by everyone because people have a unique perception of their achievements and enjoyments. Also, work-life balance is changing on a daily basis, and there is no universal formula on how to achieve a perfect balance between work and life. Rather, the work-life balance is focused more on how to achieve something in order to enjoy something. Work-life balance is all about providing employees with more flexibility when it comes to their working hours. Employees became able to manage their time working and ‘living’ which eventually results in greater productivity. There are different types of managing working hours and those are: compressed workweek, flexitime, job-sharing, telecommuting and two-in-a-box. Even though, there are many benefits of work-life balance, there are few challenges that both employees and employers face. For example, employees deal with a so-called work-life conflict which refers to an unbalanced time spent working and time spent for personal activities with family and friends. On the other hand, an organization or an employer has to deal with an issue of absence of employees.

APPENDIX I (Questionnaire)

1.Age

- a) 20-31 Years
- b) 31-40 Years
- c) 41-50 Years
- d) 51++

2.Marital status

- a) Married
- b) Unmarried

3.How long have you worked with your organization.

- a) more than 10 years
- b) 1-3 years
- c) 4-6 years
- d) 7-9 years

4. How many hours do you prefer to work.

- a) less than 20 hours
- b) 20-30 hours
- c) 31-40 hours
- d) 41+ hours

5. I feel fulfilled by my job.

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

6. I enjoy my job.

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

7. I am satisfied with the time I spend with my family

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly Disagree

8. I am happy with my home life.

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree
- f)

9. I use my time at home to connect with family and friends.

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

10. I prioritize work over family.

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

11. I overwhelmed by the amount of things I need to do.

- a) Agree
- b) Disagree

12. Have you ever had the thought of quitting your job in the past.

- a) Yes
- b) No

APPENDIX – II (Article)

REFERENCES

Mani V. Work Life Balance and Women Professionals. Global Journal of Management and Business Research Interdisciplinary 2013; 13(5): 2013.

Shiva G. A study on Work Family Balance and Challenges faced by working women. IOSR Journal of Business and Management 2013; 14(5): 1-4.

Gayathri N, Karthikeyan P. A Review on Green Human Resource Management with Exclusive Allusion to Green Work Life Balance. International Research Journal of Business and Management 2013; 5: 40-45.

Padma S, Sudhir Reddy M. Impact of Child care responsibility on Work Life Balance (WLB) of School Teachers. International Journal of Advanced Research in Business Management and Administration 2013; 1(1).

Gayathri N, Karthikeyan P. Work life balance in India—A social responsibility or a competitive tool. International Research Journal of Business and Management 2013; 1: 103- 109.

Singh S. Work Life Balance: A Literature Review. Global Journal of Commerce & Management Perspective 2013; 2(3): 84-91.

Vijayalakshmi, Navneetha. Work Life Balance of Women Faculty working in Educational Institutions: issues and problems. International Journal of Research in Commerce, Economics and Management 2013; 3(4): 73-75

Santhana Lakshmi K, Sujatha Gopinath S. Work Life Balance of Women Employees with reference to Teaching faculties. International Monthly Refereed Journal of Research in Management and Technology 2013; II.

Yadav RK, Dabhade N. Work Life Balance amongst the working women in Public Sector Banks—a case study of State Bank of India. International letters of Social & Humanistic Sciences 2013; 7: 1-22.

Sheel S, Khosla Sindhwani B et al. Quality of Work life, employee performance and career growth opportunities. Zenith International Journal of Multidisciplinary Research 2012; 2(2): 13-21.

Ramdoss K. Job demand, Family Supportive Organisational Culture and Positive Spillover from work-to-family among employees in the information technology enabled services in India. International Journal of Business and Social Science 2012; 3(22): 33-41.

Alegre, J. and Pasamar, S. (2018). —Firm innovativeness and work-life balance. *Technology Analysis & Strategic Management*, 30(4):421–433.

A.Rashida Banu, K. Duraipandian. (2014). —Development of an Instrument to measure Work Life Balance of IT Professionals in Chennai. *International Journal of Management (IJM)*, ISSN 0976 – 6502(Print), ISSN 0976, Volume 5, Issue 11, November (2014), pp. 21-33.

Devappa Renuka Swamy, T S Nanjundeswaraswamy Srinivas Rashmi . (2015). —Quality of Work Life: Scale Development and Validation. *International Journal of Caring Sciences*, Volume 8, Issue 2.

Mehtha, V. R. (2012). —A study of work life balance wlb among women employees in service sector with special reference to pune city. *Shodhganga*, <http://hdl.handle.net/10603/5663>.

Mathew, R. V. and Panchanatham, N. (2011). —An exploratory study on the work-life balance of women entrepreneurs in south India. *Asian academy of management journal*, 16(2).

S. H. Lease Jun. (1999). —Occupational role stressors, coping, support, and hardiness as predictors of strain in academic faculty: An emphasis on new and female faculty. *Research in Higher Education*, vol. 40, no. 3, pp. 285-307.

Tiwari, M. (2017). —Work life balance of female employees in private institutions, gwalior: An investigation. II IOSR Journals, Volume 19, Issue 5. Ver. V. (May. 2017), PP 35-38.

U. Byrne Mar. (2005). —Work-life balance: Why are we talking about it at all? II Business Information Review, vol. 22, no. 1, pp. 53-59,

Srivastava V. Employment of educated women in India; its causes and consequences. New Delhi: National Publishing House; 1978.

Ramanna A, Bombawale U. Transitory status images of working women in modern India. Indian J Soc Work 1984;45:189-202.

Greenhaus JH, Beutell NJ. Sources conflict between work and family roles. *Acad Manage Rev.* 1985;10:76–88.

Fu CK, Shaffer MA. The tug of work and family. *Personnel Rev.* 2001;30:502–22.

Stover DL. The horizontal distribution of female managers within organization. *Work Occup.* 1994;1:385–402.

Burke RJ. Organizationa values, work experices and satisfactions among managerial and professional women. *J Mangament Dev.* 2001;20:346–54.

Amatea ES, Fong ML. The impact of roles stressors and peronal resoucnes on the stress experience of professional women. *Psychol Women Q.* 1991;15:419–30.

Sharma S. Multiple role and women's health: A multi-linear model. *Equal Oppor Int.* 1999;18:16–23.

18. Gill S, Davidson MJ. Problems and pressures facing lone mothers in managment and professional occupations - A pilot study. *Women Manag Rev.* 2000;17:383–99.

Rapoport R, Rapoport RN. New York: Praeger Publishing; 1980. Work, family and the carrer.

White B. The career development of sucessful women. *Women Manage Rev.* 1995;10:4–15.

Folkman S, Lazarus RS. New York: Springer Publishing; 1984. Stress, appraisal and coping.

Coser LA. New York: The Free Press; 1974. Greedy institutions: Patterns of undivided commitment.

- Hays S. New York: Yale University Press; 1996. The cultural contradictions of motherhood.
- Reskin B, Ross CE. Jobs, authority, and earnings among managers: The continuing significance of sex. *Work Occup*. 1992;19:342–65.
- Reskin B, Padavic I. Thousand Oaks: Pine Gorge Press; 1994. Women and Men at Work.
- Marks S. Multiple roles and role strain: Some notes and human energy, time, and commitment. *Am Sociol Rev*. 1977;42:921–36.
- Aryee S. Antecedents and outcomes of work family conflict among married professional women: Evidence from Singapore. *Hum Relat*. 1992;45:813–37.
- Grandey AA, Cropanzano R. The conservation of resources model applied to work family conflict and strain. *J Voc Behav*. 1999;54:350–70.
- Boles JS, Babin BJ. On the front lines: Stress, conflict, and the customer service provider. *J Bus Res*. 1996;37:41–50.
- Good LK, Grovalynn FS, James WG. Antecedents of turnover intentions among retail management personnel. *J Retailing*. 1988;64:295–314.
- Netemeyer RG, Boles JS, McMurrian R. Development and validation of work-family conflict and family-work conflict scales. *J Appl Psychol*. 1996;81:400–10.
- Galinsky E, Bond JT, Friedman DE. The role of employers in addressing the needs of employed parents. *J Socl Issues*. 1996;52:111–36.
- Frone MR, Yardley JK, Markel KS. Developing and testing an integrative model of the work–family interface. *J Vocat Behav*. 1997b;50:145–67.
- Baruch GK, Barnett RC. Role quality, multiple role involvement, and psychological well-being in midlife women. *J Pers Soc Psychol*. 1987;51:578–85.
- Frone MR, Russell M, Cooper ML. Antecedents and outcomes of work–family conflict: Testing a model of the work-family interface. *J Appl Psychol*. 1992;77:65–78.
- Carlson DS, Kacmar KM. Work-family conflict in the organization: Do life role values make a difference? *J Manag*. 2000;26:1031–54.
- Rizzo JR, House RJ, Lirtzman SI. Role conflict and ambiguity in complex organizations. *Adm Sci Q*. 1970;15:119–28.
- Cooke RA, Rousseau DM. Stress and strain from family roles and work-roles expectations. *J Appl Psychol*. 1984;69:252–60.

Bachrach SB, Bamberger P, Conley S. Work-home conflict among nurses and engineers: Mediating and impact of role stress on burnout and satisfaction at work K. *Organ Behav*. 1991;12:39–53.

Greenhaus JH, Bedian AG, Mossholder KW. Work experiences, job performance, and feelings of personal and family well-being. *J Voc Behav*. 1987;31:200–15.

Kandel DB, Davies M, Revies HV. The stressfulness of daily social roles for women. Marital, occupational and household roles. *J Health Soc Behav*. 1985;26:64–78.

Chassin L, Zeirs A, Cooper KR. Role perceptions self role congruence and marital satisfaction in dual worker couples with preschool children. *Soc Psychol Quat*. 1985;48:301–11.

Yang N, Chen CC, Choi J, Zou Y. Sources of work-family conflict: A Sino-U.S. comparison of the effects of work and family demands. *Acad Manage J*. 2000;43:113–23.

Higgins CA, Duxbury LE, Irving RH. Work-family conflict in the dual-career family. *Organ Behav Hum Decis Process*. 1992;51:51–75.

Boise L, Neal MB. Family responsibilities and absenteeism: Employees caring for parents versus employees caring for children. *J Managerial Issues*. 1996;2:218–38.

Khan RL, Wolfe DM, Quinn R, Snoek JD, Rosenthal RA. New York: Weley; 1964. Organizational stress.

Piotrkowski CS, Rapoport RN, Rapoport R. Families and work. In: Sussman M, Steinmetz S, editors. *Handbook of marriage and the family*. New York, NY: Plenum; 1987.

Thomas LT, Ganster DL. Impact of family-supportive work variables on work-family conflict and strain: A control perspective. *J Appl Psychol*. 1995;80:6–15.

Phillips SD, Imhoff AR. Women and career development: A decade of research. *Annal Revw Psychol*. 1977;45:31–55.

Sharma U. New Delhi: Mittal Publishers; 2006. Female labour in India.