

# Impact of Work Life Balance among Software Professionals in Selected it Industries

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**Abstract:** In a society filled with conflicting responsibilities, chaotic roles and commitments, the balance between paid work and other activities of life has become a predominant issue at the work place. The evolving patterns of work and personal aspects of life offer greater challenges to the modern workforce. Leading employers acknowledge that, positive work life outcomes for employees are key ingredients of a successful business strategy. In practice, improving the quality of work life remains a tough task. The study investigates impact of work life balance among software professionals in selected IT Company. The researcher has chosen descriptive research design to place the facts as such.

## INTRODUCTION

Work life balance is the ideal situation where employees work and personal responsibilities do not impact negatively on one another.

In other words, the effective integration of work and one's private life. Ensuring a work life balance for employees also ensures a healthy organisational culture that affects critical aspects are:

- a.) Absenteeism
- b.) Talent attraction and retention
- c.) Staff turnover
- d.) Motivation
- e.) Productivity
- f.) Employee engagement
- g.) Stress and burnout

Work life balance does not mean an equal balance. Trying to schedule an equal balance, trying to schedule an equal number of hours for each of your various work and personal activities is usually unrewarding and unrealistic.

The right balance of you today will probably be different for you tomorrow. Thus the cores of effective work life balance definition are of two key concepts – they are daily achievement and enjoyment. Work life balance is a broad concept including proper prioritising between “work (career and ambition) on the other hand –life (health, pleasure, leisure, family and spiritual development)”.

## FACTORS INFLUENCING WORK LIFE BALANCE

The below figure explains and determining the factors influencing the perception of work life balance among individuals is explained in terms of childcare responsibilities, family & social support along with other societal factors

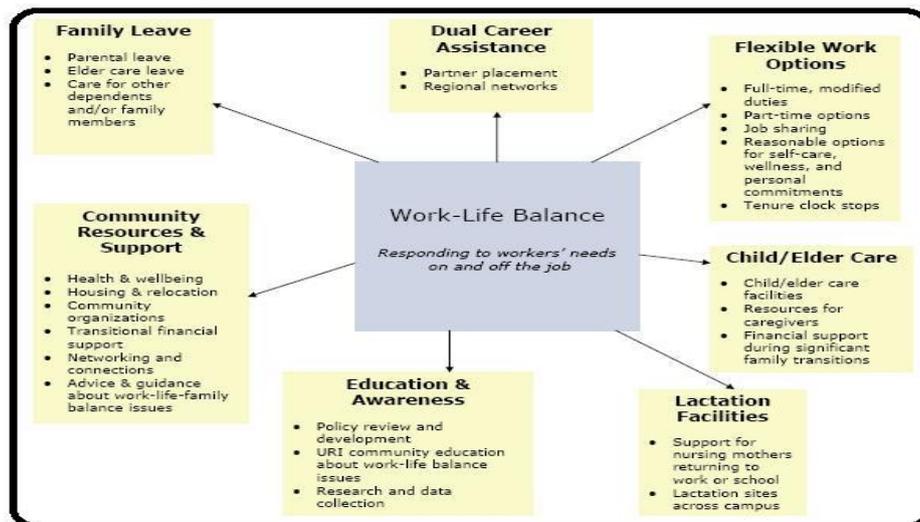
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Figure Influence of work life balance



Source: [www.google.com](http://www.google.com)

## WHOLENESS BALANCE WELL-BEING

The below figure explain the conceptual frame work of wholeness balance of well being about work life balance and its factor which make the balance of work and life. Conceptually, enrichment between work and family is bi-directional. Most researchers make the distinction between what is termed work-family enrichment, and what is termed family-work enrichment. Work-family enrichment occurs, when ones involvement in work provides skills, behaviors, or positive mood which influences the family life in a positive way.

## REASONS FOR IMBALANCE

Indian families are undergoing change, which in turn influence the environment in the basic unit. The family environment has been bombarded with new expectations, the media, and high cost of living and striving for better quality of life. (Jane & Parthasarathy 2010). There are various reasons for this imbalance and conflicts in the life of an software employee From individual career ambitions to pressure to cope up with family or work, the reasons can be situation and individual specific. The increasing responsibilities on the personal front with age can also create stress on personal and professional fronts. (Kalaiselvi et al. 2010), the ever-increasing working hours leave the individuals with less time for themselves and to pursue his hobbies or leisure activities.

## NEED FOR THE STUDY

Many organisation are successful at managing the materials and machinery of the organisation, they fail short in managing human side of their business. This project addresses and accesses the importance of work life balance initiatives and its effectiveness. The study believes that people perform better when they are allowed to participate in managing their work and make decisions. The approach motivates people by satisfying not only their economic needs but also their social and psychological aspects.

## OBJECTIVES OF THE STUDY

1. To study about work life balance in IT industries in Chennai
2. To gain an insight into current working time policies and practices.
3. To examine various work life balance practices exists with employees.

## REVIEW OF LITERATURE

**David lewis et al (2015)** studied on the extrinsic and intrinsic determinants of quality of work life. The findings showed pay, supervisor style, commitment and discretion, all play a role in determining work life balance. Female employees were less satisfied with these traits than male.

**Sussanna Shagvaliyeva, Rashad Yazdanifard (2015)** In his article stated that introduction of flexible working hours brought some benefits for both employee and employer. Also, flexibility in the workplace gives employees time to perform outside of the work roles and it helps balance employees'

work and life. Trust between employer and employee is an important issue when it comes to flexible working hours.

## RESEARCH METHODOLOGY

### Research Design

A research design is the arrangement of conditions for the collection and analysis of data from the employee in a manner which aims to combine relevance to the research purpose with economy in procedure. The study focuses its attention towards finding impact of work life balance among software professionals in selected IT Company. The Researcher has chosen descriptive research design to place the fact as such.

### Data Collection Method

The Researcher collects this data for the first time and it does not exist already. The tool used to collect the data is questionnaire method. The questionnaire was distributed among employees working in engineering industries at Chennai.

### Sample Profile

It is not possible to get the required information from all the employees within a short period of time, so the convenient sampling method is used by the researcher. The sample size is fixed as 100 employees. The employees working in IT industries in Chennai were the sample for the study.

### Statistical Tools

To arrange and interpret the collected data tools such as Chi-square analysis, Inferential Statistics, Regression Analysis and Anova were used.

### Chi-Square Test of Goodness of Fit

**Null Hypothesis (Ho):** There is significant amount of time that the employees spending at work.

**Alternative Hypothesis (H1):** here is no significant amount of time that the employees spending at work.

O <sub>i</sub>	E <sub>i</sub>	O <sub>i</sub> -E <sub>i</sub>	(O <sub>i</sub> -E <sub>i</sub> ) <sup>2</sup> /E <sub>i</sub>
28	20	8	3.2
24	20	4	0.8
20	20	0	0
18	20	-2	0.2
10	20	-10	5
<b>100</b>	<b>100</b>		<b>9.2</b>

**Source: Primary Data**

Hence Ho is accepted at 5% of significant level. This means that the employees feel happy to spend time in IT industries

### Anova: 1

**Hypothesis: Employees experience has bearing on their perception of spending too much of time at work**

(H0): There is no significant difference of opinion that spending too much of time at work among experience groups of employees

(H1): There is significant difference of opinion that spending too much of time at work among experience groups of employees

Factors	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	8.329	3	2.777	2.869	.036
Within Groups	75.881	95	.968		
Total	84.210	98			

**Source: Primary Data**

Since  $p < 0.05$ , null hypothesis is rejected at 5% level of significance. Employees experience has bearing on their perception of spending too much of time at work. We can also infer that people 15-20yrs experience have a perception that they are spending so much of their time at work followed by people in 5-10yrs of experience.

#### Anova: 2

**Hypothesis: Higher experienced employees get more flexibility in work / sharing of work than the less experienced**

(H0): There is no significance difference of getting flexibility in work among the groups of experience of employees

(H1): There is significance difference of getting flexibility in work among the groups of experience of employees

Factor	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	19.093	3	39.698	65.758	.000
Within Groups	59.198	95	.604		
Total	78.290	598			

**Source: Primary Data**

Since  $p < 0.05$ , null hypothesis is rejected at 5% level of significance. Thus we can say that higher experienced employees get more flexibility in work / sharing of work than the less experienced. We can also see that people above 15 yrs of experience get full flexibility in sharing of work in case of emergency followed by people of 5-10 yrs of experience

#### Correlation:

**Hypothesis: Thinking about work, when not at work makes the employees stressed and they lose temper at home**

(H0): There is no relationship between thinking about work when not at work and lose temper at home because of stress

(H1): There is relationship between thinking about work when not at work and lose temper at home because of stress

Variable 1	Variable 2	P-value	coefficient
Lose temper at home because of stress	Thinking about work when not at work	0.000	0.219**

**Source: Primary Data**

Correlation is significant at the 0.01 level

#### Interpretation

Since  $p < 0.01$ , null hypothesis is rejected at 1% level of significance. Thus we can say that thinking about work, when not at work makes the employees stressed and they lose temper at home. Though the correlation coefficient is small, thinking about work when not actually at work increases the stress level of employees and make them lose temper home. A unit increases in thought of work increases the stress level of employees by 0.219.

#### FINDINGS

1. There is a significant difference of getting flexibility in work among the group of experience of employees. People above 15 yrs of experience get full flexibility in sharing of work in case of emergency followed by people of 5-10 years of experience
2. We can see that there is relationship between work pressures affecting sleep among the groups of experience of employees. The sleeping pattern is highly disturbed in employees of experience category 15-20 yrs followed by employees having more than 20yrs of experience.

3. It is evident that there is relationship between thinking about work when not at work and loses temper at home because of stress. By percentage, we can see that the correlation coefficient is small, thinking about work when not actually at work increases the stress level of employees and make them lose temper at home. A unit increases in thought of work increases the stress level of employees by 0.219

### SUGGESTIONS

1. A compensation plan can be charted out for every employee for their respective project in order to motivate them. So, by implementing suitable appraisals and promotion the organisation will convenient the employees with proper work life balance in order to meet their family requirements
2. The study indicates that the employees are pressurized against time due to working longer hours in the organization; company should adopt a system of measuring the employee performance by output, not by hours. This will set a healthy trend for employees to complete their tasks as well as build a sense of confidence and satisfaction among employees.
3. The organization can grow in size so that the work can be divided and the required work can be allocated properly without extending the working hours of the employees. Thereby reducing pressure and enhancing work-life balance
4. Most of the employees working more than 6 to 7 days in a week. So employer can provide winter and summer vacations for employees.
5. The company can come up with new and innovative ideas to improve the WLB programmes and practices, which can be benefit to the organisations bottom line.
6. The company can create congenial conditions in which the employees can balance with their personal needs.

### CONCLUSION

The overall conclusion is that long-term exposure of workers to excessive work hours and high levels of work-to-family interference elevates their risk of mental and physical health problems. Moreover, it is clear from the research that solutions to these potential problems must address workload and job demands, employee choice and flexibility in work hours and arrangements, organizational cultures, and the behaviours' of managers at all levels.

Findings from the current study are important to both employees and employers in terms of a deeper understanding of WLB and its effects on people's wellbeing, which consequently affects organizations' productivity and performance. Employees need to understand the priority at each point in their life and choose the right mixture of work and life activities for better work-life integration.

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