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A study on personal factors affecting Work life Balance of Women with reference to IT sector in Chennai

R. Vani,

MBA, M.Phil, Res

Research Scholar, Manonmaniam Sundaranar University vkvarshakarthis@gmail.com

V. Nagajothi,

Prof & Head, Department Of Business Administration, Rajah Serfoji Government
college, Thanjavur

profvnj@gmail.com

Abstract:

Work – life Balance of women employees has become an important subject since the time has changed from men earning the family living. In today's world where both men and women equally share the responsibility of earning for the betterment of their family life. Hence it is very necessary to know how the women balance very professional and domestic life. The aim of this paper is to analyze the demographic and personal factors affecting work life balance and satisfaction with work life balance of women employees in IT sector in Chennai.

Keywords: Work life Balance, IT sector, Private sector, Corporate life

1. INTRODUCTION

Work-life balance is a broad concept including proper prioritizing between career and ambition on one hand, compared with pleasure, leisure, family and spiritual development on the other. Work-Life Balance is the absence of

unacceptable level of conflict between work and non-work demands²⁴. It is the satisfaction and good functioning of work and at home with a minimum of role conflict.

Scholars defined life balance as fulfilling the demands satisfactorily in the three

basic areas of life; namely, work, family and private. There is no agreed definition of work-life balance but it does appear that the 'right' balance for one person may differ from the next. Balance is achieved in different ways for different people and has a different purpose for people. Some people do it to balance their caring responsibilities for children with work, while others want more time to themselves, engaging in leisure activities. Work-life balance, in its broadest sense, is defined as a satisfactory level of involvement or 'fit' between the multiple roles in a person's life (Hudson, 2005).

1.1 significance of the study:

It is widely recognized that employees who achieve a work-life balance that suits them work more efficiently, are more committed to their employers and are less likely to become ill as a result of stress. The present study tries to portray the dilemmas women professionals suffer from, when they are confronted with ideas and expectations of the traditional society at home and the demands of Conforming to the modern code of conduct at the work place. The study's findings will help to identify the individual and family variables related to work life balance.

2. REVIEW OF LITERATURE

2.1 Demographic/Individual factors and Work life balance:

Eileen Drew, Eamonn M. Murtagh, (2005) reveals that men seek WLB to resolve

commuting/working time issues. Women want to avail themselves of more flexible arrangements for family/quality of life reasons.

Diana Woodward, (2007) in her research on "Work-life balancing strategies used by women managers in British "modern" universities", reveals that women reported high workloads, requiring long working hours, which consumed time and energy otherwise available for other relationships and commitments and their own leisure. Women without dependent children were more likely to be able to redefine boundaries when necessary to favour work.

Steven H. Appelbaum, Neveen Asham, Kamal Argheyd, (2011) proven that married women who are intrinsically inspired to maintain their work-family balance face higher stress and more conflicts than those who do not. In addition, the glass ceiling was still evident in today's corporations, but mainly affecting the older generation of women professionals.

2.2 Personal Factors and Work life balance:

Rajadhyaksha and Velgach (2009) also found that women experienced significantly higher family interference with work as compared to men. However there were no significant differences between men and women in the experience of work interference with family.

“Women who are professionals would not be able to succeed without family support. Generating economic value for my country is as important to me as having a happy personal life.” Madhuri Dixit , Sulajja Firodia Motwani (2011).

3.RESEARCH METHODOLOGY:

3.1 Research Design

The purpose of this research was to study the relationship between individual related variables (age, gender and marital status); family related variables (Husband support, parental demands and household responsibility). Thus, descriptive research (survey) design was used to undertake the study.

3.2 Objectives:

1. To study the demographic factors that affects work life balance of women in IT sector.
2. To determine the personal factors affecting Work life balance of Women in IT sector.

3.3 Nature of Data and Sources of Data

Primary as well as secondary data are used for the study. Primary data is the data that is collected for the first time and that is original in nature. This data has been

collected through questionnaire. Secondary data is the data which has been collected by someone else. Secondary data has been collected from news papers, magazines, websites, general discussion with Employees in various IT sector.

3.4 Sample design

Convenience sampling method is used to collect data. A structured questionnaire was given to 100 respondents from TCS, Infosys, Wipro, HCL and CTS in Chennai which consisted of both open ended and close ended questions.

(A)Population: - Population includes Women Employees in IT sector in Chennai.

(B) Sample element: - Individual Women Employees are the sample element.

(C) Sampling technique: - Convenience sample technique is used to select the sample.

(D) Sample size: - The sample size of 100 respondents was taken from TCS, Infosys, Wipro, HCL and CTS in Chennai.

4.DATA ANALYSIS AND INTERPRETATION:

4.1 Percentage Method

Description	Particulars	Frequency	Percentage
Age	20-30yrs	71	71.0
	31-40 yrs	27	27.0
	41-50yrs	2	2.0
	Total	100	100.0
Educational Qualification	Diploma	2	2.0
	B.E/B.tech	49	49.0
	other U.G	18	18.0
	P.G	31	31.0
	Total	100	100.0
Designation	Engineer	4	4.0
	Lead Engineer	41	41.0
	Technical lead	28	28.0
	project Manager	12	12.0
	senior Manager	10	10.0
	General Manager	5	5.0
	Total	100	100.0
Marital Status	Single	34	34.0
	Married	65	65.0
	Divorced	1	1.0
	Total	100	100.0
No. of Children	.00	45	45.0
	1	40	40.0
	2	15	15.0
	Total	100	100.0

71% of women fall between the age group of 20-30 years, 49% of women are B.E/ B.Tech holders,41% of them are Lead

Engineers,65% of them are married and 45% of respondents have no children

4.2 Factor Analysis KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.732
Bartlett's Test of Sphericity	Approx. Chi-Square	778.037
	Df	66
	Sig.	.000

Personal factors	Factor loadings				Communalities (h ²)
	F1	F2	F3	F4	
My Husband helps me in household activities and supports in household/ family related problems.	.751				.599
My husband gives moral support in work-related problems	.883				.795
I expect my family to adapt to my career needs	.909				.865
I find it difficult to manage the childcare needs.		.896			.850
I am satisfied with the time spent with my children		.840			..710

I am satisfied with the arrangements made to look after my child.		.917			.865
My child expects me to be at home.		.945			.917
I attend all family and religious functions			.798		.738
I am going for family tour once in a while			.829		.688
I take care of my physical and mental health				.821	.757
I spend sufficient time for further studies and career development				.716	.636
I spend time for hobby				.675	.745
Eigen values	4.641	1.788	1.576	1.161	
Percentage of variance explained	38.677	14.898	13.130	9.674	
percentage of cumulative variance explained	38.677	53.575	66.705	76.379	

In this study KMO value is 0.732 which is more than the general rule (0.5). Bartlett's test of sphericity is to find out the relationship between the variables. A p-value is < 0.05 indicates that it makes sense to continue with the factor analysis, therefore it is concluded that there are relationships between the variables.

As evident from the table 5.1 Variables, My Husband helps me in household activities and supports in household/family related problems loaded as (0.751), My husband gives moral support in work-related problems loaded as (0.883), I expect my family to adapt to my career needs(0.909) on factor 1. Thus factor 1 can

be named as ‘Husband and Family support’.

As for factor 2, it is evident that I find it difficult to manage the childcare needs has the highest load of 0.896, I am satisfied with the time spent with my children be loaded as 0.840, I am satisfied with the arrangements made to look after my child (0.917) and My child expects me to be at home is loaded as (0.945), this factor can be termed as ‘Childcare’

Variables, I attend all family and religious functions loaded as (0.798) and I am going for family tour once in a while loaded as (0.829) on factor 3. Thus factor 3 can be named as “Tour and Functions”.

Variables, I take care of my physical and mental health loaded as (0.821), I spend sufficient time for further studies and career development(0.716) and I spend time for hobby loaded as(0.675) on factor 4. Thus Factor 4 can be named as “Selfcare”.

4.3 Multiple Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.684 ^a	.468	.445	.66605

a. Predictors: (Constant), self-care, childcare, Get-together, husband support.

ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	37.016	4	9.254	20.860	.000 ^b
Residual	42.144	95	.444		
Total	79.160	99			

a. Dependent Variable: I am satisfied with my work life balance

b. Predictors: (Constant), self-care, childcare, Gettogether, husband and family support

Coefficients a

Model	Unstandardized Coefficients		Standardize d Coefficients	t	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Up per Bo und
1 (Constant)	3.777	.367		10.294	.000	3.049	4.506
husband and family support	-.184	.037	-.523	-4.926	.000	-.257	.110
childcare	-.029	.016	-.191	-1.802	.075	-.060	.003
Gettogether	.088	.050	.137	1.748	.084	-.012	.187
Selfcare	-.006	.052	-.009	-.113	.910	-.110	.098

a. Dependent Variable: I am satisfied with my work life balance

In this study, satisfaction with WLB (Y) is dependent variable, Husband and Family support (X1), childcare (X2), Get together(X3) and Self-care (X4), are predictor variables.

The table shows that the combination of Husband and family support, Childcare, Get-together, and self-care contributed to 68% effect on satisfaction with WLB. The R2 for the overall study on the above four

variables suggests that there is a strong effect on this four independent variables on satisfaction with WLB. However, base on the adjusted R square value of 0.468, these elements contribute 46.8% to dependent variables. The F value (20.860) is significant which implies that the model is fit. It is clear that independent variable with higher level of β has higher impact on dependent variable. In this study result

reveal that the husband and family support ($\beta = -0.523$, $p < 0.01$) is the most influential factor towards satisfaction with WLB. Childcare, Get together and self-care did not show any significant contribution. The

standardized coefficients Beta column, gives the coefficients of independent variables in the regression equation

$$Y = -.523X_1 - .191X_2 + .137X_3 - .009X_4$$

4.4 ANOVA

I am satisfied with WLB	Mean	F value	Results
Age	20-30yrs-2.9718 31-40yrs-2.2963 41-50yrs-2.5000	6.289**	Rejected
Experience	Upto 1yr-3.5000 1yr-3yrs-2.9783 4yrs-6yrs-2.2632 7yrs-9yrs-2.4167 Above 9yrs-2.2222	7.256**	Rejected
Marital status	Single-3.7059 Married-2.3077 Divorced-2.0000	61.492**	Rejected
No. of Children	0 -3.3556 1 -2.3500 2 -2.2000	25.601*	Rejected

** Sig at 0.01

Table (4.22) clearly reveals that the mean score of 20-30yrs of Age (2.9718) is better than other age group respondents, up to 1yr experience (3.5000) mean score is better than other experience respondents, single respondents mean score (3.7059) is better than married and divorced respondents, respondents having no children mean score (3.3556) is better than other

respondents in satisfaction with Work life Balance.

5. SUGGESTIONS

Women expects more husband/family and in-laws support, childcare support as well as they are committed towards family. so, the Family members, Husband and in-laws can support Women in all aspects so that they can well balance work and life. If the Husband is understandable, it becomes easy for the

Woman employee to manage both family and job. Get together with friends and relatives and going for family tour once in a while can reduce mental pressure in family. Regular exercises, healthy food habit, mediation and other soft skill practices can improve the emotional balance of the Woman employees. Happy and Healthy relationship with Family members will ultimately result in good Work Life Balance for Women employees in IT sector.

6. CONCLUSION

The findings of the present study show that the Support from Family Members will play a significant role in balancing Personal and Professional lives of women in IT sector. The secret to work-life balance will vary depending on age, Experience, Marital status and No. of children. Hence Husband, in-laws and family members can support Women in balancing Work and Life. In conclusion, Husband and Family members support affects the work life balance of women employees in IT sector.

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