



A study on work-life balance among women employee in it sector with special reference to Coimbatore city

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Abstract

Employee work life balance (WLB) is a major driver in the organization that helps to achieve higher productivity. It is a healthy blend of both employee's work life and personal life. Married female IT professional face many challenge each such as carrying for a child, getting involved with their children's school lives, helping them with their homework while meeting job demands and making sure of their well being at all times. This study focuses on women employee working in IT sector in Coimbatore city. Data collected through questionnaires from 50 women employee in IT sector. Appropriate statistical tools were applied and interpretations were made. Suitable suggestions were made to improve the work life balance of the respondents.

Keywords: Information technology, employee job satisfaction, work stress

Introduction

The era of globalization and rapid technological development has changed people's lives dramatically. Science and technology play an extremely important role in the contemporary society. The roles of men and women have changed dramatically in the contemporary society. Women have got more freedom to express themselves and take active part in the development of technologies. The role of women in the growing field of information technology is charging the fact of the industry. As the industry grows and the demand for qualified employees expands beyond current boundaries, women are being offered more advanced positions within the IT field. 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 to perform. Work life can influence organizational productivity and also all the well being of the employees in different ways.

Objectives of study

- To know the demographic profile of the respondents.
- To study working condition of the respondents.
- To study the problems faced by women employees while balancing work and personal life.
- To identify the strategies adopted by the respondents to maintain work-life balance.

Scope of study

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

Statement of the problem

Lack of work flexibility, high work pressure and longer working hours are stressing out of many IT sectors, reducing their job performance and productivity as well as

causing broken homes. These have resulted poor employee input and performance at their job place, because an employee who finds it difficult tasks at his or her family life.

Limitations of study

- The study is limited to 50 responses.
- The study has been conducted in Coimbatore city.
- Some of the respondents were reluctant to share information.
- The result fully depends on the information given by the respondents which may be biased.

Research methodology

The research aims to study the work life balance of IT professional among the women employee in the Coimbatore district of Tamil Nadu. The primary data was collected by the investigators by using the questionnaire method for the purpose of the study 50samples were selected in the 6 IT Companies. The collected data has been analysed and interpreted by using simple percentage method and chi-square method.

Method of data collection

The data collected for this study is Primary data: The primary data are those which are called fresh from google forms for primary time.

Secondary data: Secondary data is a data collected from the internet, books, etc.

Area of study: The area of study is through Coimbatore city.

Sample size: Nearly 50 respondents from Coimbatore city were selected.

Tools used for analysis: Data analysis tools are simple percentage and chi-square.

Data analysis and interpretation percentage analysis

Table 1: showing the age of the respondents

Age of the respondents	Percentage	Respondents
21-25	74%	37
25-30	14%	17
Above 35	12%	7

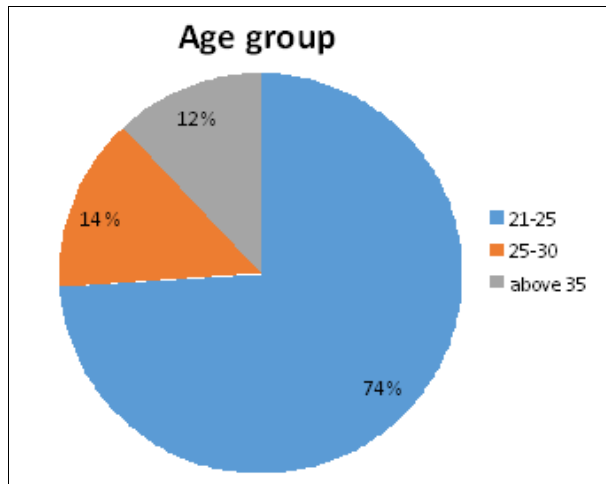


Fig 1: Chart showing the age of the IT women employee.

Interpretation

It is interpreted that it was found that the majority (74%) of the respondents are in age in 21-25 years.

Table 2: showing the employee spending enough time with their family.

Particulars	Percentage	Respondents
Yes	70%	35
No	30%	15

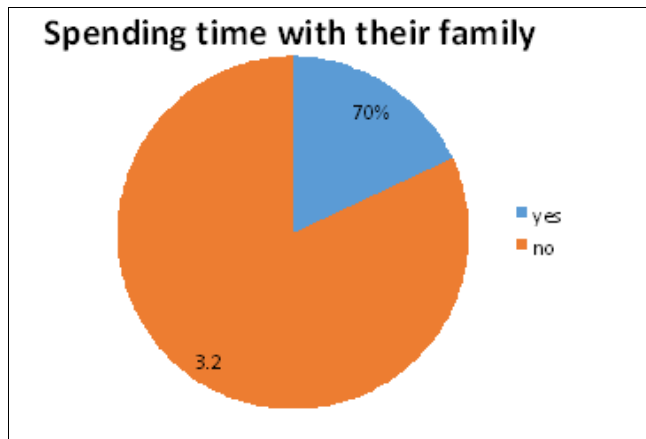


Fig 2: Chart showing the employee spending enough time with their family.

Interpretation

It is interpreted that it was found that the majority (70%) of the respondents are employee spending time with their family.

Chi-square analysis

Chi-square analysis formula: $\chi^2 = \sum (O_i - E_i)^2 / E_i$

Degree of freedom: $= (r-1) (c-1)$

H1: There is relationship between the occupation and the job interest level of female employee.

Table 3

Particulars	Highly satisfied	satisfied	Neutral	Disagree	Grand Total
Software engineer	8	5	3	0	16
Program developer	9	5	4	0	18
Trainer	4	3	2	0	9
Design engineer	4	2	1	0	7
Grand Total	25	15	10	0	50

Table 4: Chi-square

O	E	(O-E) ²	(O-E) ² /E
8	8	0	0
5	4.8	0.04	0.008
3	3.2	0.04	0.012
9	9	0	0
5	5.4	0.16	0.029
4	3.6	0.16	0.044
4	4.5	0.25	0.055
3	2.7	0.09	0.033
2	1.8	0.04	0.022
4	0.56	11.83	21.121
2	2.1	0.01	0.004
1	0.14	0.73	5.211
		Total	26.537

Source: primary data Significance level: 0.05

Result

The calculated chi-square value is (32.79) higher than the (7.815) table value. Hence the null hypothesis is accepted (H₀).

Findings

- Majority (74%) of the respondents below age group 21-25.
- Majority (70%) of the respondents are in educational qualification below UG.
- Majority (58%) of the respondents income is Rs. 30,000-50,000.
- Majority (48%) of the respondents are in occupation below Software engineer > Majority (58%) of the respondents the number of years experience 1-2.
- Majority (50%) of the respondents the job satisfaction level is satisfied.
- Majority (66%) of the respondents the provision of work life policy is flexible hours.
- Majority (52%) of the respondents in the satisfaction level of work time policy in highly satisfied.
- Majority (49%) of the respondents in the job interest level is job interest level.
- Majority (70%) of the respondents spending time with their family is no.
- Majority (76%) of the respondents are disclosing the issues with the children is disclosing.
- Majority (62%) of the respondents the spouse help in doing household chores is yes.
- Majority (53.1%) of the respondents in work who helps you to rear children is spouse.
- Majority (52.1%) of the respondents in the suggestion is good.

Suggestion

- Every IT companies should treat women with respect and dignity.
- Every companies should give opportunities to women for updating their knowledge in the particular field they work.

- Women employees should also be given equal priorities as that of men.

Conclusion

The need for balancing work-family of working women is very important. This study was able to measure the employee work-life balance and found weekly hours of work and stress associated with the work were very important to determinations of employees. The complicating demands of their roles with the help of their spousal. Once work-life balance has been defined and all its aspects analyzed, some conclusion can be drawn. Work life balance be different to different people depending upon the different stages of life.

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