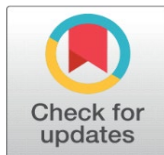


ASSESSMENT OF FACTORS AFFECTING WORK-LIFE BALANCE (WLB) OF WOMEN IT PROFESSIONALS: AN EMPIRICAL STUDY

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ABSTRACT

This article presents findings on the factors affecting the work-life balance of women working in the Information Technology (IT) sector. The information was gathered from 100 respondents selected through a convenience sampling method. These respondents are women IT professionals working in various organizations in Bengaluru city. A total of five hypotheses were formulated for the study to examine the correlation between these factors and work-life balance. Spearman's rho correlation test was conducted using SPSS software to analyze the correlation between the factors and work-life balance. The results convey that, for Hypothesis 1, (H1) alternative hypothesis is accepted, signifying that there is a significant positive relationship between family responsibilities and work-life balance. In Hypothesis 2- (H1) alternative hypothesis is accepted, indicating that there is a weak but statistically positive relationship between family members' support and their Work-Life balance. In Hypothesis 3- (H1) Alternative hypothesis is accepted, suggesting that the Current position in the organization significantly affects work-life balance negatively. In Hypothesis 4- (H1) alternative hypothesis is accepted, indicating that there is a strong positive relationship between Overtime work and work-life balance. In Hypothesis 5- (H1) alternative hypothesis is accepted, showing that there is a strong positive relationship between Commute time and work-life balance. All these factors are significantly correlated with the work-life balance of Women in the IT sector.

Keywords: Work- Life Balance, Factors, Women IT Professionals, Hypotheses, Bengaluru City

1. INTRODUCTION

The IT Sector has become a prominent industry in India, driving significant profits and offering various advantages like job creation, technological advancement, high salaries, skill development, improved infrastructure etc. The existence of the technical industry is solely dependent on its employees. In addition to men, women are also making substantial contributions to the IT industry. Despite conducting various studies on Work-Life balance, a significant issue with achieving balance remains for women professionals, especially in the IT sector. Despite this progress and the increasing number of women entering the workforce, which encourages the future generations, they continue to encounter Work-Life Balance difficulties –a Universal problem for all professionals in the world. Work-life balance difficulties expedite stress, anxiety, and a lot of other complications in their lives. Almost all organizations and employees recognize that work-life balance is key to a treasure like growth and success. Professional life and Personal life are like two parts of a

common balance, with their equilibrium being essential to achieving harmonious Life. Giving more prominence to either professional life or Personal life leads to an asymmetric life resulting in various negative consequences.

2. LITERATURE REVIEW

The following table says that the review synthesizes key findings derived from various studies that have investigated the work-life balance of women professionals across various sectors. It highlights valuable insights into the factors that significantly impact their ability to maintain an equilibrium between personal and professional responsibilities. These factors may include demographic factors, personal factors, work related factors, organizational factors etc. Additionally, the table sheds light on the unique challenges women faces in managing their work and personal lives, such as time constraints, lack of support, gender bias, career progression hurdles etc.

| S.No | Author's | Title | Year | Key Findings |
|------|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Jill E.Perry Smith, Terry C.Blum | Work-Family Human Resource Bundles and Perceived Organizational Performance | 2000 | Positive association with performance, support for theoretical perspective, moderating factors like firm age, and proportion of female employees shows impact on WLB. |
| 2 | C.S.Venkata Ratnam &V. Chandra | Work Life Balance: Review of Literature | 2009 | Definition & importance of WLB, Factors influencing WLB, Impact on employee outcomes, Organizational Practices |
| 3 | Malgorzatta Kluczyk | The Impact of Work-Life Balance on The Well-Being of Employees in the Private Sector in Ireland | 2013 | Negative impact of Work-Family conflict & Family-Work Conflict, Main causes of conflict, Recommendations for employees. |
| 4 | Rajesh.K. Yadav & Nishant Dabhade | Work-Life Balance and Job Satisfaction Among the Working Women of Banking and Education Sector – A Comparative Study | 2014 | Work-Life balance factors like supportive colleagues, favorable working conditions, mentally challenging work, equitable rewards and employee-oriented policies are playing vital role in work life balance. |
| 5 | Chouhan & Gupta | Work-Life Balance of Women employees in Education Sector | 2015 | Influence on Job satisfaction, factors affecting WLB includes workload, organizational support and personal responsibilities. |
| 6 | Mohammad Rezaul Karim | factors influencing work-life balance among the civil servants of Bangladesh with an Emphasis on Women Professionals | 2015 | Traditional gender roles, reasons for choosing civil service, Organizational challenges, gender specific challenges |

3. RESEARCH METHODOLOGY

3.1. STATEMENT OF THE PROBLEM

This study seeks to investigate the correlation between these factors and Work-Life balance for women IT professionals in Bengaluru city

3.2. OBJECTIVE OF THE STUDY

The objective of this study is to examine the correlation between key factors - such as family responsibilities, support from family members', current position in the organization, over time, commute time -and the work life balance of women professionals in the IT sector.

3.3. SAMPLE SIZE

The present study was conducted in Bengaluru city, focusing on women professionals working in the IT sector. A sample of 100 Women IT professionals was selected to gather primary data for the research.

4. DATA ANALYSIS

The primary data for this study was collected through Google Forms filled out by women IT professionals to understand the factors affecting work life balance and their impact. The questions were designed using 5-point Likert scale. The study aims to examine whether a correlation exists between factors like family responsibilities, Support by family members, Current position in the organization, Over time, commute time and their impact on work life balance.

To analyze this correlation, the Spearman's rho correlation test was used. With SPSS software, the following hypotheses were formulated to investigate the relationship between these factors and their impact on work life balance.

5. HYPOTHESES FORMULATED:

The following table presents the hypothesis formulated to examine the Correlation. between various factors and work life balance among women IT professionals:

| Hypothesis | Null Hypothesis (H_0) | Alternative Hypothesis (H_1) |
|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| 'Relationship between Time Spent on Family responsibilities and Impact of family responsibilities on Work-life balance' | Family responsibilities do not meaningfully impact an individual's work-life balance. | Family responsibilities have a meaningful impact on an individual's work-life balance. |
| 'Relationship between family members support and Improvement in Work-Life balance' | Support from family members does not influence work-life balance significantly. | Support from family members significantly influences work-life balance. |
| 'Relationship between current position in the organization and Ability to Maintain Work-Life Balance' | An individual's current role within the organization is not significantly related to work-life balance | An individual's current role within the organization significantly affects work-life balance. |
| 'Relationship between over- time and impact on work life balance' | Working overtime does not significantly impact work-life balance. | Working overtime significantly impacts work-life balance. |
| 'Relationship between commute time and its impact on work life balance' | The time spent commuting has no substantial effect on work-life balance. | The time spent commuting substantially affects work-life balance. |

Data Analysis and Interpretation:

1) Education Qualifications of women IT Professionals

The following table displays the educational qualifications of the respondents.

Qualification of Women IT Professionals

| Table1: Qualification of Women IT professionals | | | | | |
|-------------------------------------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | UG | 65 | 65.0 | 65.0 | 65.0 |
| | PG | 35 | 35.0 | 35.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

From the above table, we can infer that 60% of the respondents have undertaken under graduation studies while the remaining 35% of them have undertaken post-graduation studies.

2) Designation level of Women IT Professionals

| Table2: Designation of Women Professionals of IT Sector | | | | | |
|---------------------------------------------------------|-----------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Trainee | 15 | 15.0 | 15.0 | 15.0 |
| | Junior level | 20 | 20.0 | 20.0 | 35.0 |
| | Associate level | 45 | 45.0 | 45.0 | 80.0 |
| | Managerial role | 10 | 10.0 | 10.0 | 90.0 |
| | Executive role | 10 | 10.0 | 10.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

From the above table, we can infer that a majority of 45% of the respondents hold the designation of Associate, 15% are trainees, 20% are at junior level ,10% hold executive roles, and the remaining 10% are in managerial roles.

Testing of Hypothesis:

3) Relationship between Time Spent on Family responsibilities and Impact of family responsibilities on Work-life balance

Family responsibilities became the main objective for every woman to attain. The following data analysis interprets the correlation between the time spent on family responsibilities and its impact on Work-Life balance.

Table3 Relationship between Time Spent on Family responsibilities and Impact of family responsibilities on Work-life balance

| Spearman's Rho | Correlations | | Time Spent on Family responsibilities | Impact of family responsibilities on Work-life balance |
|------------------------------------------------------------|--------------------------------------------------------------|----------------------------|---------------------------------------------|--------------------------------------------------------------|
| | Time Spent on Family responsibilities | Correlation C-efficient | - | - |
| | | Sig.(2-tailed) | | |
| | | N | 100 | 100 |
| | Impact of family responsibilities on Work-life balance | Correlation C-efficient | .764** | -- |
| | | Sig.(2-tailed) | <.001 | |
| | | N | 100 | 100 |
| **Correlation is significant at the 0.01 level (2-tailed). | | | | |

From the above analysis of data, it can be interpreted that the significance value P is reports as <0.001, which is highly significant ($p < 0.01$) & the Spearman's rho Co-efficient Value is 0.764, indicating that there is a strong and statistically significant positive relationship between two variables.

Hypothesis 1: Accepted Alternative Hypothesis (H1), indicates the respondents who spend more time on family responsibilities experience a greater impact on their work-life balance.

4) Relationship between Family members support and Work life balance

Family members support plays a vital role in the life of every working woman. but the balancing depends on the amount of support given by the family members.

Table 4 Relationship between family members support and Improvement in Work-Life balance

| Spearman's Rho | Correlations | | Family Members Support | Improvement in Work-Life balance |
|-----------------------------------------------------------|-------------------------------------|----------------------------|---------------------------|-------------------------------------|
| | Family Members Support | Correlation C-efficient | - | |
| | | Sig.(2- tailed) | | |
| | | N | 100 | |
| | Improvement in Work-Life balance | Correlation C-efficient | .208* | -- |
| | | Sig.(2- tailed) | .038 | |
| | | N | 100 | 100 |
| *Correlation is significant at the 0.05 level (2-tailed). | | | | |

From the above data analysis, it can be interpreted that the significance value P is lesser than 0.05 i.e. $P = 0.038$, that we reject the null hypothesis, means there is no correlation between the two variables and accept the alternative hypothesis. Therefore, there is a weak but statistically significant positive relationship between family member's support and improvement in work-life balance.

Hypothesis 2: Accepted Alternative Hypothesis (H1), indicates that the support from family members has a measurable impact on improving Work-Life balance.

5) Relationship between current position in the organization and ability to maintain Work-Life balance

The following data analysis indicates that there is a significant relation between the current position in the organization and their ability to maintain Work-Life balance:

Table 5 Relationship between current position in the organization and Ability to Maintain Work-Life Balance

| Spearman's Rho | Correlations | | Current Position in the Organization | Ability To Maintain Work- Life Balance |
|------------------------------------------------------------|-------------------------------------------|----------------------------|-----------------------------------------|-------------------------------------------|
| | Current Position in the Organization | Correlation C-efficient | - | |
| | | Sig.(2- tailed) | | |
| | | N | 100 | |
| | Ability To Maintain Work- Life Balance | Correlation C-efficient | -.847** | -- |
| | | Sig.(2- tailed) | <.001 | |
| | | N | 100 | 100 |
| **Correlation is significant at the 0.01 level (2-tailed). | | | | |

From the above data analysis it can be interpreted that the significance value <0.001 i.e. less than the significance level 0.01, we reject the null hypothesis and accept the alternative hypothesis, its co-efficient of correlation is -0.847 indicates that there is a statistically significant negative relationship between the current position in the organization and the ability to maintain work-life balance.

Hypothesis 3: Accepted Alternative Hypothesis (H1), indicates that the individuals in higher positions experience greater challenges in maintaining a healthy work-life balance.

6) Relationship between overtime and impact on work life balance

The following data analysis indicates that there is a significant relation between the overtime and the work-life balance:

Table 6 Relationship between Over- time and impact on work life balance

| Spearman's Rho | Correlations | | Overtime | Impact On Work Life Balance |
|------------------------------------------------------------|-----------------------------|-------------------------|----------|-----------------------------|
| | Overtime | Correlation C-efficient | - | |
| | | Sig.(2-tailed) | | |
| | | N | 100 | |
| | Impact On Work Life Balance | Correlation C-efficient | .896** | -- |
| | | Sig.(2-tailed) | <.001 | |
| | | N | 100 | 100 |
| **Correlation is significant at the 0.01 level (2-tailed). | | | | |

From the above data analysis, it can be interpreted that the significance value P is <0.001 which is less than the significance level 0.01; we reject the null hypothesis and accept the alternative hypothesis. Co-efficient of Correlation is 0.896 indicates that there is a statistically strong positive relationship between overtime and its impact on work-life balance.

Hypothesis 4: Accepted Alternative Hypothesis (H1), indicates that the amount of overtime increases, the negative impact on work-life balance also increases.

7) Relationship between commute time and its impact on work life balance.

The following data analysis shows that there is a significant relation between the commute time and the work-life balance:

Table 7 Relationship between commute time and its impact on work life balance

| Spearman's Rho | Correlations | | Commute Time | Impact on Work Life Balance |
|------------------------------------------------------------|-----------------------------|-------------------------|--------------|-----------------------------|
| | Commute Time | Correlation C-efficient | - | |
| | | Sig.(2-tailed) | | |
| | | N | 100 | |
| | Impact On Work Life Balance | Correlation C-efficient | .830** | -- |
| | | Sig.(2-tailed) | <.001 | |
| | | N | 100 | 100 |
| **Correlation is significant at the 0.01 level (2-tailed). | | | | |

From the above analysis of data, it can be interpreted that the significance value P is <0.001 i.e. less than significant value 0.01, We reject Null hypothesis and accept Alternative hypothesis. The value of Correlation Co-efficient is 0.830 indicates a strong positive relationship between commute time and its impact on Work-Life balance.

Hypothesis 5: Accepted Alternative Hypothesis (H1), indicates as the commute time increases, the negative impact on work-life balance also increases significantly.

6. CONCLUSION

The study concludes that key factors such as family responsibilities and work-life balance among women IT professionals exhibit a strong positive relationship. It indicates that an increase in family responsibilities negatively impacts work-life balance. Furthermore, the relationship between family members' support and work-life balance demonstrates a weak yet statistically significant positive correlation. The current position within the organization has a substantial influence on the work-life balance of women IT professionals across various roles, reflecting a strong positive correlation. Additionally, increased overtime work negatively affects the work-life balance of women IT professionals, while commute time shows a significant relationship with work-life balance.

CONFLICT OF INTERESTS

None.

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