

# Employee Work-Life Balance in the IT Industry

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## Abstract

*The success of any organizations depends on its workforce. Particularly the IT industry should be flexible enough to develop commitment and talent in their workforce. To satisfy organizational goals and employee needs they must follow a strategy for improving employees' life-long balance. This study has been collected from experts working in IT companies in Bangalore. This paper aims to investigate factors affecting work life balance, work-life balance arrangements, as well as the benefit of employees and work-life balance on employee work, family life, personal life and employee relationship with employees and employees. Literary analysis and data available many employees face difficulties in adjusting their family life and personal life with their organizational workload.*

**Key words:** Work-life balance, Personal life, Professional life, Human relationships

## I. INTRODUCTION

India is one of the most preferred outsourcing destinations. The Indian ITES IT industry contributed to the domestic economy over the years. It provides valuable assistance to the service sector (NASSCOM, 2011). Decanters of English-speaking Employees Discount and Availability In the industry, key growth drivers, expertise, service quality and productivity compete in the Indian ITES IT industry in the global market. Human resources issues that are considerable in ITs are working conditions, organizational management, labor relations, work force empowerment and work-biological balance. Stability of the person's life complexity and balance of consciousness with environmental and personal resources such as work, life balance, person, life, society, employer, occupation, geography, information, economics, personality or values (Crocker et al, 2002). Work life balance is a concern for the contemporary technology, population, market and institutional changes associated with it. Increasing demand for work-life balance IT companies had to undertake some programs, including alternative work arrangements, flexible working hours, family care responsibilities, and benefits and benefits for employee help programs. Such policies are called 'work-life benefits and practices' (WLBPs). WLBPs help employees improve their commitment, courage, satisfaction and performance in order to reduce the

level of intensity and intensity of employees (Brook, and others, 2002). The technology that helps people connect is where the boundaries between work and personal lives are drawn

## II. LITERATURE REVIEW

R. Beral and S. Bhargava (2011) analyzed the family-friendly ownership of owners in India reflecting various welfare provisions, and concerns to employers after industrialization. Over time, such programs range from scope and coverage and are based on further personal development and family well being. Burke, (2002) found that both men and women were willing to work in organizations that support working-life balance. Men have more profit than women. If women do not allow work to care for their family, they are happy, frustrated and disappointed. They take tight borders between work and families and they do not want to cross someone else.

Helen de Sier et al. Al. (2005) Attracting and retaining company valuable employees in a valuable employee market is a strong motivating factor for increased institutional awareness and action regarding the implementation and management of WLB strategies. Despite some success in some years, there are considerable challenges to the management and management of WLB strategies.

Hyman et al. (2004) with the pressures of the workplace and the lack of a work force, the job of the job is to work in places. Such infiltrations often differ depending on the type of work, independence and institutional support.

Thompson, (2002) Work-Life Initiatives Word Five (5) categories namely , (1) timing-time strategies, telecommunication and job sharing; (2) Information-based strategies such as rehabilitation, large care resources, company work / life balance intranet; (3) payment of money-based strategies to pay for scholarships and scholarships; (4) live services such as onsite child care, concierge services and takeout treats; And (5) the culture-change strategies that train or focus on job performance are not an office face.

Gibson, (2006) gave two explanations about the company's performance and life interaction integration: (1) The compensation effect indicates that

employees will replace the work for a lower work or personal life seeking content in the other domain; And (2) the spillover view that indicates that the job satisfaction covers a work life and vice versa.

RakeshYadav (2011) explains that the reasons for the impact of personal life, physical factors and unrelenting working hours from the HR perspective can be reduced by giving extra breaks to employees who work continuously in the shift for five days. Employee holidays with holidays of workers and employees with wellness programs and stress busters.

**III. OBJECTIVES OF THE STUDY**

1. To study the understanding of the employee on the factors affecting the work-life balance.
2. To determine the work-biological balance arrangements that the respondents have utilized.
3. To analyze the effect of work-life balance on career life, personal life and management and jobs associated

with employees.

**IV. SAMPLE DESIGN**

The current study was done by choosing IT specialists in Bangalore city. A sample of 200 employees was selected to collect basic data. The respondents came from ten (10) IT companies. The simplest model method has been adapted to study in a more accurate and easy way.

**V. DATA COLLECTION**

Both primary and secondary data are used to make the right decisions. The basic information is collected using interview and questionnaire. Secondary information is mainly derived from the literature of science.

**VI. STATISTICAL TOOL USED**

The collected data had been analyzed by using mean rating scores.

**VII. ANALYSIS AND INTERPRETATION**

**Table No1: General Profile of Respondents**

Factors	Classification	No. of Respondents	Percentage
Age	20 – 25 Years	40	20%
	26 – 30 Years	102	51%
	31 – 35 Years	22	11%
	Above 35 years	18	9%
Sex	Male	114	57%
	Female	80	40%
MaritalStatus	Single	96	47%
	Married	100	50%
	Separated	3	2%
Experience	1-2 years	110	55%
	3-5 years	29	15%
	5-7 years	33	17%
	7-9 years	21	10%
	Above 9 years	7	3%
Income- Level	Rs 10000 -Rs 15000	97	48.5%
	Rs 15001-Rs 20000	69	34.5%
	Rs 20001 –Rs 25000	26	13%
	More Than Rs 25000	6	3%

**Table No.2: Frequency of Respondents having difficulty in adjusting their family life with their Organizational workload**

Response	Frequency	%
Yes	134	65
No	50	28
Undecided	16	7
<b>Total</b>	<b>200</b>	<b>100.00%</b>

The above table indicates that 65 per cent of respondents will have difficulty adjusting their family life to the demands of their work. 28% of respondents have no problem in adjusting their family life with work.

**Table No.3: Frequency of Respondents having problems with adjusting their Personal Life with Organizational Workload**

Response	Frequency	%
Yes	106	53
No	83	41.5
Undecided	11	5.5
<b>Total</b>	<b>200</b>	<b>100.00%</b>

Table number 3 shows that 53% of respondents face problems with personal life and workload and 41.5% of respondents have no problem in adjusting their personal life with organization performance

**Table No 5: Perception towards Factors affecting Work-life balance**

Factors	Mean
Support from Management	4.31
Support from colleagues	3.33
Organizational change	3.26
Work life conflict	4.22
Psychological distress	4.65
Physical Health	4.01
Work overload	4.21
Working hours	4.08
Managerial style	4.49
Additional job responsibilities	3.74
Family support	3.67
Having children	4.15
Personal financial problems	3.50
Scale 1 = Strongly Disagree, 2 = Disagree, 3 = Somewhat Disagree 4 = Neither Agree or Disagree, 5 = Somewhat Agree, 6 = Agree, 7 = Strongly Agree	

From Table No.2 it can be inferred that psychological distress is perceived as having the greatest impact on Work-Life Balance with mean score of 4.65. Work overload is considered to be the next most influencing factor on Work-Life Balance with mean score of 4.21, followed by the ‘support from top management’ having a mean score of 4.31. Managerial style, work life conflict, having children, working hours, and physical health are some of the other factors that are considered to be strongly affecting work-life balance.

**Table No.6: Work-life balance arrangements availed of by Respondents**

Arrangements availed by Respondents	Mean
Flexi-time	4.19
Parental Leave	3.24
Sick Leave	3.98
Earned Leave	3.66
Casual Leave	4.44
Compassionate leave	3.52
Additional Leave in exchange for reduced pay	3.11
Job Sharing Scheme	4.60
Flexible break provision	4.11

Shorter working week	4.02
Term Time Working Scheme	3.76
Half-time work	4.00
Ad-hoc arrangements to facilitate caring needs	2.99
Events for Family members of the employees	2.68
Scale 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always	

The above table shows that flexi time arrangement has been availed by maximum number of respondents with mean score of 4.19 followed by casual leave arrangement with mean score of 4.44. Sick leave, flexible break provision, half time work, and shorter working week are some of the other arrangements that have been availed by maximum number of respondents.

**Table No.7: Impact of Work-life Balance**

<b>Self Health</b>	<b>Mean</b>
I get adequate sleep	3.68
I get enough time to give myself, exercise, hobbies and sports	3.12
I do not suffer from headaches or migraine	2.87
I am mentally and physically active	3.52
<b>Family and friends</b>	
	<b>Mean</b>
I get adequate time to spend with family and friends	3.18
I am able to meet my home demands	2.92
I get adequate time for personal responsibilities	2.88
<b>Relationship with Colleagues and Management</b>	
	<b>Mean</b>
I get enough time to interact with colleagues and Management	3.33
I am able to build strong relationship with Colleagues and Management	3.55
I am able to express myself effectively	3.15
<b>Work Environment</b>	
	<b>Mean</b>
I am able to achieve my targets	3.68
I am enjoying my work	3.57
I am able to enhance my skills	3.28
Scale 1 = Strongly Disagree, 2 = Disagree, 3 = Somewhat Disagree, 4 = Neither Agree or Disagree, 5 = Somewhat Agree, 6 = Agree, 7 = Strongly Agree	

Table No.7 reveals that with regard to impact of Work-life balance on self health, the highest mean score was for ‘mentally and physically active’ followed by second highest mean score for ‘getting adequate sleep’. The least mean score was for ‘not suffering from headaches or migraine’. With regard to impact of Work-life balance on family and friends, the highest mean score was for ‘getting adequate time to spend with family and friends’ followed by mean score for ‘getting adequate time for personal responsibilities’. The least mean score was for ‘meeting my home

demands’. With Work-life balance, the employees are able to build a stronger relationship with their management and colleagues but the least mean score was for ‘expressing effectively to management and colleagues’. The impact of Work-life balance on Work environment shows highest mean score for ‘achieving targets’ followed by second highest mean score for ‘enjoying work’. The least mean score was for ‘enhancing skills’.

## VIII. CONCLUSION

Work schedule in IT segment is exceptional. Such goals are accomplished as such. Employees interact with different types of callers. Some of them are discouraged and are annoyed. The quality of service needs to be maintained at the same time. All of these can fire employees and lead to stress. IT companies are trying to bring the worker's balance of life by maintaining the performance of working from home, working at home, and swap, helping to maintain talent, increase work quality and keep employees happy. The convenience of work relieves stress and helps in better time management. Compared to nuclear families, employees living with common families are more comfortable. Work-life balance requires co-operation and coordination at national, governmental, institutional as well as individual level.

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