

A COMPARATIVE STUDY BETWEEN WORK – LIFE BALANCE OF MALE AND FEMALE EMPLOYEES OF IT INDUSTRY

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ABSTRACT

Work-life balance is a concept that has become an integral aspect of modern living. Although understanding the meaning of this phrase is simple, practical acceptance appears to be tough. Men and women are both experiencing work-life imbalance. Indian companies are looking at ways to provide flexible work schedules, part-time employment, amenities, and child care options. The objectives of this study are to identify the primary cause for the imbalance between work and life and impact of work life balance on males and females of IT industry. To gather the data structured five point Likert's scale questionnaire was used. A survey was conducted with the sample size of 110. To test the hypotheses correlation and regression statistical tests were applied. According to the findings it is found that females agree that they are satisfied with their work-life balance as compared to the males.

Keywords: *work-life balance, IT industry, work-from home, stress*

INTRODUCTION: Work-life balance generally includes building and maintaining friendly and healthy workplaces that allow workers balance between personal and professional duties and thereby enhance productiveness and employee's loyalty. Work-life balance implementation in organizations is often viewed as a benefit to employees.

In the present situation, an employee is not just searching for a position inside the organization but is also worried about finding a balance between their professional and personal life as well as their own wellbeing and happiness. A company will have great success raising employee happiness at work if it complies with these conditions and relies on offering more career prospects. (Hasan bin Saleh ,2015).

A good work-life balance minimises absenteeism, improves productivity and enhances company image, employee loyalty and dedication, increases retention of valued employees and lower staff turnover rates. (Lazar, I., Osoian, C., & Ratiu, P. 2010)

OBJECTIVES OF THE STUDY

1. To determine the primary cause of imbalance between work and life.
2. To study the impact of work-life balance on males and females of IT industry
3. To study the consequences of improper work-life balance in males & females of IT industry.

LIMITATIONS OF THE STUDY:

- a. The data that is collected will be limited to Karnataka state only. The study is limited only to IT industry and therefore cannot be summarized to other industries.
- b. The study is based on primary data, which have their own constraints such as biased responses, altered answers etc.

REVIEW OF LITERATURE:

AUTHOR	YEAR	FINDINGS
Trivedi Krupa Udaykumar	2022	The study says that work-life balance is essential for human sustainability and to identify the cause that influence work-life equity and the encounter of this cause on women and men. It also found that emotional intelligence, support from fellowship and healthy working conditions have been shown to originally contribute to an employee’s work-life balance. The sampling size of the study was 122 banking professionals from Gujarat
Nikhath Tabasum et al	2020	This article discusses gender difference in work-life balance. Difficulty in the work-life balance is a problem for both men and women. Although businesses are crucial in preserving a supportive work place environment to boost work-life balance. This article also discuss how workplace might be made more comfortable or employees and advantageous to their professional journey. This research is from international research journal on advanced science hub.
Dr. Yashwant Singh Rawal and Dr. Madhu Murdia	2017	This study focuses on investigation and comparison of work-life balance levels of men and women of an educational institution. The study also concludes that both men and women have modest levels of work-life balance. However, men have been found to handle work-life more effectively than women. The sample size was 90. The paper is from International Journal of Applied Services Marketing Perspectives.

RESEARCH METHODOLOGY:

TABLE 1: RESEARCH METHODOLOGY

Research design	Descriptive
Data collection method	Random sampling method
Data sources	Primary
Sample area	Employees of IT industry from Bengaluru
Sample size	110
Research Instrument	Questionnaire
Type of Questionnaire	Structured
Statistical tool used	SPSS
Scaling Technique	Likert’s Five Point Scale

DATA ANALYSIS AND INTERPRETATION

TABLE 2 : GENDER OF THE RESPONDENTS

SL. NO	PARTICULARS	FREQUENCY	PERCENTAGE OF RESPONDENTS
1.	Male	54	49.1%
2.	Female	56	50.9%
	Total	110	100%

TABLE 3 : AGE OF THE RESPONDENTS

SL. NO	PARTICULARS	FREQUENCY	PERCENTAGE OF RESPONDENTS
1.	Below 25	71	64.5%
2.	25 - 35	15	13.6%
3.	35 – 45	11	10%
4.	45 – 55	11	10%
5.	Above 55	2	1.8%
	Total	110	100%

INFERENCEAL ANALYSIS

Analysis 1

Hypothesis 1

H₀: There is no significant relationship between Gender and Work-life balance

H₁: There is a significant relationship between Gender and Work-life balance

Correlations

		Gender	WLB
Gender	Pearson Correlation	1	-.007
	Sig. (2-tailed)		.942
	N	110	110
WLB	Pearson Correlation	-.007	1
	Sig. (2-tailed)	.942	
	N	110	110

Interpretation- Since the P value(significant value) is greater than 0.05 (i.e., 0.942 > 0.05) H₀ is accepted and H₁ is rejected at 5% level of significance. Therefore, we conclude that there is no significant relationship between gender and work-life balance.

ANALYSIS 2

Hypothesis 2

H₀: There is no significant impact of personal life factors on work-life balance

H₁: There is a significant impact of personal life factors on work-life balance

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.535 ^a	.286	.280	2.78528

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	335.976	1	335.976	43.308	.000 ^b
	Residual	837.842	108	7.758		
	Total	1173.818	109			

Interpretation: Since the P value(significant value) is less than 0.05 (i.e., 0.00<0.05) H₀ is rejected and H₁ is accepted at 5% level of significance. Therefore, we conclude that there is a significant impact of personal life factors on work-life balance

FINDINGS:

- a) From the analyses it is found that females agree that they are satisfied with their work-life balance as compared to the males.
- b) The major causes for the work life balance is having proper technology (software, mobiles, laptops etc.) and child care facilities provided to mothers and to people who live afar need work from home facilities.
- c) The major impacts of not having work-life balance is not spending time with family and friends, improper sleep pattern from heavy work load, and having healthcare facilities.
- d) The positive impacts of having proper work life balance is that it reduces absenteeism among the employees.

SUGGESTIONS: The suggestions of the study are the organization should support its employees in achieving their goals in both their professional and personal lives. In order to provide employees more time for their private lives, companies should cut back on excess time. The identified findings indicate that both men and women genuinely believe that flexible work schedules may improve WLB. The suggestion for the males who lack work-life balance is that scheduling the work priorly. The employees must prioritize the important work and least important work then should proceed to work. In order to have a peaceful mind, exercise regularly, meditate daily and having a time for oneself. Having a good relationship with co-workers also leads to peace of mind. Setting the boundaries for all kinds work also help in maintaining work-life balance

CONCLUSIONS: The realities of work-life balance in the Indian context are revealed by this research. Work-life balance may be improved with the right implementation of flexible scheduling, child care services, part-time employment, and work from home options. Another key element that promotes work-life balance is having a proper technology for the work. The selected employees' responses served as the foundation for this investigation. These replies vary depending on the sample size and type. Additionally, it is acknowledged that in order to promote job satisfaction, which might be started by businesses, individual distinctions must be properly highlighted. Even though the study was limited to IT professionals, the findings have opened up a number of new areas for additional studies on the subject of WLB.

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