A Study on Work Life Balance of Employees at IT Sector, Chennai

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Abstract:

This study focuses on the work life balance of the IT employees, Chennai . Work place, Attitudinal and stress, Work pressure, Fulfill others expectation are the factors affecting the work life balance. The suggestions are made to enhance the work life balance among the IT employees. To analyze it various statistical tools like chi-square, correlation are used. The sampling used in this study is judgment sampling. The sample size is chosen for the survey is 120.

Keywords: *work pressure, Work-life integration (WLI), Fulfil other expectation, Attitudinal and stress.*

Need and Scope of the Study

The right balance for an individual is differ in each stage of life . For, instance when he/she is single will be different from when he/she gets married or when he/she is nearing retirement. The balance between the work and personal life get differ for each and every individual. There is no one specific style to be followed because all individuals have different priorities and different life style. However, it is not only just balance that an individual desires, since the term 'balance' connotes choosing from the two options-work life and personal life. What one actually seeks is work-life integration [WLI]. Work-family practices should be focused as part of overall HR and business strategy that is related to a firm's competitive advantage.

Objectives of the Study

1. To examine the factors influencing work life balance of employees at IT Sector Chennai
   - ➤ To analyze the factors affecting work life balance
     - Workplace
     - Attitudinal and stress
     - Work pressure
     - Fulfill others expectation
   - ➤ To analyze the types of employer support (work - life initiatives)
     - Time and place flexibility
     - Information
     - Direct
2. To suggest measures to enhance work life balance at IT Sector Chennai

Research methodology

It refers to the number of element of the population to be sampled. The sample size is chosen for the survey is 120. Judgment Sampling techniques is used to select a sample of 120 employees in IT sector by collecting data through a standardised questionnaire with 27 statements measured by using 5 point Likert's scale. Statistical tools used are Chi-Square, Correlation.

Chi square test analysis between work experience and job satisfaction

Hypothesis-1

Null Hypothesis: (H_O) There is no association between work experience and job satisfaction

Alternative Hypothesis: (H_1) There is an association between work experience and job satisfaction

Job satisfaction	Observed N	Expected N	Residual
Disagree	3	30.0	-27.0
Neither agree nor disagree	2	30.0	-28.0
Agree	50	30.0	20.0
strongly agree	65	30.0	35.0
Total	120		

Work experience	Observed N	Expected N	Residual
Below10 years	8	40.0	-32.0
10-20 years	78	40.0	38.0
Above 20 years	34	40.0	-6.0
Total	120		

Test Statistics	Job satisfaction	Work experience
Chi-Square	104.600[a]	62.600[b]
Df	3	2
Asymp. Sig.	.000	.000

INFERENCE

Since the p value (.000) is less than the significant level (.005), we reject the null hypothesis (H₀). Thus, we conclude that there is an association between work experience and job satisfaction

Chi square test analysis between work experience and organizational commitment

Hypothesis-2

Null Hypothesis: (H₀) There is no association between work experience and organizational commitment

Alternative Hypothesis: (H₁) There is an association between work experience and organizational commitment

Organizational commitment	Observed N	Expected N	Residual
Strongly disagree	1	24.0	-23.0
Disagree	1	24.0	-23.0
Neither agree nor disagree	4	24.0	-20.0
Agree	67	24.0	43.0
Strongly agree	47	24.0	23.0
Total	120		

Work experience	Observed N	Expected N	Residual
Below 10 years	8	40.0	-32.0
10-20 years	78	40.0	38.0
Above 20 years	34	40.0	-6.0
Total	120		

Test Statistics	Organizational commitment	Work experience
Chi-Square	159.833[a]	62.600[b]
Df	4	2
Asymp. Sig.	.000	.000

INFERENCE

Since the p value (.000) is less than the significant level (.005), we reject the null hypothesis (H₀). Thus, we conclude that there is association between work experience and organizational commitment

CORRELATION

HYPOTHESIS 3 - There is a relationship between workplace, work pressure and fulfil others expectation.

		STRESS
Work place	Pearson Correlation	.430**
	Sig. (2-tailed)	.000
	N	120
Work pressure	Pearson Correlation	.246**
	Sig. (2-tailed)	.007
	N	120
Fulfil others expectation.	Pearson Correlation	.284**
	Sig. (2-tailed)	.002
	N	120

Inference of Correlation:

▪ There is a positive relationship between "workplace" and "stress" (r= .430). The correlation coefficient between workplace and stress is 0.430 which indicates 43 percentage of positive relationship between workplace and stress is significant at (p<.000)

▪ There is a positive relationship between "work pressure" and "stress" (r= .246). The correlation coefficient between work pressure and stress is 0.246 which indicates 24 percentage of positive relationship between work pressure and stress is significant at (p<.007)

▪ There is a positive relationship between "fulfil others expectation" and "stress" (r= .284).

The correlation coefficient between fulfil others expectation and stress is 0.284 which indicates 28 percentage of positive relationship between fulfil others expectation and stress is significant at (p<.002)

HYPOTHESIS 4 - There is positive relationship between workplace and fulfil others expectation.

		Work place
Work pressure	Pearson Correlation	.478**
	Sig. (2-tailed)	.000
	N	120
Fulfil other expectation	Pearson Correlation	.149
	Sig. (2-tailed)	.105
	N	120

Inference of correlation:

- There is a positive relationship between "work pressure" and "workplace" (r= .478). The correlation coefficient between work pressure and workplace is 0.478which indicates 47 percentage of positive relationship between work pressure and workplace and is significant at (p<.000)

- There is a positive relationship between "Fulfil others expectation" and "workplace" (r= .149). The correlation coefficient between Fulfil others expectation and workplace is 0.149 which indicates 14 percentage of positive relationship between Fulfil others expectation and workplace is significant at (p<.105)

Summary of findings

Chi square test

- Since the p value (.000) is less than the significant level (.005), we reject the null hypothesis (H₀). Thus, we conclude that there is an association between work experience and job satisfaction

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Recommendations
Workplace

A family-friendly workplace develops and implements of those helps the employee to fulfill both the work and the family responsibilities. To create a family-friendly workplace an organization must design and execute the benefits, practices, and policies to help employees balance their work and non-work lives by providing policies like flexible work schedules, dependent care supports, etc. these constitute the '*benefits approach to work-life'*.

Work Pressure

Earlier , businesses concentrates more on productivity, market share, earnings, and profits. Spiritual approaches to business are concerned as expressing non-material values such as meaningfulness, job satisfaction, creativity, dignity, and empowerment to name a few. To the extent that these values have inspired business practices, business may be seen as having become progressively spiritual.

Several firms are beginning to employ spiritual practices. IT companies conducts morning yoga and meditation sessions for its employees and required all of its managers and executives to go through the sensitivity training programme. If the employee implement the openess and responsiveness in the work place appropriately it will leads to achieve business goals and it also becomes easier to see how spirituality is integrated with management. The organizations can not survive for long without spirituality. Now a days there is a trend that company support for spiritual practices at work.

These include greater motivation, self, fulfillment, a caring and humanistic organizational culture, better team work, creativity, deep personal fulfillment, honest communication, and increased ethical behaviour.

Fulfil others Expectation

Conflict between these two roles, that is, work role and family role, may arise in two situations. When demands of work role interface with family role performance, and when demands of family interface with work role performance. To overcome this situation , supportive practices of employees in terms of shifting schedules to accommodate family needs must be provided. Providing employees with work-life programmes can result in benefits for the organization.

Conclusion

Conflicting demands and pressures from work and life (family) can interact with each other since the two domains are complementary, not conflicting priorities. Acceptance of this reality by the organizations and new business and societal trends, have seen the growth of family - friendly practices at work place. Adopting a win-win approach, globalization of organizations believe that helping employees to have right balance with their work lives and the rest of their lives leads to positive reaction for both the employee and the employer. Work-family practices should be viewed as part of overall HR and business strategy that is related to a firm's competitive advantage.

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