

# A Study of Work Life Balance in Woman Employees Strategies for Sustainability in Information Technology Sectors

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**Abstract:- In this modern world economic crisis plays a vital role to decide the human work life. Due to sudden rise in economic condition, it is mandatory for both men and woman to work to manage their routine needs. One of the key factors in achieving woman success is work-life balance. It is an accepted fact that woman face more challenges than men to sustain in working environment also to balance the family life by adopting important strategy. In order to sustain woman have come up with different Strategies, plans, policies and programs to sustain their work duties and family responsibilities. Some strategies are legal, others are voluntary. The study focuses the factors which cause problem for working woman to maintain balance their work and life. This study existing strategy adopted by working woman to sustain in their work place to provide suggestion to improve the present situation.**

## I. INTRODUCTION

Day to Day the world get update in industries and educational levels thus the opportunities for women also upgrades. Due to economic factors. There is a human needs that both men and women must work together for live normal lives. The modified world increasing the employment create a harmonious environment where employees can balance their professional and personal lives. Only when an employer has a positive work-life balance, can it produce and give great for organization. So businesses create impressive projects to satisfy their employee needs.. Art, Literature, Sports, women like corporate are ready to take on challenges. People want to get a good one Quality of life, an interesting work life and career advancement, training and development, good Healthcare, affordable child care or big care, overtime education, more money, time to travel, time for friends and family, sports and entertainment

More production and more achievement leading to more industry success. Many responsibilities effectively it is possible to work in community and flexible ways without guilt or regret, thus generating income and managing family / other duties is easier, leading to improved recruitment Retention and Reduced Income If an organization with successful and productive women is to succeed, it needs to donate plans and strategies.

## II. LITERATURE REVIEW

**Rebecca (2009)** quotes in “Work life balance- Men and Women” Women and men generally have a different view of balancing work and life. He says that women spend more time in his family and men spend more time pursuing his personal interests. Balance is work and personal He cites not only the separation of time spent in life but also harmony that reflects the individual's priorities

**Peter (2009)** in his study on “Work life balance and subjective well being” Explains work-life balance and employee well-being. In this research, the tested hypothesis is that having enough time increases employee well-being because it helps meet individual needs. The discovery of this research is that there is a sufficient amount of time available for personal life and works. The level of well-being can only be stated if the individual's needs are met at a particular time.

**R Baral and S Bhargava (2011)** in their research titled “HR interventions for Work life balance” Work-life balance is a view of technological, statistical and organizational changes associated with it for both research scholars and business leaders. They explained the challenges HR managers face when implementing policy effectively in their organization. Companies work life balance they suggest that policies should be implemented and incorporated into the organizational culture that ensures employee commitment and productivity.

**Sarah Holly and Alwine Mohnen (2012)** in their study titled “Impact of working hours on Work Life balance” Their main purpose is to examine the influence of employees' work hours on their job satisfaction. They explain that the overall number of employees wants to reduce their work hours, mainly due to overtime compensation.

### ➤ Objective of this study

- To identify factors which included in woman Employees work life balance.
- Identify strategies adopted by woman employees to sustain in working environment.
- Learn the woman Employee's work and its impact Personal life of the woman employee.

**III. RESEARCH METHODOLOGY**

The present study is empathically in human resource based on survey method. The study mainly focus on difficulties faced by working IT women employees to balance their work life and to sustain in it for that the structure questionnaire was prepared using 5 liquored scale rating from strongly agree to strongly disagree. The sample is collected from 60 respondents using simple random

sampling technique and analysis was carried out with the help of statistical tools.

**IV. PROBLEM IDENTIFICATION**

The woman employees focus on their work and family liabilities, one of many times they outperform the other imbalance in family life and work. Therefore the present study analyzed woman work life balance enforces their relevance.

**V. DATA ANALYSIS AND INTERPRETATION**

Particulars	No of Respondents	Perct
8 hours	14	23.3
8.5 hours	8	13.3
9.2 hours	32	53.3
>10 hours	6	10
<b>Total</b>	<b>60</b>	<b>100</b>

Table 1:- Number of working hours in a day

We can observe 14 from the table above Respondents 8 hours, 8 respondents Working 8.5 hours, 32 respondents work 9.2 hour and 6 respondents work too much More than 10 hours a day at IT Field.

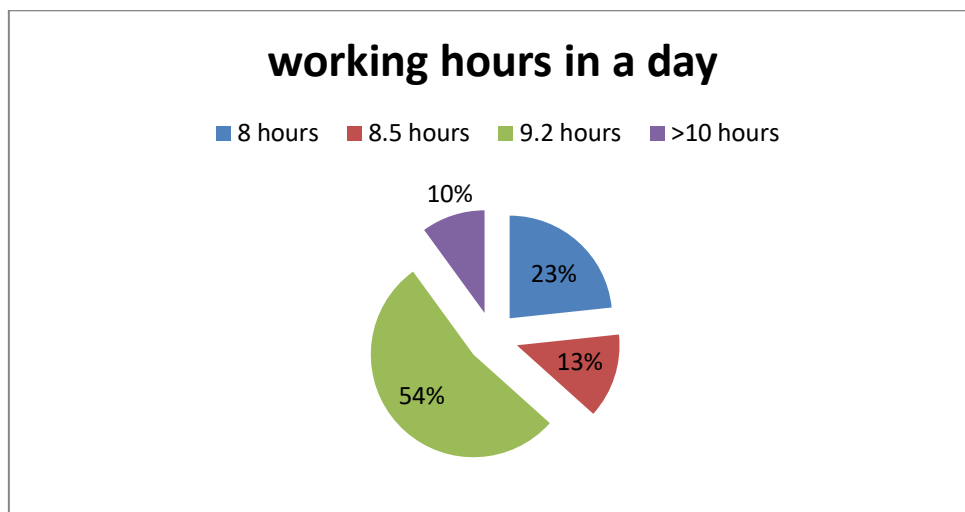


Fig 1

Particulars	Number of Respondents	Percentage
Happy	42	70
Very happy	8	13.3
Indifferent	6	10
Unhappy	4	6.6
<b>Total</b>	<b>60</b>	<b>100</b>

Table 2:- The time you spend at work daily.

We can observe 42 from the table above the respondent is happy with the timing sent in daily work, 6 respondents feel indifferent about time when it comes to day-to-day work, 4 Respondents are unhappy with the time he spent the day.

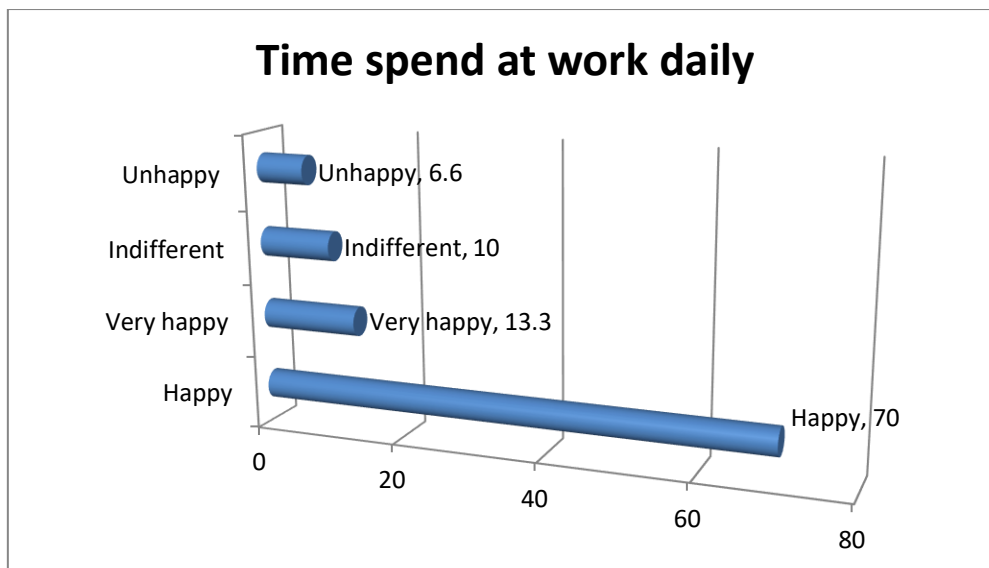


Fig 2

particulars	Number of Respondents	Percent
Yes	38	63.3
no	12	20
don't know	10	16.6
<b>Total</b>	<b>60</b>	<b>100</b>

Table 3:- Organization Strategy on Work-Life Balance

We can observe those 38 from the table above 10 on the principle of work-life balance the respondents do not know whether they are the company has a working life policy balance.

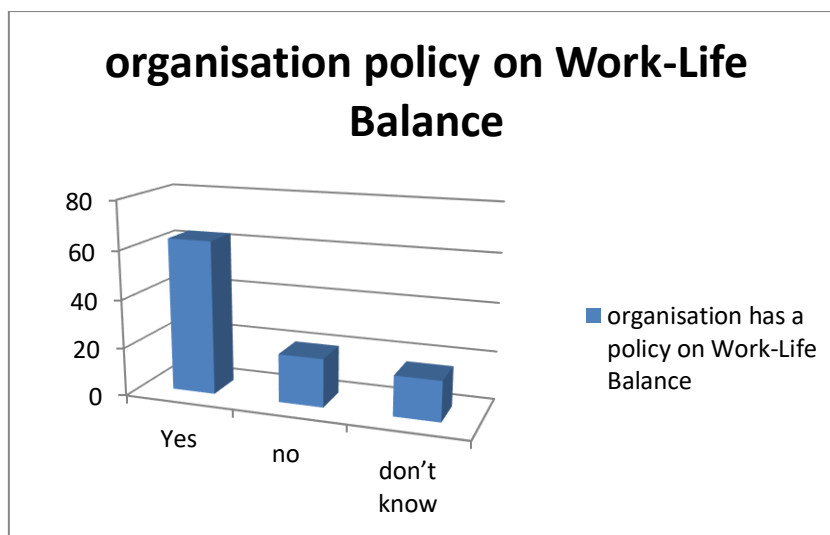


Fig 3

Particulars	Number of Respondents	Percent
YES	35	58.3
NO	25	41.6
<b>TOTAL</b>	<b>60</b>	<b>100</b>

Table 4:- Employees That Cant Able To Balance the Worklife

We can observe those 35 from the table above respondents say they can able to balance their work-life balance, 25 respondents Say no to their work-life balance

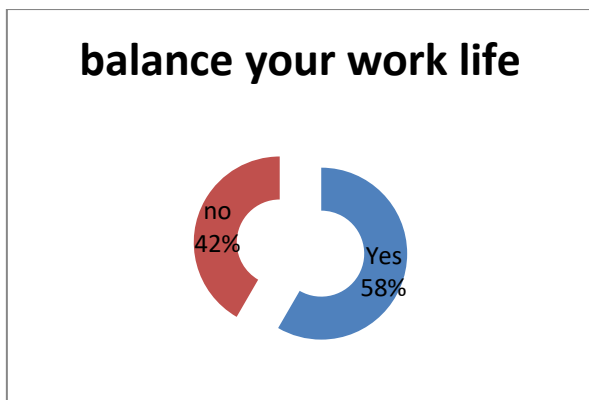


Fig 4

Particulars	Number of Respondents	Percentage
Frequently	6	10
Sometimes	4	6.6
Occasionally	30	50
Rarely	12	20
never	8	13.3
total	60	100

Table 5:- Do you work for long hours or over time and even on holidays?

We can observe 8 from the table above respondents never work for long hours, 12 respondents rarely over time, 4 respondents sometimes over time, and 6 respondents frequently work for long hours and 30 respondent feels occasionally over time.

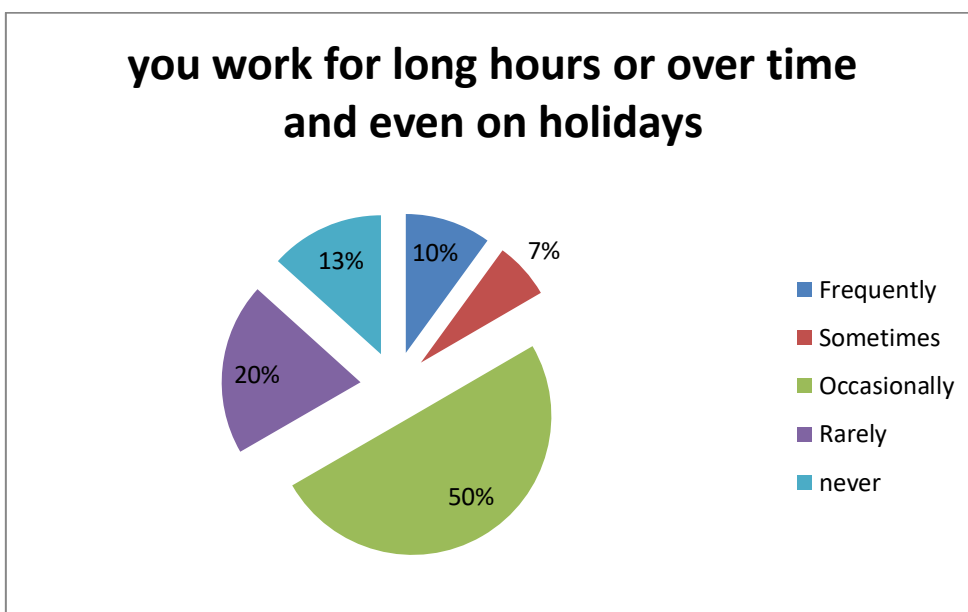


Fig 5

Particulars	Number of Respondents	Percentage
Less than 2 hours	2	3.3
2-4 hours	38	63.3
4-6 hours	8	13.3
More than 6 hours	12	20
total	60	100

Table 6:- How much time you spend on domestic activities?

We can observe 2 from the table above Respondents less than 2 hours, 38 respondents spend 2-4 hours, 4 respondents spend 4-6 hours and 12 respondents spend too much More than 6 hours a day.

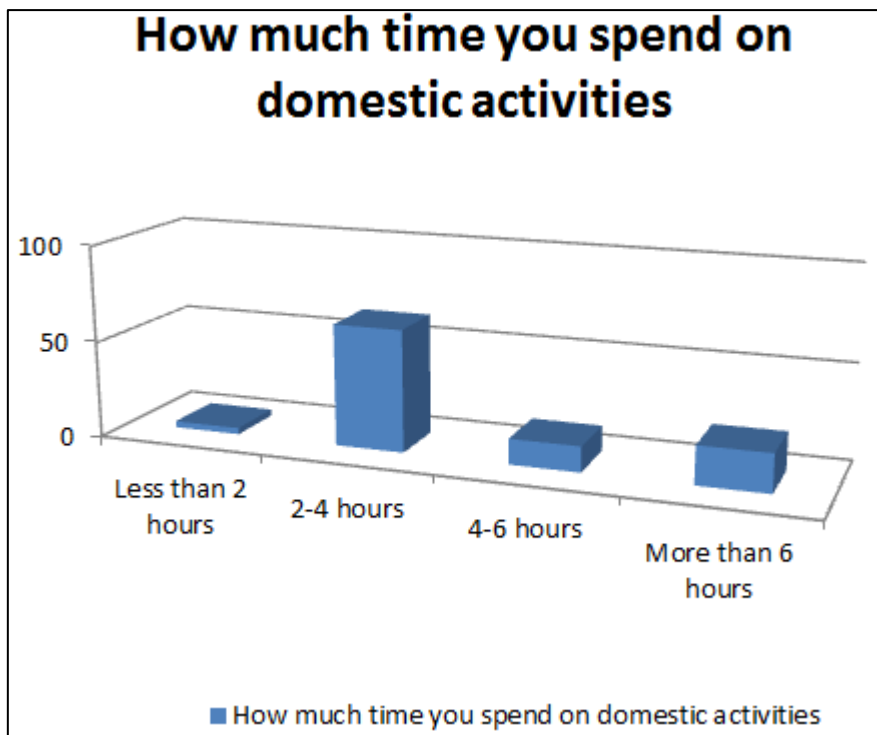


Fig 6

Particulars	Number of Respondents	Percent
Happy	2	3.3
Very happy	3	5
Indifferent	35	58.3
Unhappy	20	33.3
total	60	100

Table 7:- Feeling Satisfied

We can observe 2 from the table above the respondent was happy, 3 respondents very happy, 35 respondents feel indifferent, 20 respondents are unhappy .

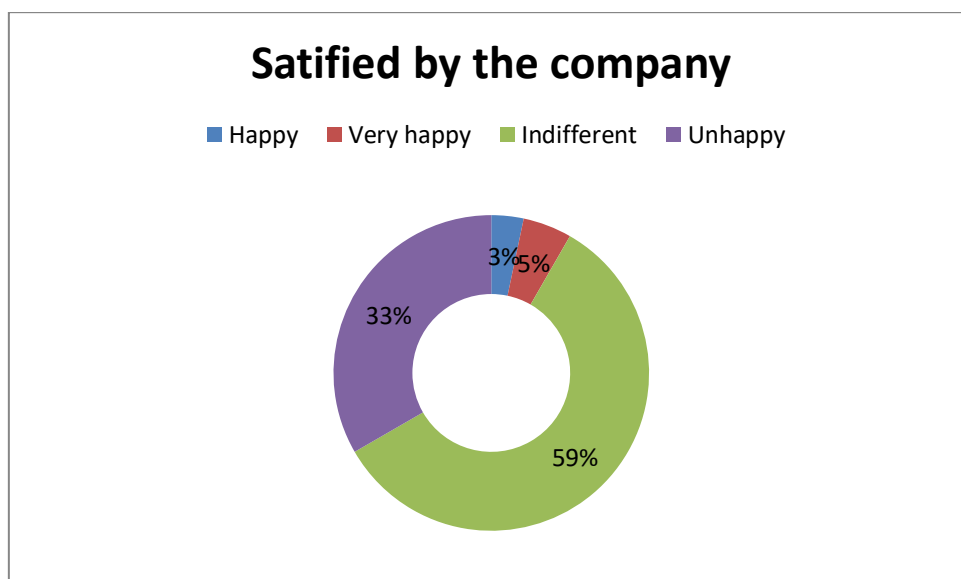


Fig 7

➤ *Model summary*

<i>Regression Statistics</i>	
Multiple R	0.914042537
R Square	0.835473759
Adjusted R Square	0.753210638
Standard Error	9.607248376
Observations	4

Table 8

Assumption: Since  $r = 0.914$ , there is a very strong relationship Between Predictor the dependent variable under study.

➤ *ANOVA*

	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	1	937.4016	937.4016	10.15612	0.0085957
Residual	2	184.5984	92.29922		
Total	3	1122			

Table 9

Since the significant value is 0.008, this is less than a fixed value of 0.05; we reject  $H_0$  and decide it is quality time missed with family, job demands, meetings after extra hours and office hours one of the good predictors of work negative effect on personal life.

**VI. FINDINGS**

This study indicates there is a a negative side of overtime work, the important of the job, the quality time the staff missed out with their family due to work and conducted meetings after office hours. We know from the tests conducted woman employee work has an impact their personal life. The vast majority of woman agrees with them get their immediate support and help supervisor or manager. Most employees at IT feel that the principle of work-life balance provided the system is negligent most employees agree the organization provides an opportunity family members of the employee to participate company celebrations or other activity this is a good sign that employees will feel good about the organization and their family members to help build good relationships. This is seen from the majority analysis staff feel happy about the time they spend their day at work.

**VII. SUGGESTIONS**

The survey found it the organization has realized the need for work woman life balances and provides strategy and programs are the focus growth of employees and its family friendly. Because of that, balancing work and family roles one of the major issues in the coming years the system needs to improve and find ways to satisfy employees there are different requirements and these should be integrated but not optional for the core business. You have to be very focused on picking results in acceptance and implementation strategy affects both the employee and the employee system. There must be proper communication for

woman employees related to the company strategies and should be encouraged. There must be a timely and flexible time it has to be accepted, and thus woman employees don't feel stressed about overtime they can spend a quality time with their family and they can too time to complete their family duties and Commitments.

**VIII. CONCLUSION**

Work life balance can be said to be a most important problem issue in human resource management field and it has a major impact with regard to the productivity and growth of both organization and personnel. Work life about a measure of control when, where and how things work. More factors act as sub-components woman employees to achieve balance between work and personal life. Some elements as employees participate in shaping it is useful to make strategies and important decisions correlation of company strategy be strengthened to do work and personal the life of the employees is very balanced.

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