

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, IT & MANAGEMENT

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CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	MEASUREMENT MODEL FOR ONLINE GROCERY PURCHASE INTENTION <i>V. KANIMOZHI & Dr. K. SAMUVEL</i>	1
2.	A STUDY ON WORK LIFE BALANCE OF IT EMPLOYEES IN COIMBATORE NORTH ZONE <i>Dr. M. BHUVANESWARI & ABHIRAMI N S</i>	6
3.	ANALYTICAL SURVEY OF FOREIGN DIRECT INVESTMENT IN INDIA SINCE 1991: ISSUES AND CONCERNS <i>MENAKA BISWAL & Dr. ROSY MISHRA</i>	10
4.	KNOWLEDGE AND ATTITUDE REGARDING BLOOD DONATION DURING PANDEMIC - COVID 19 <i>REEMA PAREKH & Dr. JAYA VADHVANI</i>	17
5.	IMPACT OF COVID-19 ON EDUCATION SECTOR IN INDIA <i>Dr. ANIRUDDHA SARKAR</i>	20
	REQUEST FOR FEEDBACK & DISCLAIMER	24

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A STUDY ON WORK LIFE BALANCE OF IT EMPLOYEES IN COIMBATORE NORTH ZONE**Dr. M. BHUVANESWARI****ASSOCIATE PROFESSOR****HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
COIMBATORE****ABHIRAMI N S****STUDENT****HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY
COIMBATORE****ABSTRACT**

It is a well known fact that work life balance is an important factor to be considered in the job life. Various organizations are implementing more number of work life balance methods and strategies in their organization to have a better employee force. It is clearly evident that work life balance has a direct impact on employee retention, job satisfaction and job stress. An attempt is made in this study to analyze and review the work life elements, influence towards employees work life balance as well as job satisfaction. For this a study had been undertaken and been explored in the IT employees of Coimbatore North Zone. For this a structured questionnaire was prepared based on the elements of work life balance and circulated to the IT employees. The study collected the data from 110 respondents and analyzed using statistical tools such as ANOVA, correlation, chi square and percentage analysis. The paper also tries to find out causes of work life balance and possible remedial measure.

KEYWORDS

IT employees, work life balance, job satisfaction and job stress.

JEL CODES

J12, J13, J17, J19, J28.

INTRODUCTION

Work-life balance is the term used to describe those practices at workplace that acknowledge and aim to support the needs of employees in achieving a balance between the demands of their family (life) and work lives. Its importance in organizations is found with respect of staff motivation, increase staff retention rates, reduce absenteeism, attracting a new talent and reducing of employee stress. In the world filled with conflicting responsibilities and commitments, work/life balance has become a predominant issue in the workplace. The major elements of work/life balance would be Self management, Time management, Stress management, Change management, Technology management, Leisure management. So mostly it covers the conventional notion of happy worker is a better worker. Related to this various information collected and recorded in the study through analysis and interpretations. The analysis is done among the IT employees of various organizations in and around Coimbatore

NEED OF THE STUDY

India is said to be an important nodal point for IT solutions and strongly contribute the domestic economy. So obviously quite number employment possibilities are more in this sector and that contributed an amount of 884,000 digitally skilled talents in 2019. In this sector managing human resources are a critical point to be considered. Here the balancing the employees towards work and family becomes a greatest priority to employers to boost their image up and to retain talent pool. 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). This study aims to find some important issues which plays a major role in work life balance and had tried attempt certain solutions towards it.

PROBLEM STATEMENT

Coimbatore is said to be a potential hub for IT employment with the starting up IT technological Parks and skilled employee set up. It comes under the metropolitan city cadre where we have a good atmosphere to run the industry without affecting its serenity. It is even more become true through the identification of Prime Minister Modi's smart city scheme. Since the city is listed with so many capabilities and potentials towards IT industry the problems will also in the larger. So arriving a solution to this the study has conducted. The study is concentrated mostly in the north z one because there only we have high number of technological parks and companies. The study is done for the all employees irrespective of their area of expertise with the understanding that the work life balance is common for all

LITERATURE REVIEW

In the study of (Amritha et al 2017), "Employee work-life balance in IT industry" discusses the investigation of factors affecting the work life balance particularly the family life, personal life, and employee relationship with the employer and other co-employees. From the study they have identified highest mean score for self-health regarding factors, followed by the migraine or headaches. With regard to impact it is identified as the employees were not able spend time with family and friends and no adequate time for the personal responsibilities followed with higher amount of targets. In the conclusion they have stated that the societal concepts of nuclear families which suffers more. The study also states if government and corporate think about and have to change it.

Marcello Russo and Gabriele Morandin 2019, in their study has analysed 400 working parents in Italy where in 58% are men and 48% are women. From the study it was identified that work life balance starts with the managers through the way of giving proper training to the supervisor. The study proves this could be done through the way of making the supervisors understand the sub-ordinate has got a personal life also to live. Based on this he should be taught how to prioritize or provide equal importance to work and family. They also claim that in most of the places the company culture is not supportive and employees are unhappy with it. Their conclusion to overcome this both employees and employers should change in their mindsets and need to redefine their policies and company offerings.

Neeti Sharma et al in 2016 in their study identified the relationship between different variables to male and female employees working in five IT industries in Noida. Quantitative method of research method has been undertaken for the study. The study found that work at home provisions help a lot in reducing the stress of work life balance. Working hours is the more impacting factor in balancing the work and life. It concluded that only a few companies are providing flexitime, work from home and other related policies.

OBJECTIVES OF THE STUDY

1. To analyse the elements that impact the employees work life balance.
2. To identify the practices followed by employees on managing their work life commitments.
3. To know the relationship between employee's job and its impact on employee's personal life.

RESEARCH METHODOLOGY

The descriptive design was adopted for the study with a sample size of 110 with simple random sampling technique. Data is collected through questionnaire comprising of the different elements of work life balance and it is analyzed with the analytical tools like chi-square test, Anova and Correlation.

ANALYSIS AND INTERPRETATION**TABLE 1: SHOWING DEMOGRAPHIC PROFILES**

Age		
20-30	89	80.9
31-40	18	16.4
41 and above	3	2.7
Gender		
Male	44	40.0
Female	66	60.0
Education		
Under graduate	61	55.5
Post graduate	43	39.1
M Phil	3	2.7
PhD	3	2.7
Marital status		
Single	83	75.5
married	27	24.5
Type of family		
nuclear	77	70.0
joint	33	30.0
Annual income		
Below 3 LPA	45	40.9
3,00,001-5,00,000	43	39.1
5,00,001-10,00,000	17	15.5
10,00,001 and above	5	4.5

Source: Primary data

The demographic variables of employees working IT industries show majority of 80.9% in 20-30 age category, 16.4% in the 31-40 category. In gender majority 60.0% falls in the category of female followed by male with 40%. In Education under graduates constitute the majority with 55.5% and post graduate with 39.1%. In marital status majority falls in single with 75.5% followed by married of 24.5%. In the type of family higher amount constitutes to the nuclear family with 70.00% and joint with 30%. In Annual Income the majority into below 3LPA followed with 3 lakhs to 5 lakhs around 39%.

One-way ANOVA

ANOVA is carried out between two variables, pressure of work in the organization and hours of work of the respondents

TABLE 2

Hours of work	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Less than 8 hours	20	2.90	.788	.176	2.53	3.27	1	4
8-12 hours	87	3.28	1.064	.114	3.05	3.50	1	5
More than 12 hours	3	4.00	1.000	.577	1.52	6.48	3	5
Total	110	3.23	1.029	.098	3.03	3.42	1	5

Source: Primary data

Interpretation: From the above table, the samples N value for Less than 8 hours is 20 and their mean value is 2.90, the N value for 8-12 hours is 87 and their mean value is 3.28, the N value for more than 12 hours is 3 and their mean value is 4.

Test of Homogeneity of Variances

Do you have more pressure of work in organization?

TABLE 3

Levene Statistic	df1	df2	Sig.
3.800	2	107	.025

Interpretation:

Hypothesis:

H_0 = There is no significant difference between group mean

H_1 = There is a significant difference between group mean

The significant P value is 0.025 which is less than 0.05 Therefore H_0 is rejected, Variances are different. Hence there is a significant difference in the group means.

ANOVA**TABLE 4**

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	4.139	2	2.069	1.992	.141
Within Groups	111.179	107	1.039		
Total	115.318	109			

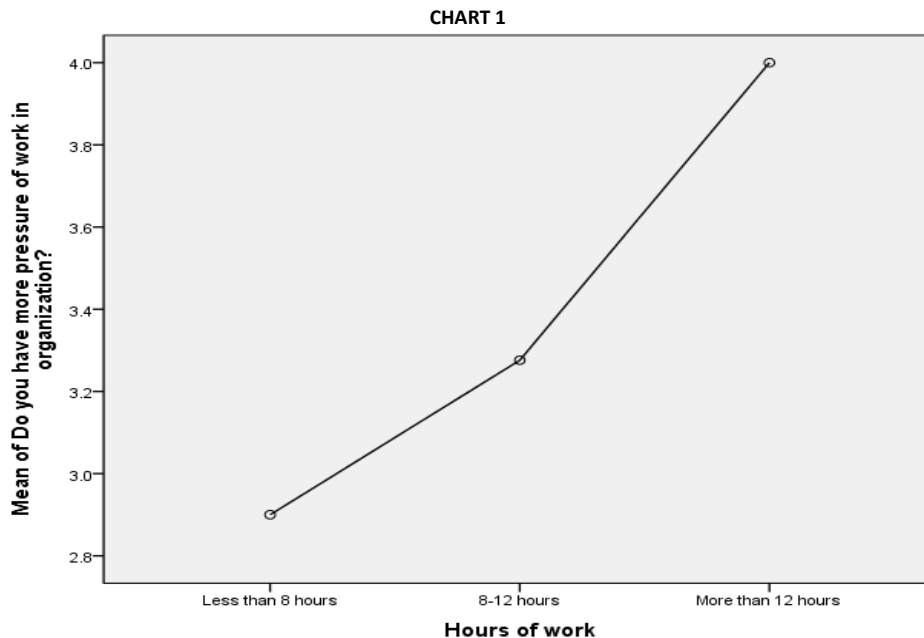
TABLE 5

	Statistic	df1	df2	Sig.
Welch	2.329	2	5.318	.188
Brown-Forsythe	2.410	2	6.054	.170

H₀ = There is no significant difference between group mean

Interpretation: Since variances are different, we interpret the significance value from the Robust table. The significant P value is 0.188 which is greater than 0.05 Therefore, H₀ is accepted. Hence it is proved that there is no significance difference between pressure of work in the organization and hours of work. Hence it is seen that the hours of work do not cause pressure in work.

Means plots



Chi square

Chi square test is carried out between two variables, age group and the satisfactory level of the respondents in their ability to meet the job requirements and personal life.

Case Processing Summary

TABLE 6

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
I'm satisfied with my ability to meet the needs of my job with those of my personal life * Age group	110	100.0%	0	0.0%	110	100.0%

Hypothesis

H₀ = There is no significant relationship between variables

H₁ = There is a significant relationship between variables

I'm satisfied with my ability to meet the needs of my job with those of my personal life * Age group Cross tabulation

TABLE 7

			Age group			
			20-30	31-40	41 & above	Total
I'm satisfied with my ability to meet the needs of my job with those of my personal life	strongly disagree	Count	2	1	0	3
		% within Age group	2.2%	5.6%	0.0%	2.7%
	disagree	Count	8	2	0	10
		% within Age group	9.0%	11.1%	0.0%	9.1%
	neither agree nor disagree	Count	25	5	1	31
		% within Age group	28.1%	27.8%	33.3%	28.2%
	Agree	Count	30	7	0	37
		% within Age group	33.7%	38.9%	0.0%	33.6%
	Strongly agree	Count	24	3	2	29
		% within Age group	27.0%	16.7%	66.7%	26.4%
Total	Count	89	18	3	110	
	% within Age group	100.0%	100.0%	100.0%	100.0%	

Source: Primary data

Interpretation: From the above table, majority of the respondents, 89 belong to the age group 20-30, followed by 18 respondents belong to the age group 31- 40. 3 respondents belong to the age group 40 and above. Most of the respondents 33.6% state that they agree to the statement that they are satisfied with their ability to meet the needs of the job with those of their personal life. Followed by 28.2% of the respondents state that they neither agree nor disagree to the statement. Followed by 26.4% of the respondents state that they strongly agree to the statement. 9.1% of the respondents state that they disagree to the statement. And 2.7% of the respondents state that they strongly disagree to the statement.

Chi-Square Tests

TABLE 8

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.729	8	.786
Likelihood Ratio	5.502	8	.703
Linear-by-Linear Association	.002	1	.964
N of Valid Cases	110		

Source: Primary data

Interpretation

H_0 = There is no significant relationship between variables

Significant value $P = 0.786$ which is greater than 0.05 . Therefore, H_0 is accepted. Hence there is no significant relationship between the age group and the satisfactory level of the respondents in their ability to meet the job requirements and personal life.

Correlations

Correlation test is carried out between two variables, working extra hours to complete their task and the work related stress makes them irritable at home.

Descriptive Statistics

TABLE 9

	Mean	Std. Deviation	N
Do you work extra hours to complete your task?	2.96	1.219	110
Work related stress often make me irritable at home	2.85	1.074	110

Interpretation:

Hypothesis:

H_0 = There is no significant correlation between variables

H_1 = There is a significant correlation between variables

From the above table, the mean value for working extra hours to complete the task is 2.96 and the mean value for work related stress often make them irritable at home is 2.85 .

Correlations

TABLE 10

		Do you work extra hours to complete your task?	Work related stress often make me irritable at home
Do you work extra hours to complete your task?	Pearson Correlation	1	.339
	Sig. (2-tailed)		.000
	N	110	110
Work related stress often make me irritable at home	Pearson Correlation	.339	1
	Sig. (2-tailed)	.000	
	N	110	110

Interpretation:

The significance value is $0.00 < 0.05$. Therefore, H_0 is rejected.

Hence there is a significant correlation between working extra hours of time and work related stress, which makes them irritable. Since the Pearson correlation value is 0.339 which shows a moderate positive correlation between the two variables, working extra hours to complete their task and the work related stress makes them irritable at home.

FINDINGS AND SUGGESTIONS

- Majority of the respondents (80.9%) belong to the age group 20 to 30.
- Majority of the respondents, 79.1% work for a period of 8-12 hours a day.
- Majority of the respondents 80% travel less than 1 hour to reach their work place.
- Most of the respondents 38, (34.5%) state they are rarely unable to spend time with family.
- Most of the respondents 36 (32.7%) agree to the statement that they have more pressure of work in organization
- Most of the respondents 36 (32.7%) neither agree nor disagree to the statement that work related stress often makes them irritable at home

THE MAJOR SUGGESTIONS

- Wellness programs can be introduced as it will act as an unconventional and productive approach in the organisation.
- There must be a proper and a flexible time that has to be adopted so that employees doesn't feel stressed about the overtime working and they can spend a quality time with their family and they can even make time to finish their family duties and commitments.

CONCLUSION

IT sector is an emerging field which has extended its wings in various fields. Such an important industry should look after the employees in a better manner. More than this is an industry where the human brains are given work more and there is a need of different skill set. It is advisable if the organization help in maintain right balance with work and personal life. From the study it's concluded the stress level of the employees, extra hours of work, time to spend with family, personal responsibilities are the factors which affects the work life balance. So these factors have to be take care by all IT employers in a better and caring manner. For that they should develop and deploy better strategies to reduce the imbalance. Thus by realizing the importance of work life balance, companies should take suitable measures like flexi working hours, leave arrangement etc. to improve the level of work life balance of their employees and to improve their work related performance.

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