Work LifeBalance: Factors Affecting on Work and Family Responsibilities of Women Employees of Information Technology Organizations

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Abstract

Work life Balance is not a new term for research in the broader field of management. Present papers comprises the various variables of factors influencing of work life balance is most frequently used to describe the work and family commitments. Present study also reveals with that, the female employees specially facing such obstacles during performing their duties. The studies concern about factors of work life balance policies of Information Technology organization. This study is establishing the work life balance factors affecting the organizations and helping factors of the quality of work and maintains the family responsibilities of women employees in Information Technology organizations. Study also reveals with factors and variables available for helping the women employees to maintain the relationship between work and their family life.

Keywords: Work Life Balance. Work Family Responsibility, Work-Place Satisfaction.

Introduction

Work Life Balance is a broad concept involving the factors affecting of quality of work and satisfaction level of work of female employees in the Information Technology organizations. Factors affecting work life balance (WLB) has become an important issue for bothemployees and organizations. A significant numbers of WLB researches are heavily focus in Anglo or Western countries and become more heightened in 1960s when women started entering workforce (Naithani, 2010; Zheng*et al.*, 2015). The term work life balance is sometimes used interchanging factors of Work-Family commitments. However, the latter term is very limited in its scope including only the responses of work and family responsibilities.

2001	Pillinger	"Work-life Balance refers to the flexible working arrangements that allow the employees to avail of working arrangements that provide a balance between work responsibilities and personal responsibilities."
2003	Greenhaus, Collins & Shaw	"Work Life Balance is the extent to which an individual equally engaged in-an equally satisfied with – his or her work role and family role purpose three components of work-life balance i.e. Time balance, Involvement balance, Satisfaction balance"
2008	Morgenstern	"Work-life initiatives are those strategies, policies, programs and practices initiated and maintained in workplace to address flexibility, quality of work and life and work-family conflict."

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Factors of Work Life Balance

The factors influencing work life issues and has postulated some common dimensions influencing Work Life Balance namely, individual, organizational and societal factors

Individual Factors

Research studies conducted to identify the individual factors influencing Work Life Balance of employees described in terms of Personality and Work Life Balance: Personality is basically the sum total of ways in which an individual reacts to and interact with others (Robbins,

2011) which in term influences Work Life Balance Well Being and Work Life Balance: Well-being includes traits such as hope, optimism and self-satisfaction (Singer, 1996).

Psychological are resulting in improved work -life balance. Emotional Intelligence and Work Life Balance: emotional intelligence is defined as the "ability to adaptively recognize emotion, express emotion, regulate emotion and harness emotion" Emotional intelligence is positively linked to Work Life Balance (Schutte et al. 1998).

Organizational Factors

Organizational Factors include Work Arrangements: Flexible work arrangements help the employees to manage their Work Life Balance properly and also enable organizations to motivate, attract and retain the employees. Work Life balance practices: such practices like flexible time, annual hour system, child care enhance Job Satisfaction of employees. Work Support: Support at workplace from management, supervisor, and colleagues are positively related to Work Life Balance. Job Stress: higher job stress leads to physical and mental strain among employees due to job stress work life balance of employees is reduced. Technology: Technology can facilitate as well as hinder work life balance of employees. Job related factors: factors such as long working hours, work overload, work pressure also influences work life balance.

Societal Factors

Societal factors include issues which are part of the personal life of employees. They are childcare responsibilities: personal life related factors such as the total number of children and their responsibilities result in reduced Work Life Balance. Family Support: amount of support from family and spouse influences work life balance. (Kaur, 2004)

Review of Literature

The work life balance factors are measured the impact of workpressure on family life and the expectations of family on the work commitments on 120 teachers of different educational institutes. The study revealed that factors like negative attitude of family, family commitments, health issues, long working hours, meetings, work load created an imbalance in their personal and professional lives (Goyal and Arora (2012) The study that the connection between psychosocial factors and enthusiastic knowledge of women employees in the Information Technology Industry. The psychosocial factors incorporated into the examination were Quality of Work Life, Work Family Role Conflict and Perceived Happiness of female IT experts.(Dasgupta, M. (2010). The example of a study conducted on a sample of 100 teachers and examined the different

elements of work life balance. Study reflected the need for designing work-life balance policies and programs for the teaching community (Miryala and Chiluka (2012)the study analyzed the problems faced by the women school teachers to maintain work life balance and founded that there was no separate policy for work life balance in their school and majority of them were doing school work at home (Devi and Pandian (2011) Ithighlighted the issues connected with work life balance of women in an educational institution and determined the factors of work life balance (Lakshmi and Kumar (2011). the concept of work life balance and its impact on employment relations and productivity of the employees. Study illuminated the dissymmetry between the work and life that today's fast paced working generation is experiencing. It was observed that majority of the respondents weren't happy with the shape that their lives have taken recently due to imbalance that has crept in their work and life (Soi and Massey (2011)

Research Question

The question is that what are the factors affecting of work and family commitmentsof the female employees in Information Technology organizations in Uttar Pradesh.

Objective of the Study

To find out the factors influencing of work life balance in Information Technology Organizations in Uttar Pradesh.

Research Methodology

This is a descriptive study carried out in Lucknow and Ghaziabad in the state of Uttar Pradesh 100 companies was selected using the method of sequential random sampling. A total numbers of 550 Respondents filled the questionnaire from each selected company Respondents were identified using non-probability convenient sampling data was analyzed using Mean and Chi-Square value.

Findings

Factors Effecting the Balancing of Work and Family Commitments

Adjusting work and life is currently a-days an inescapable assignment set before the Information Technologyemployees. Selected women employees working in Information Technology organizations in Uttar Pradesh have communicated their feelings in regards to various components that are influencing factors of work and family responsibilities. Testing the importance of different variables that influence the women employees to adjust work and family responsibilities, Friedman's test for k-related examples has been connected to examine the connection between different elements that influence the women employees to adjust work and family duties.

Table .1
Factors Affecting the Balancing of Work and Family Commitments

Statements	Mean Rank	Chi-Square value
Long working hours	2.91	
Compulsory overtime	3.36	
Shift work	2.81	68.024** (p< .001)
Meetings	3.18	
Training after office hours	2.80	

** Significant at 1% level

The outcomes in the Table 1 demonstrate that the invalid speculation H01 is rejected at 1% level Perception about variables that influences the women employees to adjust work and family duties among IT employees are not same. Further the mean positions in the Table 1 demonstrates that the women employees working in IT industry are feeling that "Necessary extra time" and "Gatherings" are the fundamental factors that influences to adjusting work and family duties. The women employees felt that "Preparation after available time" and "Move work" is the least factors that influence adjusting work and family responsibilities.

Factors Helping for Balancing of Work and Family Commitments

One example t-test was utilized to test the elements that assistance the women employees working in Information Technology Industry in Uttar Pradesh for adjusting work and family duty. To test the huge contrast between the mean estimations of the elements helping for adjusting work and family responsibilities against the test normal reaction of 3 (mean score). Table 2 shows the results of t-test for factors helping for balancing of work and family commitments and average score.

Table 2
Factors helping for balancing of work and family commitments

Statements	Mean	SD	t-value	p-value
Working from home	4.62	0.512	14.002	<.001**
Official laptops	4.51	0.522	17.746	<.001**
Being able to bring children to work on occasions	2.81	1.771	2.554	<.001**
Support from colleagues at work	3.72	1.015	16.714	<.001**
Support from family members	3.54	1.215	10.458	<.001**

** Significant at 1% level

From table 2 huge contrasts is seen at 1% level between normal score and factors that assistance the women employees working in Information Technology industry in Uttar Pradesh for adjusting work and family responsibility.

Further on examining the mean qualities in the table 2, Information Technology is surmised that telecommuting, official PCs, support from associates at work and backing from relatives are more than the normal dimension help to the women employees working in Information Technologyorganizations in Uttar Pradesh. Anyway expediting their kids to work events does not assist them with balancing their work life.

Factors hinder balancing work and family Responsibility

Adjusting work and life is currently a-days an inescapable errand put before the IT employees. Chosen womenemployeesworking in IT organizations in NCR and Lucknow have communicated their sentiments with respect to various components frustrating womenworkers in adjusting work and family duties. Testing the essentialness of different components thwarting womenemployeesto adjust work and family duties, Friedman's test for k-related examples was connected to consider the connection between different elements ruins the womenworkers to adjust work and family responsibilities.

Table 3
Factors hinders balancing work and family Responsibility

Statements	Mean Rank	Chi-Square value
Technology such as laptops	2.93	
Frequently traveling away from home	2.91	
Negative attitude of peers and colleagues at work place	2.84	25.672** (p< .001)
Negative attitude of supervisors	3.08	
Negative attitude of family members	3.24	

** Significant at 1% level

The outcomes in the table demonstrate that the invalid speculation H01 (d) is rejected at 1% level. Every one of the components blocks the womenemployeesin adjusting work and family duties not similarly.

Further the mean positions in the Table 3 shows plainly that "Negative mentality of relatives" and "Negative frame of mind of chiefs" are the principle factors that ruins the womenemployeesin adjusting work and family duties and the womenemployeesfelt that "Negative disposition of companions and partners at work spot" and "As often as possible voyaging far from home" are the least factors that obstructs the womenworkers in adjusting work and family responsibilities.

The outcomes in the table demonstrate that the invalid theory H01: There is no noteworthy of work life balance of working female employeesin adjusting work and their family duties is rejected at 1% level.

Every one of the variables obstructs the womenemployeesin adjusting work and family duties not similarly.

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