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## A STUDY ON WORK LIFE BALANCE OF IT EMPLOYEES IN PANDEMIC PERIOD WITH SPECIAL REFERENCE TO COIMBATORE CITY

First Ms. S. Keerthana<sup>1</sup>, Second, Mr. N. Chandru<sup>2</sup>

<sup>1</sup>Scholar, Dr. N.G.P Arts and Science college

<sup>2</sup>Assistant professor, Dr. N.G.P Arts and Science college Coimbatore, India

### ABSTRACT –

In the face of the impact of corona virus COVID-19 pandemic on every human in the world, the question is of how individuals and organizations can proactively take action to prevent the onset of stress, instead of reacting to its adverse consequences of the pandemic situation. This research studies the working from home aspects faced by working people which has now penetrated in personal and professional spaces, in this phase of pandemic. Even those who were previously sceptical about achieving efficiency in distributed teams are now embracing it as a new way of working. Up grading and making use of digital platforms to stay connected. The more self- awareness needs about work style, find ways to work smarter, not harder. Perhaps it is time that the expression "work-life balance" is laid to rest, and, in its place, we use the term "work-life integration." People who make this transition may well find that their resilience is strengthened because the mindset is about accepting and incorporating multiple demands upon our time and talents, between work, health, responsibility and family.

**Key words – Work life balance, digital, work, pandemic.**

### INTRODUCTION –

Work life Balance is Extent to which one's perceived allocation of physical, mental, and emotional resources between the work and non-work domains matches one's expectations, personal and professional goals. For People around the world today, the recent COVID-19 outbreak is a symbol of how fragile and unpredictable our lives can be in unusual situations. The virus which has changed the way in which most of us live, work or performs our basic day to day functions is continuing to increase its grasp at an alarming rate with the impact being felt at multiple levels resulting in economic slowdown, business disruption, trade hindrances, travel obstructions, public isolation and so on. On personal side the balance of family has emphasized on health, career and friends, all people are now conscious of personal and surrounding hygiene and the manner of interaction with people.

Working from home during this lockdown was quite challenging for most employees. Irrespective of whether they were staying single or with family, they had to get involved in some household chores. During the lockdown, coordinating between work and family demands was a daunting task for every employed individual. Boundary theory suggests that people create and maintain physical, temporal and psychological boundaries around

them to simplify their functioning in the world around them. Formation of such boundaries enables employees to minimise the interference of work and non-work life with each other. Drawing on the boundary theory, it is posited that while working from home during the lockdown, employees could have struggled in creating and maintaining the temporal, physical and psychological boundaries due to which they might have experienced some difficulties in maintaining WLB.

The chances of work–life interference with family life, or family life interference with work– life or both, during WFH in lockdown may not be denied. Due to such conflict between work and personal life during the lockdown, employees might have felt emotional exhaustion. This study attempted to explore the relationship between WLB and emotional exhaustion experienced by employees who were working from home during COVID-19- induced nationwide lockdown, and how this relationship differs between male and female employees. The possible association between perceived participative leadership and work interference with personal life was examined, and how does this association affect emotional exhaustion was also explored.

**OBJECTIVES OF THE STUDY:**

- To study the changes on lifestyle of people due to the pandemic situation.
- To understand how people are will to adapt for work from home in pandemic year.
- To understand the physical and mental adaptability of people in the pandemic phase.
- To find out the factors influencing Work life balance of Employees in pandemic period.

**LIMITATION OF THE STUDY:**

The study is based on a very limited number of variables. The inclusion of some more variables could have added more insight about the WLB experienced by employees during working from home at the time of lockdown. The data for this study were collected in a very short period and only through an online survey, which resulted in a small sample size. A larger sample size might have resulted in more valid and useful results. Data collection from various industries and their comparative analyses could have added more clarity about the association of WLB and emotional exhaustion experienced by the employees of different industries.

**STATEMENT OF THE PROBLEM:**

Work life balance which primarily deals with an employee's ability to properly prioritize between work and his \ her life style , social life, health, family etc.... is generally linked with employee productivity. Today work life balance has become an increasingly invasive concern to both employers and employees.

In this paper, we will investigate the impact of working hours on social and personal life. In addition, we will explore those factors which influence the person satisfaction on job and free time in the pandemic period.

**REVIEW OF LITERATURE**

- Mohanty A., Kesari L. (2016) in the paper titled "Work-Life Balance Challenges for Indian Employees: Socio-Cultural Implications and Strategies" - conducted interviews with some of the Indian HR managers working in manufacturing, IT and Telecom sectors in India. They have said that the MNC's have come up with initiatives to offer provisions such as flexi-time, paid paternity leave, childcare facilities and tools such as video conferencing to reduce commuting to office. At the same time no formal initiatives have been taken to improve WLB. The slow and differential HR policy response in India as compared to western countries can be attributed to the political ideologies, slow pace of change in socio- demographic structure & attitude of employers.
- Kakkar, Jyoti, Bhandari, Anuradha (2016) in the paper titled "A Study on Work- Life Balance in the Indian Service Sector from a Gender perspective" highlighted numerous studies on work- life balance issues faced by women at workplace, yet studies on this topic that focus on men are limited in number. Studies on gender differences are available in huge numbers, however, there are few studies that talk of work- life balance with reference to men, for either they have been ignored or have been taken for granted for being the stronger sex, be it at home or at the work from this stereotype that men face worldwide may be a reason for their not being able to capture the limelight that women have been able to when it comes to work- life balance issues.

## FREQUENCY TABLE –

## WORKING ON AVERAGE HOURS

PARTICULARS	No. OF RESPONDENTS	PERCENTAGE
40 hours per week	57	38
45 hours per week	49	32.2
50 hours per week	33	22
60 hours per week	13	8.6
<b>TOTAL</b>	150	100

## INTERPRETATION:

The above table shows that 38% of the respondents are working 40 hours per week ; 32.2% are working 45 hours per week ; 22% are working 50 hours per week; 8.6% are working 60 hours per week.

## GIVING PRIORITIES

PARTICULARS	No. OF RESPONDENTS	PERCENTAGE
Career	25	16.4
Family	66	43.4
Health	50	33
Wealth	11	7.2
<b>TOTAL</b>	150	100

**INTERPRETATION:**

The above table shows that 16.4% of the respondents gave their career as a priority; 43.4% of the respondents gave their families as a priority; 33% of the respondents gave their health as a priority, 7.2% of the respondents gave their wealth as a priority.

**RATING THE LEVEL OF AGREEMENT OF MANAGING THE TIME**

FACTORS	AGREE	DISAGREE	STRONGLY AGREE	STRONGLY DISAGREE	NONE OF THESE	TOTAL	RANK
PRIORITISE YOUR TIME	58	44	29	21	0	152	III
	290	176	87	42	0	595	
PLOTSOME PERSONAL TIME	61	33	19	39	0	152	IV
	305	132	57	78	0	572	
MANAGE YOUR WORKSPAC E WORK	67	36	0	29	0	152	II
	335	144	60	58	0	597	
MAKE YOUR WORKSPAC E WORK FOR YOU	65	45	16	26	0	152	I
	325	10	48	52	0	605	

**INTREPRETATION:**

The respondents have ranked make your workspace work for you (rank 1), manage your workspace work (rank 2), prioritise your time (rank 3), plot some personal time (rank 4).

## 4.3.1 AGE GROUP AND WORKING HOURS

**HYPOTHESIS:**

There is significant relationship between respondent's age and their working hours.

TABLE 4.4.1

AGE	HOW MANY HOURS PER WEEK DO YOU WORK ON AVERAGE?				TOTAL
	0 hours per week	5 hours per week	0 hours per week	60 hours per week	
20 to 30	57	44	27	6	134
30 to 40	0	2	3	4	9
40 & Above	0	3	3	3	9
<b>TOTAL</b>	<b>57</b>	<b>49</b>	<b>33</b>	<b>13</b>	<b>152</b>

TABLE 4.3.1

FACTOR	CALCULATE D VALUE	D. F	TABLE VALUE	REMARKS
AGE	31.845a	6	12.59	REJECTED

## **INTERPRETATION:**

The calculated value of chi-square is more than the table value. Hence, the hypothesis is rejected stating that there is significant relationship between the age and their working hours.

### **SIMPLE PERCENTAGE ANALYSIS:**

- Majority of the respondents belong to the age group of 20 to 30 years (88.1%).
- Majority of the respondents are Female (61.2%)
- Majority of the respondent's education qualification is Under graduate (80.2%).
- Majority of the respondents are living in Nuclear family (58.5%).
- Majority of the respondents are Unmarried (86.18%).
- Majority of the respondents are Professionals (57.8%).
- Majority of the respondents income is 20,000-40,000 (61.1%).
- Majority of the respondents worked overtime of 2times per week. (50%).
- Majority of the respondents are wasting their time at sometimes (51%).
- Majority of the respondents are satisfied with their work life balance (54%).
- Majority of the respondents are sometimes affecting their efficiency (57.2%).

### **RANKING ANALYSIS:**

#### **THE LEVEL OF AGREEMENT OF MANAGING THE TIME**

- The respondents ranked making their workspace working for them as I
- The respondents ranked managing their workspace work as II
- The respondents ranked prioritise their time as III
- The respondents ranked plotting some personal time as IV.

### **CHI SQUARE ANALYSIS:**

- There is no significant relationship between the respondent's income and their satisfaction.
- There is significant relationship between the respondent's occupation and overtime work.
- There is no significant relationship between the age and their working hours.

## SUGGESTIONS:

There are many ways to redefine work-life balance during the pandemic period. They are followed as below:

### ➤ DEFINE YOUR HOME OFFICE:

Remove the “temporary” sign and make your workspace work for you. Even if you are sharing it with others, this is where you do your work using your brainpower, decision-making, creativity, empathy, problem-solving, etc. and that means your space should be as free from distractions as possible.

## CONCLUSION:

WFH policy is considered to support better WLB. COVID-19-induced nationwide lockdown made it mandatory for most of the employees to WFH. During such an unprecedented scenario, when the fear of lay-off was prevailing due to economic slowdown, many employees experienced PLIW during their efforts to give their best performance while working from home. The struggle to juggle between work and family responsibilities emerged as one of the sources of emotional exhaustion experienced by employees during COVID-19- induced nationwide lockdown.

## WEBSITES:

- <https://www.emerald.com/insight/content/doi/10.1108/GM-06-2020-0163/full/html>
- [https://www.researchgate.net/publication/344868213\\_WORK\\_LIFE\\_BALANCE\\_IN\\_PHASE\\_OF\\_PANDEMIC](https://www.researchgate.net/publication/344868213_WORK_LIFE_BALANCE_IN_PHASE_OF_PANDEMIC)
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