



A CRITICAL STUDY ON WORK-LIFE INTEGRATION OF EMPLOYEES IN IT INDUSTRY

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ABSTRACT

The purpose of this paper is to investigate how employees in the IT industry perceive themselves in relation to their work and family roles, how they experience these roles, and how they combine their work, how they merge their work, Family and individual self, and also to spot out and discuss the work-life integration among the employees in the industry and suggest them how to integrate the work and life.

The paper reviews the literature about how different components of life can be integrated for managing the boundaries of both work and life effectively.

A survey has been taken to study the work-life integration among the employees working in the IT Industry. That will help us to examine the components that integrate work and life. Also to understand the comfort zone of the employees for a better productivity and their opinion towards their company in terms of work-life integration.

In this paper CORRELATION, ONE-WAY ANOVA and CHI-SQUARE Test is used to test the work-life integration of employees based on the survey.

This paper is to study about all the factors that affect work-life integration and help the employees to work efficiently.

Key words: Work-life integration, working hours, comfort zone, technology, shifts preferred

I. INTRODUCTION

The term "work-life integration" refers to a connection between work and personal life. Professionals must blend their personal and professional lives in order to make both work, according to the new phrase "work-life integration." Many professionals, particularly baby boomers, are unprepared for this major shift because it occurred so quickly, similar to the speed of technology, that it has been difficult to step back and come up with a better solution. On the other hand, millennials have already begun to adjust to this reality. When they leave the office, they are on Facebook chatting with coworkers and responding to business emails.

1.1 What does work-life integration look like?

Work-life balance is no longer a concept. Workers are known to check their emails first thing in the morning or whip out their smartphones while jogging on the treadmill. Work and life have essentially become two halves of the same whole, rather than two incompatible components squished together uncomfortably. Work-life balance means that your work and personal life are in sync.

Work-life integration success varies from person to person, and it is not always a 50/50 partnership.

1.2 Objective

To understand the work-life integration level of the employees.

1.3 Reasons for work-life integration

- The lines between family and work are becoming increasingly blurred.
- Employees are willing to sacrifice personal time for work, and many are unable to do so.
- Employees are working from home in greater numbers than ever before.

1.4 Work-life integration also includes the following:

- Gym, yoga, exercise, or walking clubs in the office.
- Getting out of work early and responding to emails from home.
- Having your company pay for you to take a course in something you're interested in.

1.5 Challenges of work-life integration

- Employees have traditionally struggled to balance the competing demands of work and family life under the assumption that they were solely responsible for managing their own balancing acts and could not expect significant assistance from their employers.
- When work and family demands are both high and difficult to meet, employees are more likely to experience work-family conflict.
- Employees from dual-earner families (the study's subjects) are more likely to have work-family conflicts.

II. REVIEW OF LITERATURE

2.1 Technology, organizations, and work-life integration - *P. Monique Valcour Larry W. Hunter (2005):*

The research looks at how technology influences work-life integration, which is defined as "a perceptual phenomenon characterized by a sense of having satisfactorily resolved the multiple demands" of work and non-work domains. Technology has been shown to have different effects on different aspects of work-life integration, according to research.

2.2 Work-Life-Integration through Flexible Work Arrangements: A Holistic Approach to Work Life Balance - *Sourabh Munjal (2017):*

This study demonstrates that striking a work-life balance in today's world is extremely difficult. It is necessary to break the boundaries of two domains and integrate them in order to achieve a working balance. Work-life integration relies heavily on flexible work arrangements. Work-life integration has many benefits, but it also has some drawbacks, as with any other initiative. Integrating beyond the point of no return may result in a shambles across the board.

2.3 Work–Life Integration and Workplace Rights for Domestic Workers in Support to Elderly Persons - *Diane-Gabrielle Tremblay, Ilda Ilse Ilama (2015):*

Employees working in support services in domestic work for elderly people face a real challenge in balancing work and family, according to the study; their workplace rights on this issue are limited, and they rely heavily on managers' understanding and support. The findings point to two major sources of differentiation: age and being a single parent. Finally, some suggestions, including the Right to Request, which appears to be the best option, though more research is required.

2.4 Work-life integration: experiences of mid-career professional working mothers - *Alma M. McCarthy, Geraldine Grady (2008):*

The purpose of this paper is to investigate how mid-career skilled mothers perceive themselves in terms of their work and family roles, how they master these roles, how they integrate their work, family, and individual selves, and what meaning they derive from this integration. The study raises important issues for the management of skilled operating mothers, and the study's implications for people and organizations have begun. It claims that these women's means were formed by a posh relationship of labor-related dynamics and private factors, despite competing priorities of work, family, and personal lives.

2.5 Work–Life Integration: Present Dynamics and Future Directions for Organizations - *Brad Harrington, Jamie J. Ladge (2009):*

The goal of the study was to identify key trends that impact the work–life field, and to determine future directions for organizations in responding to these challenges. The results were findings and recommendations

regarding how the work–life movement has affected more broad-based changes in workforce management and projections for how the movement might continue to grow and evolve in the future.

III. RESEARCH METHODOLOGY

3.1 Population and sample size:

Employees of the IT industry make up the population, which is indefinite. The sample size is limited to 150. In this study, stratified random sampling is combined with a descriptive research design.

3.2 Data:

The research uses both primary and secondary data. Primary data was gathered for the questionnaire through survey, and secondary data was gathered from various literature reviews.

3.3 Theoretical Framework:

The dependent variables are Satisfaction level of working hours, Flexible work timing, overstay at office to complete the work, work related stress/ issues. The independent variables are average working hours a week, work-life conflict, shifts preferred, workplace comfortability. Age, gender and job tenure are the control variables, which will remain constant throughout the paper.

IV. RESULTS AND DISCUSSIONS

4.1 Demographics Profile

Table 4.1 Percentage analysis of demographic factors

FACTORS	DIMENSIONS	NUMBER OF RESPONDENTS	PERCENTAGE
GENDER	Female	90	60
	Male	60	40
WORK EXPERIENCE	0-5 years	114	76
	6-10 years	30	20
	11-15 years	6	4
	15+ years	0	0
AVERAGE WORKING HOURS	40-50 Hrs.	65	43.33
	51-54 Hrs.	52	34.67
	55-60 Hrs.	21	14
	60+ Hrs.	12	8
SHIFTS PREFERRED	Alternate shifts	22	18
	Day shift	121	80.67
	Night shift	2	1.33

Interpretation:

It can be inferred from the table that majority (60%) of the respondents are female.

It can be inferred from the table that majority (76%) of the respondents have a work experience of 0-5 years in the IT industry.

It can be inferred from the table that majority (43.33%) of the respondents are working between 40-50 hours a week.

It can be inferred from the table that majority (80.67%) of the respondents prefer day shift for an effective outcome.

4.2 Relationship between average working hours a week and satisfaction level of working hours

NULL HYPOTHESIS (H0): There is no significant relationship between average working hours a week and satisfaction level of working hours.

ALTERNATIVE HYPOTHESIS (H1): There is a significant relationship between average working hours a week and satisfaction level of working hours.

Table 4.2 Correlation analysis of average working hours a week and satisfaction level of working hours

		Correlations	
		Average working hours a week	Satisfaction level of working hours
Average working hours a week	Pearson Correlation	1	.587
	Sig. (2-tailed)		.000
	N	150	150
Satisfaction level of working hours	Pearson Correlation	.587	1
	Sig. (2-tailed)	.000	
	N	150	150

Interpretation:

Since, the p-value is .000, the **Null Hypothesis (H0) is rejected** at 1% level of significance (0.01). Hence, it can be concluded that there is a significant relationship between average working hours a week and satisfaction level of working hours.

4.3 Relationship between flexible work timing and work-life conflict

NULL HYPOTHESIS (H0): There is no significant relationship between flexible work timing and work-life conflict.

ALTERNATIVE HYPOTHESIS (H1): There is a significant relationship between flexible work timing and work-life conflict.

Table 4.3 Correlation analysis of flexible work timing and work-life conflict

		Work-life conflict	Flexible work timing
Work-life conflict	Pearson Correlation	1	.533
	Sig. (2-tailed)		.000
	N	150	150
Flexible work timing	Pearson Correlation	.533	1
	Sig. (2-tailed)	.000	
	N	150	150

Interpretation:

Since, the p-value is .000, the **Null Hypothesis (H0) is rejected** at 1% level of significance (0.01). Hence, it can be concluded that there is a significant relationship between flexible work timing and work-life conflict.

4.4 Difference between shifts preferred and workplace comfortability

NULL HYPOTHESIS (H0): There is no significant difference between shifts preferred and workplace comfortability.

ALTERNATIVE HYPOTHESIS (H1): There is a significant difference between shifts preferred and workplace comfortability.

Table 4.4 One-way ANOVA between shifts preferred and workplace comfortability

ANOVA					
Workplace comfortability					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.722	2	1.361	1.114	.331
Within Groups	179.551	147	1.221		
Total	182.273	149			

Interpretation:

We can infer that the p-value (.331) is greater than 0.05, so the **Null Hypothesis (H0) is accepted** at 5% level of significance (0.05). Hence, it can be concluded that there is no significant difference between shifts preferred and workplace comfortability.

4.5 Association between performance targets attainable within the working hours and overstay at office to complete the work

NULL HYPOTHESIS (H0): There is no association between performance targets attainable within the working hours and overstay at office to complete the work.

ALTERNATIVE HYPOTHESIS (H1): There is an association between performance targets attainable within the working hours and overstay at office to complete the work.

Table 4.5 Chi-square test for performance targets attainable within the working hours and overstay at office to complete the work

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	38.931	16	.001
Likelihood Ratio	36.253	16	.003
Linear-by-Linear Association	.398	1	.528
N of Valid Cases	150		

Interpretation:

We can infer that the Pearson Chi-square value is 38.931 and the p-value (.001) is less than 0.05, so the **Null Hypothesis (H0) is rejected** at 5% level of significance (0.05). Hence, it can be concluded that there is an association between performance targets attainable within the working hours and overstay at office to complete the work.

4.6 Association between work-life conflict and work related stress/ issues

NULL HYPOTHESIS (H0): There is no association between work-life conflict and work related stress/ issues.

ALTERNATIVE HYPOTHESIS (H1): There is an association between work-life conflict and work related stress/ issues.

Table 4.6 Chi-square test for work-life conflict and work related stress/ issues

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	91.127	16	.000
Likelihood Ratio	80.077	16	.000
Linear-by-Linear Association	42.321	1	.000
N of Valid Cases	150		

Interpretation:

We can infer that the Pearson Chi-square value is 91.127 and the p-value (.000) is less than 0.05, so the **Null Hypothesis (H0) is rejected** at 5% level of significance (0.05). Hence, it can be concluded that there is an association between work-life conflict and work related stress/ issues.

V. CONCLUSION

In order to integrate work and life roles, we must first understand ourselves. Do we see ourselves as primarily work-focused, family-focused, a combination of the two—or something else entirely?

People who are focused on their jobs tend to identify themselves by their job titles—manager, vice president, or leader. People who prioritize family see themselves as primarily a parent, spouse, or friend. In both roles, dual-focused individuals identify with and invest in themselves equally. Most executives claim to be dual-focused at first. The majority of the time, they are not, as evidenced by their actions. Other-focused people put their money into things that aren't directly related to work or family.

According to research, the degree to which we manage work interrupting family or work interrupting family is a critical aspect of integrating work/life facets. We might be an integrator if that's the case. Perhaps we are more of a Separator, and we prefer to divide these tasks into time blocks. If you're a cycler, you might alternate between periods of intensely integrating family and work and periods of deliberately separating them. Recognizing which of these behavior patterns fits us best and developing a strategy that incorporates them is the first step toward integration. Because none of these types are inherently superior, it's critical to understand which one is right for you.

VI. RECOMMENDATIONS

Following are some of the recommendations made to IT industry employees based on the study.

Work-Life Integration is found to be more effective only when employees are given the freedom to work at their own pace. This is because if they have more free time, they will be able to focus more on producing high-quality work. Otherwise, their mind will be preoccupied with staying on schedule rather than with their work. As a result, flexible scheduling is necessary to get the best out of employees and avoid work-life conflicts.

In addition, the majority of respondents prefer day shift overnight shift for the best results. Employees can choose their preferred shift if the company allows them to do so.

According to the study, the majority of employees agree that their company is rapidly advancing in technology and that technology supports work-life integration, but they are hesitant to use the technology to its full potential. To make Work-Life integration more effective, all employees should be trained on how to use the latest technology effectively.

Vacations act as mental boosters, allowing employees to return to work with a bang and renewed vigor. When employees are at home or on vacation, nearly 52 percent of them check their emails. This demonstrates their accountability. As a result, when they are presented with these exciting vacation plans, they may exert greater effort.

It would be preferable if the company provided a crèche, which would allow female employees to focus more on their work and even spend more time at work.

Employees should be encouraged to work only during normal business hours and not to work overtime or stay late at the office.

If going to work every day feels like slamming our heads against a wall, we'll still have trouble integrating work and life. We now consider "work" and "life" to be essentially the same thing. That isn't to say we should let either of them irritate us.

If we protect the glue that holds our work and life together, we also protect everything that matters.

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