



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

A STUDY ON WORK LIFE BALANCE OF WOMEN WORKING IN WIPRO

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MBA 4 semester

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ABSTRACT:

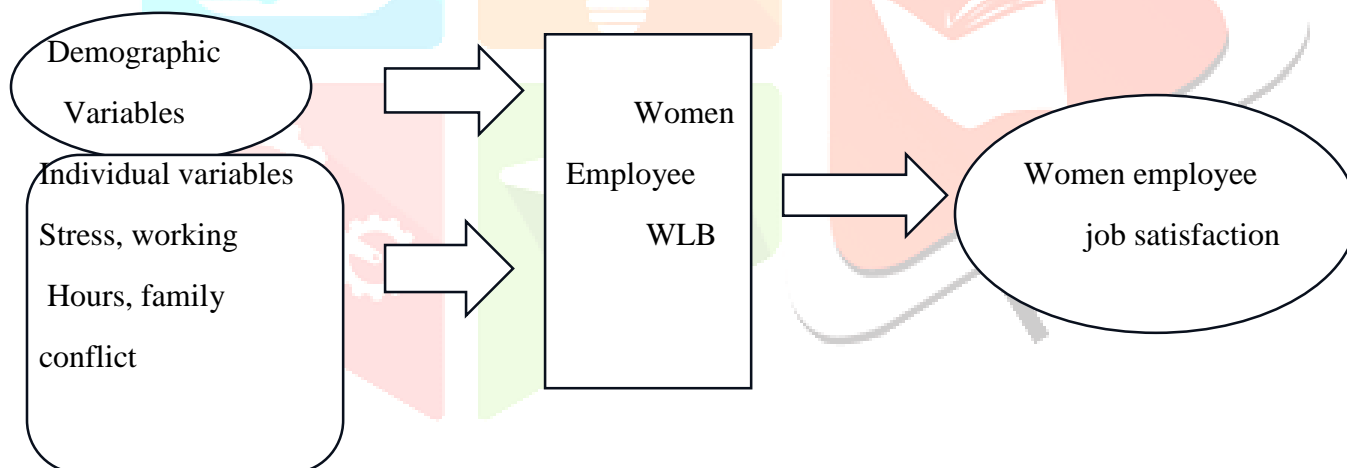
The Indian economy saw a growth in job prospects in the hospitality sector following liberalization of the economy in the last decade of the twentieth century. A multitude of professional prospects have been made possible by automation and computerization, particularly for educated women in the IT and software industries where desk jobs are the norm and decent incomes are available. These jobs may be stressful at work, though, because they also need numerous hours and a driven by deadlines mentality. IT professionals who have a home commitment find it challenging to maintain a work-life balance. The study collected data from female IT workers via questionnaires and concerns surveys. The study also looks at the reasons of work-life balance and potential solutions.

KEYWORDS: Work life balance, work pressure, family obligation.

INTRODUCTION:

Following economic liberalization in the last quarter of the 20th century, job opportunities in the hotel sector in India increased. Automation and computerization have opened up a wide range of career opportunities, especially for educated women in the software and IT sectors where desk positions are common and good salaries are offered. These positions may be demanding at work, too, as they also call for long hours and a deadline-driven mindset. It's hard for IT workers with family responsibilities to strike a work-life balance. The research collected data on female IT employees using questionnaires and surveys. The study also looks at the reasons of work-life balance and potential solutions. In India, there were more job prospects in the hotel industry with liberalization of the economy in the latter part of the 20th century. Many professional options have become available as a result of automation and computerization, particularly for educated women in software and IT industries where desk jobs are widespread and well-paying roles are available. These jobs might also be taxing at work since they require long hours and a deadline-driven approach. Striking a work-life balance is difficult for IT professionals who also have family obligations. The research collected data about female IT workers using questionnaires and surveys.

Conceptual Frame Work



LITERATURE REVIEW:

Through surveys and questionnaires, data about female IT workers was collected for the study. The study also examines potential fixes and the causes of work-life balance. As the economy became liberalized in the later half of the 20th century, job opportunities in the hotel sector increased in India. Automation and computerization have opened up a broad range of possibilities for careers, especially for educated women in the software and IT sectors where desk jobs are common and well-paying positions are accessible. Because these occupations need long hours and a deadline-driven mentality, they may also be stressful at work. It is challenging for IT workers who simultaneously have family responsibilities to maintain a work-life balance. The study used surveys and questionnaires to gather knowledge regarding female IT workers. For the study, information about female IT employees was gathered using questionnaires and surveys. The study also looks at possible solutions and work-life balance's root issues. In India, job prospects in the hotel industry grew as the

country's economy liberalized in the latter part of the 20th century. A wide number of career options have been made possible by automation and computerization, particularly for educated women in the computer software and IT industries where desk jobs are prevalent and well-paying opportunities are available. These jobs might be demanding at work as they entail long hours and a driven by time mindset. IT professionals who also have family obligations find it difficult to strike a balance between work and life. The study included questionnaires and surveys to get information about female IT workers.

OBJECTIVE:

- To study the work life balance of women employees across their demographic characteristics such as age group, number of children.
- To study the work and family factors the influencing the work – family balance of women in WIPRO.
- To understand the challenges they face and the type of coping strategy they use to achieve work family balance.

RESEARCH METHODOLOGY:

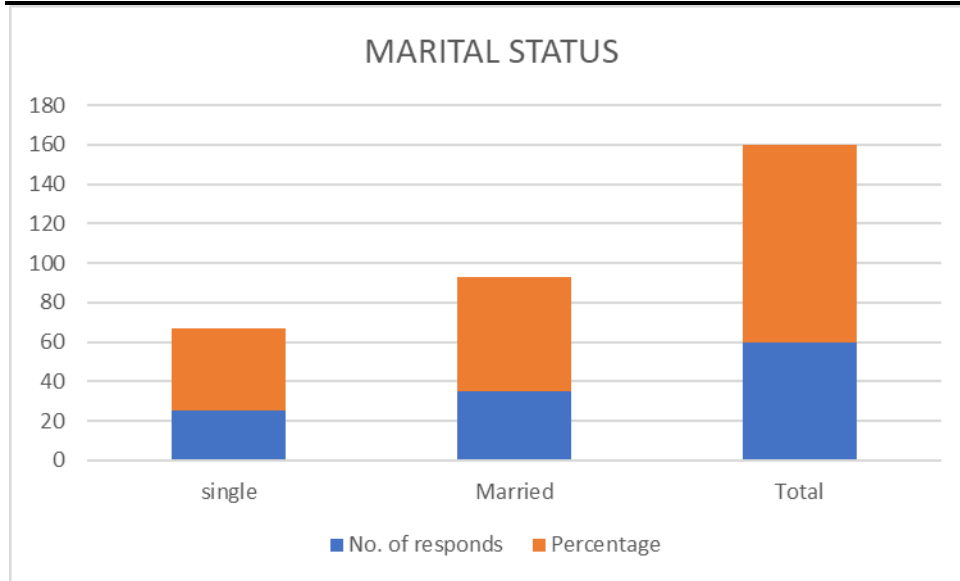
The analytical approach serves as the study's cornerstone. The primary data was gathered using a structured questionnaire. The core of the study is the work-life balance and job satisfaction across various business sectors. The three points on a scale denoting the respondents' satisfaction and retention levels with female workers are Agree, Neutral, and Disagree.

DATA ANALYSIS AND INTERPRETATION:

The data analyzed by using the statistical tool. I have used simple percentage analysis. Which is used to find out the significant relationship between the dependent variable and independent variable and has it cross tabulation is mentioned below.

- Marital status of the respondents are shown below

Marital status	No. of responds	Percentage
single	25	42
Married	35	58
Total	60	100

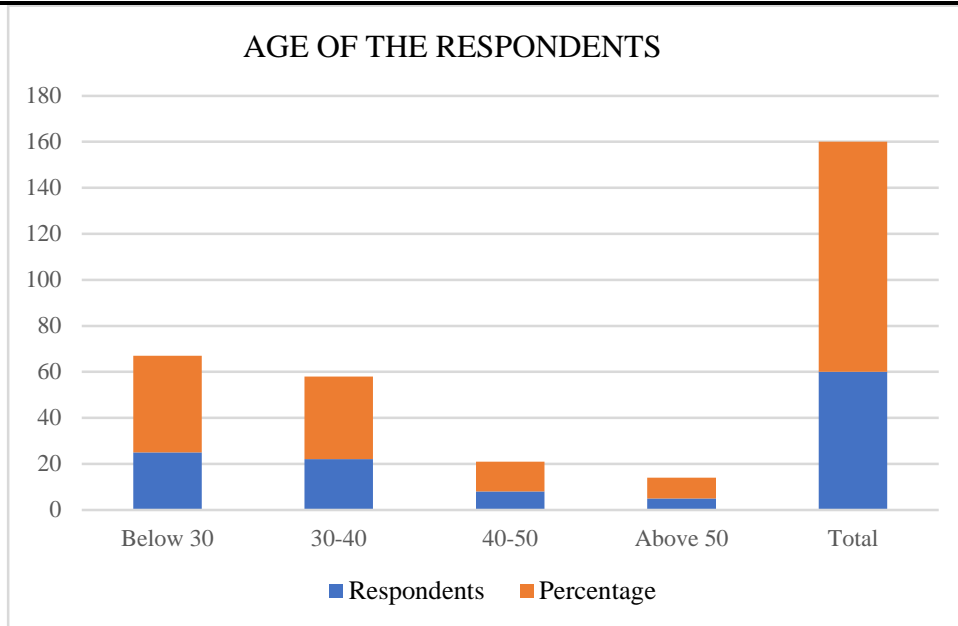


INTERPRETATION:

From the above graph we can observed that the marital status of married women are 58% and 42 % are single in wipro. In that married women are more than the single women.

- Age group of the employers working in Wipro

Age	Respondents	Percentage
Below 30	25	42
30-40	22	36
40-50	8	13
above 50	5	9
Total	60	100

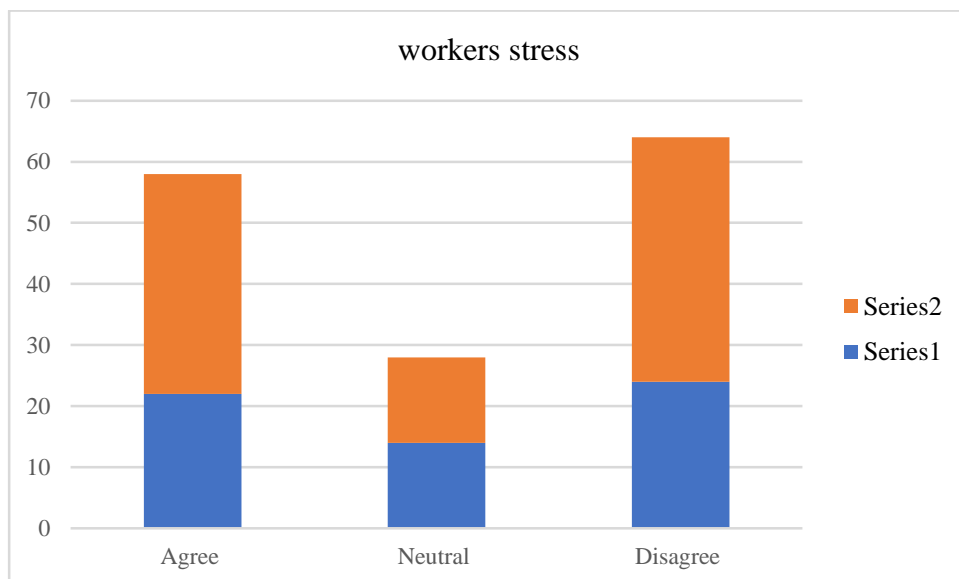


INTERPRETATION:

From the above graph the age group of the employers in WIPRO we can clearly defined as the below 30 age group respondents are 42% and 30-40 age group respondents are 36% and 40-50 age group respondents are 13% and above 50 age group respondents are 9% .B Below 30 age group respondents are higher than the above 50 age group respondents .

- Workers stress in their working environment.

Stress	Respondents	Percentage
Agree	22	36
Neutral	14	14
Disagree	24	40



INTERPRETATION:

From the above graph of Workers stress in their working environment we can observed that disagree respondents are higher than the agree & neutral respondents with the 40%

- Job satisfaction of respondents in WIPRO

Job satisfaction	Respondents	percentage
Agree	45	75
Neutral	11	18.3333
Disagree	4	4
Total	60	100

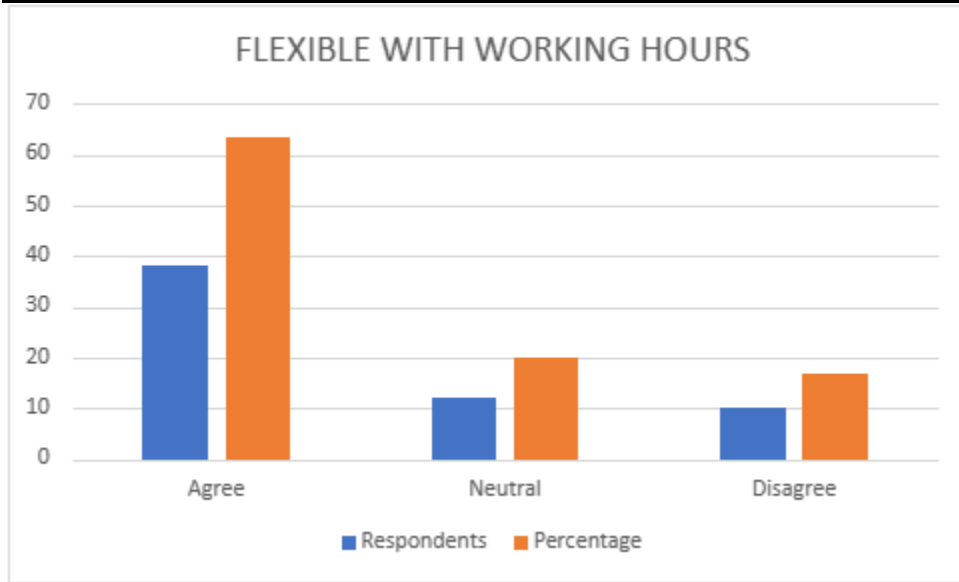


INTERPRETATION:

From the above graph we can observed that job satisfaction of the workers in that job satisfaction respondents are 45 and disagree respondents are 4 neutral respondents are 11

- Flexible with working hours in wipro

Flexible with working hours	Respondents	Percentage
Agree	38	63.33
Neutral	12	20
Disagree	10	16.6667

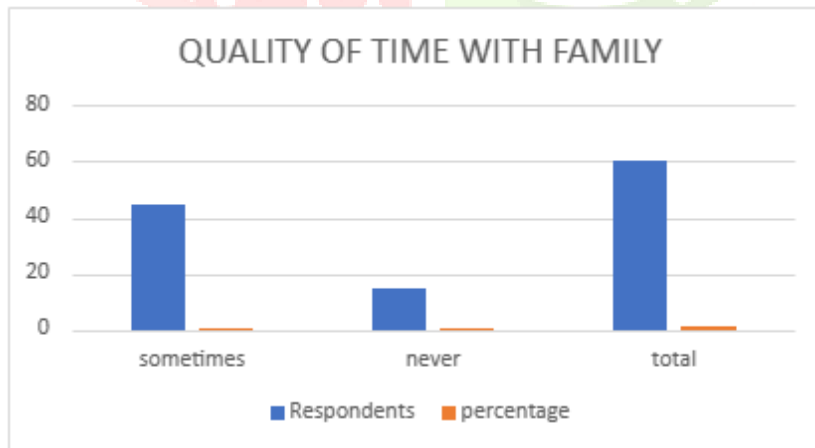


INTERPRETATION:

From the above graphs of flexible with working hours of the respondents are agree respondents are 38 and disagree respondents are 10 and neutral respondents are 12

- Do you think quality of time with family is missed because of work pressure

Quality of time	Respondents	percentage
sometimes	45	73%
never	15	27%
total	60	100%



INTERPRETATION:

From the above graph quality of time with family is missed because of work pressure of 77% of the respondents feel that they sometimes miss quality time with their family while 23% ever feel that their time with family is missed because of work pressure.

FINDINGS:

Studies show that caring obligations, norms of society, and employment expectations can make it difficult for women to strike a work-life balance. Women's work-life balance has been shown to be positively impacted by accommodating work schedules and encouraging corporate policies. Furthermore, many of those surveyed are employed and fall into the in-30 age range.

SUGGESTIONS:

- ◆ Flexible work policies: To meet differing personal demands and responsibilities, implement and encourage arrangements for work that are flexible, such as telemedicine or flexible hours..
- ◆ Supportive parental leave: Strengthen parental leave regulations to provide new moms enough time to recover and form bonds with their children while promoting a better work-life balance.
- ◆ Open communication: Build a transparent work where employees can bring up issues and seek assistance via promoting open communication about job goals and deadlines.
- ◆ Training on the Management of Time: To assist women in more effectively balancing their personal and professional obligations, offer classes on efficient time management and prioritizing..
- ◆ Wellness programs: To address the complete well-being of female employees, implement wellness initiatives, such as stress management tools and support for mental health.

CONCLUSION:

A woman in the business must balance both her private and professional lives and recognize the reality of the workplace in order to achieve superiority in her career. Without it, the majority of female employees would stay at the bottom of the hierarchy, unable to compete with their male coworkers to advance to the top.

Businesses are generally perceived as being reasonable when it comes to women working and enforcing flexible hours policies, especially in cities with high cost of living, long commutes between home and the office, and most nuclear families where both spouses lead career-focused lifestyles that make work-life balance difficult. Children are unfortunately the primary cause and effect. Oftentimes, they are not watched over by parents. To build a rational and healthy society, it is critical that employers, female employees, couples, and other family members combine professional and personal life. The family, the fundamental unit of Indian society, shouldn't be sacrificed.

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