WORK LIFE BALANCE OF IT EMPLOYEES WORKING FROM HOME DUE TO PANDEMIC IN CHENNAI CITY

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ABSTRACT

The subject of Work Life Balance and Work Life Boundaries has received much attention in the last 15 years. Though concept of Work Life Balance is not so much popular in India yet as it is in the West. India remained unaffected earlier due to the social support system available so far in our country. But now in India, there is also change in family structures like the advent of nuclear family system and structure of work force. The literature identifies its effect on various quality life conditions i.e., Job Satisfaction, Work Stress, Career Growth, Turnover, Absenteeism, Appreciation and competitive environment in context with Work-life Balance and its practices/policies. Convenience sampling method is adopted in which a questionnaire is used to collect the data. The questionnaire circulated through Google form received 130 responses. Percentage analysis and chi-square were used to analyze the given data. The findings indicate that all the dimension of the work from home influence the different perspectives of work life balance and job satisfaction.

Keywords: *Work life balance; Work from home; Job satisfaction: Work stress*

I. INTRODUCTION:

Work-life balance is a crucial issue for every employee in government and private institutions today. This is because there will be a decrease in employee productivity and performance if an organization does not think about the work balance of employees properly and is not managed properly (Abioro, Oladejo, & Ashogbon, 2018). Work balance programs began in 1930 where company policies and regulations allow employees to work effectively and efficiently and provide flexible time to deal with the personal problems of these employees. The fact is, that at present the workforce places more emphasis on work-life balance rather than on income alone (Meenakshi, V, & Ravichandran, 2013); (R, S, & Murthy, 2015). This also must be a concern of the organization how important the work-life balance for its employees. Work-life balance is how to create a supportive work environment, enabling job balance and personal responsibility because this will strengthen employee loyalty and productivity (Meenakshi et al., 2013).

II. OBJECTIVE OF THE STUDY:

The objective of the study is to measure the impact of work life balance on the demographic profile of the employees in IT sector.

III. RESEARCH METHODOLOGY:

3.1 Population and Sample size:

The population size of the IT sector in the Chennai city is indefinite. The sample size is confined to 130 respondents. The research uses Convenience sampling method.

3.2 Primary and Secondary data:

Primary data is a type of data that is collected by researchers directly from main sources through interviews, surveys, experiments, etc. Primary data are usually collected from the source where the data originally originates from and are regarded as the best kind of data in research. Secondary data is the data that has already been collected through primary sources and made readily available for researchers to use for their own research. It is a type of data that has already been collected in the past.

3.3 Questionnaire Development:

The structured questionnaire consisted of the first set consisted of the demographic profile of the employees working in the IT sector. The factors of work life balance were measured with the help of 5-point Likert scale namely [Strongly agree, Agree, Neutral, Disagree, strongly disagree] from 1 to 5, respectively.

IV. REVIEW OF LITERATURE:

The Alliance, (1987) says that in organizations and on the home front, the challenge of work/life balance is rising to the top of many employers' and employees' consciousness. In today's fast-paced society, human resource professionals seek options to positively impact the bottom line of their companies, improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends. This article provides human resource professionals with an historical perspective, data and possible solutions—for organizations and employees alike—to work/life balance. Three factors— global competition, personal lives/family values, and an aging workforce— present challenges that exacerbate work/life balance. This article offers the perspective that human resource professionals can assist their companies to capitalize on these factors by using work/life initiatives to gain a competitive advantage in the marketplace.

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an historical perspective, data and possible solutions for organizations and employees alike to work/life balance. Three factors global competition, personal lives/family values, and an aging workforce present challenges that exacerbate work/life balance. This study offers the perspective of women employees in public and private banking sector in Uttar Pradesh (Lucknow) by using work/life initiatives to gain a competitive advantage in the marketplace. Work-life balance has always been a concern of those interested in the quality of working life and its relation to broader quality of life

S. R., & Swiercz, (2002) says the problem of work/life management in companies and on the home, front is growing to the top of the consciousness of both workers and workers. Human resources experts are finding solutions in today's fast-paced world to create a meaningful effect on the bottom line of their firms, boost employee productivity, attract workers with relevant organization expertise, and keep track with changes in the workplace. This paper offers a contextual context, evidence and workable strategies for companies and workers for the work/life balance of human resources practitioners. Three global competitiveness trends, personal life/family beliefs, and an ageing population raise problems that intensify the balance between work and life. This article provides the opinion that by leveraging work/life initiatives to achieve a strategic edge in the workplace, human resources experts may allow their organizations to profit on these variables. The connection of work and life has long been a question to many who are involved like working life and its contribution to a more outstanding quality of life.
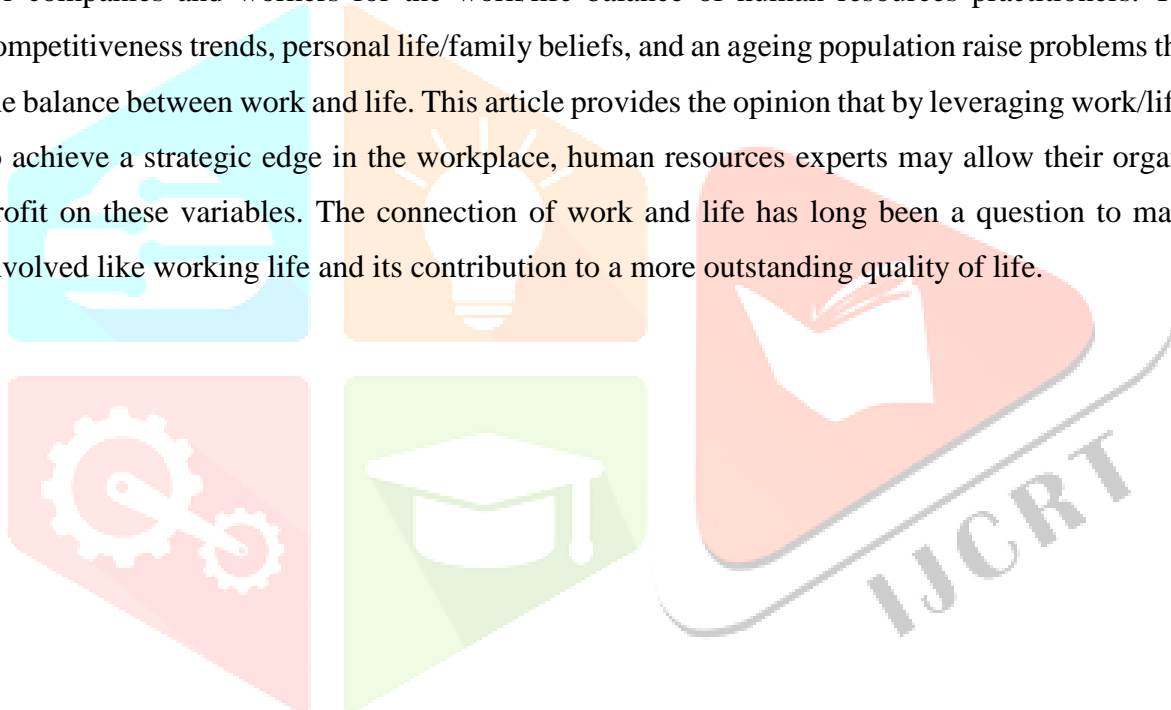
V.   RESULTS:

5.1 Demographic Profile Table

5.1: Percentage analysis of Demographic factors

Factors	Frequency	Percentage
Age		
18-28	90	69
29-38	29	22
39-48	10	8
48 & above	1	1
Gender		
Male	78	60
Female	52	40
Designation		
Associate software engineer.	32	25
Software Analyst.	52	40
Senior Software Engineer.	18	14
Team Leader.	21	16
Manager.	7	5
Years of Experience		
1-5yrs	77	59
5-10yrs	32	25
10-15yrs	16	12
15-20yrs	5	4
20-25yrs	0	0

5.2 Relationship between the demographic factors and comfort of work from then work at office

Table 5.2 Descriptive mean statistics of Age factors and comfort of work from then work at office

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	37.354[a]	12	.000
Likelihood Ratio	12.159	12	.433
N of Valid Cases	135		
a. 14 cells (70.0%) have expected count less than 5. The minimum expected count is **.03.**			

VI.   CONCLUSION:

From the study it is clear that employee work life balance is good, but there is a small gap from employee satisfaction to company. Work-life balance programs offer a win-win situation for employers and employees. While the employee may perceive work-life balance as the dilemma of managing work obligations and non-work responsibilities, work-life balance from the employer 's point of view encompasses the challenge of creating a supportive company culture where employees can focus on their jobs while at work. In whichever way it is viewed, the existence of effective work-life balance programmers in an organization will do both the employee and employer good. For the employer, work-life initiatives create positive employer branding, promote being an employer of choice, foster organizational citizenship, and support diversity initiatives. For the employee, there is lesser stress, increased happiness, motivation, and productivity, and a better chance of reaching both personal and career goals satisfactorily. The key role of HR therefore, is to understand the critical issues of work- life balance, integrate it into the organization 's HR policy, and champion work-life balance programs

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