

Comprehensive Study on the Impacts of Gender Disparities Over Life and Work Balance in IT Sector in Bangalore.

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Abstract

This study is focusing on, especially in the workforce of the information technology sectors, to look into the work and family life balance of the employees in the IT sectors, mainly in Bangalore City. The objective of this study is to learn the relation of gender and employees' personal and professional life balance in the IT sector of Bangalore and how marital status affects work and personal life balance in the IT sector of Bangalore. The aim of this study is to identify how organizational support, policies, management, and leadership can help employees balance their personal and work lives in the organization. Work-life balance is to find time for family and family functions, neighbourhood participation, friends and relatives' functions, enriching self-care, and personal and spiritual growth by attending sessions, other personal activities. Basically, it is to understand the need and how to adjust time and fulfil additional demands of the workplace. The method has been used with the collection of responses from different IT companies in Bangalore, and the chi square tool has been used for analysis.

Keywords: Working Life Personal Life Balance, Employee, Age, Gender, Marital Status, Family, Organisation

1. Introduction

Working and family-life balance is a thought that encourages the employees to divide their engagement and involvement between work and the other important features of their lives [1]. Work-life balance is to find time for family and family functions, neighbourhoods'

participation, friends and relatives functions, enrich the self-care and personal and spiritual growth by attending sessions, other personal activities. Basically, it is to understand the need and how to adjust time and fulfil additional demands of the workplace [2-4]. Work-life balance is an encouragement from management who set up and implemented the policies and introduced them in practice that's helped the employees bring harmony into their lives. Employees who pursue the work-life balance reduce the level of stress they experience. When they expend the utmost of their days on work-related performance and feel that they are actually avoiding the other major portions of their lives, these feelings bring tension and grief into life. Work-life balance allows employees to experience that they are now able to concentrate more on all the vital aspects of their lives [5-10].

Work-life balance is to balancing two broad areas of work life and personal life. Personal work includes the family and personal life. Research on work-life balance in IT sectors started pretty late in India when in early nineties IT sector started booming and companies started working mainly with US clients. In United States information technology sector started growing fast and their demand for knowledgeable employee of information technology professional started gearing up [11-14]. The changes in the economic condition of the country, increasing number of multinational companies, large openings for talented candidates and more opportunities for higher education have created a platform for people to enter into the corporate world. A main work that happened was the preparation of software and also as a service provider to software, mainly in countries like the United States of America and to other customers. The major growth of information technology is mainly due to developments in areas like system integration, infrastructure management services, web services, service-oriented architecture, software testing, software development, information technology consulting, custom application development and maintenance, and body shopping [15-17].

After the huge growth of IT sectors in India, major changes in traditional working culture have been noted. The standard duration of working hours has changed drastically because of demographical location and globalization. Large numbers of IT companies' not following the standard 9–5 (eight) hour rule; moreover, they are 24x7 on call. In addition, there are changes in the pattern of working hours based on their clients's demographical location. Some employees have to work in odd hours, like from early evening until early next morning,

considering it a continuous night shift job. Growing loads of work have made employees to be more dedicated to their work, though increasing working hours will not increase the productivity of the employee. Constant work pressure leads to a lack of social life, stress and exhaustion lead to lower productivity, and ill health with boredom and frustration. In every aspect of life, the right balance is not possible. People from different back ground has different types of balancing in life. Whereas undue work pressure leads to stress to employees, people start feeling pressure in different aspects of their work environment in order to meet high expectations from the supervisor and management. IT companies are encouraging work-life balance for their employees and increasing the level of job satisfaction for their employees. Companies attempted to endorse work-life balance through many proposals, including flexible hour, work from home, provision for crèche and day care facilities for employees' kids.

2. Related Work

Job involvement is defined as one's association with his job. It was found in studies that too much of involvement in job or family area may result in conflict in job or family life. Originally, the research did a study that found that the work that had a family interface was referred to as stress out of work and was defined as one of job-related concerns (Greenhaus, 1985). On the other hand, family stress is the stress within the family due to family-related issues. Work hours are the hours spent to complete the responsibilities of the work. (Greenhaus 1985) In Indian society, people used to live in joint family. In this family system, people used to take care of the children among themselves. Mostly, marriages were arranged by the senior members of the family, and the rate of divorces was very less in number in the society, but now, slowly, joint families are disappearing (Patel 2005), people prefer to stay in nuclear families where both husband and wife need to work to manage the expenses. The author has explained about job involvement, work hours, work stress, and work support, whereas from the family aspect, he included time spent with family and family activities, family anxiety, family support and family conflict. The author in his findings also mentioned job involvement. The main problem, which mostly all new mothers face, is the absence of a family support system. They have constant worries about where they will keep their baby safely if they want to continue working? (Singh 2011). In spite of significant growth in women employee in the corporate there is no changes in the prototype of household responsibility for women in society (Singh 2004). According to Doble & Supriya (2010), for women employee both family life and working life is equally important and they feel the same types of responsibility.

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The factors which have been taken into consideration in working life are job involvement, job stress, and work hour, workload. The factors have been taken in family aspect are family involvement, family stress, and family hours.

3. Objective

To learn the relation of gender towards employees' personal and professional life balance of IT sector of Bangalore and the effect of marital status towards employees' work and personal life balance in IT Sector of Bangalore the following hypothesis are proposed.

3.1. Hypothesis Proposed

- **H₀₁:** There is no significant relation of gender work life balance of employees in IT sector in Bangalore
- **H₀₂:** There is no significant relation of marital status towards employee's work life balance of in IT sector.
- **H₀₃:** gender and marital status have no significant force on balancing work life.

3.2. Research Methodology

Table 1. Description of Research Methodology

Geographical Area	Bengaluru city
Population	Employees of IT sectors in Bangalore
Research Area	Work-life Balance in HRM
Sample Size	180 Prospects
Sampling Method	Convenience sampling
Data Collection	Primary data via Questionnaire and
	Secondary data via journals, articles, books.

Statistical Tools	Chi Square test
Research Type	Survey based descriptive research

3.3. Rationale for the Study

A random sample of 180 employees of IT employees has been done based on questionnaire prepared related to work life balance. The respondents are mainly from Bangalore. Questionnaire was distributed via email and responses were collected. Data has been categorized into different parameters such as gender, marital status, and age group. Factors which considered in questionnaire are work related, family related, work and family life balance.

The chi-square formula is:

$$\chi^2 = \sum (O_i - E_i)^2 / E_i$$

Where O_i = observed value (actual value) and E_i = expected value

3.4. Data Analysis and Interpretation

Table 2. Demographic Profile of the Respondents

Demographic Characteristics		Score	Proportion
Gender	Male	118	56
	Female	62	34
Total		180	100
Age	21-31 years	107	92.2
	32-41 years	6	5.2
	42-51 years	2	1.7
	52 and above	1	.9
Total		180	100
Marital Status	Married	163	91
	Unmarried	9	9

Total		180	100
Parent (with child)	Yes	127	71
	No	53	29
Total		180	100

Interpretation: The above table (table 2) had shown the demographic profile of respondents in IT sector. The respondents were divided into male and female categories in the sample, out of 180 respondents 36% are less than 31 years, 43% are between 32-41 years, 20% are between 42-50 years and 1% is above 52 years. Employee's marital position plays an important role as for a study on this topic. In this category employees seek stability in their job because of family and increased responsibilities. Therefore, chances would be different from the sections of the married and unmarried employee in societal order. In this data it had been shown that more respondents are married (91%) than unmarried (9%). Numbers of respondent with children are high in number 71% with one or two children than those respondents (29%) who are without children.

Table 3. Perceived Improvement in WLB*- Work Life and Family Life Balance of Male Employees and Female Employees in IT Sector

Variable	Male	Female	X ²	p value	Conclusion
Provide flexi time	Yes 114	Yes 60	0.0034	.953546	ns* p<0.05
	No 4	No 2			
Job sharing option	Yes 95	Yes 58	5.4205	.019902	sig p<0.05
	No 23	No 4			
Work from home	Yes 110	Yes 61	2.2843	.130693	ns p<0.05
	No 8	No 1			

Leave to manage					
family life	Yes 113	Yes 59	0.0346	.852401	ns p<0.05
	No 5	No 3			

Notes: degrees of freedom = 1, ns is not significant, Significant at 95% WLB is Work-life balance

Interpretation- The observation from the above table 3 is that both male employees and female employee of the company see the above variables like flexible time, job sharing, work from home, and getting leave when its required to keep a balance between their and personal life and professional and this will improve also help them to maintain work life balance of the employees. The Chi square test shows that other than job sharing option there is no major diversion of the variables between both female and male employees.

Table 4. Perceived Improvement in WLB*-Work Life Balance of Married and Unmarried in IT Working Professional.

Variable	Married	Unmarried	X ²	p value	Conclusion
Provide flexi time	Yes 161	Yes 8	71.7549	<.00001	sig p<0.05
	No 2	No 9			
Job sharing option	Yes 145	Yes 5	39.2999	<.00001	sig p<0.05
	No 18	No 12			
Work from home	Yes 155	Yes 4	76.5006	<.00001	sig p<0.05
	No 8	No 13			
Leave to manage family life	Yes 158	Yes 4	92.1617	<.00001	sig p<0.05
	No 5	No 13			

Notes: Significant at 95% confidence level, degrees of freedom = 1, *ns= not significant, *WLB=Work-life balance, p-value = statistical measurement used to validate the hypothesis against observed data

Interpretation- The observation from above table 4 is that married employees see the above variables like flexible time, job sharing, work from home, and getting leave when its required to maintain a balance between professional and personal life will improve and help

them to maintain their work life balance. Whereas unmarried are just opposite with their views and flexible enough to have flex timing, job sharing, work from home, and leave to manage family life. The Chi square test indicates that relationship between these variable are significant with married and unmarried respondents. Unmarried respondents are not much concerned about their personal and family life.

Table 5: Perceived Adverse Impact- Work-Life Balance of Male and Female in IT Working Professional

Variable	Male	Female	X ²	p value	Conclusion
Health	Yes 159	Yes 58	0.0838	.772189	ns at p<0.05
	No 4	No 4			
Sleep	Yes 103	Yes 56	0.3632	.5467761	ns at p<0.05
	No 15	No 6			
Stress	Yes 96	Yes 42	4.211	.040162	sig at p<0.05
	No 22	No 20			
Exhaustion	Yes 112	Yes 54	3.4638	.062725	ns at p<0.05
	No 6	No 8			

Notes: Significant at 95% confidence level, degrees of freedom = 1.*ns= not significant.

* Spill-over theory, P-value = statistical measurement used to validate the hypothesis against observed data

Interpretation- The above table 5 had shown that other than both male and female respondents felt that their long working hour job affecting their personal life where they have no time for timely food and workout also most of the respondent felt they experience frequent thoughts about their work when they are not in their work place which has impact on their personal life. Majority said they miss quality time with family as well as friend because of tremendous work load and deadlines The Chi Square test proved that there is no significant relation between the variables mentioned above with male and female as in all the cases p<0.05.

Table 6: Perceived Adverse Impact-Work life Balance of Married and Unmarried in IT Working Professional.

Variable	Married	Unmarried	X ²	p value	Conclusion
Health	Yes 159 No 4	Yes 16 No 1	0.67	.413051	ns at p<0.05
Sleep	Yes 157 No 6	Yes 15 No 2	2.3687	.12387	sig at p<0.05
Stress	Yes 161 No 2	Yes 15 No 2	7.8674	.005034	sig at p<0.05
Exhaustion	Yes 157 No 6	Yes 16 No 1	0.1996	.0655047	ns at p< 0.05

Notes: degrees of freedom = 1. ns – Not significant, Significant at 95% confidence level

P-value = statistical measurement used to validate the hypothesis against observed data

Interpretation- The above table 6 shows that four variables has taken into consideration to the analyses the difficulties employee are facing in work and professional life in health and their personal life for both married respondents and unmarried respondents. The above Chi square had shown that both married and unmarried respondent felt that both health and exhaustion affecting because of their work. The Chi square test pointed out that there is a no significant relationship among health and exhaustion but they have some difference in option about stress and sleep where Chi Square test indicate these variables are significant.

Table 7: Spill Over* of Work into Personal Life- Work Life Balance of Female and Male in IT Professionals

Variable	Male	Female	X ²	p value	Conclusion
Long working hour	Yes 117 No 01	59 03	2.9798	.84308	ns at p<.05
Worry about job when Not in work	Yes 110 No 8	61 01	0.4584	.498388	ns at p<.05

No time for food and Workout	Yes 114 No 4	54 08	0.1707	.679489	ns at p<.05
Miss quality time with family And friends	Yes 110 No 8	55 07	2.2843	.130693	ns at p<.05

Notes: Significant at 95% confidence level, degrees of freedom = 1.*ns= not significant.

* Spill-over theory, P-value = statistical measurement used to validate the hypothesis against observed data

Interpretation- The above table 7 had shown that other than both male and female respondents felt that their long working hour job affecting their personal life where they have no time for timely food and workout also most of the respondent felt they experience frequent thoughts about their work when they are not in their workplace which has impact on their personal life. Majority said they miss quality time with family as well as friend because of tremendous workload and deadlines. The Chi Square test proved that there is no significant relation between the variables mentioned above with male and female as in all the cases $p < 0.05$.

Table 8: Spill Over* of Work into Family Life- Work life Balance of Married and Unmarried in IT Working Professional.

Variable Conclusion	Married	Unmarried	X ²	p value	
Long working hour	Yes 159 No 4	16 1	0.67	.413051	ns at p<.05
Worry about job when Not in work	Yes 155 No 8	15 02	1.3794	.240201	ns at p<.05
No time for food and Workout	Yes 154 No 9	15 2	1.0458	.306476	ns at p<.05
Miss quality time with family And friends	Yes 158 No 5	16 1	0.3786	.53838	ns at p<.05

Notes: Significant at 95% confidence level, degrees of freedom = 1.*ns= not significant.

* Spill-over theory, P-value = statistical measurement used to validate the hypothesis against observed data

Interpretation- The above table 8 had shown that other than both married and unmarried respondents felt that their long working hour job affecting their personal life where they have no time for timely food and workout also most of the respondent felt they experience frequent thoughts about their work when they are not in their work place which has impact on their personal life. Majority said they miss quality time with family as well as friend because of tremendous workload and deadlines. The Chi Square test proved that there is no significant association between the above variables with married and unmarried as in all the cases $p < 0.05$.

Table 9: Initiative taken by Companies to Improve the Quality of Work Life- Work Life Balance of Male and Female in IT working Professional.

Variable Conclusion	Male	Female	X ²	p value	
WLB Initiative taken	Yes 115	Yes 59	0.6651	.414749	ns* at $p < 0.05$
By company	No 3	No 3			
WLB policy will	Yes 117	Yes 60	1.4028	.236252	ns at $p < 0.05$
Increase the productivity	No 1	No 2			
WLB will help to retain	Yes 113	Yes 56	2.0965	.1476	ns at $p < 0.05$
Employees in organization	No 5	No 6			
WLB will make organization	Yes 110	Yes 57	0.1001	.75166	ns at $p < 0.05$
More successful and effective	No 8	No 5			

Notes: Significant at 95% confidence level, degrees of freedom = 1.ns= *not significant,

*WLB=work-life Balance, P-value = statistical measurement used to validate the hypothesis against observed data

Interpretation: The above table (Table 9) had shown the IT companies who has taken initiative to improve the quality of work life of their employees. Majority (99%) of male and (96%) female said WLB policy in WLB will improve the productivity of the company it will

help to retain their employees and organization will be more effective and successful. The Chi Square test proved that there is no significant association between the above variables with male and female as in all the cases $p < 0.05$.

Table 10: Initiative taken by Companies to Improve the Quality of Work Life- Work Life Balance of Married and Unmarried in IT Working Professional.

Variable	Married	Unmarried	X ²	p value	Conclusion
WLB Initiative taken	Yes 158	Yes 14	3.4498	.63261	ns* at $p < 0.05$
By company	No 5	No 2			
WLB policy will	Yes 159	Yes 16	0.67	.413051	ns at $p < 0.05$
Increase the productivity	No 4	No 1			
WLB will help to retain	Yes 160	Yes 5	5.6143	.017815	sig at $p < 0.05$
Employees in organization	No 3	No 2			
WLB will make organization	Yes 161	Yes 15	5.6606	.01735	sig at $p < 0.05$
More successful and effective	No 2	No 2			

Notes: degrees of freedom = 1. ns = *not significant, *WLB=work-life Balance, Significant with 95% confidence level, P-value = statistical measurement used to validate the hypothesis against observed data

Interpretation: The Above table (Table 10) had shown the IT companies who has taken initiative to improve the quality of WL of their workers. Majority of married and unmarried said company has taken initiative on WLB, also WLB policy in company will improve the productivity of the company. There is some difference found in this research on whether WLB policy will help to retain of employee or WLB policy will make organization more successful and effective. The Chi Square test proved that there is no relationship between the WLB initiative taken by company and improvement of productivity with married and unmarried as in all the cases $p < 0.05$.

4. Discussion

- IT companies can address work-life balance challenges by implementing policies such as offering flexible working hours.
- They can allow employees to work remotely, providing greater flexibility in managing personal and professional commitments.
- Wellness programs can be conducted to promote physical and mental well-being among employees.
- Encouraging participation in mental health programs within the office environment can support employees' emotional health.
- Regular breaks during the workday should be promoted to prevent burnout and enhance productivity.
- Employees should be supported in taking vacation time to spend quality time with their families and rejuvenate outside of work.

5. Conclusion

From the above findings it is conclude here that both male as well female believe that heavy workload and long working hour has an adverse effect in their personal life, but they believe that working from home flexible working time child care facilities will improve them to maintain their work-life balance. The spill-over work into family life had impact as both male and female felt they didn't get enough time to spend quality times with their family and friends.

Marital status of an employee plays an important role as for a study on work-life balance. In this category employees seek stability in their job because of family and increased responsibilities. Therefore, expectation would be different from the married and unmarried sections of the society. In this data it had been shown that more respondents are married i.e.; 89% than unmarried 11%. There is a no significant relationship between health and exhaustion but they have some difference in option about stress and sleep where test indicate these variables are significant.

Majority of male and female respondents believe that the IT companies who has taken initiative to improve the quality of WL of their manpower. WLB policy will improve the productivity of the company it will help to retain their employees and also organization will be more effective and successful.

The study concludes with that the WLB policies initiative which has taken by most of the companies has a constructive effect to improve the WLB for both male and female. In future more such initiatives may take by IT sector so that it will help the IT industry to sustain their business.

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