

# Work Life Balance of Female IT Professionals with Special Reference to Bengaluru City

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## Abstract

In the past few decades, the entry of female IT professionals could be witnessed in the rapidly growing software service sector. They experience great amount of stress to cope up with personal and career life. Work life balance is a major issue for the working women. The present study examines the current status of work life balance of female IT professionals in Bengaluru city. The main objectives of this study are to examine the opinion on work life balance by the respondents and to identify the factors that hinder the balancing of work and family commitments of the respondents. The sample respondents (300) are selected through Simple random sampling technique. The statistical tools namely percentage analysis, chi-square test, ANOVA, t-test and weighted average score ranking analysis are employed for analyzing the data. The results showed that the majority of the respondents are neutral towards work life balance. The study concluded that overtime is the prime factor that hinders in balancing work and family life.

**Keywords:** Family, Female, IT Professionals and Work Life Balance

## 1. Introduction

The human resources are the most important resources of an organization. The satisfaction of employees will enhance their productivity. The most important aspect that satisfies every employee is their ability to manage the gap that exists between personal and career life. The balance between them encourages employees to allot their time based on priorities and maintain a balance by spending time to family, health, vacations etc. The employers have a responsibility to the physical health of their employees rather than moral responsibility because the employees are more likely to make mistakes when they are not free minded. Sustaining work life balance is inevitable not only for employees' personal life but also an essential factor in employees' work life and organizational improvement. Hence, the present study is undertaken

to study the major issues of work life balance among the female IT professionals in Bengaluru city.

## 2. Review of Literature

Aryee Samuel *et al.*<sup>1</sup> found that job satisfaction and organizational commitment as work outcomes had a great influence on the work family facilitation. Reimara Valk and Vasanthi Srinivasan<sup>2</sup> found that Indian women IT professionals could balance the work and family through fixing priorities. The HR policies and programs, support by supervisor and coworker enabled them to cope up with office and home. Vijaya Mani<sup>3</sup> revealed that the most influencing work life balance factors were conflict, low recognition, politics in organization, gender discrimination, elderly and children care issues, health problems, poor time management and insufficient social

support. Preeti Narendra and Seema Sharma<sup>4</sup> identified that the companies could frame their work life balance policies in accordance to the age of their employees as the priorities vary for people in different age groups.

### 3. Objectives of the Study

- To know the level of opinion of the respondents towards work life balance.
- To find the factors that hinders the respondents in balancing work and family commitments.

### 4. Research Methodology

The study is systematically and scientifically organized. It describes the work life balance of female IT Professionals. Descriptive research has been considered as the most appropriate for the study. Simple random sampling method is used for selecting the sample and the sample size consists of 300 female IT professionals. The study

makes use of both the primary and secondary data. A well framed questionnaire has been used to collect the primary data. The secondary data has been collected from books, research journals and internet web sources.

### 5. Hypotheses

$H_{01}$ : Age has no significant association with work life balance.

$H_{02}$ : The time spent on domestic activities and employment of servant has no significant relationship with work life balance of female IT professionals.

### 6. Analysis and Discussion

#### 6.1 General Profile of the Respondents

The respondents considered for the study belong to various socio-demographic profile. Table 1 shows the percentage analysis of general profile of Female IT Professionals.

**Table 1. General profile of female IT professionals**

General Profile	Category	No. of Respondents	Percentage
Age	Below 25 years	47	15.7
	25 – 35 years	127	42.3
	36 – 45 years	118	39.3
	Above 45 years	8	2.7
	<b>Total</b>	<b>300</b>	<b>100</b>
Educational Qualification	B.Tech	149	49.7
	B.E.	31	10.3
	M.C.A.	63	21.0
	Others	57	19.0
	<b>Total</b>	<b>300</b>	<b>100</b>
Monthly Income	Less than Rs. 25000	29	9.7
	Rs.25000 – Rs. 50000	82	27.3
	Rs.50001 – Rs.75000	89	29.7
	Rs.75001 – Rs.100000	52	17.3
	More than Rs. 100000	48	16.0
	<b>Total</b>	<b>300</b>	<b>100</b>

Table 1 Continued

Type of Family	Joint	58	19.3
	Nuclear	242	80.7
	<b>Total</b>	<b>300</b>	<b>100</b>
Family Size (Members)	2	47	15.7
	3	192	64.0
	4	25	8.3
	5	23	7.7
	More than 5	13	4.3
	<b>Total</b>	<b>300</b>	<b>100</b>
Married	Yes	272	90.7
	No	28	9.3
	<b>Total</b>	<b>300</b>	<b>100</b>
Occupation of Spouse	Business	27	9.9
	Professionals	27	9.9
	Government Employees	13	4.8
	Private Employees	193	71.0
	Others	12	4.4
	<b>Total</b>	<b>272</b>	<b>100</b>
Children	Yes	244	89.7
	No	28	10.3
	<b>Total</b>	<b>272</b>	<b>100</b>
No. of Children	1	96	39.3
	2	144	59.0
	3	4	1.6
	More than 3	0	0
	<b>Total</b>	<b>244</b>	<b>100</b>
Taking Care of Children	Spouse	12	4.9
	In – laws	33	13.5
	Parents	42	17.2
	Servants	61	25.0
	Baby Care Centres	84	34.4
	Others	12	4.9
	<b>Total</b>	<b>244</b>	<b>100</b>

Source: Computed

It is clear from the Table 1 that most of the female IT professionals are in the age group of 25-35 years (42.3%) and educational qualification is B. Tech (49.7%). Most of the professionals' monthly income is between Rs. 50001 – Rs. 75000 (29.7%). Majority of the respondents (80.7%) live in nuclear family with the family size of 3 members (64%). Most of the female professionals are married (90.7%) and their spouse is private employee (71.0%). Majority of the female professionals have

children (89.7%). Most (59.0%) of the respondents have two children and more number of the children are looked after by baby care centers (34.4%).

## 6.2 Job Profile of Female IT Professionals

The professionals are classified based on their job profile by considering position in organization, experience, working time per day, working days per week, working

**Table 2. Job profile of female IT Professionals**

Job Profile	Classification	No. of Respondents	Percentage
Position in Organization	Junior Level	130	43.3
	Middle Level	77	25.7
	Senior Level	93	31.0
	<b>Total</b>	<b>300</b>	<b>100</b>
Experience	Less than 1 year	12	4.0
	1 – 5 years	92	30.7
	6 – 10 years	111	37.0
	11 – 15 years	61	20.3
	More than 15 years	24	8.0
	<b>Total</b>	<b>300</b>	<b>100</b>
Working Time Per Day	Less than 7 hours	11	3.7
	7 – 8 hours	150	50.0
	8 – 9 hours	106	35.3
	More than 9 hours	33	11.0
	<b>Total</b>	<b>300</b>	<b>100</b>
Working Days Per Week	Less than 5 days	2	0.7
	5 days	153	51.0
	6 days	145	48.3
	<b>Total</b>	<b>300</b>	<b>100</b>
Working in Shifts	Yes	38	12.7
	No	262	87.3
	<b>Total</b>	<b>300</b>	<b>100</b>

Table 2 Continued

Preference of Shift	General/Day Shift	30	78.9
	Alternative Shift	8	21.1
	<b>Total</b>	<b>38</b>	<b>100</b>
Time for Travelling	Less than 30 mins	91	30.3
	30 mins – 1 hour	161	53.7
	1 – 2 hours	46	15.3
	More than 2 hours	2	0.7
	<b>Total</b>	<b>300</b>	<b>100</b>

Source: Computed

in shifts, preference of shift and time for travelling. The simple percentage analysis is used to distribute the respondents based on their job profile. The findings are given in Table 2.

Table 2 identifies that majority (43.3%) of the female IT professionals are working at junior level in the organization with 6–10 years of experience (37.0%). Most of the respondent's working time per day is 7–8 hours (50.0%) and working days per week are 5 days (51.0%). The majority (87.3%) of the respondents does not work in shifts. The majority of the respondents working in shifts prefer general or day shift (78.9%). Greater part of the respondents (53.7%) spends half an hour to one hour for travelling to work.

## 6.3 Work Life Balance of the Respondents

### 6.3.1 Level of Opinion on Work Life Balance

The opinion of the respondents regarding their balance of work life is categorized as strongly agree, agree, neutral, disagree and strongly disagree. Table 3 examines the level of opinion of the respondents regarding work life balance by using simple percentage analysis.

It is clear from Table 3 that 9.3% of the respondents strongly agree that they are able to balance their work and family life, 16% of the respondents agree and 50.7% of the respondents neither agree nor disagree to their ability in balancing their work and family life. 14.7% of the respondents disagree to the statement that they

**Table 3. Level of opinion on work life balance**

Work Life Balance	No. of Respondents	Percentage
Strongly Agree	28	9.3
Agree	48	16.0
Neutral	152	50.7
Disagree	44	14.7
Strongly Disagree	28	9.3
<b>Total</b>	<b>300</b>	<b>100</b>

Source: Computed

are able to balance their work and family life and 9.3% of the respondents strongly disagree to the statement that they are able to balance their work and family life. Hence, it can be concluded that high proportion of the respondents are neutral in their opinion towards work life balance.

**6.3.2 Association between Age and Level of Work Life Balance of Female IT Professionals**

The association between age of the respondents and the level of work life balance of the respondents is analyzed by framing a null hypothesis and the same is tested with chi-square analysis at 5% level of significance. Table 4 shows the association between age and the level of work life balance of the respondents.

Table 4 shows that low level of work life balance exist among more number (46.9%) of the respondents whose

age group is between 25-35 years. The highest proportion of medium level of work life balance exists among 43.2% of the respondents whose age group is between 25–35 years and also between 36–45 years. Maximum amount of high level of work life balance exist among 43.9% of the respondents whose age group is between 36–45 years. It is also identified that the chi-square value is 28.953 with the p value (0.000) below 0.05. Hence, the null hypothesis does not hold good. Therefore, it is clearly revealed that age has a significant association with work life balance of the respondents.

**6.3.3 Time Spent on Domestic Activities and Work Life Balance of Female IT Professionals**

The significant relationship between time spent on domestic activities and work life balance of the female IT

**Table 4. Age and level of work life balance**

S. No.	Age	Level of Work Life Balance			Total
		Low	Medium	High	
1	Below 25 Years	17 (34.7%)	22 (11.9%)	8 (12.1%)	47 (15.7%)
2	25-35 Years	23 (46.9%)	80 (43.2%)	24 (36.4%)	127 (42.3%)
3	36–45 Years	9 (18.4%)	80 (43.2%)	29 (43.9%)	118 (39.3%)
4	Above 45 Years	0 (0.00 %)	3 (1.6%)	5 (7.6%)	8 (2.7%)
	<b>Total</b>	<b>49 (100%)</b>	<b>185 (100%)</b>	<b>66 (100%)</b>	<b>300 (100%)</b>
		Chi-square value = 28.953		df= 6	Sig. 0.000**

Source: Computed

\*\*Significant at 5% level

**Table 5. Time spent on domestic activities and work life balance of female IT professionals**

Sources of Variations	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	9.253	3	3.084	9.828	0.000*
Within Groups	92.894	296	0.314		
<b>Total</b>	<b>102.147</b>	<b>299</b>			

Source: Computed

\*\*Significant at 5% level

professionals is examined by framing a null hypothesis and tested with ANOVA at 5% level of significance. The findings are shown in Table 5.

The Table 5 shows that the F value is 9.828 and the p value (0.000) is below 0.05. The null hypothesis does not hold good at 5% level of significance and it is identified that the time spent on domestic activities has a significant relationship with work life balance of female IT professionals.

### 6.3.4 Employment of Servant and Work Life Balance of Female IT Professionals

The significant relationship existing between employment of servant and work life balance of the female IT professionals is identified by framing a null hypothesis and tested with t-test at 5% level of significance. Table 6 gives the findings of the study.

It is clear from Table 6 that the t-value is 4.673 with the 'p' value (0.008) lower than 0.05. The null hypothesis does not hold good and it is found that employment of

servant is significantly related with work life balance of the female IT professionals.

### 6.4 Factors that Hinders Balancing of Work and Family

The factors that hinders balancing of work and family commitments are analyzed by employing weighted average score ranking method. The results are given in Table 7.

The Table 7 clearly shows that overtime has been ranked first followed by working hours, work from home after office hours, excessive household work, negative attitude of spouse and family and travelling away from home. Hence, the most important factor hindering the respondents in balancing work and family is overtime.

## 7. Suggestions

The following suggestions are offered for the betterment of female professionals working in IT sector.

**Table 6.** Employment of servant and work life balance of female IT professionals

Employment of Servant	N	Mean	SD	t-value	Sig.
Yes	213	2.1596	.63903	4.673	0.008*
No	87	1.8046	.47835		

Source: Computed

\*Significant at 5% level

**Table 7.** Factors that hinders the respondents in balancing work and family

S. No.	Factors	Weighted Average Score	Rank
1	Working hours	250	2
2	Overtime	262	1
3	Work from home after office hours	210	3
4	Travelling away from home	87	6
5	Negative attitude of spouse and family	108	5
6	Excessive household work	132	4

Source: Computed

- The organization may arrange child care facilities inside the working place to ensure work life balance of female IT professionals and the organization can provide conducive work environment.
- The female IT professionals can draw a line between home and work which will help in achieving work life balance.
- The IT companies can allocate overtime work to women IT professionals according to their need and convenience.
- The organization can arrange motivation and counseling sessions to the female IT professionals to guide them to overcome their stress and manage their life style.

## 8. Conclusion

Work life balance is essential for all the working people to lead a happy and peaceful life. The working women in IT companies should be equipped with updated knowledge in their domain. The working women in IT field find it tedious to balance their work and family. In the present scenario, it is very crucial and important for every woman IT professional to be aware of balancing their work and family life. It will enable them to reach heights

in their profession too. The concerned authorities should concentrate on providing proper guidelines to female IT professionals regarding the ways and means to cope up with their work life balance. Thus, by enabling them to fix priority in every work and proper scheduling of work, female IT professionals would be able to overcome their problems and maintain work life balance effectively.

## 9. References

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