



QUALITY OF WORK LIFE OF FEMALE EMPLOYEES IN IT SECTOR

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ABSTRACT :

This study explores the work-life balance of women employees in the IT sector, focusing on factors such as working conditions, job satisfaction, and working hours. It highlights the importance of women employees managing their personal lives to maintain a high standard of living and satisfaction, which in turn leads to a commitment to their company even in challenging situations. The study also addresses issues such as health issues, pregnancy discrimination, sexual harassment, and unequal compensation faced by women employees.

Keywords: Working women, work life imbalance, IT sector, Health issues

1. INTRODUCTION :

In the modern world, both genders have equal rights and knowledge, with women demonstrating their potential in the IT industry. Many women have started their own companies, managing them effectively and operating independently. Despite facing no obstacles, women still need to deal with various issues to survive in the market. In contrast, female employees face challenges in both their personal and professional lives. They must handle numerous responsibilities at home and in the textile industry, including marriage, childcare, and career juggling. This strain on women's health impacts their personal lives once they finish their work. Health issues are likely to cause poorer performance and sales for working women. The main topic of this essay is the difficult lives of women workers in various industries, as they face numerous challenges in maintaining daily goals and balancing their personal and professional lives.

2. LITERATURE REVIEW

J. Sudha's (2014) research identifies various challenges faced by women employees in achieving work-life balance (WLB), including career advancement, work stress, career aspiration, work-family conflict, child care, and WLB practices. Work-life balance is a significant issue for women professionals in the twenty-first century due to their home duties and personal lives affecting their work lives. Organizations use quality of life as a strategic strategy to recruit and retain personnel, emphasizing maintaining work-life balance.

Satinder Singh's (2013) research found that work-life balance and its practices impact various quality-of-life factors, including job satisfaction, work stress, career growth, turnover, absenteeism, appreciation, and the competitive climate.

T.S. Shanthi and Sundar (2012) Work-life balance is crucial for a dual career, balancing personal and professional responsibilities. Educational institutions should address work-life balance issues, particularly for women, by implementing comprehensive policies. A study by found that work-life balance affects job satisfaction, work stress, career growth, turnover, absenteeism, appreciation, and the competitive climate.

Sobia Shujat and Faryal (2011) investigated how work-life balance affects job satisfaction in the private banking industry, focusing on factors such as flexible work arrangements, work-life balance programs, employee intention to change jobs or quit, stress at work, and lengthy workdays. Overall, a comprehensive approach to work-life balance is essential for achieving a balanced career and promoting overall well-being.

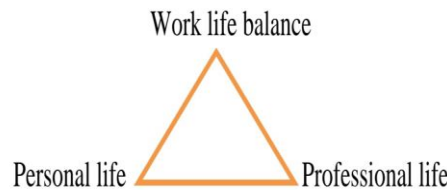
3. OBJECTIVE :

1. To determine the many aspects of women employees' work-life balance, such as their working hours, level of commitment in their jobs, and family responsibilities.
2. To research how women's work-life balance affects their quality of life.
3. To investigate the work-life balance of female employees by looking at their demographics, including age and number of children.

4.To gauge the impact of work-life balance on female employees' job satisfaction in the IT industry.

4.WORK LIFE BALANCE :

In 1986, the phrase "work-life balance" was first used. Achieving and enjoying each of life's four quadrants—work, family, friends, and self—is what is meant by work-life balance. Striking a balance between one's personal and professional lives is known as work-life balance.



The professional life will be balanced if the personal life is. Women workers may effortlessly maintain their work-life balance once their needs are met.

5. FACTOR AFFECTING EMPLOYEE SATISFACTION

5.1 WORKING CONDITION

Ten hours a day, seven days a week, they will be offering their services. The textile industries are required to provide the basic necessities for female employees, such as drinking water, seating arrangements, a healthy food facility exclusively for female hostelers who come from various locations, a clean and organized restroom, and a safe and healthy working environment.

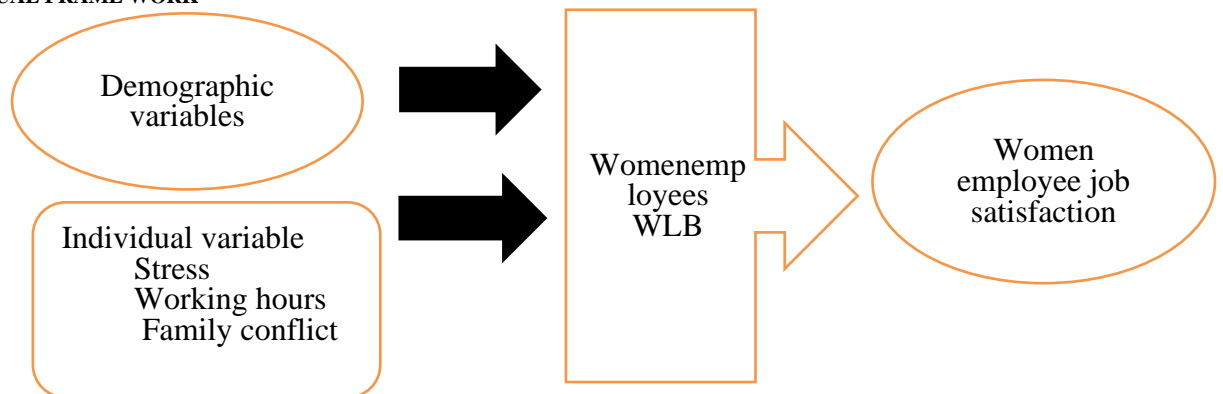
5.2 WOMEN EMPLOYEE BENEFITS AND COMPENSATION

They offer the advantages. In order to boost productivity, the company will give them more money if they meet the goal. This encourages workers to do everything in their power to improve individual performance and earn bonuses, incentives, etc.

5.3 WORK LOAD AND STREES LEVEL

The workload in the IT industry is usually heavy, and there are deadlines for all projects and document submissions that can occasionally be missed. As a result, even the most engaged individuals' job satisfaction declines, which lowers workplace happiness. Employee stress can be caused by a variety of factors, including pressure from upper management, conflicts among co-workers, etc.

CONCEPTUAL FRAME WORK



6. RESEARCH METHODOLOGY :

The analytical approach is the foundation of this study. The structured questionnaire was used to gather the primary data. The study is predicated on job satisfaction and work-life balance across several industries. Respondents' satisfaction and retention as female employees are measured using a three-point Likert scale: Agree (3), Neutral (2), and Disagree (1).

6.1 DESCRIPTION OF THE TOOL USED

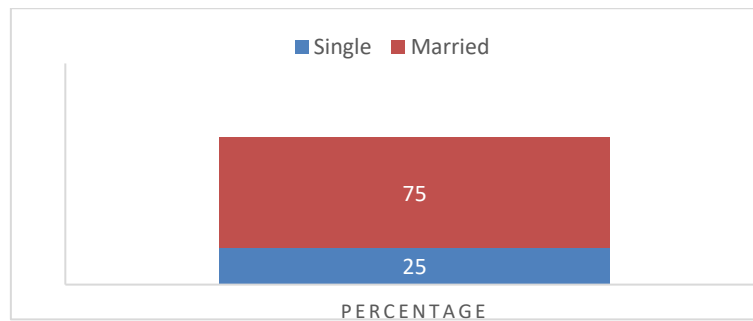
There were thirty items in the survey. These demographic factors, which include age group, number of children, and spouse's profession, are gathered in detail from the number of responses.

7. DATA ANALYSIS AND INTERPRETATION :

The statistical tool is used to analyze the data. I have employed the correlation test, chi-squared test, and simple percentage analysis. This has its cross tabulation and is used to determine whether there is a significant association between the independent and dependent variables.

7.1 Marital status of the respondents

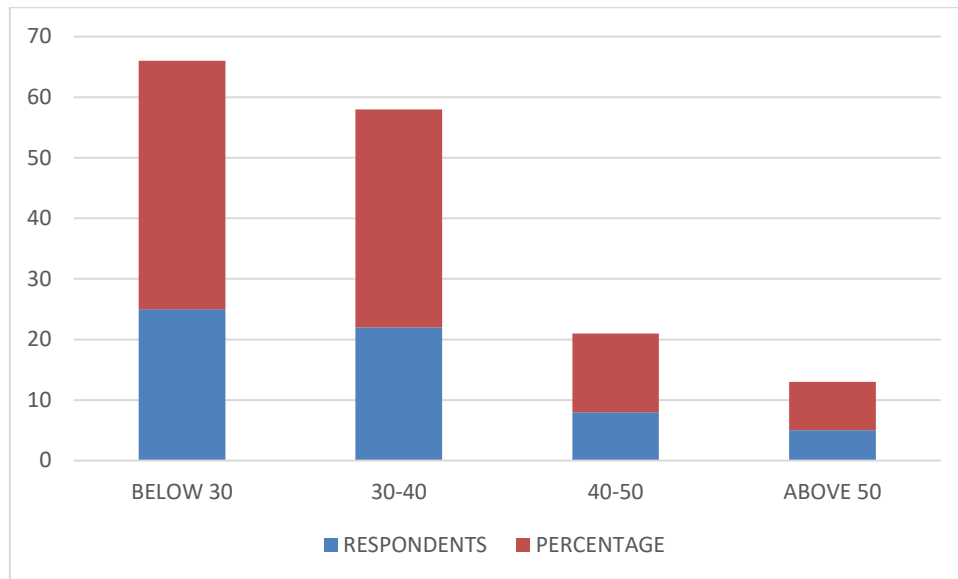
MARITAL STATUS	NO OF RESPONDS	PERCENTAGE
Single	15	25
Married	45	75
Total	60	100



This graph says that 58% are married women employees

7.2 Age group of the respondents

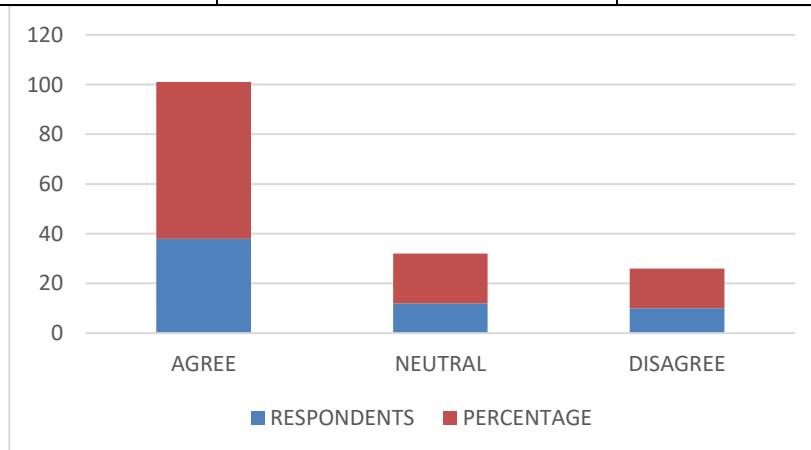
AGE	RESPONDENTS	PERCENTAGE
BELOW 30	25	41
30-40	22	36
40-50	8	13
ABOVE 50	5	8
TOTAL	60	100



This graph says that the 41% are women employees age below 30

7.3 Working hours

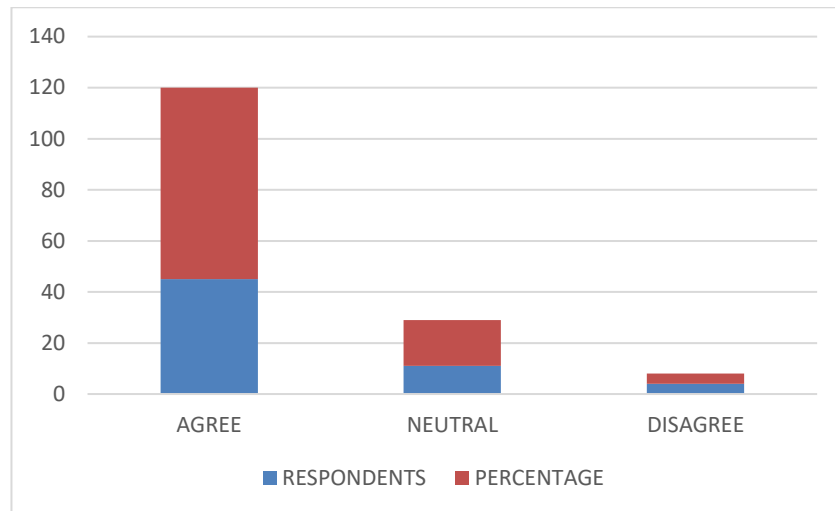
FLEXIBLE WITH WORKING HOURS	RESPONDENTS	PERCENTAGE
AGREE	38	63
NEUTRAL	12	20
DISAGREE	10	16
TOTAL	60	100



This graph says that 63% are satisfied with their working hours.

7.4 Job satisfaction

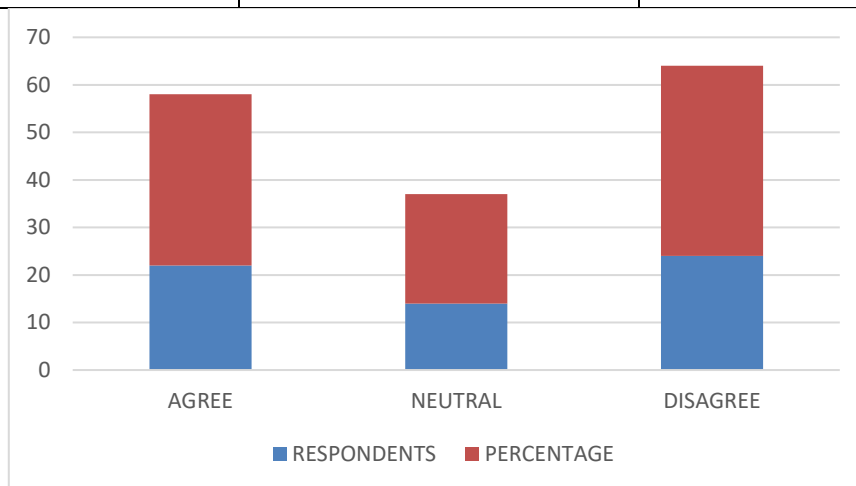
JOB SATISFACTION	RESPONDENTS	PERCENTAGE
AGREE	45	75
NEUTRAL	11	18
DISAGREE	4	4
TOTAL	60	100



This graph says that 75% of women employee are satisfied with their job

7.5 Job stress

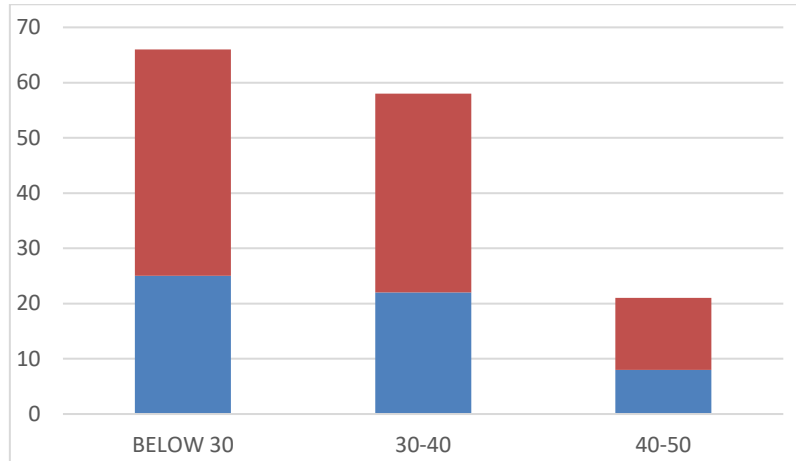
STRESS	RESPONDENTS	PERCENTAGE
AGREE	22	36
NEUTRAL	14	23
DISAGREE	24	40



This graph says that 36% of women employees are stressed

7.6 Family problems

FAMILY PROBLEM	RESPONDENTS	PERCENTAGE
AGREE	14	14
NEUTRAL	26	43
DISAGREE	20	20



This graph says that 43% of women employees are neutral in the family problems.

CORRELATIONS			
		AGE	WORKING HOURS
AGE	Pearson correlation	1	.853**
	Sig. (2-tailed)		.000
	N	60	60
WORKING HOURS	Pearson correlation	.853**	1
	Sig. (2-tailed)	.000	
	N	60	60

**mj,mCorrelation is significant at the 0.01 level (2-tailed)

8. FINDING OF THE STUDY :

8.1 Percentage Analysis

1. The Majority (58%) of the respondents are married women employees.
2. The Majority (41%) of the respondents are from the Age of Below 30.
3. The Majority (63%) of the respondents are agreed to their working hours are flexible.
4. The Majority (75%) of the respondents are agree that they are satisfied with their job.
5. The Majority (36%) of the respondents are agree that they are stressed.
6. The Majority (43%) of the respondents are neutral women employees have family problems.

8.2 Chi-Square Result

- i. There is a Significant relationship between Age and Job Satisfaction.
- ii. There is a Significant relationship between Family problem and marital status.

8.3 Correlation Result

- i. There is a positive relationship among Stress and Job Satisfaction
- ii. There is a positive relationship among Age and Working hour.

9.CONCLUSSION :

The work life balance of women employees plays a vital role in IT sectors. So, mostly in IT sectorthe women employee faces more difficulties in managing their personal life and professional life.The work life balance is influenced by different factors are demographic variables, individual variables. Thus, the women employee has to balance the both work and personal life, only the women employee should be satisfied with her job and get

developed by themselves may lead to the good work life balance in current situation. In this paper it shows that all women are balanced and they are satisfied with their jobs. Thus, it is concluded that the women employees in the IT sector have good WLB.