



Perception of Women Employees on Work Life Balance and its Effect on Job Satisfaction (A Study With Reference To Women Employees Working in IT/ITES Companies of Chennai)

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ABSTRACT

A proper work life balance is almost essential in the competitive and demanding modern working environment. Work life balance is achieving a state of equilibrium between the work demands and personal life of employees. To analyze the perception of work life balance of women employees and its impact on job satisfaction, fifty women employees working in IT/ITES companies of Chennai were taken as the sample. Structured questionnaire was prepared and distributed to 50 respondents for the data collection and was analyzed using appropriate statistical tool.

KEYWORDS

Work life balance, job satisfaction.

INTRODUCTION

Work and family are two most significant roles of adulthood. Both roles are important and to be managed within the given amount of time. Work and family roles occupy in and have greater impact on people's lives. Work- family conflict occurs when the expectations associated with one domain are incongruous with the expectations associated with other domain. The increasing participation of women in the paid work force leads to a change in the family structure and emphasizes on achieving a balance between work and family responsibilities. However, balance and integration between these two domains is hard to achieve. Organizations can play an important role in facilitating a balance and reducing work -family conflicts and thereby reducing negative consequences on employees. From this perspective, an attempt has been made to analyze the perceptions of women employees working in IT/ITES sectors on work life balance and its impact on job satisfaction.

Work - life balance for women

Women play a number of roles throughout their lives. Work – life conflict occurs when time and energy limits them to satisfy the demands of work and life roles.

During the past decade, in India the IT/ITES companies open up for women employees to work in their organizations and as a result there have emerged a number of corporate women. Contributions made by corporate women to organizational excellence have been recognized and their leadership despite the environment fluctuations has been appreciated worldwide. Indian social structure, prejudices and myths hinders women employees in climbing up the corporate ladder. To overcome these barriers and to make contribution towards organizational excellence and for personal life satisfaction, a woman has to effectively balance both domains of work and life. Studies have shown that women work for 40-45 hrs/ week and almost 53% of them struggle to achieve a balance between work and life. Employers have to work out schemes that facilitate the women employees in integrating work and life. Work life balance support is a process of work arrangements made by an organization to enable its members at all levels to participate actively and efficiently in shaping the organization's environment. To facilitate the work – family balance among women employees, organizations are increasingly introducing work life policies such as flexi time, child care facilities, special leave arrangement, career break leave and supportive leadership & organizational culture. Flexible work arrangement enables the women employees in planning their activities in a way that suits his/her situation best. This study compares the relationship between flexible work arrangements as a means of work life balance support and job satisfaction.

Job satisfaction:

Job satisfaction is the most investigated job attitude which may be a positive or negative emotional state resulting from the appraisal of one's job and job experience. A positive job attitude of employees brings in good prospects for the company and thereby increases organizational productivity, in contrast negative job attitude damage the financial performance of the company. If organizations ignore those employees with negative job attitude, then these employees lose loyalty towards the organization. Employees' positive job attitude depends on the flexible work arrangements made by an organization that help them in integrating the incompatible life and work demands. Organizations success depends on the well being of the employees. Job satisfaction is a tool to gauge the employees well being.

Objectives of the study:

To study the work life balance of women employees working in IT/ITES sectors, Chennai

To discuss the benefits of work life balance support for employees

To determine the relationship between different work arrangement and job satisfaction among women employees.

To examine the statistical significance in the perception of employee's towards different work time arrangements is independent of marital status

Research Methodology: Sample Size: 50 out of which only 43 was effective. Sources of data: primary and secondary. Data Collection Instrument: Questionnaire, Statistical tools for analysis: percentage analysis, T-test and Correlation. Geographic Location: Chennai, Tamilnadu.

Table 1: MARITAL STATUS

PARTICULARS	FREQUENCY	PERCENTAGE
Married	34	79%
Single	9	21%

From table 1, it could be observed that 21% of the women employees are single and 79% of them are married. To determine the work life balance of women employees, It is relevant to know the marital status of the women working in the IT sector.

Table 2: Respondents' opinion on benefits of flexible work arrangements made by the organization

Particulars	Strongly agree		Agree		Neutral		Disagree		Strongly disagree	
	F	%	F	%	F	%	F	%	F	%
Allows acceptable time for family life and work life	11	26	10	23	8	19	8	19	6	14
Reduces stressful work routines	11	26	13	30	13	30	2	5	4	9
Facilitates time for self development	4	9	20	47	17	40	0	0	2	5

Allows a chance to bear and raise children	10	23	9	21	16	37	6	14	2	5
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About (49%) half of the women respondents agree and strongly agreed that flexible work arrangements help them in managing family and work. More than 50% of the women employees agree (30%) and strongly agree (26%) that flexible work arrangements reduces stressful work routines. More than 50% of them strongly agree (9%) and agree (47%) to the statement that flexible work arrangements facilitates time for self development. Majority of them (37%) are neutral to the statement that flexible work arrangements allow a chance to bear and raise children.

T- TEST AND CORRELATION										
INDEPENDENT SAMPLE TEST										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
				95% Confidence Interval of the Difference						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Part time for full time who needs a change	Equal variances assumed	.001	.973	-.728	41	.471	-.281	.386	-1.060	.498
	Equal variances not assumed			-.696	11.905	.500	-.281	.404	-1.161	.599
working on shift	Equal variances assumed	.001	.976	-.664	41	.510	-.297	.448	-1.202	.607
	Equal variances not assumed			-.691	13.287	.501	-.297	.430	-1.225	.630
flexible time	Equal variances assumed	.672	.417	.212	41	.833	.095	.448	-.809	.999
	Equal variances not assumed			.215	12.868	.833	.095	.440	-.857	1.046
unpaid leave	Equal variances assumed	1.843	.182	1.850	41	.071	.918	.496	-.084	1.921
	Equal variances not assumed			2.343	18.933	.030	.918	.392	.098	1.739
few days working	Equal variances assumed	1.183	.283	.368	41	.715	.199	.542	-.895	1.293
	Equal variances not assumed			.455	17.981	.654	.199	.438	-.721	1.120
working at home	Equal variances assumed	.242	.625	1.771	41	.084	.801	.452	-.112	1.714
	Equal variances not assumed			2.120	16.807	.049	.801	.378	.003	1.598

To test the statistical significance in the perception of women employees working in IT/ITES sector towards different work time arrangements is independent of marital status. The Lavene's test for Equality of variances was applied. The F-statistic value had p-values of more than 0.05. This leads to the conclusion that the perception of women employees working in IT/ITES sector towards different work time arrangements is independent of their marital status. The test clearly reveals that all women working in IT/ITES sector prefer different work time arrangements. As women are more committed to the domestic chores and pressurized technology oriented jobs, women prefer for different work time arrangements to strike a balance between the work and family.

		Part time	Working on shift	Flexible time	Unpaid leave	Few days working	Working at home	job satisfaction
Part time for full time who needs a change	Pearson Correlation	1	.255	.177	-.017	-.049	.132	.342*
	Sig. (2-tailed)		.099	.255	.913	.756	.400	.025
	N	43	43	43	43	43	43	43
Working on shift	Pearson Correlation	.255	1	-.028	.479**	.233	-.060	-.007
	Sig. (2-tailed)	.099		.856	.001	.133	.702	.965
	N	43	43	43	43	43	43	43

flexible time	Pearson Correlation	.177	-.028	1	-.099	-.048	.343*	.502**
	Sig. (2-tailed)	.255	.856		.527	.762	.024	.001
	N	43	43	43	43	43	43	43
unpaid leave	Pearson Correlation	-.017	.479**	-.099	1	.212	.258	.368*
	Sig. (2-tailed)	.913	.001	.527		.173	.095	.015
	N	43	43	43	43	43	43	43
Few days working	Pearson Correlation	-.049	.233	-.048	.212	1	-.128	-.016
	Sig. (2-tailed)	.756	.133	.762	.173		.414	.921
	N	43	43	43	43	43	43	43
Working at home	Pearson Correlation	.132	-.060	.343*	.258	-.128	1	.218
	Sig. (2-tailed)	.400	.702	.024	.095	.414		.160
	N	43	43	43	43	43	43	43
job satisfaction	Pearson Correlation	.342*	-.007	.502**	.368*	-.016	.218	1
	Sig. (2-tailed)	.025	.965	.001	.015	.921	.160	
	N	43	43	43	43	43	43	43

** .correlation is significant at the .001 level (2 tailed)

To determine the relationship between different work arrangement and job satisfaction among women employees Karl Pearson correlation test was used and the result revealed that part time work arrangement, flexible time, unpaid leave have positive impact on job satisfaction whereas working on shift and few days of working with extended hours have negative impact on job satisfaction

Conclusion:

WLB is an important aspect to sustain business and it can be met by improving the job satisfaction of employees. Work life and private life are intertwined for a vast majority of Indian women workforce as significant technological development has created a 24x7 intrusion in the private lives of employees. Employers to retain their loyal employees have to recognize the significance of a good work-life balance and have to focus on the well-being of their employees. Given the objectives and the obtained results, it can be concluded that Women employees' job satisfaction is positively correlated to the work life balance support such as part time work arrangement, flexible time, unpaid leave and negatively correlated to working on shift and few days of working with extended hours and women's perception on WLB is independent of their marital status.