ORIGINAL RESEARCH PAPER

Psychology

ORGANIZATIONAL SOCIALIZATION AND WORK LIFE BALANCE AMONG IT EMPLOYEES

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ABSTRACT

Work-life balance and Organizational socialization were very important for an employee. When a person was able to maintain a proper work life balance in the organization the person will feel actually motivated and the job performance will be good which will be beneficial for the organization. According to the variables, the literature review was added. For organizational socialization "The Organizational Socialization Inventory" by Robert J. Tamorina (2004) the resulting inventory had a total of 20 items, with five items composing each of the four subscales. Another scale by Hayman (2005) work life balance consists of 15 statements about work life balance. For this study the sampling design was purposive sampling, the data was taken with the help of Google Forms. For statistical techniques, Pearson Correlation, and students' t-test were used. The findings showed that there is a significant relationship between Organizational Socialization and Work Life Balance among IT employees. In the student's t-test, it showed that there is no significant difference between males and females in Organizational socialization. Work life balance also, shows that there is no significant difference between males and females. Future workplaces will be influenced by this study.

INTRODUCTION

The IT sector is also known as the Indian Technology strategy which also helped the Indian economy to grow. For boosting India's economy, the IT sector has a positive impact on many people's lives through direct and indirect contributions like-socio-economic status such as diversity, the standard of living, etc. (Allad, 2015)

Organizational Socialization

Socialization within the workplace was a learning process that benefited both the company and its employees. According to a study, socializing is crucial for companies in the public sector because it helps newcomers commit to the organization, conveys expectations for behavior, and instills the skills they need to be productive employees (Maanen and Schein 1979). Good leadership was important. A study by Mafud & Moreno, 2018 stated that the leadership could act as a mediator of significant and positive learning of the organizational culture and develop a state of engagement by improving productivity and job satisfaction. (Mafud & Moreno, 2018).

Work Life Balance

Working life in order for work and personal life to coexist harmoniously, there must be balance. The balance between work and life may be impacted by a variety of factors, according to a 2014 study by Muthukumar et al. psychological behaviors might include things like how someone handled a certain scenario, how they handled it, how they managed their work, and how they responded to peer pressure. (Muthukumar et al.).

Nowadays most employees were facing this issue but there were very few studies that actually throw some light on this topic. A study by Poohongthong et al., 2014 result showed that work life balance and organizational socialization had positive significant correlations with organizational citizenship behavior.

METHODS

Research Design

This is a quantitative approach to correlational research design.

Objectives Of The Study

- To understand the relationship between organizational socialization and work life balance among IT employees.
- To study the relationship between organizational socialization (training) and work life balance among IT employees.
- To study the relationship between organizational socialization(understanding) and work life balance among IT employees.
- To study the relationship between organizational socialization (co-worker support) and work life balance among IT employees.
- To study the relationship between organizational socialization (future prospects) and work life balance among IT employees.
- To study the gender difference in organizational socialization among IT employees.
- To study the gender difference in work life balance among IT employees.

Hypotheses

H1- There is a significant relationship between organizational socialization and work-life balance among IT employees.

H1.1.- There is a significant relationship of Organizational socialization(training) and work life balance among IT employees.

H1.2.- There is a significant relationship of Organizational Socialization(understanding) and Work Life Balance among IT employees.

H1.3.- There is a significant relationship between Organizational Socialization (co-worker support) and Work Life Balance among IT employees.

H1.4.- There is a significant relationship between Organizational Socialization (future prospects) and Work Life Balance.

Ho.1.- There is no significant difference between males and females in Organizational Socialization among IT employees.

Ho.2.- There is no significant difference between males and females in work life balance among IT employees.

Tool Of The Study

- Organizational socialization Inventory by Robert J. Tamorina (1994) four-part, twenty-item 'organizational socialization inventory,' or OSI scale.
- Work life Balance scale by Hayman (2005), originally by Fisher (2001). Three dimensions are there - work interference with personal life (WIPL), personal life interference with work (PLIW), and work/personal life enhancement (WPLE).

Analysis And Interpretation Of Data

The data was collected and analyzed using SPSS. In turn, the outcomes or results were interpreted hypothesis-wise. The results are presented as well as discussed as follows:

Table 1 shows the frequency and percentage of socio-demographic details

Demographic Details	Organizational Socialization and work life balance	
	f	%
Gender		
Male (1)	82	54.7%
Female (2)	68	45.3%
20 – 40 (1)	128	85.3%
41-65(2)	22	14.7%
Education Qualification		
UG (1)	71	47.3%
PG (2)	75	50.0%
Others (3)	4	2.7%
Years of Experience		
Junior Associate (1)	84	56.0%
Senior Associate (2)	66	44.0%

The above table indicated the demographic details of all the participants.

Ho- There is no significant difference between males and females in Organizational Socialization among IT employees.

Table 2 shows the independents sample t-test among males and females in organizational socialization

	Male (1)		Female (2)			
Variable	M	SD	M	SD	t	p
Organizational socialization	79.48	9.73	76.38	10.87	1.884	.067

The above table indicated the independent sample t-test among males and females in organizational socialization and work life balance. So, the score showed that there was no significant difference between males and females in organizational socialization. A study by Posner et al. (1984) analyzed the experiences of male and female socialization. The result stated that the accessibility of socialization activities typically did not differ according to sex, this study was not suggested that women were the subject of treatment discrimination.

Ho- There is no significant difference between male and females in work life balance among IT employees.

Table 3 shows the independents sample t-test among males and females in work life balance

	Male (1)		Female (2)			
Variable	M	SD	M	SD	t	p
Work Life Balance	41.54	3.78	43.10	3.82	-2.490	.014

In work life balance there was no significant difference between males and females. According to a Walia (2015) study, age and gender are associated with work-life balance. The findings indicated a strong correlation between gender and work life (across all dimensions) in the IT and ITES sector. H1 - There is a significant relationship between organizational socialization and work life balance among IT employees.

Table 4 shows the correlation levels between organizational socialization and work life balance

Variable	N	M	SD	1	2
1. Organizational Socialization	150	78.08	10.34	-	-.281**
2. Work Life Balance	150	42.25	3.87	-.281**	

Note: * <0.05; ** <0.01

There was a significant relationship between organizational socialization and work life balance and the hypothesis was accepted. A study by Mazerolle et al., (2013), examined Work-life balance from an organizational perspective. A workplace that developed and encouraged work-life balance through professionally and personally shared goals was classified as a family-oriented and supportive work environment, according to the findings.

H1.1. - There is a significant relationship between Organizational socialization(training) and work life balance among IT employees.

Table 5 shows the correlation levels among work life balance and training

Variable	n	M	SD	1	2
1. Work Life Balance	150	42.25	3.87	-	-.195*
2. Training	150	3.86	.641	-.195*	-

Note: * <0.05;

There was a significant relationship between work life balance and training and the hypothesis was accepted. A study by Tamorina et al., (2009) Establishing Acceptable Performance Appraisal Criteria: An International Perspective suggested that performance evaluation acceptability was influenced by organizational socialization.

H1.2. - There is a significant relationship between Organizational Socialization (co-worker support) and Work Life Balance among IT employees.

Table 6 showing the correlation levels among work life balance and co-worker support

Variable	n	M	SD	1	2
1. Work Life Balance	150	42.25	3.87		.001
2. Co-worker support	150	3.98	.566	.001	

There was a significant relationship between work life balance and co-worker support. The hypothesis was accepted. A study by Nielson et al., (2001), The Supportive Mentor as Means of Reducing Work-Family Conflict findings showed that a mentor's support of a person's efforts to balance work and family demands has significant effects on reducing work-family conflict and that the mentoring process's role modeling function significantly lowers the person's experience of family versus work conflict.

H1.3.- There is a significant relationship between Organizational Socialization(understanding) and Work Life Balance among IT employees.

Table 7 shows correlation levels between work life balance and understanding

Variable	n	M	SD	1	2
1. Work Life Balance	150	42.25	3.87		-.260**
2. Understanding	150	3.93	.56	-.260**	

Note: * <0.05; ** <0.01

There was a significant relationship between work life balance and understanding. So, the hypothesis was accepted. A study by Chang et al., (2010) Methodological decisions in work-life balance research from 1987 to 2006. The conclusions had profound implications for comprehending, analysing, and making use of recent work and family literature.

H1.4. - There is a significant relationship between Organizational Socialization (future prospects) and Work Life Balance.

Table 7 shows the correlation between work life balance and future prospects

Variable	n	M	SD	1	2

1. Work Life Balance	150	42.25	3.87		-.265**
2. Future Prospects	150	3.83	.62	-.265**	

Note: * <0.05; ** <0.01

There was a significant relationship between work life balance and future prospects. So, the hypothesis was accepted. In a study by Shravanthi et al., (2013), Women's work-life balance in India Particularly during challenging economic times, work/life programs have the ability to considerably raise employee morale, lower absenteeism, and preserve organizational expertise, all of which were advantageous for future prospects.

The study was conducted to understand the relationship between Organizational socialization and work life balance among IT employees. In the students t-test, it showed that there is no significant difference between males and females in Organizational socialization. Work-life balance also, shows that there is no significant difference between males and females.

In the Pearson correlation coefficient, there was a negative correlation between organizational socialization and work-life balance, which meant when organizational socialization was increased, work-life balance decreased. This study shows that there is a strong link between training and work-life balance. When an organization provided the employee with appropriate training, it raised the employee's level of confidence. Therefore, organizations should prioritize this component going forward.

Implications
Several implications were found after this study was evaluated. The results indicated that organizational socialization and work-life balance have a substantial negative association. It implied that the work-life balance would decline as organizational socialization increased. The study found that organizational citizenship behavior is strongly related to work-life balance and organizational socialization (Poohongthong et al., 2014).

Limitations Of The Study
Despite numerous contributions, this study has a few limitations. The sample size was modest due to the timing constraints. Another limitation of this study was the presence of subscales for both of the variables. Yet there was just one variable sub-scale employed.

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