

Dynamic Approach to Improve the Work Life Balance of IT Employees

Magdalene Peter, S.Fabiyola Kavitha, Santhosh.S, Jayarajan.CK

Abstract: *Work-life balance is a broad concept including proper prioritizing between "work" (career and ambition) on one hand and "life" (Health, pleasure, leisure, family and spiritual development) on the other. This initiative was aimed at encouraging employers to adopt flexible working arrangements such as job sharing, flexi-time, compressed hours and others, to help their employees to achieve a better balance between the demands of paid employment and those arising from their private life.*

Keywords: *Work life balance; working hours; stress; work efficiency*

I. INTRODUCTION

A Study on Work Life Balance of IT Employees

The concept of work-life balance is based on the notion that paid work and personal life should be seen less as competing priorities than as complementary elements of a full life. The way to achieve this is to adopt an approach that is "conceptualized as a two way process involving a consideration of the needs of employees as well as those of employers". As Kamaljit Poonia, Equality Team Leader for the Council, explained: "We have been able to meet the two fundamental principles which underpin the project. To maintain and improve service delivery to the public, whilst meeting staff aspirations for a better work-life balance". There is also evidence which suggests that employers who support a work-life balance ethos and offer flexible working arrangements are likely to have a competitive advantage in the labor market in particular in relation to the new generation of employees.

II. OBJECTIVES OF THE STUDY

Primary Objectives

❖ To study the work life balance of IT employees in Velti India PVT.LTD, Chennai.

Secondary Objectives

- ❖ To find whether the psychological problem of the employees affects the quality and productivity of their work
- ❖ To identify the reason that helps the employees to balance their work and life.

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- ❖ To identify how employees of Velti India Pvt Ltd balance their work and life through this study.
- ❖ To identify the stress caused due to work life imbalance.

III. STUDY OF THE PROBLEM

- To study the socio demographic factors of the employees.
- To study the employees attitude towards work life balance.
- To study the management of stress arising out of work by employees.
- To study the provision given by the organization to maintain work life balance.

IV. NEED FOR THE STUDY

- To know how work life balance is important so that employee's moral and work efficiency within the organization can be improved.
- To know how management plan for Behavioral workshops to help employees manage work life balance.
- To know how company formulates programs to understand employees stress and provide resolution process for employee stress management.
- To know how management minimizes the stretching of work hours to get maximum productivity.

V. SCOPE OF THE STUDY

- To study about the importance of work life balance to improve work efficiency among the employees.
- To study about the management plan for Attitude workshop or Improvement programs for managing better work life balance.
- To study about the management programs for understanding employees stress and to manage stress.
- To study about the management involvement in minimizing stretching of work hours for optimal productivity.

VI. LIMITATION OF THE STUDY

- The view gathered from the employees cannot be generalized due to personal constraints and bias.
- The respondents were confined only to the options given by the researcher.
- Study was taken only on the base of sample not census.
- The study does not include other external factors which affects the work life balance.
- The time duration for the study is limited to three months.



VII. SOURCES OF DATA COLLECTION

There are two different methods for collection of data to conduct this descriptive study.

- Primary data
- Secondary data

Statistical Tools

In this study, collected data are arranged in a specified form, the statistical tools like

- Percentage
- Chart
- Correlation
- ANOVA

VIII. DATA ANALYSIS

Table. 1 Working days in a week of the respondent

WORKING DAYS IN A WEEK	No of Respondents	Percentage (%)
Less than 5 days	13	12.3
5 days	40	37.7
6 days	42	39.6
7 days	10	9.4
Total	106	100.0

Interpretation

It was observed from the above table, 39.6% of the respondents are working for 6 days in a week, 37.7% of the respondents are working for 5 days in a week, 12.3% of the respondents are working less than 5 days in a week and 9.4% of the respondents are working for 7 days in a week.

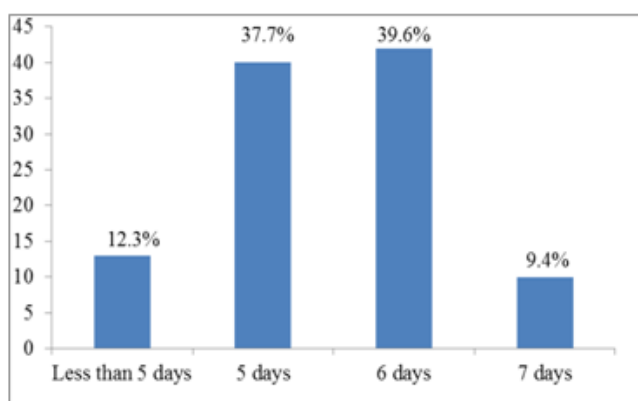


Chart. 1 Working days in a week of the respondent

Inference

The chart shows 39.6% of the respondents works for 6 days in a week.

Table. 2 Working hours in a day of the respondent

WORKING HOURS IN A DAY	No of Respondents	Percentage (%)
7-8 hours	22	20.8
8-9 hours	42	39.6
9-10 hours	33	31.1
10-12 hours	8	7.5
Total	106	100.0

Interpretation

From the above table it was observed that 42 (39.6%) respondents are working 8-9 hours in a day, 33 (31.1%) respondents are working 9-10 hours in a day, 22 (20.8%) respondents are working 7-8 hours in a day, 8(7.5%) respondents are working more than 12 hours in a day.

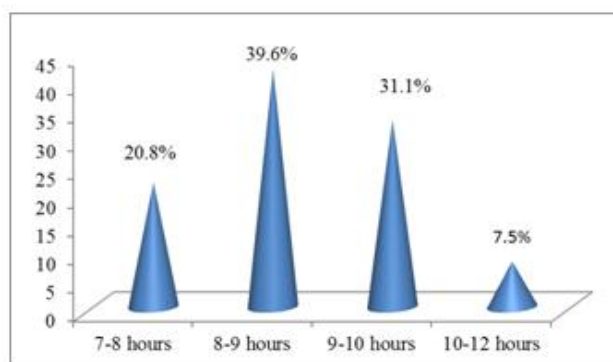


Chart. 2 Working hours in a day of the respondent

Inference:

It was observed from the above chart that 39.6% of the respondents works for 8-9 hours in a day.

Table. 3 Feel about time spend at work

Feel About Time Spend At Work	No of Respondents	Percentage (%)
Very Unhappy	14	13.2
Un Happy	24	22.6
Indifference	30	28.3
Happy	30	28.3
Very Happy	8	7.5
Total	106	100.0

Interpretation

It was observed from the above table that 28.3% of the respondents are happy about the time spent at work, 22.6% of the respondents are unhappy about the time spent at work,

13.2% of the respondents are not happy about the time spent at work, 7.5% of the respondents are very happy about the time spent at work.

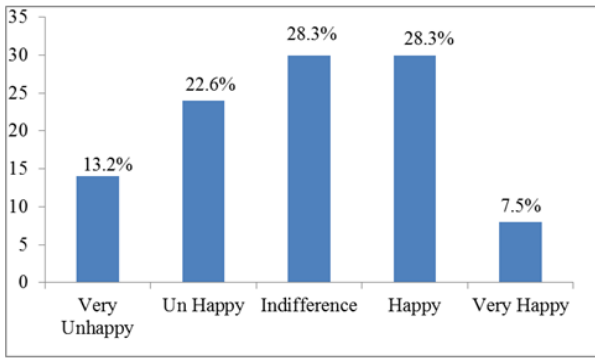


Chart. 3 Feel about the amount of time spend at work of the respondent

Inference

Above chart shows, 28.3% of the respondents are happy about the time spent on work.

Table. 4 Time spend in travelling to work of the respondent

SPEND TRAVELLING TO WORK	No of Respondents	Percentage (%)
Less than half an hour	22	20.8
Nearly one hour	53	50.0
Nearly two hours	19	17.9
More than two hours	10	9.4
More than 5 hours	2	1.9
Total	106	100.0

Interpretation

From the above table it was observed that 53(50%) of the respondents are travelling to work for nearly one hour, 22(20.8%) are less than half an hour, 19(17.9%) are nearly two hours, 10(9.4%) are more than two hours, 2(1.9%) are more than 5 hours.

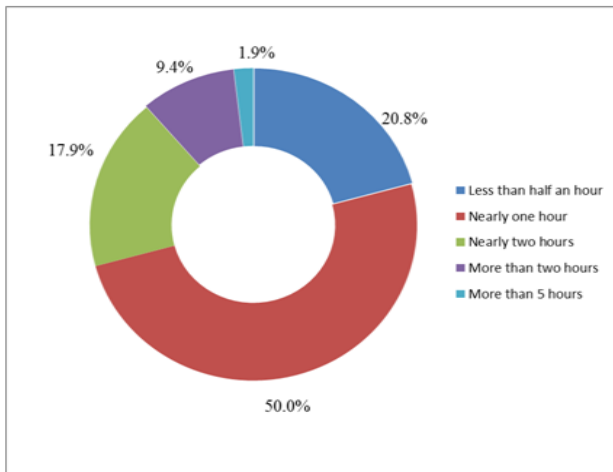


Chart. 4 Time spend in travelling to work of the respondent

Inference

Above table shows that 50.0% of the respondents are travelling nearly one hour for their working place in a day.

IX. FINDINGS

- 39.6% of the respondents work for 6 days in a week.
- 39.6% of the respondents work for 8-9 hours in a day.
- 28.3% of the respondents are happy about the time spent on work.
- 50.0% of the respondents are travelling nearly one hour for their working place in a day.
- 32.1% of the respondents agreed that their work making them tired at home.
- 28.3% of the respondents think their family problem while at work.
- 80% of the respondents feel that good work life balance will help in the success of employees at work.

X. SUGGESTIONS

Most of the respondents are stretching their working time at office to fulfill their objectives. So the management can take steps to minimize the stretching work time to help employees to maintain a healthy working culture. This will avoid depression and stress among the employees.

This study reveals that the majority of the respondents using the method of entertainment and music to relief from the stress. Still there is more option to relief from the stress those are yoga, meditation, dancing & singing and exercise. So the company can organize seminar stress management workshops to emphasis the role of exercise.

XI. CONCLUSION

Work life balance refers to those factors which strike a balance between work life, family life and self life.

In this study of work life balance in the velti India pvt. Ltd., This report shows that many workers are satisfied with their current job, family life. The concern providing facility such as personal leave, sick leave and casual leave, they are providing optional leave without loss of pay for 3 times a year to the employee for balance work-life. For women they are providing maternity leave for 3 months, providing emergency permission to the employee for balancing work and family life.

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