



A STUDY ON THE WORK LIFE BALANCE AND SAFTY MEASURES OF WOMEN EMPLOYEES IN IT SECTOR WITH REFERENCE TO CHENNAI CITY

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ABSTRACT

In the present scenario, Work-life Balance (WLB) and safety have become one of the leading matters many women employees face worldwide. A healthy work-life balance assumes great significance for working women particularly in the current context in which both, the safety and the workplace have posed several challenges and problems for women. At present study researcher explored to examine and test an impact of work life balance and importance of safety measures of employees in social life as well as personal life. It is an empirical study using the data which was collected from primary sources with a sample size of 150 women employees working in various esteemed IT sectors. The collected data has been tested with the help of various statistical tools using SPSS software. Furthermore, the study suggests that the work organizations should promote friendly & humane policies that cause interference between employee work roles and employee family roles. This paper also provides some information of safety that affects the performance of women employees at the workplace.

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Key Words: Work- Life Balance, Safety, Working Women, IT sector

DOI Number: 10.48047/nq.2022.20.22.NQ10139

NeuroQuantology 2022; 20(22):1540-1547

I. INTRODUCTION

Work Life Balance is an approach which observes the want for employers to hold employees in maintaining a balance between the professional and personal responsibilities. Today's career, women are constantly forced to work as full-time job in the office to fulfil their

economical needs. At the same time women want to bear many more responsibilities and commitments in their home. For balancing work and family life smoothly they should feel very comfortable in their work. The safety of employees is one of the responsibilities of organization. The individual and group values,



attitudes, perceptions, competencies and patterns of behaviour that determine the commitment to, and the style and proficiency of an organization's safety management.

II .STATEMENT OF THE PROBLEM

now a days safety for working women it will be a most discussed one with society safety at working place in depends on the working place . Arrangement of safety measures is one of the most relevant responsibility of every organisation. This study is focused on the Work-Life Balance and safety measures of working women in the IT sector. Work Life Balance and Safety are twin side of the coins both are very important to carry the various operations in the corporate sector.

III. REVIEW OF LITRETURE

BhadrappaHaralayya, (2021), studied on Work Life Balance of Employees at Karanja Industries Pvt Ltd, Bida , In this paper, the study has been done on the approach of the organization towards development of work-life balance. The study used 50 employees as the sample size and the data was collected using primary and secondary sources. The study suggested that the improvement of employees should be done by various skills and motivational programs.

Sangita Basak, (2021), studied Factors affecting work-life balance of women in Bangladesh: a study during COVID-19 pandemic. This study stated the struggles the working women are facing to be flexible during COVID-19 pandemic. The sample size was 105 and sample tools were reliability and validity checking, multiple regression analysis, ANOVA, and hypothesis testing. The study insisted the organizations to setup a work life balance schemes to enhance employees' performance.

Mary Owusu Obimpeh (2021), had studied the Assessing the Effect of Work-Life Balance on Career Female Professionals. The study noticed numerous unfavourable factors due to imbalance work-life of women administrators. The sample size was of 74 respondents. Data was analysed using the thematic analysis .The

eISSN1303-5150

study analysed that slower rate of career progression among females could be traceable if employee burnout, job dissatisfaction and many negative consequences are reduced.

IV .RESEARCH GAP

After collecting many reviews relevant to the study many authors focused their study on the work and life aspects, but work life balance are not just work and life aspects alone, it includes the aspects of organization, personal, family, friends, physiological, psychological and leisure. After reviewing the literature, many studies related to work life balance are available but limited amount of research studies in regards to safety of working women focusing on Indian IT industries. Hence, based on the literature survey it was confined to do the research to fulfil the above research gap with the selected variables.

V. NEED OF THE STUDY

The concept of work life balance and safety focuses on researching and analyzing the contents and processes implemented by management, providing employees with the best working life to improve organizational performance and meet the needs and requirements of workers. They both are visualized as an essential component of the organizations for creating and during a productive work-culture.

VI. OBJECTIVE OF THE STUDY

1. To examine the demographic profile of the respondents.
2. To analyze the safety measures taken for the women employees
3. To examine the employees' satisfaction based on management's work life policy.
4. To find out the various physical difficulties faced by the employees. 8) To study the various facilities and initiatives provided for the employees.

VII. RESEARCH METHODOLOGY

Research Methodology is an approach to efficiently resolve a research problem by using statistical analysis.

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RESEARCH DESIGN

The present study has used both descriptive research designs. This is carried out by analysing with convenient sampling. It is conducted on the Primary Data through well-structured Questionnaire using Google form.

DATA COLLECTION

The methodology used in this research is collected through Primary data and Secondary data namely • **Primary Data –**

The primary data have been collected from sample women IT professionals through well-structured questionnaire.

• **Secondary Data –**

The study also used secondary source of information which were collected from Books Web sites, Articles, Journal Magazines and Publications.

SAMPLE AREA

IX. ANALYSIS AND INTERPRETATIONS

The area where the data was collected is in and around Chennai City.

SAMPLE SIZE

The sample size of the study is 150 respondents from various IT sectors located in Chennai CITY.

SAMPLING TOOLS

- Percentage Analysis
- Cluster analysis
- Weighted Average Method
- Multiple response

VIII. LIMITATION OF THE STUDY

- 1) Number of Samples has been limited to 150. Therefore, the conclusions derived cannot be generalized in all cases.
- 2) Conflicts arising from cultural bias and other personal issues.
- 3) The study has covered only the employees working in Chennai City.

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Table .1
Demographic analysis

Variables	Predominant factor	Predominant value	percentage
Age	20-30	120	80%
Education Qualification	Post-Graduation	72	48%
Marital Status	Unmarried	93	62%
Job nature	Data Analyst	41	27.3%
Working experience	1-5 Years	90	60%
Working Hours	8 hours	46	30.7%

➤ **ANALYSE THE SAFETY MEASURES TAKEN FOR THE WOMEN EMPLOYEES.**

WEIGHTED AVERAGE ANALYSIS

Weighted average is a calculation that takes into account the varying degrees of importance

of the numbers in a data set. In calculation of weighted average, each number in the data set is multiplied by a predetermined weight before the final calculation is made.

\bar{x} or W = Weighted average

n = Number of terms to be averaged

w_i = Weights applied to x values

x_i = Data values to be averaged

$$\bar{x} = \frac{\sum_{i=1}^n w_i x_i}{\sum_{i=1}^n w_i}$$



Table.2
The safety measures taken for the women employees

STATEMENT	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Mean	Rank
My Safety is the priority for my organization	22	30	111	196	135	32.93	7
I feel safe while travelling to office and returning home	9	48	96	252	110	34.33	1
I am aware of my building's emergency Evacuation	8	50	120	236	90	3.60	4
I know the location(s) of my building's fire extinguisher(s)	7	64	93	256	80	33.33	6
The company offers In-House doctor facility for employees	19	56	117	212	55	30.6	8
My organization treats men and women equally	10	48	114	236	95	33.53	5
Your Organization take steps to Address harassment	14	38	105	244	105	33.73	3
Male workers are very friendly and Dignified	14	36	99	260	100	33.93	2

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Above table shows that the rank given by the respondents based on the Factors influenced Safety. Rank 1 is provided to the “safety while traveling” with the Mean score of 34.33 followed by “opinion about their co-workers” with the Mean score of 33.93, Rank 3 “Your Organization take steps to Address harassment(Physical and Verbal)”, Rank 4 “I am aware of my building’s emergency evacuation”, Rank 5 “My organization treats men and women equally(No discrimination in the workplace)”, Rank 6 “I know the location(s) of my building’s fire extinguisher(s)”, Rank 7 “My Safety is the

priority for my organization” and the Least Rank provided to “Company offers In-House Facility” with the Mean score of 30.6.

➤ **MULTIPLE RESPONSE TO FIND OUT THE VARIOUS PHYSICAL DIFFICULTIES FACED BY THE EMPLOYEES.**

Multiple response variables, also called multi-punch questions or MRVs, are questions for which respondents can select more than one answer. Many dataset formats represent the original options as individual variables instead of the "select all that apply" format in which the question was presented.

Table.3
Multiplesresponseforvariousdifficultiesfacedbytheemployees

PhysicalDifficulties	Responses		Percentage ofCases
	N	%	
Headache	61	25.5%	46.9%
depression	52	21.8%	40.0%
Insomnia	29	12.1%	22.3%
AnxietyAttacks	26	10.9%	20.0%
EyeIrritation	67	28.0%	51.5%
Others	4	1.7%	3.1%
Total	239	100%	183.8%

SourcePrimarydata (questionnaire)

From the above table , it shows that the multiple responses for choosing the various difficulties faced by the employees. It shows that 28.0% of the respondents chose “ Eye Irritation”, 25.5%of “ Frequent Headache”,

21.8%of “ Depression”, 12.1%of “Insomnia” and 10.9% of the “Anxiety Attacks”, 1.7% of the respondents chose “others” such as Tiredness and over thinking.



Table.4
Multiple responses for facilities provided by the organization

Facilities	Responses		Percentage of Cases
	N	Percent	
Paid family leave	52	25.7%	34.7%
Nursery on-site and Elder care support	36	17.8%	24.0%
Work from home	80	39.6%	53.3%
None of the above	31	15.3%	20.7%
Others	3	1.5%	2.0%
Total	202	100%	134.7%

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From the above table, it shows that the multiple responses for choosing the facilities provided by the various organizations to the employees. It shows that 39.6% of the respondents chose "Work from home", 25.7% of "Paid family leave", 17.8% of "Nursery on-site and elder care support", 15.3% of "None of the above" and 1.5% of the respondents chose "other facilities" such as maternity leave.

➤ **CLUSTER ANALYSIS APPLIED TO IDENTIFY THE KEY FACTORS OF WORK LIFE BALANCE THROUGH CLUSTER ANALYSIS.** Cluster analysis is a statistical method used to group similar objects into respective categories. It can also be referred to as segmentation analysis, taxonomy analysis, or cluster analysis.

Table .5
CLUSTER ANALYSIS

Cluster



	1 (20-30 years)	2 (31-40Years)	3 (41-50Years)	4 (Above50Years)
WorkLife	1.77	4.33	3.50	2.92

Source Primary data (questionnaire)

From the above table, It is evident that the respondents of the age group of 31-40 have very strong work life balance, followed by the respondents of age group 41-50 have strong work life balance, the respondents of age group of 50 and above have moderate work life balance and followed by the respondents of the age group of 20-30 have weak work life balance.

X.FINDINGS,SUGGESTION AND CONCLUSION

PERCENTAGE ANALYSIS

- ✓ 80% of the respondents were of the age 20-30 years.
- ✓ 48% of the respondents were Post Graduates.
- ✓ 62% of the respondents were unmarried.
- ✓ 44.7% of the respondents have 2 dependent s.
- ✓ 27.3% of the respondents were Data Analyst.
- ✓ 60% of the respondents work between 1-5 years.
- ✓ 47.3% of the respondents work between 41-45 hours.

MULTIPLE RESPONSE

By using Multiple response, it shows that the multiple responses for choosing the facilities provided by the various organizations to the employees. It shows that 39.6% of the respondents chose "Work from home", 25.7% of "Paid family leave", 17.8% of "Nursery on-site and elder care support", 15.3% of "None of the above" and 1.5% of the respondents chose "other facilities".

By using Multiple response, it The above table 4.19 shows that the multiple responses for choosing the various difficulties faced by the employees .It shows that 28.0% of the

respondents chose "Eye Irritation", 25.5% of "Frequent Headache", 21.8% of "Depression", 12.1% of "Insomnia" and 10.9% of the "Anxiety Attacks", 1.7% of the respondents chose "others".

CLUSTER ANALYSIS

By applying Cluster analysis, It is evident that the respondents of the age group of 31-40 have very strong work life balance, followed by the respondents of age group 41-50 have strong work life balance, the respondents of age group of 50 and above have moderate work life balance and followed by the respondents of the age group of 20-30 have weak work life balance.

XI.SUGGESTIONS

- ☐ From the analysis, it is evident that the age group of 20-30 having low work life balance. So it is suggested that the company should plan some enrichment programs to make them balance both personal and professional life.
- ☐ From the study, it indicates that the company should understand that IT professionals facing lot of health issues due to increasing work demands and it leads to work pressure. It may help women professionals lead a better Work life balance.
- ☐ It is suggested that various self-awareness classes and proper training programs can be given and it can help them to keep them aware about their safety.

XII. CONCLUSION

From the analysis of the perception of the respondents on Work Life Balance, it is evident that there is a strong relationship

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between the demographic characteristics and Work Life Balance of women employees in IT sector. The organizational commitment and employee productivity is more among women employees in IT sector and women employees with better work life balance tend to show better commitment and productivity to their organization. Women's safety at the workplace has become a matter of serious concern in the country. The awareness of women employees on safety and security is good

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