

Gender Differences in the Work Life Balance Satisfaction among Employees of IT Companies in Hyderabad

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Abstract: *The purpose of the present study is to investigate the relationship between the work life balance satisfaction and the gender among software professionals in their work/life. The sample consisted of 300 software professionals from Hi-tech city of Hyderabad who are both male and female. Convenience sampling technique was adopted to select the number of respondents across the gender. Hypotheses in support of WLB satisfaction has been tested in this study. The t test at .05 level of significance revealed significant differences based on gender in the present study. The results indicated that male are more satisfied on every factor as compared to female employees.*

Keywords: *IT Industry, fresher, Experienced, work life balance satisfaction*

INTRODUCTION

The information technology (IT) sector in India holds the distinction of advancing the country into the new-age digital economy. Since this Industry is highly knowledge capital intensive, it requires a huge knowledge based work force, thereby leading to lots of work pressures day in and day out. It has become necessary for organizations to explore the challenges that employees face so as to institutionalize a better WLB satisfaction through innovative WLB policies. Managing the conflict between work and family responsibilities has been recognized as a critical challenge for organizations. As India continues to emerge as a global economic power, understanding the dynamics between work and personal lives is increasingly important. With work life balance becoming a cause of concern, facing the work life challenges within the sector is giving rise to problems of employee disengagement. Hence, the present study focuses on importance of gender differences and the impact of those differences on the work life balance satisfaction of software professionals. for whom the boundary between work and life is generally thought to be distorted and tries to find probable solutions to face the challenges faced by them regarding Work-Life Balance (WLB).

Importance of work life balance

Work-Life Balance has been of much concern in the business world today especially in the software sector. As employees and the general population have become more connected to each other with the use of technology, social media and mobile devices, it has become increasingly difficult for many people to separate work from their personal lives. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. Today's workers have many competing responsibilities such as work, children, housework, volunteering, spouse and elderly parent care and this places stress on individuals, families and the communities in which they reside. Work-life conflict is a serious problem that impacts workers, their employers and communities. Long work hours and highly stressful jobs not only hamper ' ability to harmonize work and family life but also are associated with health risks, such as increased smoking and alcohol consumption, weight gain and depression. Work life conflict has been associated with numerous physical and mental health implications.

Employers are becoming increasingly aware of the cost implications associated with over-worked such as: operating and productivity costs, absenteeism, punctuality, commitment and performance.

Also, India with its evolving roles of gender in the family as well as work, traditional thinking about work-life balance has tended to emphasize its relevance for women with children, there is increasing consideration of its importance for men, and for singles or couples without children which has become the much explored to be area of research.

II. LITERATURE REVIEW

Yasbek (2004) found that work life balance policies are positively associated with the job tenure of the female employees, and moreover the practices of such policies have a great effect on the turnover rate of employees. Work life balance policies help in reducing the stress and provide a good work place where, there is

less chance of accidents in the working and also provide a fair platform for every employee, ultimately enhancing productivity

Okpara (2004), states that job satisfaction in the IT sector can be predicted from personal variables, but not all variables contribute to the same degree of work life balance satisfaction as in earlier studies (Bigic, 1998; Brief and Aldag, 1975; Weaver, 1977). The findings of this study did not reveal clear gender differences in overall work life balance satisfaction. Studies related to gender and work life balance satisfaction have reported inconsistent results. Studies indicating higher work life balance satisfaction among women argue that women, compared to men, have lower expectations of the benefits they could receive from the labor market (Clark, 1997). On the other hand, other studies have shown that professional men have more job satisfaction than professional women (Chiu, 1998).

Mishra, Chandargi and Hirevenkanagoudar (2007) observe that the male officers had greater job satisfaction than the female officers. When work does not permit women to take care of their family, they feel frustrated. They draw tighter boundaries between work and family.

Vijaya Mani (2013) has revealed the major factors influencing the Work Life Balance of Women professionals in India such as role conflict, lack of recognition, organizational politics, gender discrimination, and elderly and children care issues, quality of health, problems in time management and lack of proper social support.

From the above studies, it can be concluded that the gender has a relationship with work life balance satisfaction.

Purpose of the Study

Therefore it is intended to study how exactly the variable gender impacts the WLB satisfaction of software professionals.

III. RESEARCH METHODOLOGY

The sample consists of 300 software employees drawn from 5 IT organizations in the Hi-tech city in Hyderabad selected through convenience sampling.

The data is collected through a structured questionnaire consisting of 50 items to measure work life balance satisfaction on flexibility in work, support from manager and team mates, family stress, work stress, work hours, social support, health issues, and dependent care issues. It was administered to 300 employees on a likert's scale ranging from strongly agree (5) to strongly disagree (1). SPSS 16 was used for data analysis. T test has been used to compare the satisfaction of the men and women employees

Research Hypotheses

1. There is no difference in the level of satisfaction with flexibility in work based on gender
2. There is no difference in the level of satisfaction in social support at work place based on gender.
3. There is no difference in the level of satisfaction in the amount of work stress based on gender.
4. There is no difference in the level of satisfaction in the amount of Family Stress based on gender.
5. There is no difference in the level of satisfaction in Dependent care issues based on gender.
6. There is no difference in the level of satisfaction towards support from Manager/TeamMates based on gender.
7. There is no difference in the level of satisfaction in work hours based on gender.
8. There is no difference in the level of satisfaction in health issues based on gender.

IV. DATA ANALYSIS

Table1: showing frequency distribution based on gender of the respondents

	Male		Female		Over all	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Gender	143	47.6	157	52.4	300	100.0

Source: Primary data

The respondents are 300 employees from 5 IT Organizations. These participants are both male and female. Male constitute 143 members (47.6%) and Female constitute 157 members (52.4%).

Table2: showing the Mean, t test values of variables of fresher and experienced respondents

S.no	Variable	Mean (5-1 scale)		t-value	Level of significance
		Male	Female		
1.	Flexibility in work	3.20	2.13	5.47	p < .01
2.	Social support	3.27	2.13	6.23	p < .01
3.	Work stress	3.20	2.13	4.23	p < .01
4.	Family stress	4.33	3.67	3.00	p < .01
5.	Dependent care issues	4.35	3.99	2.89	p < .01
6.	Support from Manager/Teammates	3.06	1.91	3.11	p < .01
7.	Work hours	3.26	1.95	2.31	p < .01
8.	Health issues	3.58	2.91	1.913	p < .01

Source: primary data

The Table No 2 reveals that male are more satisfied with flexibility in work than female and the t value is found to be 5.47 which is significant at .01 levels thus rejecting Null Hypothesis 1.

As far as social support is concerned, male are found to be more satisfied than the experienced and the difference between the two are significant as the t value is 6.23, again rejecting Null Hypothesis 2 and accepting Alternate hypothesis

Male are more satisfied than the female in work stress, and the difference between the two samples are significant as the calculated t value is 4.23 which rejects the Null Hypothesis 3 and accepts Alternate Hypothesis 3.

Family stress is also one of the factor that may satisfy or dissatisfy the employees and the study reveals that Male are less satisfied than their counterpart, as the means for the two are 4.33 and 3.67 respectively and the t-value also states that the difference between the two are not significant and therefore Null Hypothesis 4 is accepted..

As far as dependent care issues are concerned, male are more satisfied than the female and the difference between the two is significant and rejects null hypothesis.

Male are more satisfied than the female in support from manager and teammates and the difference between the two samples are significant as the calculated t value is 3.11 which rejects the Null Hypothesis 6

In both Work hours and health issues, also male are more satisfied as compared to female since the t value is found to be 2.31 and 1.9113 respectively, rejecting the null hypothesis.

V. FINDINGS AND DISCUSSION

The study indicates that male are more satisfied with all the factors of the work life balance satisfaction in the company such as flexibility in work, support from manager and team mates, work hours, work stress, health issues, dependent care issues, social support except in family stress than female employees. This could be due to the inability to find time to balance family needs as they spend more time with organization.. Study also reveals that the difference in satisfaction level of the male and female are significant and the t value is significant at 1% level.

Limitations

The opinion of the employees may be biased because of their subjective perceptions. The study is conducted only in 5 IT organizations in Hyderabad. So it may not give the exact picture of the IT industry with respect to WLB satisfaction levels.

Suggestions and Implications for Future Research

The present study found the results that the male are more satisfied and have good WLB satisfaction. This research work has been carried out by taking software professionals as a sample, whereas future research can be focused by taking different samples like employees belonging to different managerial levels and comparing between the levels. Further research regarding WLB of single in marital status also should be in depth studied, since there were very few studies done in this regard.

VI. CONCLUSION

It can be said that the satisfaction of the employees is a higher predictor of organizational productivity for IT organizations. The study reveals that work-life balance is becoming a challenging issue in IT sector in India. Gender differences are found to have strong positive correlation with WLB due to the nature of the industry. Regardless of organizational policy, the best driver of an employee's work-life balance may be how well the surrounding manager and coworkers balance their own work and life demands supporting each other. It

is essential that HR departments are responsive to the needs and constantly changing requirements of workforce and the effect of environmental issues in order to improve programs and policies related to the gender issues thereby saving the cost of hiring by improving work life balance satisfaction.

VII. REFERENCES

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