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Work Compatability of Female Employees in Selected It Industry with Special Reference to Chennai

Shalini Priyadharshini[1], Dr. D. Anitha Kumari[2], Dr. G. Aravindhan[3]

[1]Ph D- Full time - Research Scholar, Department of MBA School of Management Studies and Commerce, Vels Institute of Science, Technology & Advanced Studies (VISTAS), Pallavaram, Chennai -117. Tamilnadu.
[2*]Associate Professor and Research Supervisor, Department of MBA School of Management Studies and Commerce, Vels Institute of Science, Technology & Advanced Studies (VISTAS), Pallavaram, Chennai -117.Tamilnadu.
[3]Associate Professor, MBA Department, SRM Institute of Science and Technology, Ramapuram Campus. Tamilnadu.

Article Info

ABSTRACT:

India's gender-neutral IT sector has been instrumental in several socioeconomic developments in the country today. In the information technology sector, ambitious and career-focused women are becoming more and more common. Work-life balance has become essential as more women enter this industry. The increasing responsibilities put on women working in offices sometimes result in strain, making it challenging for them to reconcile their home and professional life. Finding a work-life balance is therefore becoming increasingly difficult in this unsteady workplace. The aim of the study is to determine the work-life balance problems faced by female employees, specifically in Chennai IT organisations. For this study, a simple selection procedure was applied to choose a sample of 273 women who work in the information technology industry in Chennai. A standardised questionnaire was employed to get the respondents' answers. The comprehensive analysis was conducted using SPSS. They concluded that these female workers are concerned about targeting a healthy work-life balance and detest when their personal and professional lives collide.

Keywords: Women Employees, IT sector, Chi square test, Work place compatability.

1. Introduction

Since gender roles are obsolete in today's culture, all sexes are entitled to the same privileges and educational opportunities. Women would not even come out until much later in the 20th century, but after that, most of them worked in the IT sector and showed that they were just as strong and capable as males, capable of succeeding without help. As a result, a few of the women started their own companies, operate them autonomously, and do so successfully. All of the female employees that work here do a range of jobs in different places. Rather than needing to deal with problems, female employees prefer to maintain and accomplish their daily goals while managing concerns in both their personal and professional life. On the other hand, female entrepreneurs do not encounter any challenges; rather, they must address a variety of issues in order to thrive in the marketplace. But because women have to do so much at home and even in the textile industry, it has become a challenging issue for them. Professional women typically have additional duties on top of their already heavy workloads since they must marry at a specified period. As soon as women become mothers, they are also in charge of overseeing the kids' main care.

Research Problem
The majority of women in this IT field are digitally literate and bring different expectations and ideas to the workplace than previous generations. With the entry of women into this field, women of this age had a hard time striking a work-life balance. As women transition into new life stages like marriage, parenting, and several other obligations, their job responsibilities also increase. They must thus choose between achieving their personal and professional goals. Ambitious and career-focused women will find it difficult to manage their family and work. Consequently, the aim of this research was to find out what concerns women in the IT sector had.

2. Review of Literature

Krishnakumar R. Velamurugan (2018) conducted a research in Cochin to find out what expectations Gen Y IT workers have of their company and how their socioeconomic status impacts their ability to balance work and personal life. A survey found that millennials like intriguing, flexible careers. Flexible work hours, telecommuting opportunities, a welcoming culture for families, an open work plan, and tech-savvy, personable management are all features of their dream job. According to a research, there are certain expectations that workers have of their employers, and the employees' socioeconomic origins have an impact on how well their personal and professional life mesh.

Balamurugan and Sreeleka (2020) demonstrated that, in order for female employees to have a great quality of life, work-life balance is essential. Key elements of employer satisfaction include performance and employee pleasure. Even under the worst of circumstances, an employee's extreme dedication to their organisation stems from their sense of job satisfaction. The work lives of all the female employees who volunteer to support their families in determining their own quality of life. In addition to pregnancy discrimination, sexual harassment, and uneven pay, among other issues, female workers face health issues. The correlation test and Chi-square statistical methods were used to investigate the work satisfaction of female employees.

Lim Chun Wei and Lee Su Teng (2018) discovered that the influence of using work-related communications devices after hours on employees' personal and professional life has been substantial. A favourable association was found between work-life conflict, involvement at

work, and using a smartphone for business reasons outside of regular working hours, according to an online survey conducted among 229 Malaysian workers. However, the job sector did not mitigate these associations.

Gupta et al., (2013) stated that having children, maintaining a home, doing everyday chores like cooking and cleaning, and balancing hectic job schedules are some of the challenges that individuals now face. Work-life balance is a popular issue right now because it affects how productive businesses are, and businesses that are successful rely on their employees. As a result, in order to improve employee performance and profitability, every business is closely monitoring the work-life balance of its workers through the use of a range of work-life methods and techniques. Married individuals are often seen to have more obligations than single people, which makes it difficult for them to successfully balance their personal and professional life. While analysing how married and single employees manage their personal and professional lives, this essay will offer advice for managing work life.

Objectives of the study
➢ To know the socioeconomic status of female employees working in Chennai's IT firms.
➢ To investigate the relationship between the work compatibility and demographic profile of female IT personnel.
➢

Hypotheses of the study
❖ Ho 1: There is no association between Experience and work at home as part of the job
❖ Ho 2: There is no association between Experience and allowed to take time off during the work to take care of personal or family matters
❖ Ho 3: There is no association between Experience and demands of the job interfere with the family life
❖ Ho 4: There is no association between Experience and allowed to change the starting and quitting times

3. Research Methodology

Three distinct research design categories have been identified by the literature: exploratory, descriptive, and causal. Surveys contain a lot of information, well-written questions, explanations, and clear wording. Their look is also attractive. The responders could click or select from a range of options on the questionnaire to share their thoughts. They have to make decisions without bias. The intended participant sample for this study consisted of 273 women who work in certain IT firms. The women were selected from a pool of IT companies located in Chennai. For this study, convenience sampling—a non-probability sampling technique that selects individuals based on their accessibility—was employed. Studies with a tight budget or a quick turnaround time may find it helpful. Surveys were distributed to 280 people overall. Because the responses to seven of these questions were only partially complete, they were eliminated. Lastly, this study comprised 273 female employees.

Analysis and Interpretation
Chi square testing, descriptive statistics, and percentage analysis were used to analyse in order to meet the goals and evaluate the hypotheses.

Table 1 Percentage Analysis

Age	Number of Respondents	%
Below 25	26	9.5

25-30	85	31.1
30-35	58	21.2
35-40	81	29.7
Above 40	23	8.4
Total	273	100.0
Marital status	Number of Respondents	%
Single	72	26.4
Married	140	51.3
Divorced	61	22.3
Total	273	100
Experience	Number of Respondents	%
Below 1 year	32	11.7
1 to 5 years	67	24.5
6 to 10 years	69	25.3
11 to 15 years	61	22.3
Above 15 years	44	16.1
Total	273	100
Education	Number of Respondents	%
UG	129	47.3
PG	144	52.7
Total	273	100
Income	Number of Respondents	%
Below 30000	51	18.7
30000-60000	94	34.4
60000-90000	97	35.5
Above 90000	31	11.4
Total	273	100
How long have people worked in their present job	Number of Respondents	%
< 6 months	73	26.7
6 to 12 months	148	54.2
Above 1 year	52	19.0
Total	273	100

Only 8.4 % are above 40 in this study.The respondents who are qualified with UG are 47.3 %, whereas 53.7 are PG qualified. More than 50 percentage of the respondents get married; 22.3 respondents in the study are divorced. Only 11.4 percent of the respondents are having less than one year experience in the workplace. Among the 273 respondents, 35.5 percentage of the respondents earing their salary between 60000-90000. 19 percentage of the respondents are getting above 90000 of salary from their workplace. The respondents, particularly, 54.2 percentage are working in their present job in the period of 6-12 months. 26.7 percentage of the respondents are having work experience of less than 6 months in their present job.

Table 2 Descriptive Statistics

	Mean	Median	Mode	Std. Deviation	Variance	Skewness	Kurtosis
Age	3.96	3.00	2	1.153	1.330	.028	-1.016

Marital status	3.96	2.00	2	.698	.487	.055	-.936
Experience	3.07	3.00	3	1.259	1.584	.009	-1.038
Educational Qualification	3.53	2.00	2	.500	.250	-.111	-2.002
Income	3.40	2.00	3	.918	.843	.024	-.843
How long have you worked in your present job?	3.92	2.00	2	.674	.454	.092	-.788
How frequently does your employment require you to work from home?	3.68	4.00	5	1.460	2.131	-.141	-1.051
How difficult is it for you to take time from work to attend to family or personal matters?	3.45	2.00	2	.970	.940	.155	-.946
How frequently do the responsibilities of your employment conflict with your personal life?	3.47	3.00	3	.928	.860	-.044	-.851
How frequently can you adjust the time you start and end?	3.99	2.00	2	.670	.448	.017	-.753

From the above table, the results indicated the mean, median, mode values of the variables and also extracted the skewness and kurtosis values of the variables involved in this study.

Table 3

Chi-Square Test between the time working in home and Experience

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	19.076[a]	20	.017
Likelihood Ratio	19.892	20	.065
Linear-by-Linear Association	.489	1	.484
N of Valid Cases	273		

From the chi square table 3, it is proved that **there is an association between experience and work at home as part of the job**.

Table 4

Chi-Square Tests between the time for family and personal matters and experience

	Value	**df**	**Asymp. Sig. (2-sided)**
Pearson Chi-Square	9.206a	12	.685

Likelihood Ratio	9.752	12	.638
Linear-by-Linear Association	1.176	1	.278
N of Valid Cases	273		

From the chi square table 5, it is proved that **there is no association between experience and the time allotted for personal and family matters along with the office work**.

Table 5
Chi-Square Tests between job interference with family and experience of the respondents

	Value	**df**	**Asymp. Sig. (2-sided)**
Pearson Chi-Square	16.066a	12	.028
Likelihood Ratio	16.660	12	.033
Linear-by-Linear Association	5.586	1	.018
N of Valid Cases	273		

From the chi square table 5, it is proved that **there is an association between experience and job interference with family and personal matters.**

Table 6
Chi-Square Tests between convenience in the change of starting and quitting time and experience of the respondents

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.709a	8	.680
Likelihood Ratio	5.906	8	.658
Linear-by-Linear Association	.713	1	.398
N of Valid Cases	273		

From the chi square table 5, it is proved that **there is no association between experience and convenience of changing starting and quitting time**.

4. Conclusion

Women's workplace compatibility is important in IT businesses. As a result, women in the IT industry typically struggle harder to balance their personal and professional obligations. Individual and demographic traits are among the many factors that influence how well coworkers get along. A female employee must so strike a balance between her personal and professional lives. In the present work climate, a woman employee can only attain a healthy work-life balance if she is pleased in her position and grows autonomously. This essay shows how the women employees balancing personal and job balancing. Consequently, it may be concluded the employees who are working in the IT feel good to work and manage the stress between job and family.

5. References

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