

A Study On Quality Work Life Of Women Working In It (Information Technology) Sectors Around Chennai Metropolitan Region.

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ABSTRACT

Indian economy saw a spurt of administration area opening for work after the opening up of economy in a decade ago of twentieth century. With robotization and computerization a plentiful open door business situation was opened up for taught ladies especially in IT and programming area where the compensation is appealing and the activity is for the most part work area type in nature. And yet these employments are went with expanded work routine and cutoff time situated prompting work spot pressure. Simultaneously with household responsibility the work life parity turns into a difficult issue for ladies IT officials. In this paper the analyst attempts to discover the issues of work life parity of ladies IT officials of Chennai city. The study was led among 50 ladies IT experts through poll study and issues like working hours, family obligations and profession development were considered as parameter of value work life .The paper likewise attempts to discover reasons for work life equalization and conceivable healing measure.

Keywords: Quality work life, work-life stability, work pressure, Family obligation

INTRODUCTION

Progression. Privatization and globalization approach of Government of India has gotten a broad change Indian economy in last a quarter century. Work market has seen expanding business open doors for youthful gifted labor. It has changed the statistic profile of representatives went with great compensation bundle and global presentation. Another idea of double profession couple rose out of it. As a characteristic drop out of this an ever increasing number of ladies are wandering into work field who were generally observed as home producers. Ladies have now turned into an unmistakable piece of work environment. There is a change in perspective from men being treated as provider and ladies as house guardian or kid conveyor into ladies as both provider and fit for dealing with family unit jobs as well. And yet, worker is ending up increasingly aspiring, profession arranged, disregarding different parts of life outside work; like investing quality energy with youngster and family, recreation time and time for claim premium. This is went with high employment stress, stretchable working hours and target based activity.

The changing social structures emerging out of double profession couples (or single parent families) lead to idea of redistributing the administrations like childcare and care of maturing guardians. There is a felt need to adjust and coordinate family needs and profession necessities. In a changing society like India, where the conventional job of ladies as homemakers and guardians are profoundly settled in, the work family parity become a test for ladies. Working lady is an establishment in herself and going for effective vocation with budgetary autonomy, she needs to likewise sustain her developing youngster to achieve parenthood. Both these are very requesting and doing equity to one without dismissing the other is an impressive errand.

In the course of the most recent decade Indian culture has seen a flood in interest of ladies in labor power, particularly in IT industry which is an immediate drop out of globalization

and brought a great deal of chance for instructed ladies. In the light of the expanding number of ladies in IT industry, there is a need to analyze the marvel of the quality work-life and equalization of Indian ladies IT proficient in more prominent profundity.

REVIEW LITERATURE

Quality Work life idea has been picking up significance for the exploration since it is one of the business related issues influencing efficiency of representatives in an association just as in performing job identified with family. With developing consciousness of workers for dealing with the limit and the interface between their work and non-work lives, the arrangement for viable work life activities have been a need for different associations in the corporate world.

1. Igbaria, Magid and Guimaraes Tor (1993) explored the "Predecessors and Consequences of Job Satisfaction among Information Center Employees". The determinants and results of occupation fulfillment for Information Center (IC) work force have gotten almost no consideration, regardless of their significance to the effective usage and utilization of PC innovation in associations. In this investigation, the creators investigate the forerunners and outcomes of occupation fulfillment for IC representatives. Five segments of occupation fulfillment, in particular, work, supervision, collaborators, pay, and advancement, were analyzed other than generally speaking employment fulfillment.
2. Oldham at el., (1996)in their work on "Representative Creativity: Personal and Contextual Factors at Work" inspected the freedom and joint commitments of representatives' inventiveness - pertinent individual qualities and 3 attributes of the authoritative setting - work unpredictability, strong supervision, and controlling supervision - to 3 pointers of workers' innovative execution: patent exposures composed, commitments to an association recommendation program, and supervisory evaluations of innovativeness. A sum of 171 representatives (118 from office A; 53 from office B) consented to partake in the examination. This number mirrors a reaction pace of 87 percent of those initially reached in office An and of 75 percent of those in office B, a general support pace of 83 percent. 37 percent of the members were ladies. The mean age

was 41 years, and the mean authoritative residency level was 12.75 years. The modular instruction level was "Business College or specialized school degree." Interviews with HR directors demonstrated that the statistic and employment profiles of the respondents were commonplace of the overall public in the partaking work unit.

3. Syed S. Andale et al, (2004) studied the " Participation in the Workplace: Gender Perspectives from Bangladesh". In this research work, the authors said, participation in organizational decision making in the context of developing countries are limited, especially from a gender perspective. Based on a survey of government and private sector employees in Dhaka, Bangladesh, this study explored the extent to which women have been integrated in the workforce and how both genders perceive their participation in decision making. The organizational climate is perceived as healthy, while communication between the genders does not reflect major barriers or animosities.
4. Desh Raj (2009) found the "Quality of Work Life in BHEL". A sample size of 40 employees covering different levels of organization structure and different departments. Around 30 questionnaires were distributed among the workers in the factory premises. 10 questionnaires for the executive level. It deals with six factors, namely, work culture, quality of work life, continuous learning, creativity, job security and independent working. The author analyzed the collected data by using the frequency and percentage method. The result shows that the employees are satisfied and contented while working for BHEL under the present conditions
5. NeerajKaushik et.al (2014) presented the "Equality in the workplace: A Study of Gender Issues in Indian Organizations". In developing countries like India, changing economic and social conditions necessitated working of women 50 irrespective of their religion, class, or social status. But, at the same time, it raised a number of related issues like managing the family, working environment, etc. In this study, the authors aimed to study main issues like gender stereotype, gender discrimination, and sexual harassment in the context of the Indian environment.

The above critiques have given different feature of quality work life situation in IT part in a

summed up way. Anyway rare writing is accessible on work life equalization of ladies IT representatives of Chennai. Chennai being an enormous land spread has its innate issue of habitation, driving and significant expense of living. In this way the present examination is an endeavor made by the analyst to look at the work and family life of ladies IT professionals“upsetting occupation at their work environment alongside their family duty.

OBJECTIVE OF STUDY

- (i) To study the work and family related factors that influence the work-family balance of Women IT professionals of Chennai.
- (ii) To understand the challenges they face and the type of coping strategy they use to achieve work family balance.

METHODOLOGY

The examination was done on the fundamental perception that, post advancement, ladies like to take up IT as a calling because of its innate saw advantage of lucrative compensation and universal presentation. In any case, with changing situation this may hold useful for profoundly organized organizations. Greater part of IT occupations are time bound, have an alternate work culture and bosses are all the more requesting. Cautious perception can demonstrate that numerous youthful female IT experts joining at junior level don't make it to top when contrasted with their male partners. Much of the time the female gives prime significance to her pledge to family and youngsters by trading off her expert development. For directing this investigation essential information was gathered from 50 female IT experts of presumed IT organizations situated in and around Chennai Metropolitan Region. The information was gathered to comprehend their working hours, driving time, family duties and the difficulties to satisfy desires for mate and children. The information was broke down utilizing basic bifurcation and utilizing weighted normal. A near and special investigation was done to discover the main driver of issues and its repercussion on work life balance. The demography of respondents are as per the following.

Type of Respondents	No. of Respondents
Married	35
Unmarried	13
Divorcee	02
Women having kids	16
Women not having kid	15
Average Age	38
Graduate	18
Post Graduate	32
Junior Executives	19
Middle level executives	22
Senior level executives	09
Average Income(INR) Not CTC	5.2 Lakh p.a

OBSERVATIONS

(1) Working days/working hours/commutingtime

In this study it was found that IT companies work in five days schedule. The general prescribed working hour is 9 hours per day. But in reality in an average the IT executives work 11 hours per day. This happens because at times, in order to meet deadline of completing project these executives have to stretch the working hours beyond the normal schedule. Further information revealed that one way commuting takes around 2 hours for an IT executive .But the high standard deviation shows high variation of commuting time from 4 hrs maximum to 0.5 hrs. Minimum as observed depending upon the distance between workplace and residence.

Therefore it can be inferred from aforementioned observation that a women working in IT sector in Chennai is expected to spend minimum 12 hours per day in matter related to

professional life in a normal working condition. This affects the normal family life, lead to both physical and mental exhaustion resulting in stress.

(2) FamilyLiability

The information on employers' perspective on family issues has been analysed in this section encompassing the overall employers' perception and family requirement. The rating for different aspects (both positive and negative) are shown in **Table 1** and **Table 2** respectively below.

Table 1 Rating of Respondents on Family and Work (Positive Aspects)		
Policy	Level of Agreement	
	Mean Score (At the rating of 4)	Standard Deviation
Managementaccommodativetofamily needs	2.8	0.91
Family members encouraged to join company celebrations	2.5	0.57
Table.2 Rating of Respondents on Family and Work (Non Positive Aspects)		
Policy	Level of Agreement	
	MeanScore (At the rating of4)	Standard Deviation
Keeping work ahead of family is appreciated	2.7	0.53
Discouragement of leave for family issues	2.5	0.83
Family takes a back seat	2.07	0.92

The study revealed that management is accommodative to family needs to an extent of 67% rating and also family members are encouraged to join company celebrations (rating of 65%).But at the same time the analysis showed that management appreciates if the employees keep work ahead of family (rating of 65%).The management discourages to avail leave on pretext of family issues (rating of 55%) and family takes a back seat on employers perspective (rating of 52%). Hence though as a whole the rating of issues on positive aspects are more as compared to ratings on negative aspects, but the companies are more concerned about their

revenue and make some overtly looking family centric activity like making a family get together. But issues like taking leave for family requirement are not encouraged.

(3) Child Care and Domestic Commitment

Women employees in Indian scenario are compelled to take break for child care and domestic Commitment so also the case for women IT professionals in

Chennai. Though joining back to job is permitted, but it is always accompanied with riders in an IT organization. 50% of respondents said that the package on return would be less as compared to one's peer who has not taken the break. As there is rapid change in technology the changed technical scenario during the break might make it incompatible for the employee while rejoining as expressed by 19% respondents. 31% of respondents felt that on return after a break one has to settle for the available vacancy both in terms of rank and technology platform

(4) Personal Life and Career Figure

Though there happens to be some conflict in maintaining professional excellence due to domestic commitment; 17% of respondents expressed of sacrificing personal life for professional excellence. A majority 67% experience the same occasionally but not in a regular manner. Out of those 67% a majority (i.e 62%) were unmarried young women and another (i.e 38%) having a strong family support like they were mostly staying with their parents or in laws. In the same vein 50% of respondents said that sometimes they could not perform at workplace in a satisfactory manner due to their domestic commitment. For around 33% of respondents it is a regular phenomenon. But 17% respondents were either capable or fortunate enough for not experiencing any such situation. As an overall scenario there is definitely some element of compromise while balancing (rather integrating) personal and professional life. Looking at responses we can infer that 67% of respondents agree that there were compromises on professional and personal life. 16% respondents said it was conflicting. Only 17% could make an effective integration of both.

ANALYSIS

As saw by the analyst the span of working hour isn't constantly uniform if there should arise an occurrence of ladies IT experts in Chennai city. The working hours differ according to nature of venture doled out to them. Anyway there is no significant variety in putting number of hours at work spot according to the age, instructive capability and experience of the ladies worker in essence. Anyway youthful wedded ladies worker of mid-thirties or late twenties having child are increasingly pushed while interfacing their work and non-work lives. Child care and overseeing family unit errands have been seen as the most squeezing interest for them at the family. Alongside this they are having their life partner working in 9 to 6 timetable subsequently generally relying upon housemaids and some of them put their children in crèches. Any unsettling influence in this contraption prompts struggle and aggravation. The greater part of the respondents (85%) are experiencing way of life ailments like tension, emotional episode, hypertension and loss of sexual craving prompting rubbing between accomplices. It has likewise been plainly seen from current investigation that so as to assume double job soundly, ladies IT experts in Chennai are as of now observed, in trading off either at family or at the expert life.

CONCLUSION

If there should arise an occurrence of a lady proficient in IT area it is critical to comprehend the ground reality and find some kind of harmony among expert and individual life for accomplishing proficient greatness. Without this the ladies proficient in IT area would keep on being amassed at the lower level and would not have the option to ascend to the more elite class of the activity progressive system by rivaling their male partners.

It is general desire that business should be reasonable enough towards ladies worker in IT part while actualizing work adaptability arrangements particularly in a city like Chennai which has its intrinsic impediments of significant expense of living, good ways from work spot to habitation and lion's share being family unit inhabitant with both the life partner being

profession driven, work life equalization is a greatest test. What's more, shockingly children are being the greatest causality. They are being denied of parental consideration all the time. It involves worry for both manager, ladies worker, their accomplices and other relatives to manufacture a sound sane society by incorporating work and family life. Family which is the essential guiding principle of Indian culture ought not to endure just as ladies having equivalent possibilities ought to likewise be not frustrated or debilitated to understand their vocation goal. Improper work life parity may have a low quality way of life prompting family strife and unacceptable execution at the work places (or a negative effect on quality yield at the work place).

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