

A Study of Work life Balance with special reference to Information Technology Sector

*Kuldeep Bhalerao, #Makarand Pole

*Assistant Professor, #Associate Professor, Bharati Vidyapeeth's Institute of Management Studies and Research, Navi Mumbai, India, kuldeep.bhalerao@bvimsr.com, makarand.pole@bvimsr.com

ABSTRACT - Work life balance is the one of the unease area in today's fast paced employment tenure of employee. This article is focusses on various factors which affect the work life balance of one of the fastest growing sector i.e. Information Technology. Since work life balance is a personal issue but it needs to be handled by individual employee very judiciously in career planning, self-development, hobbies, family, friends, hobbies, work contents, working condition etc. This study may help by providing suggestions to improve present work life balance of employees.

Keywords: Employees, Information Technology, Job satisfaction, Pressure, Role Conflict, Work life balance,

I. INTRODUCTION

The conformist perception says that happy employees are better and productive employees. They not only derive job satisfaction but self-propelled to achieve higher goals. But it appears that many employees do not understand or have the capability to perceive this reality.

However, when the pressure becomes disproportionate the employees do not know how to handle it and psychologically they become disturbed which over a period of time leads to imbalance and anxiety. Most of the stressful life events can directly be attributed to the workplace, Factors at the work place that affect psychological imbalance are lack of job security, changes in working hours, changes in working conditions, layoffs, downsizing, organizational change, relation with the supervisor ,over all organizational culture etc. IT industry in India has long been exempted from labor regulations in order to facilitate its rapid growth and competency in the global market. This have become imperative for a developing economy like ours to sustain and expand its economic growth. It needs to be checked whether the burden of the above factor is being borne by the IT industry's labor force.

The recent past has witnessed a lot of deviations in work schedules notably many organizations have increased the working hours. Not only the working hours have been increased but monitoring of the work hours have become more stringent in a bid to squeeze more from the employees. A larger part of the IT sector is moving to a nine hour schedule days of the week. Some major IT firms also monitor closely the recess time in a bid to reduce wastage time so that it doesn't affect the overall productivity of the employees. Apart from the increase in work hours employees need to work on Saturdays and

Sundays too to meet the targets. Thus there is a changing pattern in the working hours which is quite different from the standard one, which normally operates from 9 am to 5 pm.



To a large extent in the IT sector, the employee is expected to be affiance on the job almost at all times but work related factors may hamper this vital aspect. Apart from increase in work hours there are other factors organizational and work related that leads personal anxiety consequently, leading to stress and work imbalance. The constant pressure to work at optimum performance leads to loss of intrinsic motivation, job dissatisfaction, employee turnover, reduced efficiency, absenteeism, alcoholism, bad or snap decisions, indifference and apathy, lack of motivation illness and even death in some cases.

II. RATIONALE OF THE STUDY

Balance employees tends to feel more motivated and less stressed out at work station, which there by increases the productivity of individual employee as well as organization and minimizes the conflict at work place. This study helps to understand the role of work life balance and its effect on personal and professional performance of an employee.

III. OBJECTIVES OF THE STUDY

- To study the work life balance.
- To study the reasons of work life imbalance.
- To study the outcomes of work life imbalance.

IV. RESEARCH METHODOLOGY

Research Design: The data is collected from various sources like journals, magazines, reports, newspaper and books.

Sources of Data: Secondary data.

V. MAJOR CAUSES OF STRESS

Stress is something which is affecting Industrial sector directly and indirectly. Organization will be affected as they have invested a gigantic amount to develop the workforce. Some of the pertinent causes of stress:

- **Operating environment:** Employees are comfortable to work in fairly structured and predictable environment but constant changes in the working environment brings a lot of unpredictability and results in a unstructured and ambiguous job which results in stress.
- **Social Expectation:** Employees faces various kinds of stress because of different roles they need to play to satisfy the various stake holders of the society like Family relation, friends, neighbors', employee and many more.
- **Stretched Working Hours:** It is being observed that Information Technology sector employees work for 10-14 hrs. at a stretch with or without breaks in a shift. The anomalous working hours of IT companies are necessitated to cater to the foreign clients which causes an enormous amount of stress.
- **Insecurity in Job:** The dynamic nature of business result in frequent changes in demand of clients and technology employees are feeling insecure in their jobs. Though they are getting paid huge remuneration but insecurity of job result in stress at work place.
- **Physical & Psychological Harassment:** Harassment in the workforce may be physical like bullying and physical abuse, psychological like setting unreasonable targets and humiliating in public and sexual like sexist comments or out raging the modesty of women in public. The most common victim of harassment of workforce are the women employees.

- **Role Conflict:** It arises when employees have multiple boss or supervisors with different mindset and expectations. It becomes difficult to meet the expectations of all and causes stress.
- **Change in Working Shift:** Many employees get habituated to a specific work environment after working for a substantial period in it. Some of them get habituated to work for specific duration of a day. Sudden change of timings or different working hours may impede the overall productivity of employee and the organization at large.
- **Role/Skill Set Mismatch:** It refers to a situation when an employee is not having adequate skill to perform the given tasks that the job demands. This leads to mis match. The role expectations are not easily met by the employee. This leads to a lot of ambiguity and anxiety in the employee which results in stress in employees.

- **Performance Appreciation:** When your good performance or satisfied outcome is not appreciated by your boss or supervisor. It results in frustration or stress at work.

VI. PROBLEMS DUE TO WORK LIFE IMBALANCE

- Low Productivity.
- High rate of attrition of employee.
- Increased absenteeism of employee.
- Failure to meet targets.
- Not getting sufficient time for family.
- Employees may feel stress and pressure.

Above situations are not good for the both employee as well as employer in long run. Organization needs to take care of work life balance so the resources of organization can be utilized effectively and efficiently for the success.

VII. WORK PLACE AS A SECOND HOME

- On the basis of available information it is recommended that the organization can grow so that the work can be distributed and the required work can be assigned properly without elongating the working hours of the employees. Thereby minimizing pressure and enhancing work-life balance.
- A work-life balance plan can be recorded out for each and every employee by their concerned reporting managers during the time of their performance appraisal which may shrink working more for the benefit of organizational policies like

performance appraisals and promotions therefore, convenient them with proper work-life balance. Thus the organization can have sociable procedures.

- Organization can earned greater benefit by attempting to find balance in their lives, the organization can involve a professional to conduct workshops and seminars on how to manage prioritize personal and professional commitments.
- By designing a work-life balance plan for every individual employee, it would lead to job satisfaction and act as one of the effective tool of competent employee retention strategy.
- Work-life balance initiatives can be used as a recruitment strategy by highlighting the initiatives of the organization during recruitment, selection and induction of candidates. This will definitely help organization to become one of the most favored destination of working.

VIII. CONCLUSION

Information Technology is one of the highest growing sector in India. The demands and supply of this sector varies at highest pace. Because of this fluctuating demand, stiff competition and very stringent requirement of foreign clients the work life becomes imbalance. There are multiple reasons of work life imbalance. In order to attract, develop and retain competent employees companies have to give special attention to various majors discussed for work life Balance.

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