

# **EXPLORING THE IMPACT OF WORK-LIFE BALANCE ON WOMEN EMPLOYEES IN PRIVATE SECTOR ORGANIZATIONS IN HYDERABAD**

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**Abstract** – This research analyzes the ways in which people who work in the information technology business are able to successfully combine their personal and professional lives. An individual sample was taken from each of the 200 people who are employed by the several information technology businesses that are located at the Private Service Organizations in Hyderabad. The degree to which a healthy work-life balance is maintained was analyzed in this research. Additionally, the link between a healthy work-life balance and elements such as flexibility, Quality Time, Leave facilities, Work Load, and Turnaround intention was studied. According to the findings of the research, those who are working in the area of information technology have reached a sufficient degree of work-life balance in their lives. Even when there is a moderate to high amount of work to be done and the facilities do not equal expectations, workers often do not have a strong intention to turn things around, even if both of these criteria are there. Even when there is a moderate to high quantity of work to be done and there are not facilities that match expectations. According to the results of a survey that was carried out on the subject, workers in the information technology sector have shown a high degree of support for the work culture, which consists of a high workload and fewer leave facilities. The findings of the study were presented in the form of conclusions.

**Key Words** – Work-Life Balance, Private Service Organizations, Turnaround Intention,

## **INTRODUCTION**

As the economic conditions and social demands have changed, a transformation has been

happening in the field of work especially in terms of its nature all around the world. Initially, work was a matter of necessity for survival. Throughout the year, the concept of work has changed. Now a day's work is widely accepted for self-satisfaction. A good work-life balance is necessary for attaining personal and professional goals. It is assumed that attitudes at work become ingrained and carried over into home life or that work attitudes affect a basic orientation toward the self, others, and children. The paper attempts to study the work-life balance of Woman Employees working in the Private Service Organizations and various issues that have come to the forefront due to the dynamic nature of work. Various factors like flexibility, odd timing, and quality times with family members, Woman Employees' turnover intentions, etc. are measured in this study.

The work-life imbalance in employee life has attracted attention with a great deal of concern because there are several problems in connection with the work-life imbalance. Some of them are problems related to health, monotony at the workplace, declining productivity as well as the competency of Woman Employees. The imbalance has a very negative effect on the personal life of Woman Employees which will, in turn, lead to serious social hazards like an increasing number of suicides, broken families, etc.

An organization, which successfully addresses these issues, leads to a healthy synergy in the working atmosphere of the company and its employee. Although there has been a significant increase in income and material possession in the last decade, these tangibles have come at the cost of intangible. As per Dr. Elia Thagaram These intangibles are a very important part of an employee's life. The ultimate performance of any organisation depends on the performance of its Woman Employees, which in turn depends on several factors. These factors may be related to work or personal or family in nature. How an employee manages various aspects of their life helps to achieve in the balance at work and private life. Work-Life balance can be understood as the equilibrium point on see- away, one side of which is occupied by personal goals & family responsibilities, and the other side is occupied by workplace necessities. Work-life balance does not necessarily mean an equal balance between work and personal life rather it is the happy medium between the maximum & minimum. Work-life balance is meaningful and relevant in everyday life

## **OBJECTIVES**

1. To identify the work-life balance of Woman Employees in the Private Service

Organizations.

2. To identify the factors influencing work-life balance.
3. To identify the impact of work-life balance on employee turnover intention

## **HYPOTHESIS**

### **Hypothesis 1**

H0: There is no correlation between work-life balance and flexibility H1: There is a correlation between work-life balance and flexibility

### **Hypothesis 2**

H0: There is no correlation between work-life balance and quality time H1: There is a correlation between work-life balance and quality time

### **Hypothesis 3**

H0: There is no correlation between work-life balance and leave facilities H1: There is a correlation between work-life balance and leave facilities

### **Hypothesis 4**

H0: There is no correlation between work-life balance and workload H1: There is a correlation between work-life balance and workload

### **Hypothesis 5**

H0: There is no correlation between work-life balance and turnover intention H1: There is a correlation between work-life balance and turnover intention

## **RESEARCH METHODOLOGY**

A descriptive research design is adopted in this study. A structured questionnaire is used for data collection. Woman Employees working with various IT companies and Private Service Organizations Hyderabad were the samples of the study. 200 was the sample size and convenient sampling method has used for the study. The researcher himself distributed the questionnaire and collected the responses.

## ANALYSIS AND FINDINGS

Table 1 – Opinion about Work-life Balance

Work-life Balance	Weighted Average	Combined Weighted Average
Family Life	2.82	
personal life	2.93	
		2.87

Fig 2- Opinion about Work-life Balance

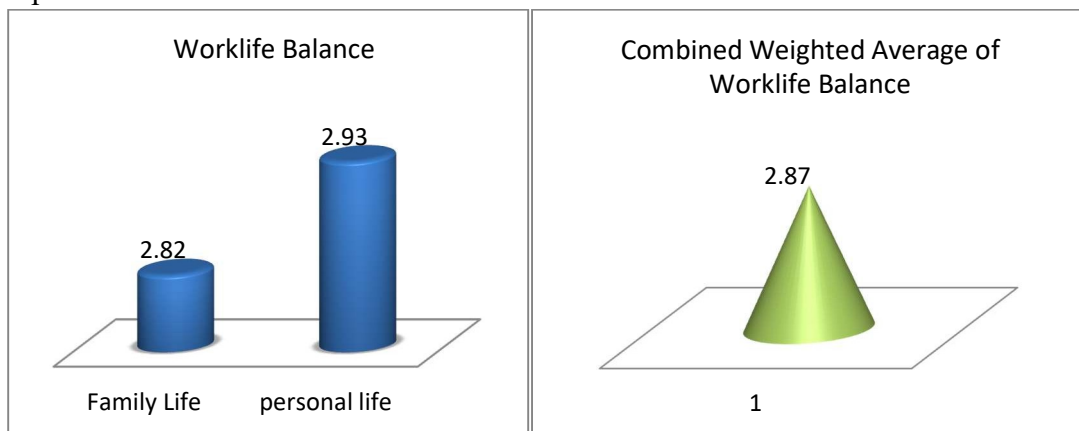


Table 1 shows the level of work-life balance of Woman Employees. The combined weighted average score of 2.87 reveals that most of the Woman Employees have a moderate level of Work-Life Balance. Work-Life Balance is not at a great level as the score is close to the upper limit of the effective score (2.01 – 3). The work-life balance is average

Table 2- Opinion about Flexibility

level of flexibility	Weighted Average	Combined Weighted Average
Flexible hours	3.12	
Flexitime	3.10	
Odd timing	2.84	
		3.02

Fig 2- Opinion about Level of Flexibility

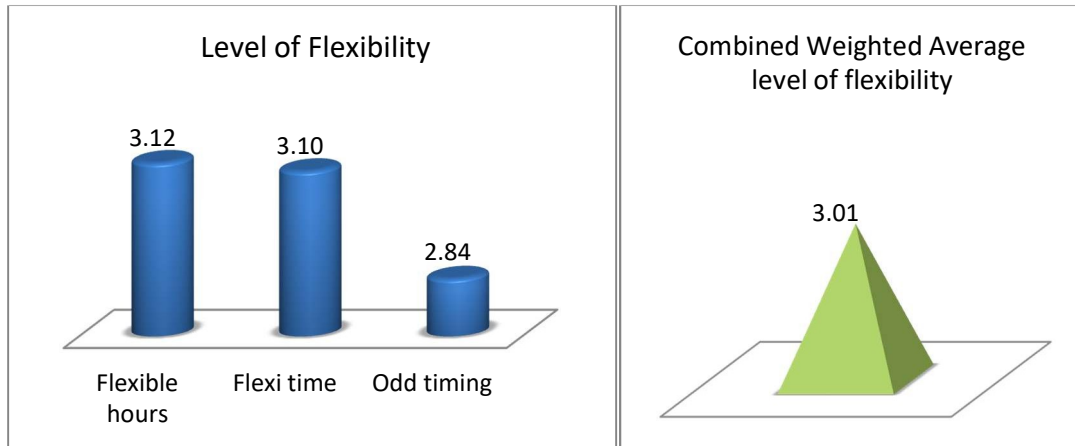


Table-2 shows the level of flexibility. The combined weighted average score of 3.01 reveals that most of the Woman Employees are experiencing a good level of flexibility. But not in a very effective manner as the score is close to the lower limit of the effective score (3.01 – 4).

Table 3- Opinion about Quality Time

Quality Time	Weighted Average	Combined Weighted Average
Performance of Home Duties	3.44	
Time off for family	2.96	
Quality Time	2.62	
		3.01

Fig 3 – Opinion about the Quality Time

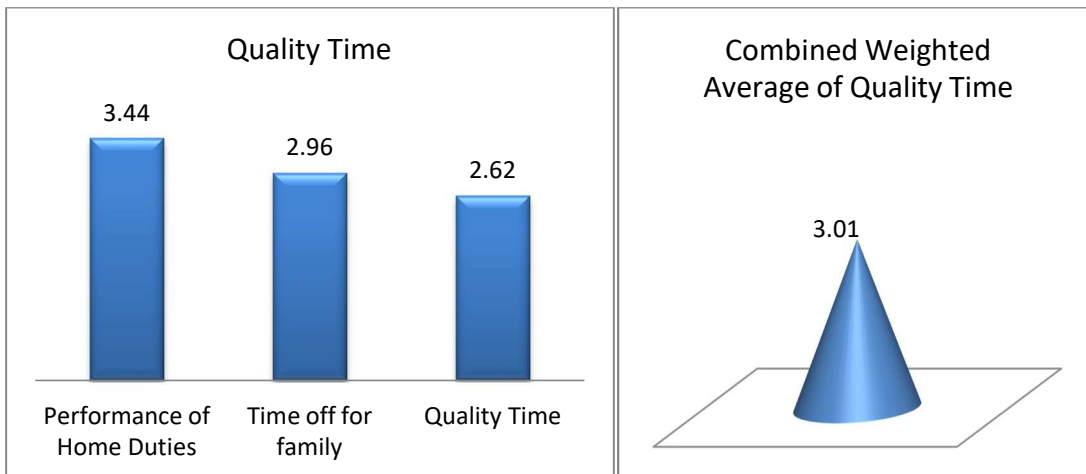
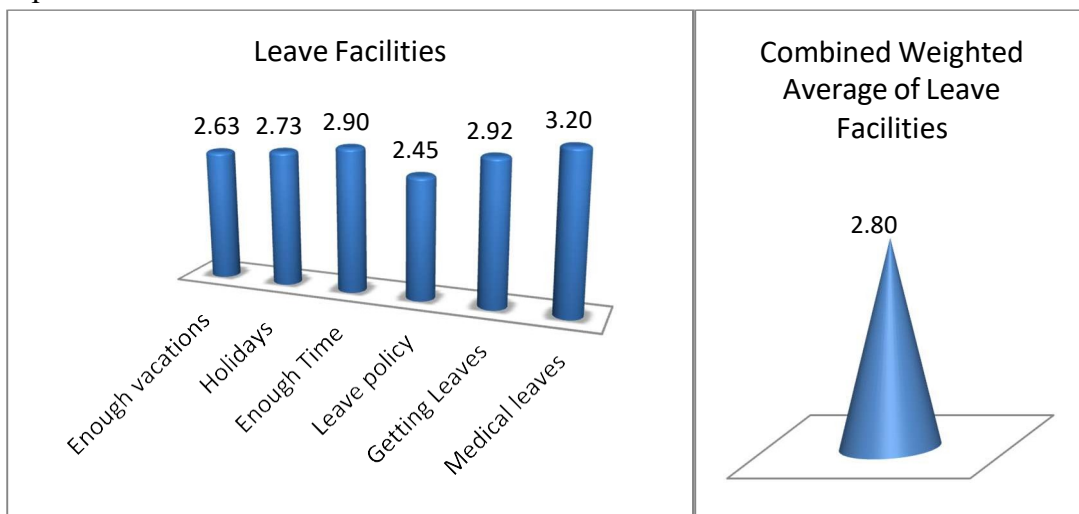


Table 3 shows the level of quality time with family and friends. The combined weighted average score of 3.01 reveals that most of the Woman Employees are getting quality time. But not in a very effective manner as the score is close to the lower limit of the effective score (3.01– 4).

Table 4- Opinion about Leave Facilities

leave facilities	Weighted Average	Combined Weighted Average
Enough vacations	2.63	
Holidays	2.73	
Enough Time	2.90	
Leave policy	2.45	
Getting Leaves	2.92	
Medical leaves	3.20	
Combined Weighted Average of Leave Facilities		2.80

Fig 4- Opinion about Leave Facilities



The above table 4 shows leave facilities provided by the company. The combined weighted average score of 2.80 reveals that the majority of the Woman Employees have a moderate or neutral opinion about leave facilities. The score is more close to the upper limit of the effective score (2.01– 3).

Table 5- Opinion about Workload

opinion about workload	Weighted Average	Combined Weighted Average
Reasonable Workload	2.88	
Convenient working hours	2.96	
Work to home	2.90	
Attend from office	2.76	
Calls from home	2.96	
Combined Weighted Average of Workload		2.89

Fig 5- Opinion about Workload

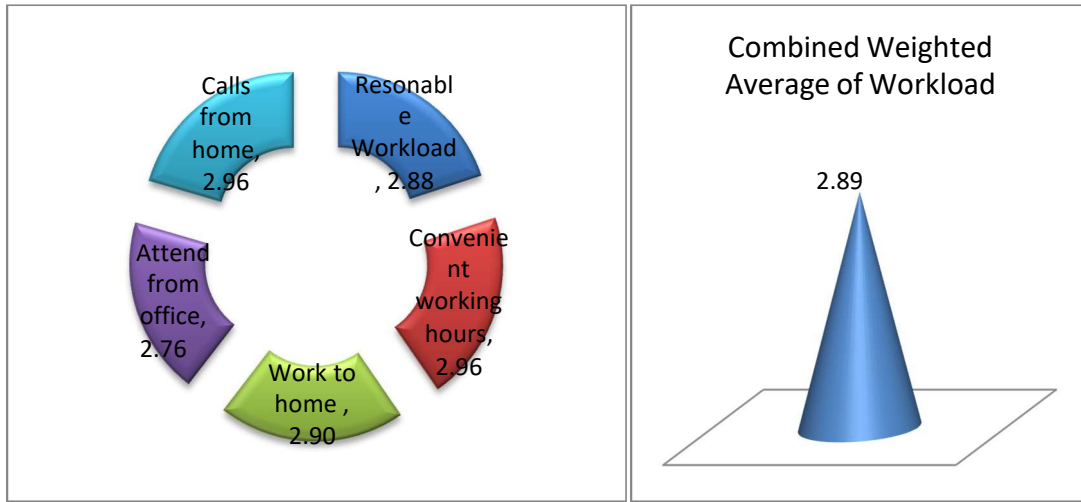
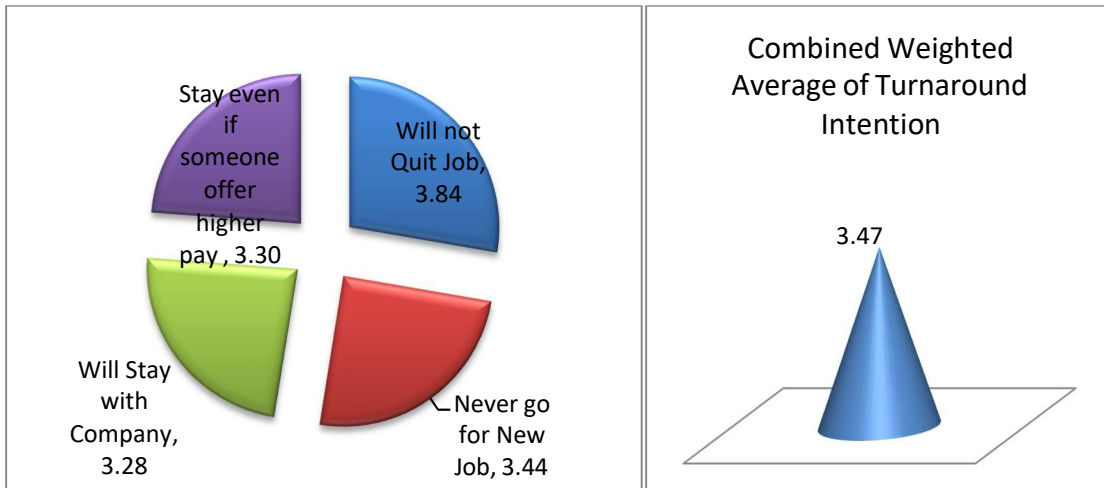


Table 5 shows the workload of Woman Employees. The combined weighted average score of 2.89 reveals that the majority of the Woman Employees have a moderate or neutral opinion about the workload, as the score is close to the upper limit of the effective score (2.01– 3).

Table 6- Opinion about Turnaround Intention

Turnaround Intention	Weighted Average	Combined Weighted Average
Will not Quit Job	3.84	
Never go for New Job	3.44	
Will Stay with Company	3.28	
Stay even if someone offers higher pay	3.30	
Combined Weighted Average of Turnaround Intention		3.47

Fig 6- Opinion about Turnaround Intention



Above table 6 shows the turnover intention of respondents. The combined weighted average score of 3.47 reveals that the majority of the Woman Employees do not have any turnover intention, as the score is close to the upper-lower limit of the effective score (3.01– 4).

### **Relationship of different independent variable with the dependent variable Work-Life Balance**

Table 6- Pearson's Correlation Matrix

<b>Hypothesis</b>	<b>Independent variables</b>	<b>Dependent Variables</b>	<b>Pearson's Correlation</b>	<b>Significance level at 1 %</b>
H1	Flexibility	Work-life balance	0.902	0.000
H2	Quality Time		0.911	0.000
H3	Leave Facility		0.895	0.000
H4	Workload		0.882	0.000
H5	Turnover Intention		0.883	0.000

#### **Relationship between Work-Life Balance and Flexibility**

In the cell of the correlation matrix, we get Pearson's correlation coefficient, the p-value for the two-tailed test of significance. From the output, we can see the correlation coefficient between work-life balance and flexibility is 0.902 and the p-value for the two-tailed test of significance is less than 0.05 (value less than 0.05 are shown as 0.000 in SPSS output). So the H<sub>0</sub> can be rejected. It can be concluded that there is a strong positive correlation between work-life balance and flexibility and this correlation is significant at the significance level 0.01

#### **Relationship between Work-Life Balance and Quality Time**

In the cell of the correlation matrix, we get Pearson's correlation coefficient, the p-value for the two-tailed test of significance. From the output, we can see the correlation coefficient between work-life balance and quality time is 0.911 and the p-value for the two-tailed test of significance is less than 0.05 (value less than 0.05 are shown as 0.000 in SPSS output). So the H<sub>0</sub> can be rejected. It can be concluded that there is a strong positive correlation between work-life balance and quality time and this correlation is significant at the significance level 0.01

#### **Relationship between Work-Life Balance and Leave Facilities**

In the cell of the correlation matrix, we get Pearson's correlation coefficient, p-values for the two-tailed test of significance. From the output, we can see the correlation coefficient between work-life balance and leave facilities is 0.895 and the p-value for the two-tailed test of significance is less than 0.05 (value less than 0.05 are shown as 0.000 in SPSS output). So the H<sub>0</sub> can be rejected. It can be concluded that there is a strong positive correlation between work-life balance and leave facilities and this correlation is significant at the significance level 0.01.



### **Relationship between Work-Life Balance and Workload**

In the cell of the correlation matrix, we get Pearson's correlation coefficient, p-values for the two-tailed test of significance. From the output, we can see the correlation coefficient between work-life balance and workload is 0.882 and the p-value for the two-tailed test of significance is less than 0.05 (value less than 0.05 are shown as 0.000 in SPSS output). So the H<sub>0</sub> can be rejected. It can be concluded that there is a strong positive correlation between work-life balance and workload and this correlation is significant at the significance level 0.01.

### **Relationship between Work-Life Balance and Turnover Intention**

In the cell of the correlation matrix, we get Pearson's correlation coefficient, the p-value for the two-tailed test of significance. From the output, we can see the correlation coefficient between work-life balance and turnover intention is 0.883 and the p-value for the two-tailed test of significance is less than 0.05 (value less than 0.05 are shown as 0.000 in SPSS output). So the H<sub>0</sub> can be rejected. It can be concluded that there is a strong positive correlation between work-life balance and turnover intention and this correlation is significant at the significance level 0.01.

## **DISCUSSION AND CONCLUSION**

This research analyzed the workers of Private Service Organizations, an IT corporation, to see how well they managed their work and personal lives. It has been discovered that IT workers have a degree of work-life balance that is somewhere in the middle. They don't have a good balance between their personal life and their professional life at all. It was discovered that the respondents enjoy a high amount of freedom when it comes to balancing their work and personal lives. The workers are enjoying a satisfactory level of leave benefits, despite the fact that the leave facilities do not live up to the standards that were set for them in terms of quality. The burden for workers working in IT ranges from moderate to high; it is neither excessive nor insufficient. The workers do not have a significant ambition to turn things around. They do not have many turns around intention despite the fact that there are not enough lavatory facilities and a moderate to high workload. This is due to the fact that it is well acknowledged that the work culture in the information technology business entails a heavy workload. It has been discovered that there is a significant connection between having a healthy work-life balance and having the ambition to turn things around. Other significant correlations that emerged from the research include those between work-life balance and flexibility, quality time and work-life balance, leave facilities and work-life balance, workload and work-life balance, and leave facilities and work-life balance.

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