
A STUDY ON WORK LIFE BALANCE OF WOMEN WORKING IN IT SECTOR IN INDIA

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Abstract

Work-life balance (WLB) is a major problem because of the many demands and challenges that women in the information technology sector face while trying to combine their personal and professional lives. This study aims to investigate the appropriate management of personal and professional life by Indian women employed in the IT sector. The paper integrates quantitative and qualitative data from more than 50 females IT workers who were polled and interviewed across Indian cities using a mixed-methods methodology. The research looks at the factors that affect women's capacity to balance work and personal life in the IT business, including working hours, workplace culture, family responsibilities, career ambitions, and social support.

This article also looks at how women's performance, contentment, and overall health are affected by work-life balance. The study found that work-family conflict, high levels of stress, and burnout are common among women in IT, and that these factors negatively affect the happiness, productivity, and health of these women. The paper also outlines a number of coping strategies and best practices that the women use to balance their personal and professional life, including negotiating, self-care, delegating, and time management. The article offers a number of suggestions and methods to help women in IT occupations achieve a better work-life balance, including childcare facilities, mentorship programs, flexible work schedules, and awareness campaigns.

By concentrating on the unique demands and experiences of women in India's technical advancements sector—a highly competitive and rapidly growing industry with a sizeable female workforce—the research contributes to the body of information on work-life balance. The report also offers some consequences and suggestions for more research, laws, and industrial practices in this area.

This paper says that how the women employees are balanced and Satisfied in IT sector and the factors that affect the work life balance of women employees are working hours, Job satisfaction, working condition, etc. Which are key indicators in terms of measuring the work-life balance of women's working in IT sector.

Part 1: -

Introduction

The capacity to successfully manage the responsibilities and expectations of both the work and personal spheres is known as work-life balance, or WLB. Given the numerous obstacles and demands that women in the data technology (IT) industry encounter from both their personal and professional lives, work-life balance (WLB) is an important concern. With a sizable female workforce of over 35%, the IT sector is one of India's fastest-growing and toughest businesses. On the other hand, the IT industry also has a high-pressure work culture that is marked by unpredictable and lengthy work hours, strict deadlines, a lot of travel, and high

performance standards. Women in IT can encounter conflict between work and families, stress, and burnout as a result of these work-related variables, which may have a detrimental effect on their well-being, productivity, and health.

However, conventional and cultural expectations from their family and community, including those related to household duties, childrearing, eldercare, and marriage roles, also need to be met by women working in IT. In addition to causing guilt, role overload, and conflict between work and family, such family-related issues can negatively impact the goals, advancement, and happiness of women in the IT industry. It is crucial to comprehend how Indian women who work in IT balance their lives at home and at work, as well as the elements that encourage or hinder their WLB.

This research report aims to investigate how well Indian IT-related women manage both their professional and private lives. Using a mixed-methods approach, the article combines qualitative and quantitative data from more than 50 women IT professionals surveyed and interviewed across Indian cities. The study examines the variables—such as working hours, workplace culture, family obligations, professional goals, and social support—that impact women's work-life balance in the technology sector. The effects of WLB on women's performance, satisfaction, and general well-being are also examined in this paper.

By focusing on the unique environment and encounters of women in India's IT sector—a fast expanding and fiercely competitive business with a sizable female workforce—the paper extends to the body of material already available on work-life balance. Additionally, the report offers some implications as well as suggestions for additional research, laws, and business practice in this field.

The structure of the paper is as follows: The relevant studies on WLB, work-family conflict, and women in IT is examined in Section 2. The research approach, including the procedures for gathering and analyzing data, is covered in Section 3. The findings and a discussion of the quantitative and qualitative data are given in Section 4. The paper's shortcomings, implications, and recommendations are outlined in Section 5.

Part 2: -

Research Interest

The topical and exciting issue of women in India's IT sector balancing work and life is one that has an impact on both individual well-being and organizational success. The significant increase in the number of women entering the IT industry in recent years has contributed to the advancement of gender equality. Despite these advancements, a lot of women still struggle to achieve a balance between their personal and work lives. In the Indian context, where cultural norms may heavily pressure women to juggle job and household duties, this problem is particularly significant. Designing policies and activities that promote a gender-neutral workplace that raises employee happiness and reduces workplace discrimination requires an understanding of the issues affecting women's work-life balance in the IT industry. Examining the work-life balance of women employed in India's IT sector from a social and economic standpoint is also crucial. Establishing a good balance between one's personal and work life is essential for overall wellbeing, since long-term stress and burnout can negatively affect one's physical and emotional well-being. Furthermore, promoting work-life balance among women in the IT sector would boost employee engagement and retention, which will boost organizational

competitiveness and promote economic growth. By identifying specific challenges faced by women in the Indian IT sector in balancing their personal and professional lives, researchers can help develop targeted strategies and initiatives that foster more inclusive workplaces that empower women to succeed both personally and professionally.

Part 3: -

Importance of Research

Women's work-life balance in India's IT sector is a crucial study issue because of the interconnectedness of work-life balance with various societal, economic, and personal elements. First off, India's IT industry has expanded dramatically over the last several decades, considerably boosting the country's GDP and economy. However, there are significant gender disparities in this area, with women usually facing unique challenges in juggling a healthy work-life balance. In order to achieve gender parity and maximize the potential of the IT industry, it is imperative to recognize and address these barriers so that all employees, male or female, may succeed in both the personal and professional domains in spite of the challenges faced by women.

Second, work-life balance among women in the IT business is a critical issue that affects the whole workforce. Empirical studies have repeatedly demonstrated that employees with good work-life balance levels report greater job satisfaction, enhanced productivity, and lower employee turnover rates. Consequently, organizations may increase the retention and well-being of their female employees while creating a more friendly and supportive work environment for all employees by investigating and improving the work-life balance of women in the IT business. Similarly, addressing this issue will contribute to the eradication of gender stereotypes and the promotion of diversity and inclusion in the IT industry, all of which will eventually lead to a more fair and sustainable workforce.

Part 4: -

Research Implication

The study of female work-life balance in India's IT industry holds significant implications for higher education and business. First of all, knowing the nuances of work-life balance for women in this field may help explain the difficulties they encounter in balancing obligations both personal and professional. This can help human resource professionals and legislators create particular therapies and policies that help women achieve a better work-life balance. In the end, this will improve female employees' job satisfaction, retention rates, and general well-being.

Second, research on this subject might also reveal organizational elements that either promote or hinder women in the IT industry's ability to maintain a work-life balance. Examining workplace cultures, flexible work schedules, child care options, and support systems for female workers are a few examples of how to do this. Finding best practices and opportunities for development within the organization may help promote a more welcoming and encouraging work environment, which benefits women and increases efficiency and

achievement for the company as a whole. In the end, this research may encourage good change and lead to more equal workplaces all women in India's IT industry.

Part 5: -

Literature Review

[1] Kumari, K. T., & Devi, V. R. (2015).

More and more women are working and doing good things for their companies. The companies should be nice to the women workers and help them have time for both work and life. Having time for both work and life is important for everyone who works, no matter what kind of work they do. The boss and the workers should work together to make sure everyone has time for both work and life. This will make the company and the workers happy and successful.

[2] Bharathi, V., & Bhattacharya, S. (2015).

Some people want to study how women workers can have time for both work and life. They think this is very important and everyone should do it. They also think this will make the workers and the companies happy and work better together. But they say this is not enough. They also need to have other things that make the workers happy, like good pay, good benefits, and good training. They say the companies should help the workers have time for both work and life, because this is good for everyone.

In India, there are too many people and not enough good jobs. The workplaces are not nice, and the workers are not happy. The reason for this is that the companies and the managers do not care much about the workers having time for both work and life. They only care about making money and doing their work. They need to learn more about how to help the workers have time for both work and life, and how to make them happy. This will make the managers change their thinking and do better. The person who wrote this think this is hard to do, but it can be done if the companies and the workers work together and respect each other. They say this will make the workplaces better and safer for everyone.

[3] Lakshmi, N., & Prasanth, V. S. (2018).

Many couples have two jobs these days, and they need to find out how to make their work and life fit together better. There is not enough research on how work and family affect each other. This study looked at how people balance their work and life and found that how much they work and how much stress they have at work are very important. They also found that what kind of job they have, how old they are, and who they take care of at home matter too. Women who have trouble balancing their work and life have more health problems than men. They feel more stress, pain, sadness, and weight gain. Trying to do everything at work and at home can make their lives shorter and worse. Many workers want to have more time and flexibility to study and take care of their family. But they feel like they have no time for themselves. Having good health and wellness programs can help women have more balance in their work and life. But they are not enough to solve all the problems. Women have many different problems that need more attention and research to help them have more balance in their work and life.

[4] Balamurugan, G., & Sreeleka, M. (2020).

Work life balance means having enough time and energy for both work and life. Women who work in IT have a very important role, but they also have a lot of problems. They have to deal with many things that affect their work life balance, such as their age, their education, their family, and their personality. They have to find a way to do well at work and at home, and to be happy with themselves. This paper says that all women in IT have found a good balance and they are happy with their jobs. The paper ends by saying that women in IT have good work life balance.

[5] Pandu, A., Balu, A., & Poorani, K. (2013)

The ability to manage one's personal and professional lives without experiencing stress or dissatisfaction is known as work-life balance, and it is the topic of this article. It contrasts several worker types and their respective work-life balance levels. It claims that employees in larger organizations struggle more than those in smaller organizations to strike a balance between their personal and professional lives. It also claims that specific worker demographics—older workers, independent contractors, workers who put in fewer than 25 hours per week, and workers who don't put in extra hours—have an easier time striking a balance between their personal and professional lives. Then, it concentrates on Indian IT and ITeS professionals, who are not well-versed in work-life balancing techniques.

Workers can better balance their personal and professional lives with the aid of these policies and initiatives. It claims that not much has been done by their companies to develop and implement these practices. In summary, it states that the IT and ITeS sectors have a great need to develop and implement work-life balance practices. These practices can assist their employees in better juggling work and personal obligations, and they can also benefit the industry by retaining employees who feel safe, secure, and content in both their personal and professional lives.

[6] Sharma, N., & Nayak, P. (2016).

This article is about how female and male employees in IT industry have different levels of job stress and work life balance. Job stress is how much pressure someone feels from their work. Work life balance is how well someone can manage their work and personal life without feeling stressed or unhappy. The article says that female employees have more job stress than male employees in IT industry. It also says that male employees are okay with working long hours and only few of them have problems in balancing their work and personal life. The article suggests that proper organization policies can help them to balance their work and personal life better. Organization policies are rules and programs that employers make to help their employees. The article then says that female employees have more problems in balancing their work and personal life than male employees. It says that this is because female employees have more family responsibility than male employees. Family responsibility is how much someone has to take care of their family members, such as children, parents, or spouse. The article says that female employees who have children face more problems in balancing their work and personal life. The article also says that only few IT industries have work life balance practices, such as flexi timing, work from home, and crèches facility. Flexi timing is when employees can choose their own working hours. Work from home is when employees can work from their home instead of going to the office. Crèches facility is when employers provide a place where employees can leave their children while they work. The article says that other IT industries need to focus on these practices. The article

finally says that the research done in past also supports that working long hours and odd hours leads to burnout among employees. Burnout is when someone feels very tired, stressed, and unhappy because of their work.

[7] Das, S. S., & Mishra, S. A. (2016).

This article is about the problems that women who work in IT sector face in balancing their work and personal life. It says that women need to understand the reality and find a balance between their work and personal life to achieve success in their career. It says that without this balance, women will remain at the lower level of the job and will not be able to compete with men who are at the higher level. It says that employers should be sensible and provide work flexibility policies to women who work in IT sector. Work flexibility policies are rules and programs that help workers to choose their working hours, place, and conditions. It says that these policies are especially important in a city like Mumbai, where living is expensive, travelling is long, and most families are small and both partners work. It says that work life balance is a big challenge for women who work in IT sector and their kids are the biggest victims. Their kids do not get enough care from their parents very often. It says that this is a concern for everyone, including employers, women workers, their partners, and their family members. It says that everyone should work together to create a healthy and rational society by integrating work and family life. It says that family is the most important value of Indian society and it should not suffer. It also says that women who have equal abilities should not be stopped or discouraged from achieving their career goal. It says that improper work life balance can lead to a low quality life style, which can cause family conflict and poor performance at work.

[8] Menaria, S., & Chaudhary, S. (2017).

This article is about how women workers are important for the organizations and how they need more work-life balance measures. Work-life balance measures are policies and programs that help workers to manage their work and personal life without feeling stressed or unhappy. The article says that women workers are increasing in number and in value for the organizations. It says that the organizations should recognize women workers by providing more work-life balance measures for them. The article also says that having a healthy work-life balance is very important for all the workers, no matter what kind of work they do. It says that both the employer and the employees have to work together to make sure that they have a strong work-life balance. The article says that this can benefit both the organization and the employees.

[9] Padmanabhan, M., & Kumar, S. S. (2016).

This article is about the challenges and solutions for work life balance (WLB) and work life culture (WLC) among women professionals in the information and communication technology (ICT) sector. It says that WLB and WLC are important for the motivation, satisfaction, confidence, growth, and encouragement of women in ICT. It also says that many factors, such as lack of support, unequal treatment, education, stress, health, travel, and job switching, can create imbalance and conflict between work and personal life. It suggests that women should be aware of the signs of unhealthy WLB and WLC and try to control their own behavior and expectations. It also suggests that ICT organizations should provide or enable better WLB and WLC for women employees by offering various policies and facilities, such as flexible working time, child and family care, paid leave, insurance, crèche, maternity leave, salary progression, day shifts, orientation, training, etc. It also suggests that ICT organizations should provide various stress-free working hours or refreshment activities, such as meditation, yoga, extracurricular events, self-appraisal, cab, security, training, etc. It says that these

measures can help women achieve their career and life goals and improve their performance and self-concept. It also says that WLB and WLC are a significant factor that affects the compatibility between work and life domains for women in ICT.

[10] Deshmukh, K. (2018).

This article discusses the issues around work-life balance (WLB) and work-life culture (WLC) for working women, particularly those who are employed in the IT, healthcare, and academic fields. It states that WLB and WLC are critical to the wellbeing and standard of living of working women because they allow them to balance work and personal obligations without experiencing stress or unhappiness. It also states that a number of circumstances, including long and demanding work hours, caregiving commitments, family responsibilities, and organizational expectations, make it challenging for many working women to achieve WLB and WLC.

It makes the case that further study is necessary to fully comprehend the significance and effects of WLB and WLC for working women, and that employers and workers should collaborate to foster a supportive work environment that values WLB and WLC. Additionally, it implies that while wellness and health initiatives might support working women in striking a balance between their home and professional lives, they are insufficient to address the root causes of imbalance. It claims that working women face a variety of intricate issues, and that in order to successfully manage their personal and professional lives, they require greater care and assistance.

[11] Tewathia, N. (2014).

The difficulties and remedies for work-life balance (WLB) among Delhi, India, employees are discussed in this article. It states that work-life balance (WLB) is critical to employees' health and well-being and that it is the capacity to balance work and personal obligations without experiencing stress or unhappiness. It also states that a number of problems, including long and demanding work hours, a dearth of child care facilities, job demands, and family responsibilities, make it impossible for many employees to meet WLB. It implies that in order to develop a supportive workplace culture that encourages WLB, employers and workers should collaborate. Additionally, it implies that flexible work schedules, remote work, child care centers, part-time employment, and a positive work atmosphere are some of the WLB policies and practices that might benefit staff members. It claims that by raising performance and productivity, these actions may help businesses and their workforce. Additionally, it states that India has to embrace more family-friendly work practices that are typical of industrialized nations and that the WLB concerns in Delhi are comparable to those in the West. Additionally, it states that the study is based on the replies of a sample of employees and that a larger or different sample may yield different results. It states that further study is required to comprehend the unique requirements and characteristics of workers and to create employee-specific efforts to enhance WLB. Additionally, it states that in order to maintain corporate performance, WLB rules must be applied as widely as possible across all industries and organizations. Employers and policy makers alike must take decisive action to address the issue of workplace stress.

[12] Ganapathi, R. (2016).

This study examines the impact of work-life balance (WLB) regulations and determinants on women's job satisfaction in India's newly established private sector banks. It states that WLB is critical to the productivity

and well-being of female employees and that it is the capacity to balance work and personal obligations without experiencing stress or unhappiness. It further states that the primary factors influencing WLB for female employees in newly established private sector banks are work load, organizational support, financial assistance, and WLB policies. It claims that these elements differ depending on the socioeconomic standing of female employees and that they enhance their happiness at work. It recommends that new banks in the private sector offer or enhance work-life balance (WLB) policies and practices for female employees, including child care assistance, flextime, annual physicals, maternity leave, work-life balance and family counseling programs, and social media conversations. It claims that these actions can support female employees in achieving their professional and personal objectives as well as a better work-family balance.

[13] Francis, T. B., & Rajesh, P. (2021).

This is a summary of an article that is about work-life balance (WLB) among women employees in the IT sector of Kerala, India. WLB is the ability to manage work and personal life without feeling stressed or unhappy. The article says that the main research questions of the study were whether the women employees in the IT sector of Kerala experience WLB and how much. It also says that the study wanted to examine how WLB varies according to some socio-demographic factors, such as marital status, family type, age, designation, children, and spouse's occupation. The article says that the study found that most of the women employees in the IT sector of Kerala have WLB, but only moderately. It also says that the study found that having children and having a spouse who is in business reduce the WLB of the women employees. It also says that the study concluded that the IT sector of Kerala needs to pay more attention to the WLB of the women employees, as it affects their well-being and performance.

[14] Bella, K. M. J., & Chandran, M. (2019).

This article is about the problems and solutions for work-life balance (WLB) among women executives in the IT sector. WLB is the ability to manage work and personal life without feeling stressed or unhappy. The article says that many women executives in the IT sector face difficulties in achieving WLB due to various factors, such as weekend holidays, limited working time, work pressure, family responsibility, night shift, child care, elder care, health issues, psychological pressure, and stressful working environment. The article also says that self-awareness and personal development are essential for every working woman, as they can create positive change. The article suggests that IT companies should recognize the problems of women executives and take necessary steps to solve them and give proper training to improve WLB. The article also suggests that special training is needed for night shift working women, and that IT companies should take it seriously and arrange special training for how to manage the problem and take special care for them during their travel time and inside the campus.

[15] Tunji-Olayeni, P. F., Ogunde, A. O., Joshua, O., & Oni, A. A. (2017).

The paper examines how female professionals manage work and personal life in the demanding and predominately male construction business. It discovers that although they have few options and love their work, they also deal with a lot of difficulties and disputes in both fields. The paper suggests that construction companies promote work-life balance by providing equitable opportunities, flexible work schedules, childcare options, and mentorship programs. Their productivity, retention, and general well-being would all increase as a result, as would the effectiveness of their companies.

[16] Stella, O. I., Paul, S. O., & Olubusayo, F. H. (2014).

The essay examines the ways in which workers in three different Nigerian economic sectors manage their personal and professional lives. It demonstrates that they have a variety of work-life balance policies, including flexible work schedules, assistance for childcare, and leave policies, but that they also encounter a number of obstacles to implementing them, including organizational and cultural norms. According to the paper, work-life balance rules may aid companies in luring in and keeping talented workers while also enhancing output. The paper also makes some recommendations for future study paths and constraints.

[17] Umer, R., & Zia-ur-Rehman, M. (2013).

The study looks into how Indian working women manage their personal and professional lives and how it impacts their level of happiness. Because of the added duties and demands they confront in both domains, it demonstrates that they encounter several obstacles and problems in establishing work-life balance. The nature and demands of their work, the resources and support they receive from their family and organization, their personality and coping mechanisms, and their attitude and perception of their roles and responsibilities are some of the other factors that are identified as having an impact on their work-life balance and life satisfaction. In addition to offering flexible work schedules, childcare options, counseling services, and training programs, the article makes some recommendations and suggestions for enhancing the quality of life for working women in India. It also advocates for gender equality and empowerment and works to increase awareness and education among stakeholders.

[18] Sumanarathna, B., & Samarakoon, S. M. A. K. (2019).

The essay examines retention strategies for female workers in India's IT sector, where they encounter several obstacles and struggle to strike a balance between their personal and professional life. A poll of 200 female employees reveals that they want to stay with their present job to a modest extent. Additionally, it lists the elements that affect their aim, such workload management and possibilities for training and professional advancement. It recommends that upper management in IT firms provide female employees more resources and assistance, as well as take into account their opinions and criticisms regarding earlier training initiatives. This can lower the cost and turnover rate while also enhancing employee happiness and performance.

[19] Kumari, L. (2012).

The article examines how work-life balance and job satisfaction are related among bank employees in India. It surveys 200 employees and finds that they have a moderate intention to stay with their current employer, and that various work-life factors affect their job satisfaction. It also reveals a gender gap in job satisfaction, with women reporting lower levels than men. It suggests some solutions and recommendations for improving the quality of work life and job satisfaction of bank employees.

[20] Mathew, R. V., & Panchanatham, N. (2011).

The essay examines the challenges of striking a work-life balance that South Indian women entrepreneurs confront while balancing a variety of obligations in both their personal and professional lives. The major concerns affecting women entrepreneurs' work-life balance are identified through a study of 200 of them. These factors include role overload, health maintenance challenges, poor time management, dependent care issues, and inadequate support networks. Additionally, research reveals that these variables significantly affect

how satisfied they are with their jobs and that different factors—such as age, education, income, and marital status—have different effects on how they perceive work-life balance.

The article makes several recommendations and suggestions for enhancing the lives of female entrepreneurs, including training programs, flexible work schedules, childcare options, counseling services, and gender equality and empowerment.

[21] Paul, M., Dutta, A., & Saha, P. (2015).

Companies are struggling to win customers' hearts. While they offer programs to build loyalty (customer association), they often miss the mark by focusing on the product itself rather than what truly benefits the customer. This is like being shortsighted (marketing myopia). As a result, customers may form a negative impression (emotional detachment) and misinterpret the product's value. This mismatch between what the company offers and what customers perceive leads to failed marketing strategies. Even a good product can be seen as useless because of these negative perceptions and expectations. Ultimately, the company's efforts to position itself and create value become pointless. The key to success today lies in understanding what value customers expect and crafting marketing strategies to deliver exactly that. Short-term victories may happen, but long-term sustainability requires companies to manage customer perception and ensure their offerings align with what customers truly value. Until companies can manage this value creation, they risk creating unrealistic expectations that lead to dissatisfaction, even with a good product.

Part 6: -

Research Gap

- Most of the studies on WLB of women in IT are based on quantitative methods, such as surveys and questionnaires. There is a need for more qualitative and mixed-methods studies that can capture the rich and diverse experiences of women in IT, such as interviews, case studies, and narratives.
- Most of the studies on WLB of women in IT are focused on the individual and organizational factors that affect WLB, such as working hours, work culture, family responsibilities, career aspirations, and social support. There is a lack of studies that examine the macro-level factors, such as societal culture, gender norms, and public policies, that shape the WLB of women in IT.

Part 7: -

Research Methodology

Primary source of Data – surveys, Questionnaire, Interviews

Secondary Source of Data – Internet, Research Papers, Articles

The women employee satisfaction of women the respondents is recorded on 5 point Likert scale with Strongly Agree (5), Agree (4), Average (3), Poor (2), Very Poor (1).

Part 8: -**Objectives**

- To identify and communicate with women employees working in IT sector.
- Analyzing the major factors which are contributing towards a imbalance in work life balance of women in IT sector.

Part 9: -**Description of Tools Used**

The questionnaire had 20+ items. they are demographic variables are collected in detail no of Respond.

SPSS Statistical tool for Paired sample test and Chi-Square Test.

Excel for calculations.

Power BI for dashboard.

Part 10: -**Work Life Balance**

What is work life balance?

Work-life balance is the delicate equilibrium that results from a person's commitments to their personal and professional lives. It is making time and effort for work-related obligations while ensuring adequate time is spent with family, hobbies, and personal well-being. Aiming for this balance is necessary to maintain one's physical and mental health, prevent burnout, and foster overall satisfaction. Work and life domains can live together even if a perfect 50/50 split is difficult to achieve. Priorities should be identified, and the scale should be frequently adjusted.

Data Analysis & Interpretation

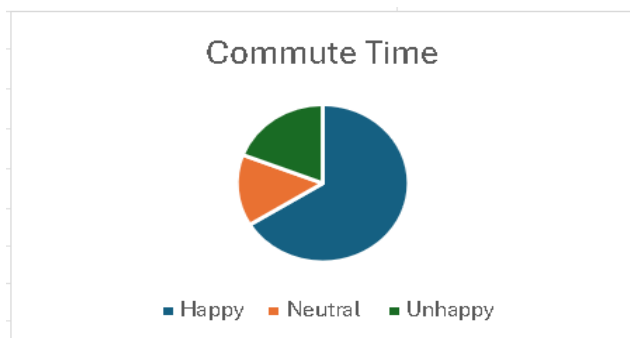
The data are analyzed by using the statistical tool. I have used Simple percentage Analysis and Dashboards for gathering meaningful insights from the data for building KPI's also we used Chi Square Test and Correlation Test.

	Job Satisfaction	Percentage
Happy	52	76.47%
Neutral	11	16.18%
Unhappy	5	7.35%
Total	68	100.00%



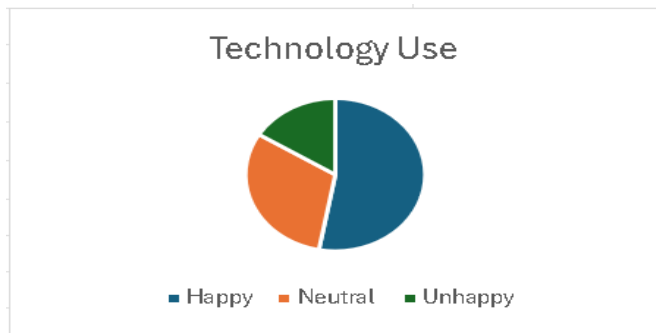
According to our data collected 52 respondents which is 76.47% women's are satisfied with their job.

	Commute Time	Percentage
Happy	45	66.18%
Neutral	10	14.71%
Unhappy	13	19.12%
Total	68	100.00%



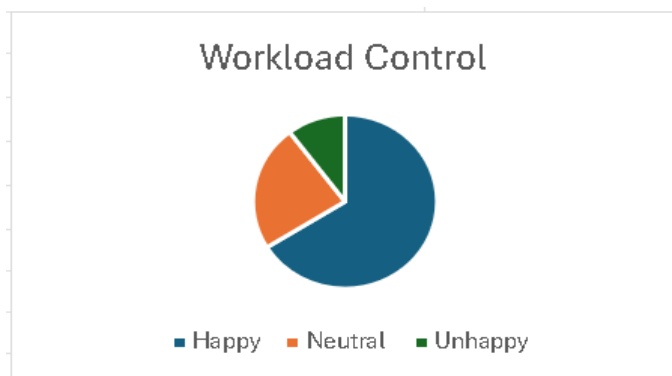
The respondents are 45 respondents that is 66.18% are happy with the time involved in travelling for office.

	Technology Use	Percentage
Happy	36	52.94%
Neutral	21	30.88%
Unhappy	11	16.18%
Total	68	100.00%



The data collected represent that the majority of respondents are happy with the technology used in their organization which is 52.94% agreed but 47.6% are either neutral or unhappy about the technology used in their organization.

	Workload Control	Percentage
Happy	45	66.18%
Neutral	16	23.53%
Unhappy	7	10.29%
Total	68	100.00%



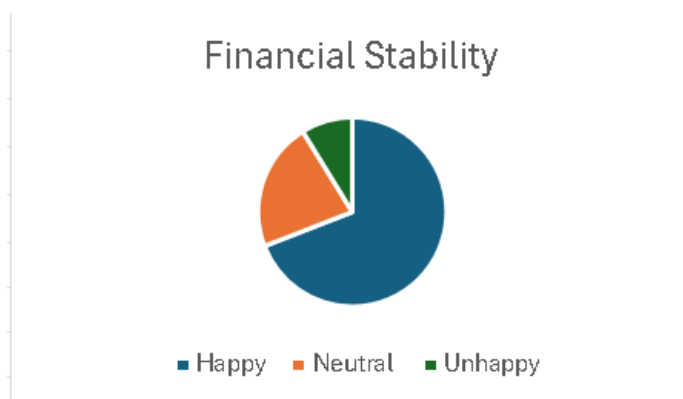
From the respondents we got to know that 66.18% of people are satisfied with the workload of the office but 32.82 are either neutral or unhappy.

	Career Opportunities Growth	Percentage
Happy	46	67.65%
Neutral	10	14.71%
Unhappy	12	17.65%
Total	68	100.00%



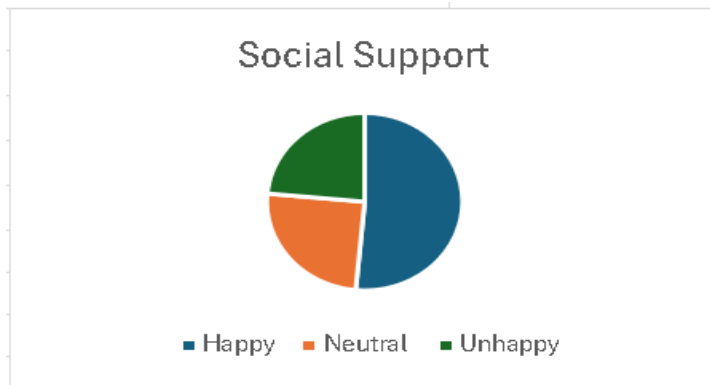
According to respondents 67.65% of people are happy with the career growth opportunities.

	Financial Stability	Percentage
Happy	47	69.12%
Neutral	15	22.06%
Unhappy	6	8.82%
Total	68	100.00%



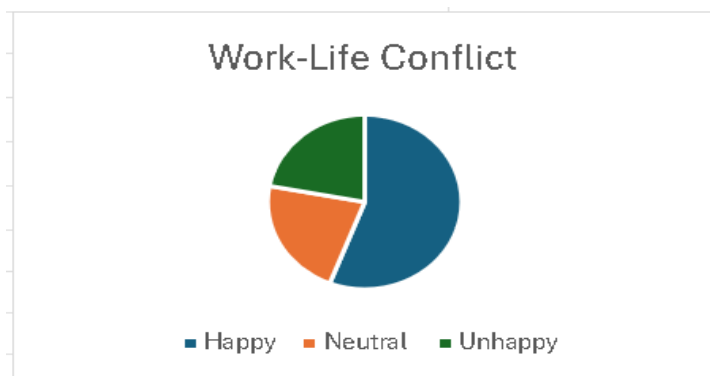
The data according to respondents shows that 47 women's which is 69.12% are satisfied with financial stability.

	Social Support	Percentage
Happy	35	51.47%
Neutral	17	25.00%
Unhappy	16	23.53%
Total	68	100.00%



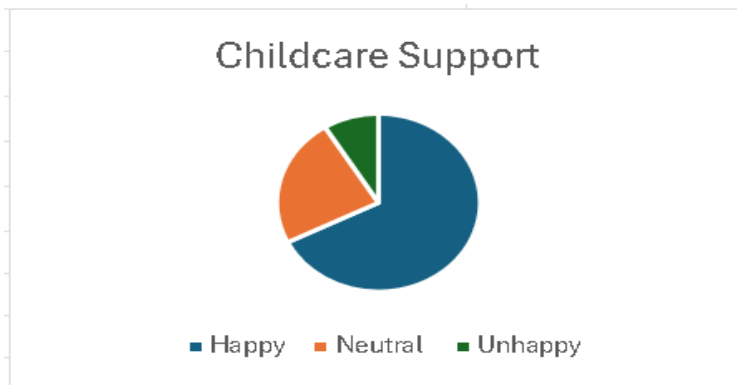
The respondents for social support are more of 50-50 in nature but there is increase in happy side by 1.47% only.

	Work-Life Conflict	Percentage
Happy	38	55.88%
Neutral	15	22.06%
Unhappy	15	22.06%
Total	68	100.00%



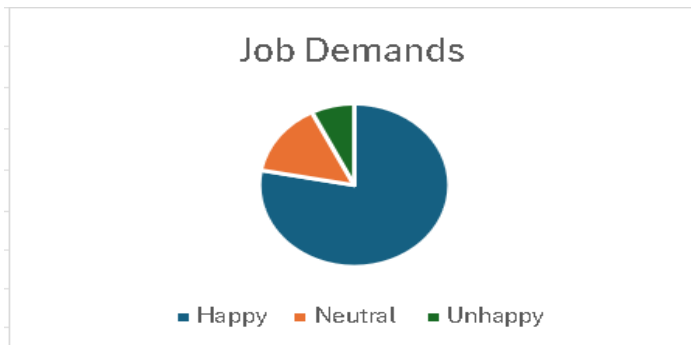
The 58.8% respondents mention that they didn't face any work life conflict however 44.12% of respondents mentioned they are neutral or unhappy with regard of work life conflict.

	Childcare Support	Percentage
Happy	46	67.65%
Neutral	16	23.53%
Unhappy	6	8.82%
Total	68	100.00%



The 67.65% of respondents mentioned that they received childcare support but others either are neutral or did not received it.

	Job Demands	Percentage
Happy	53	77.94%
Neutral	10	14.71%
Unhappy	5	7.35%
Total	68	100.00%



The data says that 53 respondents that is 77.94% is happy with the job demands.

Job Satisfaction

	Observed N	Expected N	Residual
1	5	17.0	-12.0
3	11	17.0	-6.0
4	34	17.0	17.0
5	18	17.0	1.0
Total	68		

Commute Time

	Observed N	Expected N	Residual
1	13	17.0	-4.0
3	10	17.0	-7.0
4	33	17.0	16.0
5	12	17.0	-5.0
Total	68		

Test Statistics

	Job Demands	Job Satisfaction
Chi-Square	25.529 ^a	27.647 ^a
df	3	3
Asymp. Sig.	.000	.000
Exact Sig.	.000	.000
Point Probability	.000	.000

The Chi-Square test denotes that there is a perfect significance between the requirements of job and the job satisfaction.

Commute Time

	Observed N	Expected N	Residual
1	13	17.0	-4.0
3	10	17.0	-7.0
4	33	17.0	16.0
5	12	17.0	-5.0
Total	68		

Test Statistics

	Flexibility	Commute Time
Chi-Square	33.294 ^a	20.353 ^a
df	3	3
Asymp. Sig.	.000	.000
Exact Sig.	.000	.000
Point Probability	.000	.000

There is a perfect significance between Commute time and the flexibility.

Financial Stability

	Observed N	Expected N	Residual
1	6	17.0	-11.0
3	15	17.0	-2.0
4	35	17.0	18.0
5	12	17.0	-5.0
Total	68		

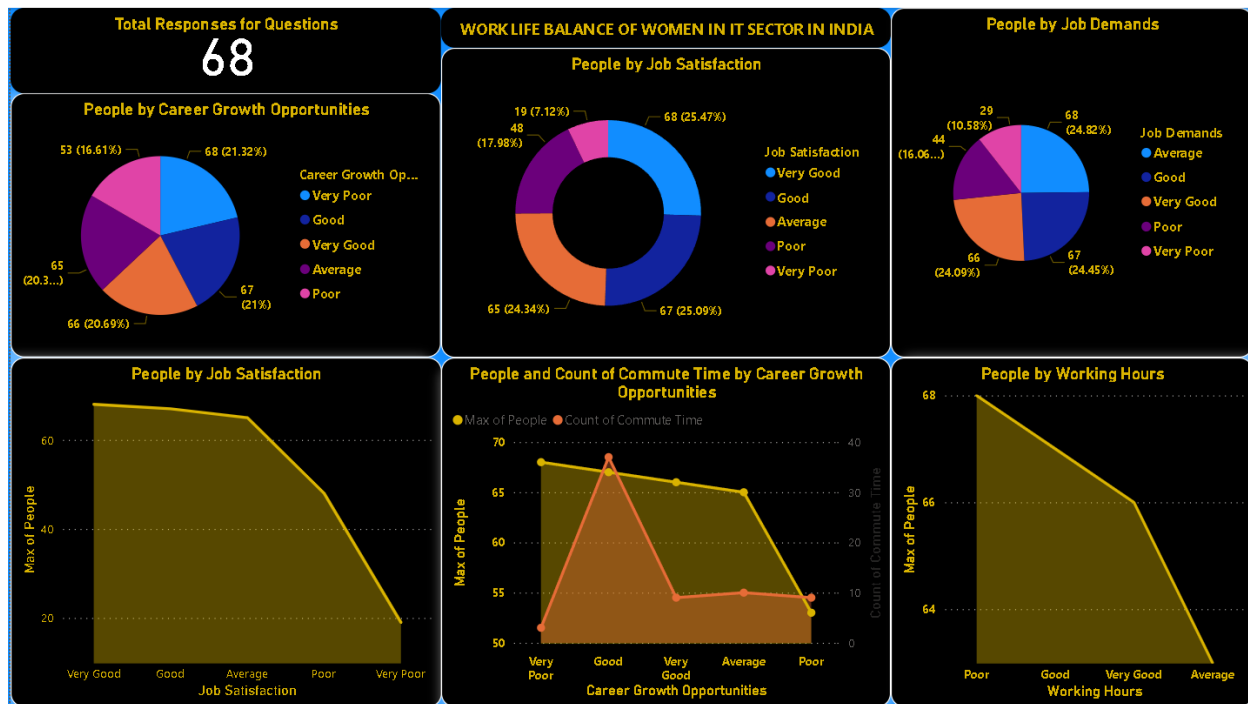
Test Statistics

	Working Hours	Financial Stability
Chi-Square	26.471 ^a	27.882 ^a
df	3	3
Asymp. Sig.	.000	.000
Exact Sig.	.000	.000
Point Probability	.000	.000

The financial stability is correlated with working hours.

Paired Samples Test									
		Paired Differences							
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference		t	df	Sig. (2-tailed)
					Lower	Upper			
Pair 1	Job Satisfaction - Commute Time	.426	1.150	.139	.148	.705	3.058	67	.003
Pair 2	Workload Control - Financial Stability	-.059	1.118	.136	-.329	.212	-.434	67	.666

Paired sample test mentions when job satisfaction is paired with commute time then the significance is 0.003 but when we paired workload control with financial stability significance is slight significance.



Conclusion

This survey on women works life balance conducted within the country corporate environment offers valuable insights into in the bustling landscape of India's Information Technology (IT) sector, women professionals are carving their niche. Their journey is marked by resilience, ambition, and the pursuit of excellence. However, beneath the surface lies a delicate balancing act—one that transcends mere work hours and extends into the very fabric of their lives. Indian women don't merely clock in at the office; they wear multiple hats. At home, they are caregivers, homemakers, and emotional anchors. Simultaneously, they navigate complex projects, deadlines, and client expectations. The spillover from personal life to professional commitments and vice versa creates a unique challenge—one that demands finesse. Gone are the days when the husband was the sole breadwinner. Today, both partners contribute to the household income. Yet, traditional gender roles persist. The wife, despite her professional achievements, often shoulders domestic responsibilities. Cooking, cleaning, and managing the household—these tasks remain woven into her daily narrative. Education has been a beacon for Indian women. As literacy rates rise, women gain access to knowledge, empowerment, and career opportunities. The IT sector, with its dynamic environment, beckons them. Armed with degrees and determination, they step into boardrooms, code labs, and project meetings. Their brainpower fuels innovation and drives progress.

In conclusion, it is difficult yet crucial for women in the IT industry to find a work-life balance. Women frequently struggle to strike a delicate balance between their personal and professional lives due to the demanding nature of the field, structural obstacles, and cultural conventions.

Nevertheless, there is cause for hope despite these challenges. An rising number of women in the IT industry are speaking out in favor of fair chances and more inclusive workplaces. There is promise for a more balanced future since the sector is starting to change due to programs encouraging diversity and inclusion, flexible work arrangements, and supporting networks.

Going forward, it is crucial for people and organizations to maintain their dedication to cultivating a work environment that prioritizes the welfare of every employee. Women in the IT industry confront particular problems, which we can identify and address to develop work environments that support their personal and professional needs.

At the end of the day, striking a work-life balance is crucial for everyone's long-term success and sustainability, not only for personal satisfaction. It also benefits the industry as a whole. We can provide women in the IT industry and beyond a better and more fair future by uniting to question accepted standards and develop more inclusive practices.

Recommendations

Suggestions for Improving the IT Sector's Work-Life Balance:

Organizations should place a high priority on the development of supportive leadership and work-life integration in order to provide a more equal and encouraging work environment for women in the IT sector. Leaders have a significant influence on the policies and culture that impact work-life balance. Consequently, it is advised that businesses:

1. **Establish Leadership Training:** Create initiatives that teach leaders the value of a work-life balance, with a focus on communication, empathy, and adaptability.
2. **Encourage Flexible Work Arrangements:** To meet personal obligations, rules that provide work sharing, telecommuting, and flexible hours should be encouraged.
3. **Create Support Networks:** Assemble organizations and mentoring programs that offer direction and a forum for exchanging experiences and methods for striking a balance between work and life.
4. **Conduct Regular Surveys:** Use feedback sessions and surveys to interact with staff members in order to better understand their requirements and modify policies as necessary.
5. **Acknowledge and Reward:** Give credit to staff members who effectively handle work-life balance and serve as role models for others.

Organizations may foster a more diverse and inclusive work environment that acknowledges the requirements of its workforce by putting these suggestions into practice. This will eventually boost employee retention, job satisfaction, and productivity.

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