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A Study on Work-Life Balance Among Women Employees in IT Sector with Special Reference to Khammam City

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Abstract: The concept of work-life balance (WLB) plays a pivotal role in determining the overall productivity and effectiveness of an organization. It represents a harmonious integration of an individual's professional duties and personal responsibilities, fostering a sense of fulfillment and well-being. Specifically, married female professionals in the Information Technology (IT) sector grapple with a myriad of challenges. These challenges include the demands of childcare, active involvement in their children's school activities, support with homework, and the necessity to fulfill job obligations—all while striving to maintain their families' well-being.

This study aims to delve into the experiences of women employees working in the IT sector in Khammam city. Comprehensive data were collected through meticulously designed questionnaires administered to 50 female employees. A range of appropriate statistical tools were employed to analyze the data, which facilitated insightful interpretations of the findings. Based on the analysis, a series of actionable recommendations were articulated to promote and enhance the work-life balance of the respondents, thereby contributing to their overall job satisfaction and well-being in the IT sector. Appropriate statistical tools were applied and interpretations were made. Suitable suggestions were made to improve the work-life balance of the respondents.

Keywords: Information technology, employee job satisfaction, work stress

I. INTRODUCTION

In today's world, the forces of globalization and rapid technological advancements have brought about transformative changes in the way people live and work. Science and technology have become integral components of contemporary society, reshaping not only our daily routines but also the roles and contributions of individuals within the workforce. One of the most notable changes is the increasing empowerment of women. They now enjoy greater freedom to express their ideas and actively engage in the technological wave sweeping across various industries. This newfound agency is particularly evident in the field of information technology, where women are not just participants but are transforming the very dynamics of the industry. As the technology sector continues to expand, creating a robust demand for skilled professionals, women are seizing opportunities to take on advanced roles that were once largely occupied by their male counterparts. Work-life balance is a critical concept in this evolving landscape, encompassing the art of effectively managing the demands of a career alongside personal and social responsibilities. Achieving this balance is essential, as it plays a significant role in determining organizational productivity and influences the overall well-being of employees. A harmonious work-life balance can lead to increased job satisfaction, heightened morale, and ultimately, a more thriving workplace environment.

II. OBJECTIVES OF STUDY

1) To know the demographic profile of the respondents.
2) To study the working conditions of the respondents.
3) To study the problems faced by women employees while balancing work and personal life.
4) To identify the strategies adopted by the respondents to maintain work-life balance.

III. SCOPE OF STUDY

The present study is confined to women employees of IT sector in Khammam city. Khammam city is one of the cosmopolitan city in India. Women employees who have been working in IT sector were considered for the purpose of the study.

IV.   STATEMENT OF THE PROBLEM

The IT sector is currently facing significant challenges due to insufficient work flexibility, elevated work pressure, and extended working hours. These factors are contributing to increased levels of stress among employees, which in turn adversely affects their job performance and overall productivity. Furthermore, this stress is linked to familial discord, as individuals struggling with personal issues often find it challenging to focus on their professional responsibilities. Consequently, it becomes imperative to address these concerns in order to enhance both employee well-being and organizational effectiveness.

V.   LIMITATIONS OF STUDY

1) The study is limited to 50 responses.
2) The study has been conducted in Khammam city.
3) Some of the respondents were reluctant to share information.
4) The result fully depends on the information the respondents gave, which may be biased.

VI.   RESEARCH METHODOLOGY

The research aims to study the work-life balance of IT professionals among women employees in the Khammam district of Telangana. The investigators collected the primary data by using the questionnaire method for the purpose of the study 50 samples were selected in the 3 IT Companies. The collected data has been analyzed and interpreted by using the simple percentage method

VII.   METHOD OF DATA COLLECTION

The data collected for this study is Primary data: The primary data are those which are called fresh from google forms for primary time.
1) Secondary data: Secondary data is data collected from the internet, books, etc.
2) Area of study: The area of study is Khammam city.
3) Sample size: Nearly 50 respondents from Khammam city were selected.
4) Tools used for analysis: Data analysis tools

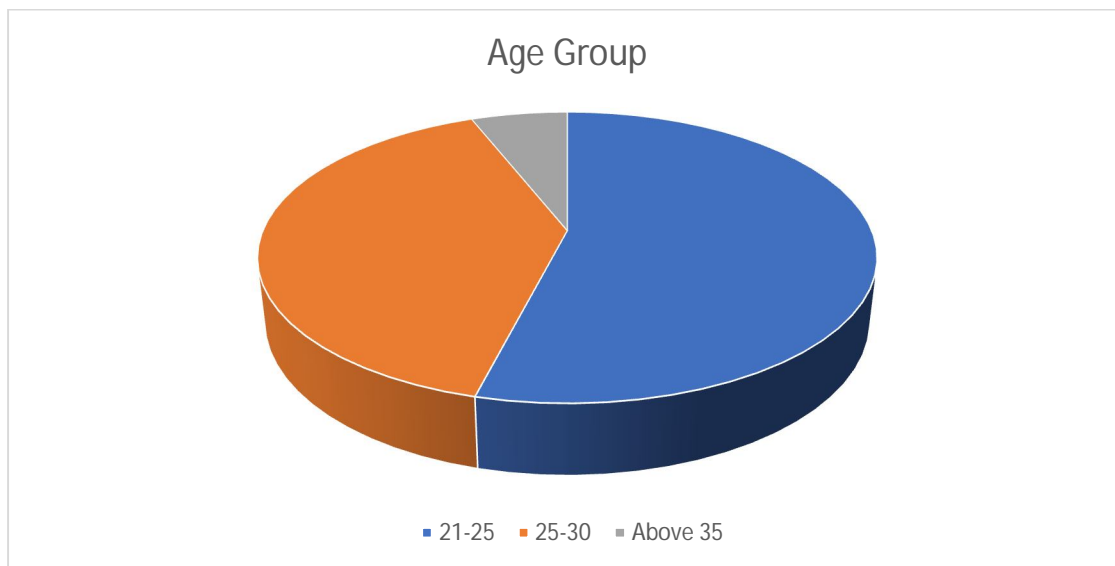| Age of the respondents	Percentage	Respondents
21-25	54%	27
25-30	40%	20
Above 35	6%	3

Fig 1: Chart showing the age of the IT women employee.

Interpretation: It is interpreted that it was found that the majority (54%) of the respondents are in age in 21-25 years.

Table 2: showing the employee spending enough time with their family.

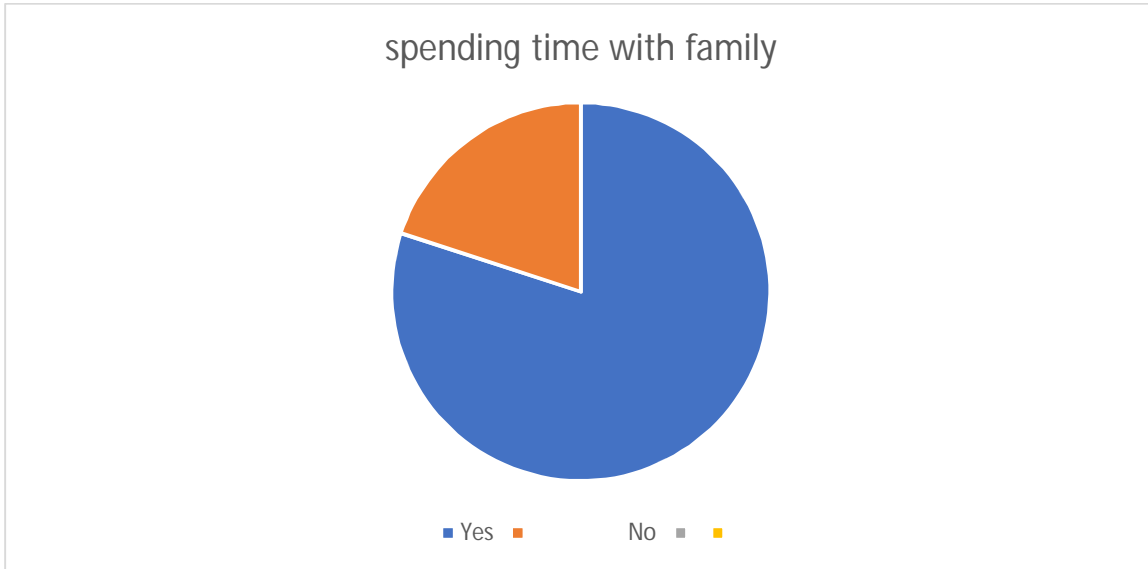| Particulars	Percentage	Respondents
Yes	80%	40
No	20%	10

Fig 2: Chart showing the employee spending enough time with their family.

Interpretation: It is interpreted that it was found that the majority (80%) of the respondents are employees spending time with their families.

VIII.   FINDINGS

1) The Majority (54%) of the respondents were below the age group 21- 25.
2) The Majority (80%) of the respondents are in educational qualification UG.
3) The Majority (58%) of the respondents' income is Rs. 20000-50,000.
4) Khammam city has very few IT companies will increase by 2028

IX.   SUGGESTION

1) Every IT companies should treat women with respect and dignity.
2) Every companies should give opportunities to women for updating their knowledge in the particular field they work
3) Women employees should also be given equal priories as men

X.   CONCLUSION

Balancing work and family life is crucial for working women. This study explored employees' work-life balance and found that weekly work hours and job-related stress significantly impact their well-being. The complex demands they face can be alleviated with support from spouses, who play a vital role by sharing household and childcare responsibilities.

By clearly defining work-life balance and examining its components, we can see that it varies widely among individuals based on their life stages. For instance, a new parent will prioritize family time differently than someone approaching retirement. Understanding these differences is key to developing effective support systems for working women at various points in their lives.

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