ABSTRACT

The purpose of this paper is to examine the relationship between variables in a work life balance study conducted for Information Technology companies. The first objective was to check if there is a relationship between the independent variables and the dependent variables and if the relationship indeed exists, the next step was to check the extent of relationship. The analysis encompasses different categories of employees in IT industry, sex, position levels, experience level, marital status etc to see if there is any connection and if so to what extent. The variable analysis was performed on the data collected from a work life balance study conducted by the author for IT firms in India. A new instrument was constructed and administered to the IT work force to collect data keeping in mind the unique social fabric due to its diversity and cultural differences that exists in India.

Keywords: Dependent Variables, Independent Variables, Information Technology Companies, Relationship, Work Life Balance

INTRODUCTION

Work life balance is often an intriguing phenomenon with wide range of thoughts and responses. It is culture and context sensitive and can potentially throw varied results. There are two schools of thoughts on this subject at a very high level. One advocates that it is work that invades family and the other one counters it by stating that it is the other way around. Both can be true or false and it is primarily driven by which side of the fence one is more attached to. It can also change over a period of time for the same person as he/she evolves as worker as well as a family person when he/she goes through different stages in life. At times, employees do develop a negative attitude towards work due to imbalance created in his/her world.

It becomes complex as the roles and responsibilities of an individual is unclear in family compared to work. This also gives rise to conflict and thus the issue becomes much bigger that has an impact both at family as well as at work.
It is believed that work life balance is about people’s ability to exercise control and have a tight grip on what happens at work as well as at family, without compromising on the deliverables in both the roles at all times. Further, when the individual is able to fulfill the needs of society and friends, apart from playing the role at family and at work that is when the balance is achieved in total.

The time spent for work has evolved and has been constantly changing over the last two decades in India. Some people carry work home spending late nights to complete assignments. The technological blessings like e-mail, text messaging and smart phones which were thought of as tools to connect them to their work being away from their workplace, have now merged their personal and professional lives. Now professionals find themselves working even when they are on vacations. In a country like India completing errands like ration card, voter identification card, obtaining passport, birth certificates etc can demand time away from office.

Companies have responded to the evolving set of issues related to work-life balance by introducing a wide variety of work-life balance practices. While practices vary across companies, most organizational initiatives include several major types of programs. Most notably, many companies introduce paid vacation, flexible work arrangements (flexi time or working from home), employee assistance program, concierge services, fitness centre, child care centre, paid or unpaid maternity and paternity leave etc.

The conversion rate of US Dollar against Indian Rupee has influenced a number of companies, specifically in the Information Technology (IT) to optimise existing capacities and increase efficiency. All this could potentially force the employees to work harder at the expense of their personal lives to meet targets. The current state of the aspiring Indian society also contributes to the extra hours people spend for work as the hunger to acquire material comforts, wealth and ‘make hay while the sun shines’ attitude of the young and middle class population seems to be on the rise.

**REVIEW OF LITERATURE**

As per Work life balance survey results released by Richard Welford, Hong Kong, 62.6% of people work late to get their job done, 82.5% of people suffered stress and 27% of people take sick leave in order to recover from working long hours. It was also reported that the work life balance issues reported by employees had a direct co-relation with the hours spent. The intensity of work has increased. Intensification affects all countries in the world, all industry sectors and all occupational categories. Changes in technology (IT and telephony) give employers more flexibility in terms of the way they ask people to work. 80% of managers said that virtual working (also called e-working) is a key business issue, according to a 2003 Roffey Park report. According to UBA study that appeared in rediff.com a study was conducted in 2012, to find out the number of working hours across the world. Asian cities still leads the field with an average of 2154 hours annually, closely followed by African continent with 2138 hours. Middle East works for 2023 hours and in South America people work for 1989 hours.

According to Society of Human Resource Management (SHRM), US, in a 2001 survey conducted by the Radcliff Public Policy Centre, 82% of men and 85% of women aged 20 to 39 placed family time at the top of their work/life priorities. SHRM also highlights that in a 2001 study by Rutgers University and the University of Connecticut, 90% of working adults said they are concerned they do not spend enough time with their families.

India as a country has gained focus in the study of IT Industry (Balachandar & Gurusamy, 2012; Mathrani & Mathrani, 2011; Saraswathy et al., 2011). Thus, the City of Chennai in Tamil Nadu, India is exploding with employment opportunities mostly in the service sectors. IT and BPO jobs tops the list equally to men and women (Pradhan & Abraham 2005; Varma & Sasikumar 2004). Most of the workforce joining the industry is young, however lot of middle-aged people are making the shift due to increased opportunities (Sachitanand et al., 2007). Along with the jobs, the workforce
A Dataflow-Oriented Modeling Approach to Business Processes
www.igi-global.com/article/a-dataflow-oriented-modeling-approach-to-business-processes/169861?camid=4v1a