INTERNATIONAL JOURNAL OF

MULTIDISCIPLINARY RESEARCH

IN SCIENCE, ENGINEERING AND TECHNOLOGY

INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA

Impact Factor: 7.521
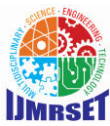
Work Life Balance in Information Technology Sector – A Study of Yavatmal Region

Dr. Laxmikant B. Deshmukh, Anjali Dadubhaiya Rangari

Department of Business Administration and Research, Shri Sant Gajanan Maharaj College of Engineering,

Shegaon, India

MBA Student, Department of Business Administration and Research, Shri Sant Gajanan Maharaj College of

Engineering, Shegaon, India

ABSTRACT: The **InformationTechnology (IT)** sector have been in boomed in last 3-4 years in India as its reaches to all over its not limit up to urban areas but it is also widely spreading in semi- urban region also, and one of the regions is Yavatmal, Maharashtra, India. This research paper aims to contribute the updated information of IT sector employees and how their professional and personal life impacts due to their work. The primary objective of this paper is to focus and identify the problems, remedy and showing updated information in Yavatmal district. The data for this research paper sample size is 100 respondents who work in IT sector. The questionaries in this survey are specially designed for employees to keeping in in their profession such as job satisfaction, career growth, working load, flexibility, remote work, training, and resources, etc. The findings of this study showcase the employee's satisfaction with their job.

Furthermore, the results showed that the many employees are stressed with work and unable to manage their work and personal life too, some even say that even when they in vacation they had to work, a very few employees say that their org plans an activity to keeping
environment stress free.

In conclusion, the study shows different views of employees with respect to their work and their plans, growth, positions etc. The findings suggest employees to find remedy to balance their both work and personal life and more important to communicate with their department to acknowledged the problems and provide solutions to employees.

KEYWORDS: WLB Work Life Balance, job satisfaction, working culture, productivity, work engagement.

I. INTRODUCTION

IT Information Technology, commonly abbreviated as IT, is a dynamic and rapidly evolving field that encompasses the use of computer systems, networks, and software to manage, process, store, transmit, and retrieve information. It plays a pivotal role in virtually every aspect of modern life, influencing the way we communicate, work, entertain ourselves, and conduct business. In the fast-paced and interconnected world of today, achieving equilibrium between professional commitments and personal life has become increasingly vital. This delicate harmony is encapsulated in the term "Work-Life Balance" or WLB. At its core, WLB refers to the equilibrium an individual strikes between the time and effort invested in their professional pursuits and the quality time dedicated to personal, familial, and recreational aspects of life. The objective of this study is to analyse the problems face by the employs in Yavatmal district region. The study also examines the sort of views like need of improvement, suggestion to distribute workload and career growth in upcoming years.

The research will be conducted using a mixed- method approach, including both quantative and qualitative data collection technique. The sample for the study will comprise 100 IT working employees works in Yavatmal district. The research finding will provide insights into the views of the employees and thoughts about their both working and personal life, satisfaction, job threat, remote work and distribution of the work other suggestions given by the employees for improving.

In conclusion, the study of IT sector employees in Yavatmal district is essential to understand the how its changing and impact of technology in work sector to get the idea of updated working scenario in IT sector of Yavatmal region. The study will contribute the current information and help to highlight the current problems face by employees and provide solutions with respect to problems in long term. The finding of the study will improve and provide to balance the both

work and personal life of IT sector employees.

II. LITERATURE REVIEW

The IT sector industry has undergone a major change in recent years due to that the growth in IT sector is booming and demand of IT sector services is also day by day increasing as demand increase supply also increases. The change occurs when there is significantly rise of services

and availability of resources and technology. As in last 3-4 years in India widely increasing of the internet consumption, E-startup and increasing technology services are drastically increasing. To maintain that demand, it requires supply of resources. But there are some flaws appears and problems start to appear where this study is focuses to find the problems.

According a Canadian study conducted by Lowe (2005): 1 in 4 employee experience high level if conflict between their work and family. As this study shows that the women who work in IT sector have more roles to play in family and job as well due to that they cannot concentrate on thing and always in stress because there is lack of family support, co-worker support and work-role conflict are been seen. Moreover, it was found that the job involvement and opportunities are lack and causes the work imbalance. IT company must address this issue and examine to sort long term effects for employees. It involves sample size of 400 employees.

Another study done by NIDHI Tewathia (2014): Work Life balance in the IT sector -A case study in Delhi, says that excess pressure leads to the stress, in these it finds out that many stressful life events are related to work place and which makes the employees getting more stress and it leads to lack in conductivity. By seeing this many organizations acknowledge the problem and try to sort by examine the views, demands and

Ares where it requires to improvement and provide a stress-free environment to employees. It involves sample size if 150IT employees of Delhi it deals with the WLB polices and that are currently using them to improv the performance.

Rashida Nanu (2014): a study done in IT sector in Chennai to measure WLB in IT professionals. It involves sample size of 150 employees and with variables of work place support, work interface with personal life as well with work, job satisfaction and improved effectiveness at work.

As this study say that the IT sector employees are commented to long hours works which leads to less time for their family and for personal also moreover it emphasises on the stress and burnout face by the employees while on the other hand some employees say that the functional level of stress is necessary to improve employees' performance and high or low level of stress is the causes if the cation in management.

Taruna Yadav, Sushma rani (2015): discussed on Work Life balance: challenges and opportunities. The variables state with stress factor, WLB, productivity and work life conflict, Theses discussion states that the WLB measure by choice of human being profession's decisions. It states that many HR are aware and taken practical steps to improve the working culture and efforts should be taken to improve family friendly policies and supportive programs to make less stress and healthy competitive nature to promote good career and growth.

III. OBJECTIVE OF STUDY

1. To study the WLB of IT sector employee in Yavatmal region.
2. To study job satisfaction
3. To study working environment of IT employees in Yavatmal region
4. To study companies are acknowledge the situation in Yavatmal region.
5. To study IT sector employee's perspective of their WLB and improvement they want.

III. RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of making decision. The methodology may include publication research, interviews, survey, and other research techniques.

- ➢ Primary data will be collected the through methods such as surveys, interviews, observations, experiments, or direct measurements by working IT sector employees.
- ➢ A secondary data collected through internet, company journals, employees database, academic journal, books, company websites, professional associates, and social media.
- ➢ IT firms' employees and from others.
- ➢ Research type: Descriptive
- ➢ Sample size: 100 respondents
- ➢ Sampling technique: convenience sampling technique

➢ Collection of data: Through online questioners by using google forms

Problems faced

➢ Lack of Work-Life Balance.
➢ Constant Technological Changes leads to update knowledge.
➢ Burnout risk due to repetitive tasks and lack of creative freedom.
➢ High Expectations and pressure to deliver flawless results within tight deadlines.
➢ Cybersecurity Threats and constant challenges to safeguard system.
➢ Long hours commitment and constant pressure.
➢ Communication Barriers.
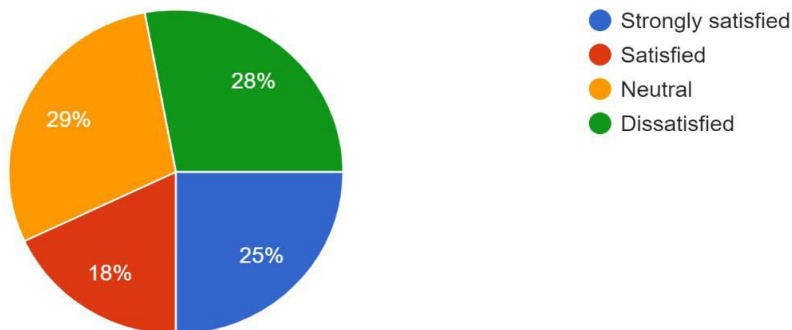
Data and Analysis

c. Do you believe that your work-life balance has an impact on your overall well-being?
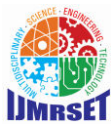100 responses
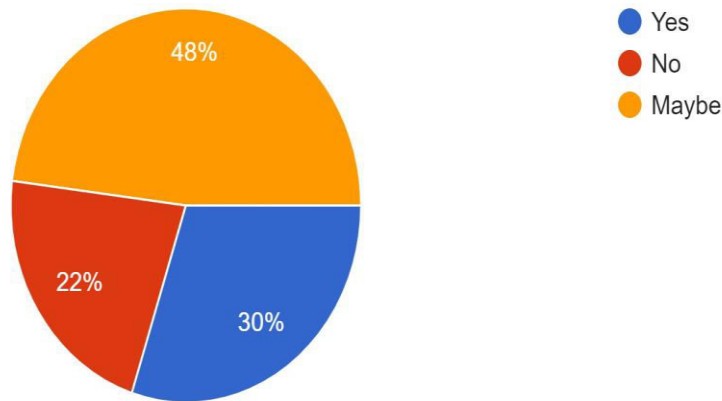
6.Communication and Expectations: a. How clear are the expectations regarding your role and responsibilities in terms of working hours?
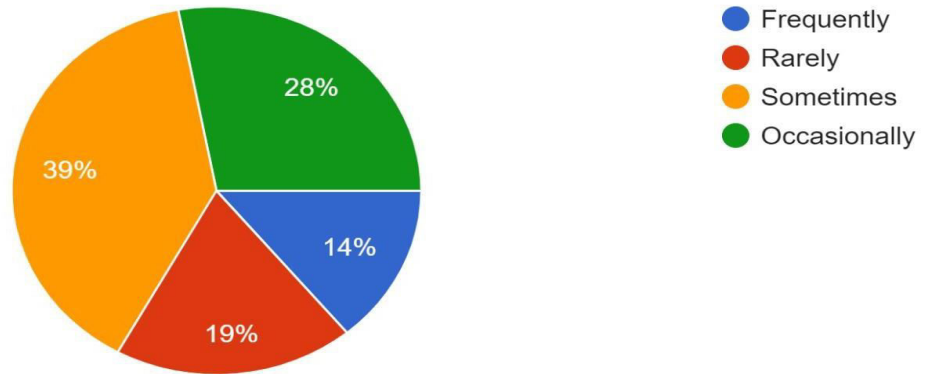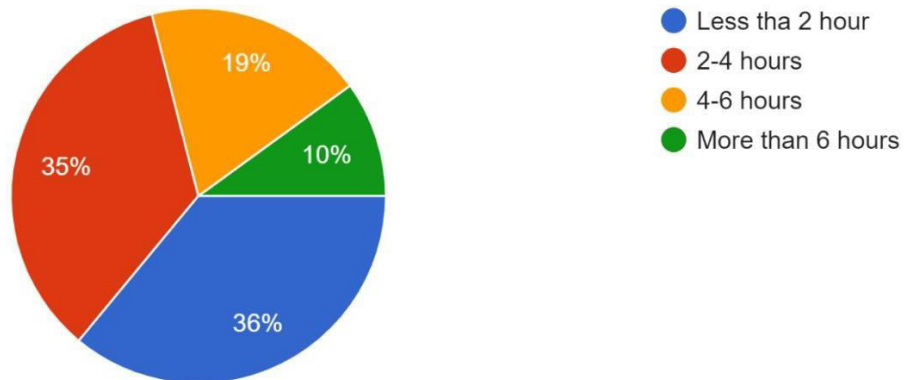100 responses

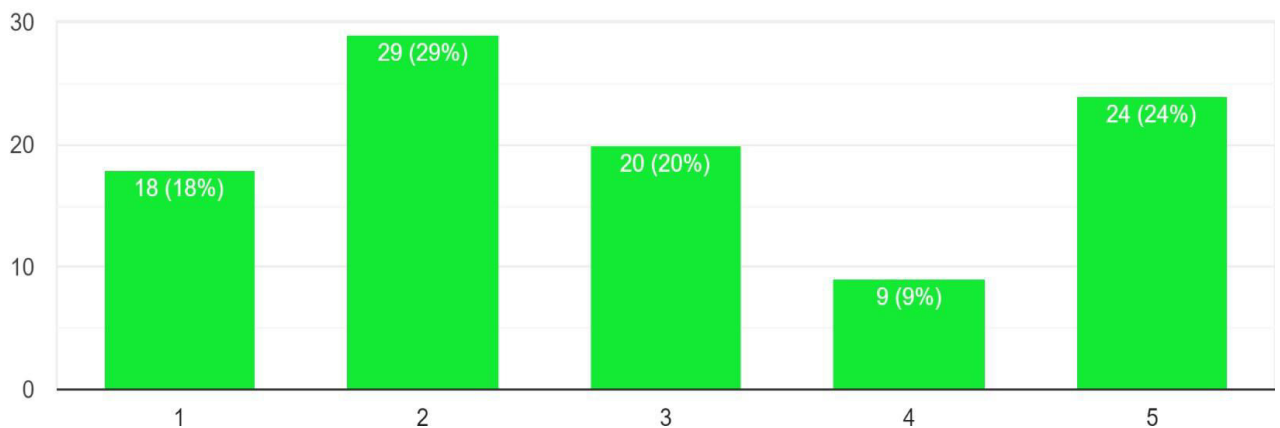## b. How often do you feel stressed or overwhelmed in your job?

100 responses

- Frequently
- Rarely
- Sometimes
- Occasionally

c. How much time you spend on personal and career growth?

100 responses

- Less tha 2 hour
- 2-4 hours
- 4-6 hours
- More than 6 hours

4.Job Satisfaction and Well-Being: a. On a scale of 1 to 5, how satisfied are you with your current work situation?

100 responses

LIMITATION

1. Access to Data: One of the limitations of IT sector employees for research is the rapidly changing technology landscape, which may render research findings outdated quickly. Additionally, access to proprietary data and industry-specific knowledge can be restricted, limiting the depth of research. Moreover, the fast-paced nature of the industry can make it challenging for employees to allocate time for comprehensive research activities.

2. Sample size: also, play important to challenge as this study aim to include 100 working IT sector employees in Yavatmal district. Which may not be representee to whole population of IT sector employees in region. Moreover, many employees are lack to participate in survey.

3. Access to Resources: Limited access to research databases, journals, and academic literature can hinder thorough investigation.

4. Technological Dependency: Relying solely on digital tools may overlook traditional research methods and limit the depth of analysis.

5. Industry Focus: IT employees may prioritize practical applications over theoretical research, potentially overlooking broader perspectives.

6. Confidentiality Concerns: Restrictions on accessing proprietary information may restrict the scope of research projects.

7. Time Constraints: Tight project deadlines and demanding workloads in the IT industry can limit employees' capacity to dedicate time to in-depth research.

IV. CONCLUSION

In Yavatmal, IT sector employees often face challenges in achieving a satisfactory work-life balance (WLB) due to various factors. These include long working hours, stringent project deadlines, and high-pressure work environments characteristic of the IT industry. Additionally, the lack of adequate recreational and leisure facilities in Yavatmal may further exacerbate the imbalance between work and personal life for IT professionals. Despite efforts by some companies to promote WLB initiatives such as flexible working hours or remote work options, implementation may remain limited, leading to continued struggles for employees to maintain equilibrium.

In conclusion, the WLB situation for IT sector employees in Yavatmal is far from ideal, with significant room for improvement. Employers and policymakers need to recognize the importance of fostering a conducive work environment that prioritizes employees' well-being alongside productivity. By implementing effective WLB policies, providing access to recreational facilities, and promoting a culture of work-life balance, both employers and employees can benefit from enhanced job satisfaction, productivity, and overall quality of life.

Overall, this study states the differ problems face by the employees provide a good understanding of problems of employees and how firms are helping and concern and try to implement a long-term family-friendly and healthy culture environment to their employees to relief their stress. As the industry have a huge potential grow and everything is in goes towards to IT services so taking care of employees is must to increase the productivity and taking care of employee as well.

REFERENCES

1. Canadian study conducted by Lowe (2005): A study of high-level conflict between family and work in IT work force,

2. Nidhi Tewathia (2014): Work Life balance: A case study in Delhi- study for excessive pressure leads to stress and how to overcome in workplace.

3. Rashida Banu (2014): A study of IT sector in Chennai, Development of an instrument to measure WLB of IT professionals.

4. Tarun Yadav (2015): Work Life Balance: challenges and opportunities, stress factor, productivity, and work life conflict.

5. Work Life Balance theory approached/invented by Kirchmeyer (2000)

INTERNATIONAL JOURNAL OF

MULTIDISCIPLINARY RESEARCH

IN SCIENCE, ENGINEERING AND TECHNOLOGY