

A study on Gender Differences of Work-Life Balance with reference to Coimbatore City

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ABSTRACT

Work life balance of employees is major issues in families and organizations. The staff is unable to balance the work and life. The population increasing, its need more inputs. The requirement of goods and service are increasing overall the world. We human being has to work for it, all the goods and services are finally reach human beings in the world. More population is need of more goods and services, which are should do by human beings. This present study conducted to find the work life balance of IT employees, it taken male and female separately. The behaviour, accepting responsibilities, understanding concept, facing problems, decisions making are handling by men and women differently. The working place and problems are same for both men and women, but handling are different. This study has taken men and women separately to understand the job issues and work life balance. The result and discussion will be able the answer the objectives of the study. the researchers concluded that the married and committed persons need more practice to balance the work and life. The employees are in need of understand their position in the society, their presents in their families, the same time they should be work for companies. Employees are unable to balance work and life because of above issues, the result in health issues. The employees could go for yoga and meditation to work more in office more time, the same time they are in need of time management to take care of their families.

1. Introduction

Work life balance of employees is major issues in families and organizations. The staff is unable to balance the work and life. The population increasing, its need more inputs. The requirement of goods and service are increasing overall the world. We human being has to work for it, all the goods and services are finally reach human beings in the world. More population is need of more goods and services, which are should do by human beings. The machines are helps human beings, it is speed than human physical work. The machines and latest technology are helps to reach the target, whatever the technology and machines available in the world are in need of human being to operate and take output to convert as goods and service. In IT field there are more requirement of software to fulfill the human being needs and wants. These requirement are fulfill by the IT employees, the employees get adequate compensation for their work, the same time they are unable to balance the work and life. This present study conducted to find the work life balance of IT employees, it taken male and female separately.

2. Statement of problem

The concept of work life balance is aware of all employees, the experts develop some tables and concepts. It helps the employees to understand their job and know their responsibilities in their family. These issues are spread over through media, the internet and mobile phone helps them to get the information about work life balance. The behaviour, accepting responsibilities, understanding concept, facing

problems, decisions making are handling by men and women differently. The working place and problems are same for both men and women, but handling are different. This study has taken men and women separately to understand the job issues and work life balance. The result and discussion will be able the answer the objectives of the study.

3. Objectives of study

- To present the gender and age group of the sample respondents.
- To find the various different between male and female regarding work life balance.
- To offer suggestions to the employees for work life balance.

4. Sample design

The study conducted in Coimbatore, many IT companies are situated in Coimbatore next to Chennai. Coimbatore is best place for education, climate, infrastructure and etc. it is best place for business also. The IT companies selected Coimbatore to start their business. The researchers selected Coimbatore to conduct study. Structured questionnaire designed and issued for data collection. Two hundred questionnaire were issued to collect data, 100 male and 100 female. Convenient sampling method used to collect data. Eighty nine male sample employees and ninety eight female sample employees were filled and returned back. So the researcher taken eighty nine male and ninety eight female for this study.

5. Tools and Techniques

The researchers used percentage analysis to understand the data and it used to classify the male and female sample employees in various questions which developed to measure the work life balance.

6. Result and discussion

The researcher collected socio economic profile of the sample respondents. The percentage analysis shows the personal details with gender wise distribution. Male and female are having different work and life responsibilities. Male and female are different in balance of work and life.

Table 1 : Gender of the sample employees

Sl. No.	Gender	Number of employees	Percentage
1	Male	89	47.59
2	Female	98	52.41
	Total	187	100

Source : Survey data

The above table shows the gender of the employees. Eighty nine (47.59%) sample employees are male and remaining ninety eight (52.41%) sample employees are female. Majority of the sample employees are female.

Table 2 : Age group of the sample employees

Sl. No.	Age group	Male		Female	
		Number of respondents	Percentage	Number of respondents	Percentage
1	Up to 25 years	32	35.96	38	38.78
2	26 years to 40 years	41	46.07	42	42.86
3	Above 40 years	16	17.97	18	18.36
	Total	89	100	98	100

Source : Survey data

The above table shows the age group of the sample employees. The gender wise classification made for this study to find the work life balance of the sample employees. Out of one hundred and eighty seven sample employees, thirty two (35.96%) sample employees are up to 25 years old those are male employees. Forty one (46.07%) sample employees are between 26 years to 40 years and remaining sixteen (17.97%)

sample employees are above 40 years old. Majority of the male sample employees are between 26 years and 40 years.

Out of one hundred and eighty seven sample employees, thirty eight (37.78%) female sample employees are up to 25 years old. Forty two (42.86%) sample employees are between 26 years and 40 years and remaining eighteen (18.36%) sample employees are above 40 years old. Majority of the sample employees are between 26 years and 40 years.

Table 3 : Employees cancellation of personal appointment due to official work

Sl. No.	Response	Male		Female	
		Number of respondents	Percentage	Number of respondents	Percentage
1	Never	4	4.49	6	6.12
2	Sometimes	12	13.48	18	18.37
3	Often	38	42.70	17	17.35
4	Related reasons	20	22.47	48	48.98
5	Always	15	16.86	9	9.18
	Total	89	100	98	100

Source : Survey data

The above table shows the employees cancellation of personal appointment due to official work of the sample respondents. Thirty eight (42.70%) sample male employee are often canceled their personal appointment due to official work. Forty eight (48.98%) female sample employees are related

reasons canceled their personal appointment due to official work. comparing male and female employees, female employees are giving much importance for their personal work and commitment.

Table 4 : Job stress after leaving the work place

Sl. No.	Response	Male		Female	
		Number of respondents	Percentage	Number of respondents	Percentage
1	Strongly agree	11	12.36	16	16.33
2	Agree	22	24.72	24	24.49
3	Neutral	34	38.20	29	29.59
4	Disagree	13	14.61	11	11.22
5	Strongly disagree	9	10.11	18	18.37
	Total	89	100	98	100

Source : Survey data

The above table shows the stress level after leaving the work place. Majority of both male and female are invariably having job stress after leave their office place. Thirty four male

sample employees out of eighty nine and twenty nine female sample employees out of ninety eight are neutral about their job stress after leaving the work place.

Table 5 : Effect on promotion due to family related issues

Sl. No.	Response	Male		Female	
		Number of respondents	Percentage	Number of respondents	Percentage
1	Strongly agree	27	30.34	21	21.43
2	Agree	14	15.70	8	8.16
3	Neutral	8	8.99	14	14.29
4	Disagree	16	17.98	22	22.45
5	Strongly disagree	24	26.97	33	33.67
	Total	89	100	98	100

Source : Survey data

The above table shows the effect on promotion due to family related issues of the sample employees. Majority of the male sample employees strongly agreed that family related

issues effect the promotion. Majority of the female sample employees strongly disagree that family related issues effect the promotions.

Table 6 : Happy to spend rest of the life in the same organization

Sl. No.	Response	Male		Female	
		Number of respondents	Percentage	Number of respondents	Percentage
1	Strongly agree	24	26.98	19	19.39
2	Agree	18	20.22	22	22.45
3	Neutral	34	38.20	30	30.61
4	Disagree	5	5.61	8	8.16
5	Strongly disagree	8	8.99	19	19.39
	Total	89	100	98	100

Source : Survey data

The above table shows the sample employees what think about their carrier in the same organization or not. Both male

and female sample employees said they are neutral about their carrier in the same organization.

Table 7 : Discussion about the organization outside the work place

Sl. No.	Response	Male		Female	
		Number of respondents	Percentage	Number of respondents	Percentage
1	Strongly agree	11	12.36	14	14.29
2	Agree	15	16.85	30	30.61
3	Neutral	34	38.20	26	26.53
4	Disagree	27	30.34	19	19.39
5	Strongly disagree	2	2.25	9	9.18
	Total	89	100	98	100

Source : Survey data

The above table shows the discussion about the organization outside the work place of the sample employees. Thirty four (38.20%) sample male employees are neutral about the discussion about the organization outside the work place.

Thirty (30.61%) female sample respondents are agreed that they are discussion about the organization outside the work place.

Table 8 : Working hours suitable for WLB

Sl. No.	Response	Male		Female	
		Number of respondents	Percentage	Number of respondents	Percentage
1	Strongly agree	11	12.36	14	14.29
2	Agree	18	20.22	16	16.33
3	Neutral	43	48.31	38	38.77
4	Disagree	13	14.62	27	27.55
5	Strongly disagree	4	4.49	3	3.06
	Total	89	100	98	100

Source : Survey data

The above table shows the working hours of the organization. Both male and female sample respondents said that the working hours are suitable for work life balance.

7. Findings

This present study taken and compare the male and female and analysis separately to know the level of work life balance.

- Eighty nine (47.59%) sample employees are male and remaining ninety eight (52.41%) sample employees are female. Majority of the sample employees are female.
- The age wise classification shows both male and female sample employees are between the age group of 26 years to 40 years. it shows that majority of the employees are young graduates.
- Male sample employees are often cancelling their personal appointment due to work and female sample employees are cancelling their personal appointment for related reasons.
- All the employees and employers are having stress, the employees are having stress, it is common for all. In this study shows the male and female sample employees having stress but they are having neutral level of job stress.
- The human being are having family and health issues, they should face the family issues but the same time these issues effect the job. They could not concentrate in their work. majority of the male sample employees said the family issues effect the promotions. Majority of the female sample employees said the family issues not effects the promotions.
- These sample employees are felt comfortable in the present work place, they are ready to stay back in the same organization.
- The sample employees are discuss about their organization outside, the positive and negative though about the organizations are discussion with their friends and relatives.

- Majority of the male and female sample employees are felt the working hours are suitable for work life balance.

8. Suggestions

The following are the suggestions given by the researchers.

1. The employees should take care of their health, while night swift the employees should take limited food and should sleep adequate amount during day time to maintain their body to fit.
2. The employees could attend seminar and workshop to understand their role in work place and their importance in family, the balance of work and life is very difficult, the time management and time planning helps to balance the work and life.
3. The employees could represent the suitable office timing and their presents in their family, to over come the work life balance issues.

9. Conclusion

The study conducted to understand the work life balance and study the IT companies employees work life balance. The IT employees are having more job stress than other sectors. The company has more job from their client, finally its comes to the employees, employees have to complete the work which they allotted. It increase the job stress, carrier is important for all, the IT sector employees are ready to work and complete the work in time. The result will be in missing family functions and other family commitments. The unmarried persons could spent more time in office, they may not have much responsibilities. The married and committed persons need more practice to balance the work and life. The employees are in need of understand their position in the society, their presents in their families, the same time they should be work for companies. Employees are unable to balance work and life because of above issues, the result in health issues. The employees could go for yoga and meditation to work more in office more time, the same time they are in need of time management to take care of their families.

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