

## AN EMPIRICAL STUDY ON WORK-LIFE BALANCE OF IT EMPLOYEES IN HYDERABAD

<sup>1</sup>Aparna. K, <sup>2</sup>Dr. Prasad Babu Jayanthi

<sup>1</sup>Research scholar, Department of Management, J.S University, U.P

<sup>2</sup>Supervisor, Department of Management, J.S University, U.P

[aparnakandikota@gmail.com](mailto:aparnakandikota@gmail.com) [drjp.edu@gmail.com](mailto:drjp.edu@gmail.com)

### ABSTRACT

Work in the appear up condition and most stars in the corporate section need to maintain a balance between working and family responsibilities where everything is changing so rapidly. Increased focus and emphasis on more plenty, reasonability, and fulfillable has culminated to become a necessity in the common sense of all organizations. Work and person life is not an issue only for married couples with children, but it is challenging Problem with singles and the childless couples as well, for they as well have a couple of valuable duties at work and in individual life. The organizations can bring back their representatives in dealing with work life through a few ways such as work sharing, child care working situations, adaptable working hours, senior care working situations and without a doubt occasion bundles for traveling for their whole family. This consider is centered towards the work-life alter of stars working in IT division in Hyderabad, India. The purpose of this is to contemplate the relationship between work-life change and work-related components, estimation components. It has been thought that there is a relation between work-life change and work-related components while there is no association between estimation components and work-life adjust.

**Keywords-**Work-life balance, IT professionals, corporate sector, work-related factors, emotional factors, employee well-being, flexible work arrangements.

### I. INTRODUCTION

This work-life adjustment becomes a most valuable challenge for an organization with working professionals in contemporary competitive changing lifestyles and standards of living. Work-life adjustment not only significantly distinguishes the organization from achieving the goals but also brings a difference reward to achieve his or her person with their career goals. A practical sense work life change evokes ace commitment, talented consistency toward the organization, redesigns reasonability and their work execution. The

corporate divisions cannot afford to provide a secure environment and secure commerce due to fast-changing exchange environment. In this way, the judgment capacities, morals and commerce values of the stars are aside from changing and they are not rising up to any boundless commitment toward the institution, resultant of clashing demands of work abhorrence is an imbalance between work and personal/family life of the stars. Changes in family circle have affected the WLB of laborers. The changes in the family circle include atomic families, single-parent family

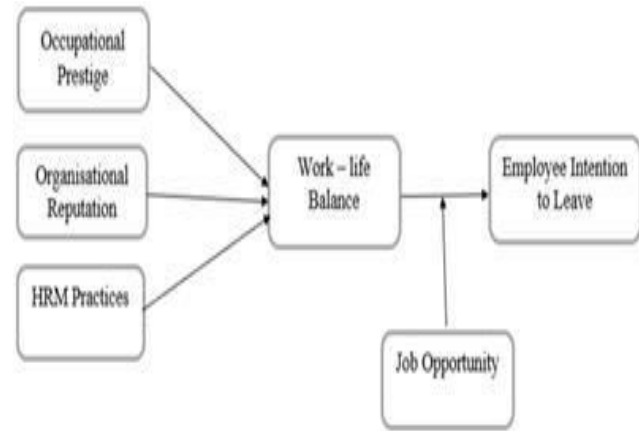


2581-4575



units, twofold looking forward sentries, working guardians at relegated zones, and building family work. In this way, it has broadened the challenge to fulfill family needs with work needs. The expedient changes amongst today's youth, they work specially well and benefit in organize to get opportunities/chances for their career and they in expansion require to travel, socialize, see for after their side affiliation, take up scheming sports etc., but when they stand up to brief in getting time for these comforts at that point the operators move forward from disillusionment and this at work put. As concerns of commerce change and today are determined by demands that arise at the work environment as well as in personal/family life that influences the work life alter of the masters, organizations are focusing on this very recognized issue of HR office. The advantages of work-life transform the side by the back from the organization and theFor proper understanding of the term discussed below, different scholars have emphasized broader aspects while being mindful of a number of undesirable effects that might occur because it is not becoming work-life change. Therefore, an exchange organization is highly important for making strides reasonability and with keeping up brilliant modify between work and person life (WLB) which strengthens the laborer to contribute more capably in plot with the organizational progression and for fulfilling

the predefined targets.



**Fig 1: Work-Life Balance and Employee Turnover Model**

## RELATED WORK

### **Singh S. (2013) - Work-Life Balance: A Literature Review**

Literature review of WLB in the context of different industries. Points out factors which affect WLB, including policies of the organizations and personal situation. It shows support for the employer and good practices such as flexible hours and telecommuting.

### **Varatharaj V., Vasantha S. (2012) Work-Life Balance as a Source of Job Satisfaction: An Exploratory Study on Women Employees in the Service Sector**

Work-Life balance has focused especially on the impact that WLB has on job satisfaction among women in the service sector. Flexibility in working arrangement, combined with supportive policies, increases job satisfaction. It made special mention of organizational support, including parental leave and childcare.



2581-4575

# International Journal For Recent Developments in Science & Technology



A Peer Reviewed Research Journal



## **Gaur A., Arora N., Saraogi P. (2013) - Views on the Research of Work-Life Balance in Educational Organizations**

It speaks regarding issues of WLB in terms of workload and lack of flexibility in educational institutes. The organizational culture and workload should be made oriented toward WLB. Flexible approaches for support are reflected among teaching staff.

## **Heather M.S., Morris M.L., Atchley E.K. (2011) Constructs of the Work/Life Interface: A Synthesis of the Literature and Introduction of the Concept of Work-Life Harmony**

The concept of introducing Work-Life Harmony by bringing, not attaining, balance in work and personal life. Generally, there will be a policy of enhancing well-being between personal and work so that one reaps the benefits generally.

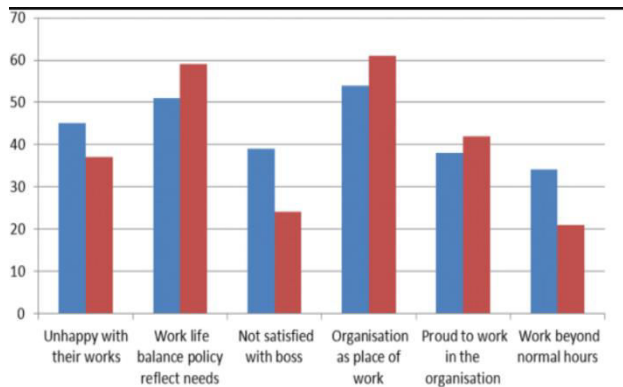
## **Burton C. (2004) - What Does Work-Life Balance Mean Anyway**

Seeks the individual meaning of WLB, i.e. what the person determines it is. Proposes that this represents a very idiosyncratic, and perhaps even singular personal objective for each individual. Argues that the case be made for understanding knowledge about WLB on the basis of a more individualistic logic.

## **IMPLEMENTATION**

This can be the key challenge in the fast-paced, rapidly progressing corporate environment of today for specialists to maintain an alternation between their work and personal life, more so in the IT division. The work-life alternation problem is not merely

significant to the married people who have children, but also the single agents, as well as childless couples, who must juggle their commitments both in the workplace and in their personal lives. To enable workers to provide guidance in this change, organizations can offer different adaptable work courses of activity such as work-sharing options, childcare work places, senior care back and family travel packages. The focus of this regard is on IT professionals in Hyderabad, India, which suggests that the study would focus on exploring the work-life alter relationship in work-related components like work demands and organizational back as well as excited factors such as work fulfillment and extend levels. The ask almost will look at whether there is an affiliation between work-life alter and work-related factors and if energetic components like family support and work fulfillment play a portion in influencing employees' capacity to fulfill a alter. The think almost will as well look into the importance of organizational reinforce in moving forward work-life alter. By analyzing these links, the ask around will give pieces of information into how organizations can improve their employees' work-life experiences, leading to prevalent well-being, work fulfillment, and in common proficiency. The revelations will contribute to a better understanding of how IT specialists in an exceedingly competitive section can maintain a strong work-life balance between the pressures of advanced corporate demands.



**Fig 2: Employee Satisfaction Before and After Intervention**

## Algorithm

### Information Preprocessing

Data preprocessing is the process of transforming raw summary information into a clean and workable structure. There are no special formulas here, but important techniques include:

Missing Information Imputation: Replacing missing values using the crude, mean, or mode.

Normalization: Scaling data to a uniform range to allow for further show performance.

$$X_{\text{norm}} = \frac{X - X_{\min}}{X_{\max} - X_{\min}}$$

Where  $X$  is the original data, and  $X_{\min}$  and  $X_{\max}$  are the minimum and maximum values of the feature.

## 2 Pearson Correlation (Correlation Analysis)

Pearson correlation measures the linear relationship between two variables. The formula for Pearson's correlation coefficient

$$r = \frac{\sum (X_i - \bar{X})(Y_i - \bar{Y})}{\sqrt{\sum (X_i - \bar{X})^2 \sum (Y_i - \bar{Y})^2}}$$

Where:

- $X_i, Y_i$  are the values of the two variables being compared.
- $\bar{X}, \bar{Y}$  are the means of the variables  $X$  and  $Y$ .

The value of  $r$  lies between -1 and 1:

- $r = 1$  implies a perfect positive linear relationship.
- $r = -1$  implies a perfect negative linear relationship.
- $r = 0$  implies no linear relationship.

## 3 Linear Relapse (Predictive Algorithm)

Linear relapse tries to predict a dependent variable from free factors. The linear direct relapse equation is given by:

$$y = \beta_0 + \beta_1 X + \epsilon$$

Where:

- $y$  is the dependent variable (work-life balance in this case).
- $X$  is the independent variable (work-related or emotional factors).
- $\beta_0$  is the intercept.
- $\beta_1$  is the coefficient (slope).
- $\epsilon$  is the error term (difference between predicted and actual values).

## 4 K-means clustering is an unsupervised learning algorithm which clusters information into

$k$  clusters. The objective is to minimize the



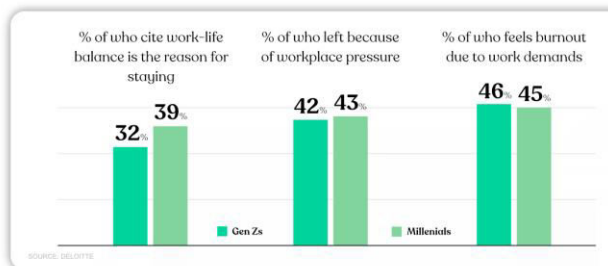
within-cluster sum of squared distances (WCSS). The K-means objective work is:

$$J = \sum_{i=1}^k \sum_{x \in C_i} \|x - \mu_i\|^2$$

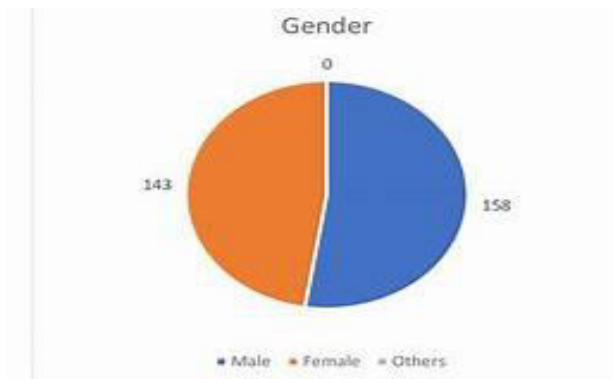
Where:

- $k$  is the number of clusters.
- $C_i$  is the set of points in cluster  $i$ .
- $\mu_i$  is the centroid (mean) of cluster  $i$ .
- $\|x - \mu_i\|^2$  is the squared Euclidean distance between point  $x$  and the centroid  $\mu_i$ .

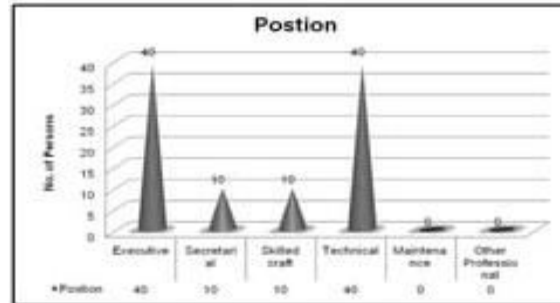
## RESULT



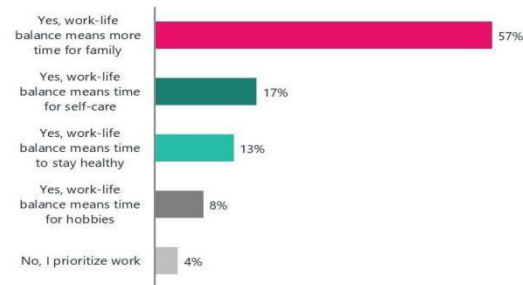
**Fig 1: Based on work Balance**



**Fig 2: Based on Gender**



**Fig 3: Based on Position**



**Fig 4: Based on work priority**

## Conclusion

Both family and work life are very important to any star in any division. Given a little amount of horror between the commitment to family and that toward work, it leads to growth and stress which ultimately causes segregation of sufferings. Filling a never-before alter between family and work commitments is an increasingly making concern for any authority in an organization. Several specific problems are certain to occur regarding managers with such work-life imbalance. Managers come out



2581-4575

# International Journal For Recent Developments in Science & Technology



A Peer Reviewed Research Journal



with such apparent work-life balance approaches that realistically are functional at an organization between the commitments made towards families and needs of an organization, and set a fight to sustain modify having a fair deal on person's life. It is, therefore, important that the directors will maintain a balance between work competence, individual, and social life. For maintaining work-life change organization must to accommodate sessions on time organization, work organizing and other than organization must toto lead able de-stressing programs like yoga and thought for experts routinely in organize to reduce create level. Organization can allow flexible working hours to their masters in order to free themselves for their following day. Amusement at work can inspire laborers to keep them free at work. This will allow them the chance to offer them the ability to reach up to their targets.

## References

- [1] Singh S. Work Life Balance: A Literature Review. *Global Journal of Commerce & Management Perspective*. 2013;2(3):84-91.
- [2] Varatharaj V, Vasantha S. Work Life Balances A Source Of Job Satisfaction - An Exploratory Study On The View Of Women Employees In The Service Sector. *International Journal of Multidisciplinary Research*. 2012;2(3):450-458.
- [3] Gaur A, Arora N, Saraogi P. Perspectives on the study of work life balance in academic institution. *PIMT – Journal of Research*. 2013;6(1).
- [4] Heather MS, Morris ML, Atchley EK. Constructs of the Work / Life interface: A synthesis of the Literature and Introduction of the Concept of Work / Life Harmony. *Human Resource Development Review*. 2011;10(1):6-25.
- [5] Burton C. What does work-life balance mean anyway? *Journal for Quality and Participation*. 2004; 27: 12-13.
- [6] Karatepe OK, Tekinkus M. The effects of work-family conflict, emotional exhaustion, and intrinsic motivation on job outcomes of front-line employees. *International Journal of Bank Marketing*. 2006;24(3):173-193.
- [7]<https://d3n817fwly71lg.cloudfront.net/uploads/2015/11/Work-Life-Balance.jpg>
- [8] Levy I. Working mothers and their perceived work-life balance. Rotterdam, Netherlands; 2012.
- [9] Lakshmi KS, Gopinath SS. Work life balance of women employee with reference to teaching faculties. *Abhinav International Monthly Referred Journal of Research in Management & Technology*. 2013;2(1):53-62.
- [10] Yadav RK, Dabhade N. Work Life Balance amongst the working women in Public Sector Banks—a case study of State Bank of India. *International letters of Social & Humanistic Sciences*. 2013;7:1-22.
- [11] Nayak A. and Pandey M. Work life balance and imbalance: A conceptual model. *Vidyasagar University Journal of Commerce*. 2015;(20):ISSN 0973-5917.
- [12] Clark SC. Work/Family border theory: a new theory of work/family balance. *Human Relation*. 2000;53:747-770.
- [13] Eikhof DR, Warhurst C, Haunschild A. Introduction: What work? What life? What

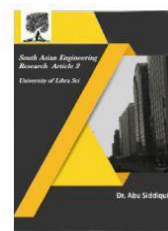


2581-4575

# International Journal For Recent Developments in Science & Technology



A Peer Reviewed Research Journal



balance? Critical reflection on the work-life balance debate. *Employee Relations*. 2007;29(4):325-333.

[14] Employers for Work-Life Balance. Work-life balance: An introduction. 2005. [cited 2015Jan20]

[www.employersforworklifebalance.org.uk/work/definition.htm](http://www.employersforworklifebalance.org.uk/work/definition.htm).