



## WORK LIFE BALANCE AMONG THE WORKING WOMEN IN SOFTWARE INDUSTRIES IN BANGALURU

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### ABSTRACT

**I**n the history of human development, women have been as vital in the history making as men have been. In fact higher status for women vis-à-vis employment and work performed by them in a society is a significant indicator of a nation's overall progress. It is universally accepted that Information Technologies offer immense opportunities for the comprehensive social and economic development of the people all over the world. Without its adoption, there is no chance for countries or regions to develop. Software has been targeted as a growth sector in India. Indian women have started working outside their homes but still they have a long way to go both culturally, socially and economically, to bring in positive attitude changes in the mind-set of people. This paper attempts to analyze the work life balance the women employees face in the software industries in Bangaluru.

**KEY WORDS:** Family, Dual role, Work life balance, Information Technologies, labor market

### INTERODUCTION

All across the world a revolution is being waged in information technology and India is being recognized globally for its new found mantra -Information Technology, which has its root in the success started by the development of India's export Software industries. Software has been targeted as a growth sector in India. Thousands of jobs have been created, many MNC's have been set up and domestic firms have been established. As a part of this process increasing number of Indian women have entered the labor market. Software industries are marked with special features and these are different from the traditional and manufacturing industries

### WOMEN IN SOFTWARE INDUSTRY

Today, women in the cities as well as villages are breaking their social psychological barriers and coming out to assume a variety of new responsibilities. The economic horizon of woman once confined to the domestic

servant hood or labour on the farm has expanded considerable. Now, women from all shades of life started working in other fields. An important factor attracting more women to employment is the hard economic necessity, felt essential for generating their own resources along with men to provide a far better development and consumption base for the family. This attitude is conspicuous in the urban middle and lower middle classes who state that they are seeking employment for improving their standard of living. Indian families are undergoing rapid changes due to the increased pace of urbanization and modernization. Indian women belonging to all classes have entered into paid occupations. At the present time, Indian women's exposure to educational opportunities is substantially higher than it was some decades ago, especially in the urban setting. This has opened new vistas, increased awareness and raised aspirations of personal



growth. This, along with economic pressure, has been instrumental in influencing women's decision to enter the work force. Most studies of employed married women in India have reported economic need as being the primary reason given for working.

## WORK-LIFE BALANCE IN SOFTWARE EMPLOYEES

Work-life balance is used to describe the equilibrium between responsibilities at work and responsibilities outside paid work; having a work-life balance means that this equilibrium is in the right position for the individual concerned. For some people it means spending more time in paid work and less time at home, while for others it means ensuring that paid work does not infringe on time needed for other responsibilities. It is about managing our work commitments with career goals, and our responsibilities at home and the wider community. Work life and personal life are inter-connected and interdependent. Work life and personal life are the two sides of the same coin. People have to make tough choices even when their work and personal life is nowhere close to equilibrium. Today, software Industries has realized the importance of the work life balance of their employees. Software industries are setting up policies for maintaining a work life balance. They are introducing innovative methods to keep their employees happy and satisfied, as it makes office a better place to work and also impact positively on projects. This write up tries to bring out the meaning of work life balance, their causes, their effects on organizations and the methods, systems and processes to reduce the impact of work life imbalance.

### NEED FOR THE STUDY

The software industries have been playing an important role in the economic development of various countries. Majority of developing countries and almost all developed countries emerged as service economies.

Software industries are playing a major role. The present study in software industries depicts that work load with the dual role of responsibilities are vested on the working software employees in their day to day activities. The role played by the working employees is so significant in maintaining the basic purpose of the software industries that the question of their work life balance from their job can never be ignored. Extensive research has been done on role stress among employees but very few studies have been done on work life balance in software employees.

### OBJECTIVE OF STUDY

The present study has been conducted in Bangalore with the following objectives:

1. To analyze the socio economic back ground of software employees.
2. To analyze the dual role of the software employees.

### METHODOLOGY

To achieve the objectives of the study, necessary data was collected from primary source. However, the study is mostly based on primary data. Primary data is collected by oral interviews and by serving a structure questionnaire to selected software employees. The questionnaire containing questions on various dimensions of work life balance. The study was carried out to have an in depth understanding of the work life balance level among employees. The study used in simple random sampling was adopted to select 90 employees (NASSCOM list) of all marriage women from 20 to above 40 years the different software industries employees. The sample of employees was selected on the basis of convenient sampling from Bangalore.

### ANALYSES

An attempt is made to study the work life balance of women software employees working different software industries located in Bangalore city.

**Table-1, Family type**

Type of family	No. of respondents	Percentage
Nuclear	57	63.3
Joint	33	36.4
<b>Total</b>	<b>90</b>	<b>100</b>

The above table deal with the type of family of the respondents is shown in majority of the respondents 57 (63.3 percent) are from the nuclear type of families

and the remaining 33 (36.4 percent) are from joint type of families

**Table-2 Working conditions**

Working conditions	No. of respondents	Percentage
Pleasant	25	27.8
Good	34	37.8
Alright	20	22.2
No comment	11	12.2
<b>Total</b>	<b>90</b>	<b>100</b>

The above table clearly shows that the respondent women employees are good with the working conditions in software industries. When 11 (12.2 percent) respondent had no comment, 34 (37.8 percent) are good

with the working environment. While 25 (27.8 percent) respondents opinion is pleasant and 20 (22.2 percent) alright with working environment in their software industries.

**Table-3, Working hours**

Working hours	No. of respondents	Percentage
convenient	30	33.3
Not convenient	46	51.1
No comment	14	15.6
<b>Total</b>	<b>90</b>	<b>100</b>

The above data shows that 46 (51.1 percent) respondents felt that the stretch of duty is not convenient. While 30 (33.3 percent) respondents feel that the working hours are convenient, 14 (15.6 percent) respondents of

the opinion that the working hours had no comment. Though majority of the respondents feel the stretch of duty is not convenient. .

**Table-4, Children education**

Education	No. of respondents	Percentage
Better education	33	36.7
Hampered	28	31.1
No changes	29	32.2
<b>Total</b>	<b>90</b>	<b>100</b>

The above table explain the children education the majority of respondents 33 (36.7 percent) are better education provided to children. While 28 (31.1 percent)

respondents hampered and 29 (32.2 percent) respondents had no changes in children education because of their employment.

**Table-5, Family and husband support**

Support	No. of respondents	Percentage
Moral	35	39.0
Mentally	24	26.6
Physically	18	20.0
Financially	13	14.4
<b>Total</b>	<b>90</b>	<b>100</b>

The above table reveals the family and husband support at the home and employment. The majority 35 (39.0 percent) responded women employees had moral and 24 (26.6 per cent) respondents mental support from

the family members. Remaining 13(14.4 per cent) respondents are financial support and 18 (20.0 percent) physical support getting from their family members.

**Table-6, Spouse support in households work**

House hold work	No. of respondents	Percentage
Always	28	31.1
Some times	39	43.3
Not support	23	25.6
<b>Total</b>	<b>90</b>	<b>100</b>

The spouse support in house hold work the data reveals that the spouses 28 (31.1 percent) are always support and help in the house work. Whereas 39 (43.3 percent) support sometimes and 23 (25.6 percent) spouses

are not supported and help to the respondent. The spouses support and increases among dual career couples indicate that the importance of spousal support.

**Table-7, Dual role conflicts**

Conflicts	No. of respondents	Percentage
Neglect of children education	42	46.7
Not able to spend enough time with family/friends and relative	27	30.0
Not able to attend recreation	21	23.3
<b>Total</b>	<b>90</b>	<b>100</b>

The conflicts facing due to work performance is presented in the table being a dual role 42 (46.7 percent) respondents the children education of the women employees neglecting due to the work performance. The respondent 27 (30.0 percent) expressed that they are

unable to spare time to spend with the family, relatives and friends because of the work performance. And 21 (23.3 percent) women employees felt that the unable are to attend the recreation to enjoy and relax in the life.

**Table-8,Coping the stress**

Stress	No. of respondents	Percentage
Electronic home appliances	15	16.7
Servants	23	25.6
Family and relative support	19	21.1
Self help and time management	33	36.6
<b>Total</b>	<b>90</b>	<b>100</b>

The mechanism applied by the respondent nurses to cope the stress presented in the table. The highest respondents 33 (36.6 percent) expressed that they depend on the self-help and time management for coping of the stress. Next by appointing servants 23 (25.6 percent)

respondent women employees are succeeding their work at home and 19 (21.1 percent) respondents depend on their family and relative support for coping their stress. 15 (16.7 percent) respondents use the electronic home appliances for work at home to cope up the stress.

**Table-9,Adjusted dual role**

Dual role	No. of respondents	Percentage
Fully	31	34.4
Partially	14	15.6
Both are conflicting	45	50.0
<b>Total</b>	<b>90</b>	<b>100</b>

The table explains the how respondents adjusted to dual role. The success to adjust in between dual role is quite interesting and respondents 31 (34.4 percent) positively expressed that they adjusted and fully in dual role. But majority of respondents 45 (50.0 percent) revealed that they are both are conflicting and the respondents 14 (15.6 percent) is partially in dual role.

## CONCLUSION

Employment, especially software employment of women will have its effect on other spheres of life. Impact of women's employment mainly affects the education and care of the children because to working women find less time to spend at home and take care their children. The household work is affect because of the limited time available for them to attend to the household work. The participation in social and family gatherings gets reduced because of their work participation through their reduced interaction with friends and relatives. The working women need to make so many adjustments in order to maintain a smooth atmosphere and also to succeed in performing their dual roles. On the other hand, for every woman there is one more background to manage, which is home and personal life. Today with increasing demands at work place, the interface between work life and personal life assumed

significance which demands more attention. The pressures of the work or personal life can lead to stress. According to studies, it has been found that such situation affects person's health both physiologically and psychologically.

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