ABSTRACT

The characteristics of the software industry in India and the nature of the work pose some unique challenges for professionals in the Industry. The challenges are aggravated in the case of women professionals. Despite glamour and hefty salaries associated with the field, women in the software industry suffer from physical discomfort and mental tension even in their plush office environments, a study revealed. High salaries and social status associated with the software sector has attracted women to take up these jobs but many suffer on account of various factors like late working hours, the time associated with long hours of travel, pressure to submit to deadlines of projects, constant learning and up gradation needed to keep abreast with the emerging trends in technology and development. Hence it is evident from the past studies that many software women employees suffer from severe conflicts owing to their inability to balance work and family and lead a successful life. In daily working life employees experience work-life conflict leading to frustration in job and their strained relationship with the family owing to their inability to keep up to the commitments in the family. The present research presents some root causes of work-life conflict by carrying out a study among women software professionals in Chennai which employs a huge workforce. The main aim of the study was to analyse the factors influencing the Work-Life Conflict of Women employees, their satisfaction level in managing the conflict and their level of expectation in the betterment of managing Work-Life Conflict. The study revealed that employees of software industry are experiencing conflict at family and work environment which is more than the average level. Significant influence of age, educational qualification, monthly income, working hours per week on experiencing conflict in their family life is observed. There is a significant influence of employees’ age, marital status, work experience, educational qualification, monthly income, working hours per week on experiencing conflict in the work environment is observed. 40.2% of the women employees having high conflict at family side are frustrated in job. It is observed that experiencing conflict at family and work environment, managing work-life conflict at family and work, betterment of managing work-life conflict at family and work environment, retaining in the same company and working hours per week serves as significant predictors. Hence the findings of the current research would enable women to identify the areas where there is a need for change and enable them to perform better at work, be more committed to the organisation and family and ultimately contribute to the growth of the economy. The implications of the research is discussed.