STUDY OF PERSONAL FACTORS RELATED TO WORK-LIFE BALANCE ON JOB SATISFACTION AMONG SELECTED INFORMATION TECHNOLOGY EMPLOYEES IN CHENNAI

ABSTRACT

An attempt was made in the present study to relate the personal variables of Information Technology Employees on the five factors of Work-Life Balance (WLB) and Job Satisfaction. The study also attempted to find out the contribution of personal variables and independent variables of the factors of Work-Life Balance on Job Satisfaction of Information Technology Employees. A sample of 500 Information Technology employees (Male=314 and Female=186) were randomly selected from five Information Technology companies in and around the City of Chennai. 56-items of Work-Life Balance Questionnaire were developed by the researcher using Factor Analysis Method. The emerged five Factors are: a) Organization Policy b) Management Role c) Work-Life Conflicts d) Personal-Family Barriers and 5) Family Activities. 20-items of Job Satisfaction Scale were also developed by the researcher for the purpose of the study. Both reliability and validity were established for the Questionnaire as well for the Scale.

The Statistical Analysis revealed that the majority of Information Technology employees fall under the “Strongly Agree” and “Agree” responses on the Work-Life Balance questionnaire. Significant association was found among 5 factors of Work-Life Balance. Also, the Multivariate Analysis shows a significant effect of personal variables on both the factor of Work-Life Balance and Job Satisfaction.