LIST OF ABBREVIATION

1. ANOVA - Analysis of variance
2. ATM - Automated Teller Machine
3. Bn - Billion
4. BPO - Business Process Outsourcing
5. CEO - Chief Executive Officer
6. D.F - Degree of Freedom
7. e.g - Example
8. EORs - Employee Organization Relationships
9. ERG Theory - Existence, Relatedness and Growth Theory
10. ETC - Extracta
11. FEW - Family-to-Work Enrichment
12. FIW - Family Intervention in Work
13. FWC - Family-Work Conflict
14. FY - Financial Year
15. HCL - Hindustan Computers Limited
16. i.e - That is
17. INR - Indian Rupee
18. IT - Information Technology
19. ITES - Information Technology Enabled Service
20. Ltd. - Limited
21. MANOVA - Multivariate analysis of variance
22. MBA - Master of Business Administration
23. MNC - Multi National Companies
24. NASSCOM - National Association of Software and Services Companies
25. No. - Number
26. OOITF - offshore outsourced Information Technology firms
27. PJSS - Principal Job Satisfaction Survey
28. POWLS - Perceptions of Work-Life Support
29. Qn - Question
30. SE - Standard Error
31. Sig. - Significant
32. SPSS - Statistical Package for Social Science
33. SS - Sum of Square
34. TCS - Tata Consultancy Services
35. UK - United Kingdom
36. US - United States
37. USD - United Stated Dollar
38. Viz. - Namely
39. WFC - Work-Family Conflicts
40. WIF - Work Interference in the Family
41. WIPRO Technologies - Western India Products Technologies
42. WLB - Work-Life Balance
43. WLBP's - Work-Life Benefit's Practices
44. WLC - Work-Life Conflict