PREFACE

The emerging concepts and technologies in Human Resource Management are impacting every activity of department of human activity which is realizing that it is important for the smooth running of any organization. Innovative techniques are developed to improve the culture at work place so that the employees are motivated to give in their best to the organization and to attain job satisfaction. Hence, it is important that the latest human resource practices are implemented in the organization. Several latest techniques in the field of human resource development like employees for lease, dual career group, work life balance, human resource accounting, organizational politics, exit policy and practice are received well by organizations today.

Work life balance is viewed as an alternative to the control approach of managing people. The work life balance approach considers people as an asset to the organization. It believes that people perform better when they are allowed to participate in managing their work and make decisions. This motivates people by satisfying not only their economic needs but also their social and psychological well-being. To satisfy the new generation of employees which is skilled, talented and diverse, organizations should concentrate on the job designs and organization of work. Also today’s employees are realizing the importance of relationships and are trying to strike a balance between career and personal lives.

In the current lifestyle of utmost complexities, the stress level is rising at a phenomenal rate and becoming important source for work life imbalances. This research work is analytical and the empirical study based on survey of Information Technology professionals in India. The sample was drawn from the various IT hubs in south India. Through the pre-tested questionnaire used in the survey, data were generated on the respondents’ demographics, their perceived organizational stressors, work/family conflicts, their stress coping mechanisms to maintain healthy work life balance. The findings of this study would contribute significantly in better understanding of the work life balance and stress in IT sector by the academicians and the practitioners.
Chapter-I: Introduction
Overview of work life balance issues and job stress are given in this chapter to understand the significance of WLB for software professionals.

Chapter-II: Review of Literature & Research Methodology
This chapter includes review of literature, research problem, questions, need for the study, statement of the problem, objectives of the study, hypotheses, methodology, data collection, and statistical tools along with scope and limitations of the study.

Chapter-III: The association between Job stress and Work life balance
Job stress and work life balance connection is studied with respect to demographic profile of software professionals and also strength of association is measured between job stress and WLB factors.

Chapter-IV: The analysis of Work-Family-Work factors among software professionals
This chapter deals with the hypotheses testing of work-family factors and demographics of software employees. Every hypothesis is tested carefully by applying appropriate statistical tools like chi-square; paired t-test, correlation, ANOVA, and linear regression analysis to arrive at accept or reject decision outcomes.

Chapter-V: The causative factors of Job stress
This chapter deals with factor analysis to identify the causative factors of job stress of software professionals and hypothesis testing of demographic profiles with respect to job stress factors. The stressors and their impact on WLB are subject matter of this chapter.

Chapter-VI: WLB Initiatives and their prospects
This chapter deals with the analysis of work life balance initiatives and benefits accrued because of initiatives of the organization.

Chapter-VII: Findings, suggestions and Conclusions
This chapter presents the findings and appropriate suggestions for the Indian IT industry followed by Bibliography and References.