ABSTRACT

Increased cost of living caused by inflation has necessitated both men and women to work. Both are mentally prepared to work, which calls for substantial time management, planning and sacrifice. Since many Information Technology (IT) industries in Chennai have already provided employment to women in large numbers, it is the right time to study the real impact of Work Life Balance (WLB) and Organizational Role Stress (ORS) of women IT employees in Chennai city. This study was made by the responses obtained through a structured questionnaire.

The main objective of the survey is to study the WLB and ORS among Women employees in IT industry in Chennai. The tool used for collecting the data was a questionnaire, specially designed with WLB and ORS scales. A structured questionnaire was designed and administered to about five hundred stratified randomly selected women IT employees in Chennai. The responses received have been analysed using Statistical Package for Social Science (SPSS) software. General descriptive statistics including mean and standard deviation along with two sample t-test, one-way ANOVA, Pearson’s correlation and regression studies have been employed for analysing the overall WLB and ORS.

Results of the two sample t-test and one-way ANOVA indicate that the women IT employees experience ORS and WLB issues. Pearson’s correlation coefficient identifies a statistical significance of the relationship between the ORS and the WLB. The findings of this study lead to the conclusion that the ORS results in WLB issues and vice-versa among women IT employees in Chennai. Therefore, it is recommended that Chennai IT industry should devise and invest in strategies that can keep the WLB and the level of role stress within manageable limit among women IT employees. This, in turn, would go a long way in
enabling women to perform better at work, be more committed to the organisation, and ultimately contribute to the growth of the economy and on the whole there is a positive impact on the society.