

WORKLIFE CHALLENGES FACED BY WOMEN IN IT INDUSTRY

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ABSTRACT

This research study analysis about the female professionals in software industry, maintaining of personal and the professional work is becoming a big trouble and became a biggest challenge faced in IT industry by the female employees. In this technically improving world, all individual employees are working hard to show their best, when it comes to female professionals or young dedicated employees, they are pulling out their talents and moving faster to prove their self in every field. This study includes the stress caused due to professional and personal life balance, not have enough time for personal need and in turn it causes physically ill-health, and professional challenges are been discussed and suggestions and conclusions are drawn based on the opinion of 100 female professionals in software industry in Chennai.

Keywords: work life balance challenges, physical challenges

INTRODUCTION

The women professionals in Technological industry are facing so many challenges and one of the huge hindrances to the working women is work and life balancing. Today software industry is tremendously moving in the modern era is changing day by day and the pressure held to the job has no rest. When it took particularly women in profession like software, the stress level is been raised up due to manage of the dual role. The burden raises due to not able to manage the children, adult in their family and the work area pressure. In the organization the workload given, the work area, workshops on work and life balance which helps in maintaining a peaceful environment to the women employees and it reduces the stress level. The physical ill-health is caused due to not maintaining a good life style. Not giving time to exercise, yoga and some physically fit habits. Even though these many challenges exist, a greater number of female professionals are working in the Information Technology and succeeding in their path.

REVIEW OF LITERATURE

Female employees in the tech field, find that woman professionals are struggling between work and family in managing of them. The aspects of this study which includes, working condition in the organization, family situation, the policy of the organization related to work, leave arrangements, work load, etc which all factors include in the balance of personal and professional life. In this study also include that the female professionals by

balancing the both organization and personal issues, it causes some of the health-related problems. The support from the family, the effort of the organization by means of taking corrective action when harassment occur, providing of good working condition, the policy and regulations which are feasible for women employees in order to support them. And to crossover the health-related issues, a proper personal health care should be taken by the women and by the organization. Conducting some of the conference and workshops related to how to manage the stress, which also helpful for the women employees. Organizing some outing facility where the employees can feel better. Finally, the researcher concluded that the balancing of work and life which makes more of ill health issues to the female employees, from the family side support should be needed and in organization both the employer and the employee side should be cooperative in nature will all helpful for the women professionals in successful by balancing of work and life.

Anitha N Kumaravel V (2020)

Female professionals are facing problems such as day to day family and work issues, the female and male both the genders are been working in information technology but comes back to household work, this burden is felt over on female. Another aspect of gender bias which is starting from entry level to the top most position. The major points which include about stress caused due to pressure, working hours, working environment, not having good rapport with the co-worker, family and work imbalance these cause health issues to female professionals. The study concludes that by conducting some stress-free training sessions to the female professionals which make them feel free to work, the effort had to put by the organization side in order to eliminate the gender discrimination by making the female employees to be promoting at various level and make more numbers from low level to high positions. And also, by conducting some meetings or some arrangements to have discussion with the family members, so the family members can understand the importance of profession. Regarding harassment, the management should have to react quickly and console the problem. The author concluded by having friendly, pressure free environment the female professionals can work little easier in the work.

Deivasigamani J et. Al., (2017)

Balancing the work and life it becomes a difficult task for female worker especially it comes to information technology sector due to high pressure of working hours, the mental and physical strength is to be needed. The researcher took major things in professional and in personal life. Which starts from difficult in working long hours, taking more responsibility, the travelling time to office and considering about the family part which includes of not having enough amount of time to relax, not taking time to enjoy with the family members, not caring the health. Both the things make very difficult to balance on both the side which results in stress, not looking the work properly, health issues are occurring. The researcher suggests some of the ideas in order to balance the work and personal life which is scheduling the time for when to have time spent to family, the time for personal care, avoiding much amount of time taking to travel to office and supportive nature of the family members are important and in organization both the female workers and also the management should jointly put hand for balancing the work and life. The

organization should make some flexible arrangements for the female employees in the way of giving comfortable working hours, putting the employees in job rotation method, having facility for child care these many things need to be initiated from the organisation part. **Vijayakumar Bharathi., et al (2015)**

OBJECTIVES OF THE STUDY

- To know about the stress caused due to balancing of work and life balancing in Tech industry.
- To study about external challenges faced in balancing the work and life challenges by the female professionals.

ANALYSIS

Table 1

Chi-square test for association between Working Experiences with respect to Stress occur due to work life balancing of female IT Professionals

Working Experience	Stress occurs to female employees						Chi-square	Pvalue
	S DA	DA	N	A	SA	Total		
Below 5 years	2	5	1	10	11	29	7.958	0.438
5 - 15 Years	0	1	2	14	16	33		
Above 15 Years	2	2	1	17	16	38		
Total	4	8	4	41	43	100		

Note: The Alternative hypothesis is rejected at 5% level; hence the null hypothesis is accepted.

SDA – Strongly disagree, DA – Disagree, N – Neutral, A – Agree, SA – Strongly agree.

Inference:

Since p value is greater than 0.05 the null hypothesis is accepted at 5% level of significance hence concluded that there is no association between how long does you working in this Organisation with respect to stress occurs. Based on the frequency

distribution the female employees have strong positive opinion on stress caused to them due to managing work and life pressure.

Table 2

Chi-square test for association between Working Experiences with respect to Physical challenges of not getting enough sleep and tiredness occur

Working Experience	Not getting enough sleep and tiredness occur						Chi-square	Pvalue
	S DA	D	N	A	SA	Total		
Below 5 years	1	2	1	10	15	29	2.508	0.961
5 - 15 Years	1	1	3	13	15	33		
Above 15 Years	2	1	4	13	18	38		
Total	4	4	8	36	48	100		

Note: The Alternative hypothesis is rejected at 5% level; hence the null hypothesis is accepted.

SDA – Strongly disagree, DA – Disagree, N – Neutral, A – Agree, SA – Strongly agree.

Inference

Since p value is greater than 0.05 the null hypothesis is accepted at 5% level of significance. Hence concluded that there is no association between how long does you working in this Organisation with respect to physical challenges of not having good sleep and tiredness caused while return home. Based on the frequency distribution employees have strong opinion on physical challenges.

Table 3

Chi-square test for association between Working Experiences with respect to time to have yoga and physical fitness program

Working Experience	Yoga and physical fitness activity						Chi-square	Pvalue
	S DA	D	N	A	SA	Total		
Below 5 years	4	16	3	5	1	29	17.478	0.025*
5 - 15 Years	9	21	1	2	0	33		
Above 15 Years	18	18	1	0	1	38		
Total	31	55	5	7	2	100		

Note: 1. *denotes significant at 5% level.

2. The Null hypothesis is rejected at 5% level; hence the Alternative hypothesis is accepted.

SDA – Strongly disagree, DA – Disagree, N – Neutral, A – Agree, SA – Strongly agree.

Inference:

Since p value is less than 0.05 the null hypothesis is rejected at 5% level of significance. Hence concluded that there is an association between how long does you working in this Organisation with respect to do they have time for yoga and physical fitness program. Based on the frequency distribution employees have Negative opinion on time to have yoga and physical fitness program.

FINDINGS

- 1) The Chi-square result between Working Experience with respect to stress caused to them due to managing work and life pressure. That there is no association and the frequency distribution shows all experience group employees have positive opinion on Stress occur. 43% of the Employees strongly agreed they have stress.
- 2) It is found that Employees have no association between Working Experience with respect to physical challenges of not having good sleep and tiredness caused due to work pressure. Employees of all experience groups have strong opinion on it. 48% of them strongly agreed that they not having proper sleep and tiredness while return home.
- 3) The Employees opinion indicates that they have association between Working Experience with respect to with respect to time for yoga and physical fitness program and have negative influence on it. 55% of the Employees disagreed on have time to yoga and fitness.

SUGGESTION

Some of the suggestions which are given are able to enhance the effectiveness of talented female professionals by balancing the work and life conflict. The management must concentrate on workshops and give counselling to women professionals in Tech Industry in order to manage their dual role. On the other side the female talents are have to make schedule and preparation for the next day and give sufficient time to yoga and fitness program. The support from family and from the organization support can only sought out this challenge of balancing of work and life. The shift timings and over burden are some of the reasons for the not having enough sleep and tiredness occur, so the flexible work hours should be approached properly and some program to keep the female talents free from stress had to be maintained effectively by the Tech Industry.

CONCLUSIONS

The work and life balance are been a greater struggle for every employee in the organization. Even though now a days the household work is been shared by the family members, in many families the burden still falls on the female employees. In this dual role balancing both the family and the organization should give enough support to female

employees. The female professionals are also taking themselves a necessary step in order to come out of this stressful situation. The female professionals are well equipped themselves by having well qualified job, high package and many break through records in their profession in this advanced modern era, but still the burden of work and life conflict is falls on female professionals than male. Besides of all struggles the female employee in Tech industry are improving their talents and flourish in their field.

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