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Work Life Balance of Working Women A Comparative Study on Higher Education and IT Sector

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Abstract:

Working women are grabbing their space at par with the men and have become more aspiring and career-oriented. They are ignoring the other aspects of their lives and losing the quality time with: children and families, relaxation time and also time for their hobbies. During the study, it has been found that women are more stressed in comparison to men, as they have to work from early of the morning to late night to meet the daily needs of family members with the increased workload, role and responsibilities. Hence, there is a dire need to make a balance between professional and personal life. During the study, it has been found that women working in the IT Sector have to work hard in the long day and night shifts to justify their role and responsibilities and especially for their career growth. Flexible learning has increased their working hours and most of the time, they remain busy in managing and conducting the classes along with the other responsibilities related to admissions, attendance, fee, exams, record keeping, administrative work etc. This has increased the working hours in the education sector from early morning to late night and impacting the personal lives of the working women employed in this sector. Hence, there is a dire need to study the gaps between the professional and personal life of Working women so that they may able contribute their life such a way that they get complete satisfaction while discharging various roles of their lives.

Keywords: Work Life Balance, Profession, Personal Fulfilment, Quality Of Life, Workload

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Introduction:

Women are having a vital role in their families and at workplaces. In the transitioning society; the traditional roles of women as homemakers and caretakers are deeply entrenched with their social lives. The present life of working women is very challenging. They are facing lot of problems in their personal life and professional life, because they are not able to deliver the required time to their families and organizations. In today's scenario, work-life balance (WLB) has emerged as an important and universal concern for working women. Burke, R. J. (2002)

From the last few decades, the World has emerged into Globalization and witnessed a fast-growing in the field of Information and Technology. The women have educated themselves and obtained a good number of jobs in this Sector. During the study, it has been found that women working in the IT Sector have to work hard in the long day and night shifts to justify their role and responsibilities and especially for their career growth.

"A good WLB (work-life balance) is witnessed, when your work, social and personnel commitment, manageable proportions of your time provides personal fulfilment" Tony Nudd. In the past few decades, a major transformation has found in the profiles of women employees. Families have currently moved from the traditionally male breadwinner role to dual-earner breadwinner role (being couples) with the increased socio-economic responsibilities. David Guest, (2001)

Literature Review:

Sumathi and R. Velmurugan, (2018) has conducted an analytical study "the factors affecting the balance of work-life in women faculty of Arts & Science Colleges in Coimbatore, Tamil Nadu, India. The study concluded that women staff members work over-time and take the remaining work at home to complete the assigned work in the given deadlines. It has also been found that higher salary may not be the reason for better work-life balance".

Mansi Tiwari, (2017) has explored "the exact scenario of the work-life balance of working women in private institutions. Both primary and secondary data was used and the study was confined to private institutions in Gwalior. It was inferred that private institutions demand higher expectations at work. As of now, teaching jobs do not offer beneficial policies for working women which should be taken as prime consideration to encourage the participation of more and more women in the education sector".

Monika Jindal, (2016) has found that "working women having higher salaries are maintaining their work-life much better as compared to working women with lower salaries, as with higher income the working women can support their domestic life with ease without stress in the house".

S Aggarwal, (2015) has found that "balance in work-life has to be managed in such a way that the employees stay satisfied with their work. The employer should offer flexible timings for working women with an adequate workload. If the workload is much higher than the capacity, then the workload should be allocated to another employee".

Kalpana & Kiran, (2014) has analyzed "the WLB of female workers highlighting the effects of disturbing work life. This research revealed that the WLB does not depend on the working hours, travelling time and the atmosphere of the organization, but also depends on other factors like climate influences, physical labour, domestic circumstances and other static situations".

Nirmala, (2013) has found that "Women socialization of emotional differences at an infant age makes them feel low in self-confidence and less in apparent self-efficacy. These problems are expressed within women and it lacks to identify communal and ideological issues. Women who can able to make a balance between work and personal life, can contribute to organizational success and drive towards their goals".

Yong Han, Hongdan Zhao, (2012) has concluded that “attitude of supervisors, training are the elements which contribute to achieving a healthy balance between their professional and domestic lives. Other aspects of WLB are work-life balance policies, free transport and other welfare facilities”.

RanaZehraMasood&SeemaMahlawat, (2012) has revealed that “the organizations, which neglect the recent trends and changes regarding demographic variables related to employee WLB, end up with lower employee productivity. The study recommended flexibility at the workplace, reduction of working time, leave and benefits, dependent care initiatives and work-life stress management. These are the importance of nurturing a supportive culture in terms of embracing Work-Life Balance concepts”.

Sagarwal, (2012) has found the “overall effectiveness of the WLB policies provided by Gujarat Refinery is satisfactory. Employees irrespective of age and category had a strong perception that WLB in the organization has benefited their personal life. The study has recommended that to improve organizational performance, WLB policies should be properly communicated to the employees and awareness programs also be arranged at regular intervals”.

Statement of the Problem:

This study was conducted to evaluate the Work-Life-Balance of working women in Higher Education and IT sector. The main aim of the study was to find out the satisfaction level of the working women in both sectors with respect to their professional and personal lives. So there was a need to study both the sectors systematically for research. During the study, it has been found that the balance between professional and personal life is significantly important to obtain family satisfaction and work satisfaction. The study has disclosed that working women are facing more stress due to long working hours, travelling time, increased office workload, family responsibilities etc. They found themselves more stressful, anxious and pressurized and even cannot find sufficient time for their personal care and household works.

Objectives

The objectives of the WLB research are:

1. To study the prevalence of “Work-Life-Balance” problem among working women of Higher Education and IT(Information Technology) Sector in NCT.
2. To examine the various factors affecting “Work-Life-Balance” of working women.
3. To analyze the effectiveness of “Work-Life-Balance” for working women.

Research Design:

This study is of quantitative nature. The researcher adopted a ‘descriptive survey research design’ in this study. The descriptive design establishes association between variables and such variables can help to define the magnitude of any placebo effect. There are two variables established in this research:

- i) Work (Professional Life)
- ii) Quality of Life (Personal/Family)

The design seeks the answers to the question based on these two variables. Hence, the research designed of this study is based on analysis by comparison of these two main variables of Higher Education Sector and IT Sector. Present work is a comparative study on

"Work-Life-Balance of Working Women: A Comparative Study on Higher Education and IT Sector. This research describes how the women of Higher Education and IT Sector balance their life while working. In this study, a stratified random sampling technique was used for primary data collection. The data was collected through an approved/valid questionnaire using google form. Primary data involve a well-constructed and self-developed tool for the measure of work-life balance of working women. Advanced decisions were made when formulating objectives, designing method, selecting the sample for data collection. At last, data analysis and reporting were planned with expertise's approval and data analysis was done using the SPSS-22, ANOVA and t-test.

Method of Study:

As huge users in India are using social networking sites, hence it was a challenge to collect the sample data. However, the sample data in the requisite sample size (150 from Higher Education Sector and 150 from IT Sector) was collected from the Delhi NCT region. To formulate a sample design which truly represents the population, both systematic bias and sampling error were brought to a minimum by following objective sampling procedure.

The samples were drawn from the population of the working women of Higher Education and IT Sectors of the following characteristics: i) Demographic: age, status, income, experience etc. ii) Nature of Organizations: PSU, Private, Government organizations.

In this study, the data was collected from the primary source. Primary sources involve a well-constructed and self-developed tool for the measurement of the Work-LifeBalance of working women in Higher Education and IT sectors. 3.8 Tools used for Data Collection A well-constructed and self-developed questionnaire to get the required information from the working women was designed. The questionnaire was designed based on literature, existing surveys, and past studies. The questionnaire has 35 items, including multiple-choice statements and short statements based on a five-point Likert scale.

A well-constructed and self-developed questionnaire to get the required information from the working women was designed. The questionnaire was designed based on literature, existing surveys, and past studies. The questionnaire has 35 items, including multiple-choice statements and short statements based on a five-point Likert scale.

The above collected data is analysed and interpreted in two dimensions. One is Descriptive Statistics and other is Inferential Statistics.

Descriptive Statistics:

The researcher uses mean, standard deviation along with to understand information results that help to organize large amounts of information concisely. In other words, it helps in summing up a large number of data in appropriate units (mean or standard deviation), because appropriate units are easy to understand in the context of results.

Inferential Statistics:

Cronbach's Alpha: Cronbach's alpha measures the reliability, or internal consistency of data set. For checking the reliability of the scale, Cronbach's alpha is most commonly used. In this study, the reliability of the tool is measure by Cronbach's Alpha. The value of Cronbach's Alpha is in between 0 and 1. According to Wimet. al, (2008), the value of Cronbach's alpha above 0.6 is acceptable.

Pearson Correlation: A Pearson correlation is used to measure the linear relationship between two variables. A Pearson's correlation gives the best way to draw a line of best fit by the two-variable data, the Pearson correlation coefficient, 'r' present the indication how far away from all these points from this line of best fit. It gives the information about the direction of the relationship (positive, neutral and negative) and magnitude of relationship (High, moderate, medium, and low).

t-test: A t-test is one of the most commonly used inferential statistics which is used to check the significant difference between the two groups, and these groups may be related in certain features. In this study, to check the significant difference between the academic performance of introvert and extrovert, t-test was used.

ANOVA: An ANOVA test is a way to find out "if survey or experiment results are significant. In other words, they help you to figure out the need to reject the null hypothesis or accept the alternate hypothesis." (Price, Jhangiani and Chiang 2015).

Results and Discussion:

1.1. There is no significant difference in the work-life balance of women working in the IT Sector and in the Higher Education Sector with respect to psychological stress.

To test the above hypothesis, t-test was used.

Table 1.1: Independent t-Test for in the work-life balance of women working in the IT sector and higher education sector with respect to psychological stress

		Self-determining Samples Test									
		Equality of Variances for Levene's Test			t-test of Equality of Means						
		F	Sig.	T	df	Sig.(2-tailed)	Difference of Mean	The difference of Std. Error	95% self-assurance Interval of the Difference		
										Lower	Upper
Stress in the IT sector	Equal variances assumed	14.638	.000	-3.959	298	.000	-.51500	.13007	-.77098	-.2590	
	Equal variances not assumed			-3.959	279.765	.000	-.51500	.13007	-.77105	-.2589	
Stress in the education sector	Equal variances assumed	9.465	.002	-3.274	298	.001	-.45333	.13847	-.72583	-.1808	
	Equal variances not assumed			-3.274	284.658	.001	-.45333	.13847	-.72588	-.1807	

The analysis of table 1.1 shows the result of the independent sample t-test. The significance (p-value) of Levene's test is .000 and .002 for the stress in the IT sector and stress in the education sector. Here p-value is smaller than .005, so the equal variance is assumed. Using Independent sample t-test, it was found the p-value is smaller after 0.05, which shows that the null hypothesis is rejected. This implies that there is a substantial (significant) difference

between WLB of women working in the IT area and higher education sector with respect to psychological stress.

1.2. There is no significant difference in organization policy of the IT Sector and the Higher Education Sector with respect to work-life balance.

To test the above hypothesis, t-test was used.

Table 1.2: Independent t-Test for organization policy of IT sector and education Sector with respect to work life balance

Independent Samples Test										
		Equality of Variances for Levene's Test		Equality of Means for t-test						
		F	Sig.	t	df	Sig. (2-tailed)	Difference of Mean	The difference for Std. Error	The 95% Confidence Interval of the Difference	
								Lower	Upper	
The policy of the IT sector	Equal variances assumed	7.847	.006	3.084	84	.003	1.13352	.36756	.40258	1.86446
	Equal variances no assumed			3.647	51.884	.001	1.13352	.31082	.50979	1.75726
The policy of the education sector	Equal variances assumed	3.055	.084	3.160	84	.002	1.05653	.33433	.39168	1.72139
	Equal variances no assumed			3.596	47.378	.001	1.05653	.29384	.46553	1.64754

The analysis of table 4.10 shows the result of the independent sample *t*-test. The significance (*p*-value) of Levene's test is .003 and .002 for the policy of the IT sector and policy of education sector. Here *p*-value is smaller than .005, so the equal variance is assumed. Using Independent sample *t*-test, it was found that *p*-value is smaller than 0.05, which shows that the null hypothesis is rejected. This implies that there is a substantial (significant) difference between organisation policy of the IT sector and the education sector with respect to work-life balance.

1.3. Women working in the IT Sector not able to balance their work-life as compared to women working in the Higher Education Sector.

To test the above hypothesis, t-test was used.

Table 1.3: Independent t-Test for in IT sector easily balance their work-life as compared to women working in the higher education sector

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig.(2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Work-life in the higher education sector	Equal variances assumed	57.572	.000	3.633	298	.000	.14667	.04037	.06721	.22612
	Equal variances not assumed			3.633	238.033	.000	.14667	.04037	.06713	.22620
Work life in IT sector	Equal variances assumed	50.197	.000	3.279	298	.001	.13333	.04066	.05331	.21335
	Equal variances not assumed			3.279	242.049	.001	.13333	.04066	.05324	.21343

The analysis of table 1.3 shows the result of the independent sample *t*-test. The significance (*p*-value) of Levene's test is .000 and .001 for the work-life in the higher education sector and work life in the IT sector. Here *p*-value is smaller than .005, so the equal variance is assumed. Using Independent sample *t*-test, it was found that *p*-value is smaller than 0.05, which shows that the null hypothesis is rejected. This implies that there is a substantial (significant) difference between women working in IT sector easily balances their work-life as compared to women working in the higher education sector.

1.4. There is no significant difference between influencing factors affecting work-life balance of working women in the IT Sector and in the Higher Education Sector.

To test the above hypothesis, *t*-test was used.

Table 1.4: Independent t-Test for influencing factors moving work-life balance of working women in the IT area and higher education sector

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Difference of Mean	The difference of Std. Error	95% Confidence Interval of the Difference	
									Lower	Upper
Working hours	Equal variances assumed	16.649	.000	-3.641	298	.000	-.42000	.11534	-.64699	-.19301
	Equal variances not assumed			-3.641	286.956	.000	-.42000	.11534	-.64703	-.19297
Work satisfaction	Equal variances assumed	19.386	.000	-3.118	298	.002	-.52667	.16893	-.85911	-.19422
	Equal variances not assumed			-3.118	284.634	.002	-.52667	.16893	-.85917	-.19416
Family satisfaction	Equal variances assumed	19.609	.000	-4.189	298	.000	-.57667	.13765	-.84756	-.30577
	Equal variances not assumed			-4.189	278.574	.000	-.57667	.13765	-.84764	-.30569
Psychological stress	Equal variances assumed	9.465	.002	-3.274	298	.001	-.45333	.13847	-.72583	-.18083
	Equal variances not assumed			-3.274	284.658	.001	-.45333	.13847	-.72588	-.18078
Job involvement	Equal variances assumed	42.275	.000	3.487	298	.001	.18667	.05353	.08131	.29202
	Equal variances not assumed			3.487	291.804	.001	.18667	.05353	.08130	.29203
Health	Equal variances assumed	31.943	.000	-2.850	298	.005	-.46667	.16376	-.78894	-.14439
	Equal variances not assumed			-2.850	277.338	.005	-.46667	.16376	-.78904	-.14429
Work-life balance	Equal variances assumed	14.804	.000	-3.410	298	.001	-.38222	.11209	-.60280	-.16164
	Equal variances not assumed			-3.410	289.104	.001	-.38222	.11209	-.60283	-.16162
Challenges faced	Equal variances assumed	38.016	.000	3.246	298	.001	.17333	.05340	.06824	.27842
	Equal variances not assumed			3.246	292.157	.001	.17333	.05340	.06824	.27843

The analysis of table 1.4 shows the result of the independent sample *t*-test. The **significance** (*p*-value) of Levene's test for working hours is .000, work satisfaction is .002, family satisfaction is .000, psychological stress is .001, job involvement is .001, health is .005, work-life balance is .001, and challenges faced is .001. Here *p*-value is smaller than .005, so the equal variance is assumed. Using Independent sample *t*-test, it was found that *p*-value is smaller than 0.05, which shows that the null hypothesis is rejected. This implies that there is a substantial (significant) difference between influencing factors affecting the WLB of women working in the IT sector and inn the Higher Education-sector.

1.5. There is no significant relationship between the policies of the organisations with reference to work-life balance of working women

To test the above hypothesis, the Pearson correlation test was run.

Table 1.5: Pearson correlation between the policies of the organization and work-life balance of working women

Correlations			
		Policies of <u>organisation</u>	Work-life balance
Policies of organization	Pearson Correlation	1	.946**
	Sig. 2-tailed		0.000
	N	300	300
Work-life balance	Pearson Correlation	.946**	1
	Sig. 2-tailed	0.000	
	N	300	300

With the aid of the Pearson correlation test, it is found that the correlation between the policies of the organization and the WLB of working women is statistically significant ($r=.946, p<0.05$). Therefore, the researcher rejects the “null” hypothesis and accepts the “alternate” hypothesis. Hence, it is concluded that there is a substantial (significant) correlation between the policies of the organization and the WLB of working women.

1.6. There is no significant difference between demographic variables (age, income, marital status, experience and designation) of work-life balance of working females.

To test the above hypothesis, t-test and ANOVA was used.

Table 1.6: Independent t-Test for the impact of demographic variable ' Age of respondents'

Independent Samples Test										
		Equality of Variances for Levene's Test		Equality of Means for t-test						
		F	Sig.	t	Df	Sig. (2-tailed)	Difference of Mean	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Age of Respondent	Equal variance assumed	8.474	.004	-4.486	298	.000	-.453	.101	-.652	-.254
	Equal variance not assumed			-4.486	264.132	.000	-.453	.101	-.652	-.254

The analysis of the table shows the result of the independent sample t-test. The

significance (p -value) of Levene's test is .004 for the age of the respondent. Here p -value is smaller than .005, so the equal variance is assumed. Using Independent sample t -test, it was found that p -value is smaller than 0.05, which shows that the “null” hypothesis is rejected. This implies that there is a substantial (significant) difference between demographic variables (age) and work-life balance of working women.

1.7. Designation of respondents:

To check the impact of designation on work life balance, ANOVA was fitted.

Table 1.7 : ANOVA analysis of the impact of IT sector designation on WLB:

ANOVA					
Work-life balance	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	55.067	4	13.767	8.033	.000
Within Groups	248.503	145	1.714		
Total	303.571	149			

Table 1.7 shows, for work-life balance F value is 8.033 ($p = .000$) which is statistically significant. Therefore, the null hypothesis is rejected, it is concluded that there is a significant impact of the designation of the IT sector on the work-life balance of working women. Since the null hypothesis is rejected, to know the substantial (significant) difference between different designation groups.

Table 1.8: ANOVA analysis of the impact of designation on work-life-balance

ANOVA					
Work-life balance	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	32.326	3	10.775	5.800	.001
Within Groups	271.244	146	1.858		
Total	303.571	149			

Table 1.8 shows, for work-life balance F value is 5.800 ($p = .001$) which is statistically significant. Therefore, the “null” hypothesis is rejected, it is concluded that there is a substantial (significant) impact of the designation of the education sector (on the work-life balance of working women). Since the null hypothesis is rejected, to know the substantial (significant) difference between different designation groups.

1.9. Income of respondents:

To check the impact of income on work life balance, ANOVA was fitted.

Table 1.9: ANOVA analysis of the impact of income on work-life balance

ANOVA					
Work-life balance	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	18.814	2	9.407	5.450	.005
Within Groups	512.602	297	1.726		
Total	531.416	299			

Table 1.9 shows, for Work-life balance F value, is 5.558 ($p = .005$) which is statistically significant. Therefore, the null hypothesis is rejected, it is concluded that there is a significant impact of income of respondents on the work-life balance of working women. Since the null hypothesis is rejected, to know the significant difference between different income groups.

Table 1.10: Independent t-Test for the impact of demographic variable 'Marital Status'

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Marital status	Equal variances assumed	47.591	.000	3.274	298	.001	-.14000	.04276	-.22414	.05586
	Equal variances not assumed			3.274	267.250	.001	-.14000	.04276	-.22418	.05582

The analysis of the table 1.10 shows the result of the independent sample *t*-test. The significance (*p*-value) of Levene's test is .000 for the status of the respondent. Here *p*-value is smaller than .005, so the equal variance is assumed. Using Independent sample *t*-test, it was found that *p*-value is smaller than 0.05, which shows that the “null” hypothesis is rejected. This implies that there is a substantial (significant) difference between demographic variables (status) and work-life-balance of working women.

1.10. Experience of respondents

To check the impact of experience on work-life balance, ANOVA was fitted.

Table 1.11: ANOVA analysis of the impact of experience on work-life balance

ANOVA					
Work-life-balance	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	26.182	3	8.727	5.113	.002
Within Groups	505.234	296	1.707		
Total	531.416	299			

Table 1.11 shows, for work-life balance F value, is 5.113 ($p = .002$) which is statistically significant. Therefore, the “null” hypothesis is rejected, it is concluded that there is a significant impact on the experience of respondents on the work-life balance of working women. Since the “null” hypothesis is rejected, to know the substantial (significant) difference between different experience groups. The post-hoc test was applied and its results are shown in Table given below:

Findings on Hypotheses Testing

- To check the significant difference in the WLB of women working in the IT sector and in the Higher Education-sector with respect to psychological stress, t-test was used. It was found that the p-value is smaller than 0.05, which shows in the table null hypothesis is rejected. This implies that there is a substantial (significant) difference between the WLB of women working in the IT sector and in the Higher Education sector w.r.t. psychological stress.
- In order to check the significant difference in organization policy of IT sector and Higher Education Sector with respect to work-life balance, t-test was used. It was found that p-value is smaller than 0.05, which shows in the table that “null” hypothesis is rejected. This implies that there is a significant difference between organization policy of IT sector and Higher Education Sector w.r.t. WLB of working women.
- To compare the work-life balance of women working in IT and higher education sector, t-test was used. It was found that p-value is smaller than 0.05, which shows that the null hypothesis is rejected. This implies that there is a significant difference between women working in IT sector and Higher Education sector. Women working in IT sector easily balance their work-life as compared to women working in the higher education sector.
- To check the significant difference between influencing factors affecting the work-life balance of working women in the IT sector and the higher education sector, t-test was used. It was found that p-value is smaller than 0.05, which shows that the null hypothesis is rejected. This implies that there is a significant difference between influencing factors affecting the work-life balance of working women in the IT sector and the higher education sector.

- To check the correlation between the policies of the organization and the WLB of working women, the Pearson correlation test was run. With the aid of the Pearson correlation test, it is found that the relationship between the policies of the organization and the work-life balance of working women is statistically significant ($r = .946$, $p < 0.05$). Therefore, the researcher rejects the null hypothesis and accept the alternate hypothesis. Hence, it is concluded that there is a significant relationship between the policies of the organization and the work-life balance of working women.
- To check the significant difference between demographic variables (age, income, marital status, experience and designation) and work-life balance of working women, t-test and ANOVA was run. Using Independent sample t-test, it was found that p-value is smaller than 0.05, which shows that the null hypothesis is rejected. This implies that there is a substantial (significant) difference between demographic variables like age and WLB of working women.
- By applying ANOVA, F value is 8.033 ($p = .000$) which is statistically significant. Therefore, the null hypothesis is rejected, it is concluded that there is a significant impact of the designation of the IT sector on the work-life balance of working women. Since the null hypothesis is rejected, to know the significant difference between different designation groups. The post-hoc test was applied. With respect designation on the work-life balance of working female's significant difference was found between "System analyst, Team leader, Data analyst, Data entry operator and Project Director, System analyst, Data analyst, Data entry operator.
- To check the impact of designation on WLB; ANOVA test was run. It is found that for WLB, F value is 5.800 ($p = .001$) which is statistically significant. Therefore, the null hypothesis is rejected, it is concluded that there is a significant impact of the designation of the education sector (on the work-life balance of working women. Thus, the result indicates that there is a significant impact of the designation of IT sector respondents on the work-life balance of working women. This implies that the perception of designation groups is different.
- To check the effect of income on WLB; ANOVA test was run. It is found that for WLB, F value is 5.558 ($p = .005$) which is statistically significant. Therefore, the null hypothesis is rejected, it is concluded that there is a significant impact of income of respondents on the work-life balance of working women. Thus, the result indicates that there is a substantial impact of income of respondents on the WLB of working women. This implies that the perception of income groups is different.
- To check the impact of "marital-status" on WLB, t-test was run. By using Independent sample t-test, it was found that p-value is smaller than 0.05, which shows that the "null" hypothesis is rejected. This implies that there is a 76 substantial (significant) difference between demographic variables like-status and WLB of working women.
- To check the effect of "experience" on WLB; ANOVA test was run. It is found that for WLB, F value is 5.113 ($p = .002$) which is statistically significant. Therefore, the "null" hypothesis is rejected. It is concluded that there is a notable impact on the "experience" of respondents on the WLB of working women. Thus, the result

indicates that there is a note-able impact on the “experience” of respondents on the WLB of working women. This implies that the perception of experience groups is different.

Recommendations

- Special training programs for working women be arranged to keep them updated with the latest technical knowledge and skills.
- The working hours (normally 8 hours with upper cap) should be maintained uniformly in both the sectors’ and women should not be compelled to work beyond their upper capacity of work.
- The verified transportation should be provided to working women with adequate security arrangements, so that they may travel without any fear in the late hours.
- The sabbatical leave should be provided to working women to acquire a higher qualification, as this will enhance the efficiency of the employees.
- The policy for awards, recognitions and promotion be formulated to motivate the working women in both the sectors.
- The stress buster/relaxation activities at the workplace should be introduced to lower down the stress level of the working women.
- The family and parental support programs and counselling for the family members of the working women be arranged to make them understand the work environment and work culture of the organization.
- Periodically health checkup camps/facilities be introduced for the working women.

Conclusion:

This study has been piloted to quantify the WLB of working women in Higher Education and IT sectors in the current era and to identify that how much women are satisfied from their work and able to maintain the effective relationship between personal and professional lives.

The work culture in the IT Sector is totally different and demanding due to technical and target oriented business sector. The technology is moving very fast and women working in the sector; have to keep themselves updated at par with the new technology to retain their jobs. They face every- day, a challenging day; as they have to achieve the targets set by the organization along with the solution of the technical problems.

This study concluded that "work-life balance is highly significant and needs a balance between the family and work with satisfaction without any psychological distress". The study also showed that major conflicts occur between ‘professional and personal lives’ of married working women due to the factors: long working hours, increased work pressure, target-oriented work, career aspects, travelling time, child care, old parents care and fulfilment of the routine day to day domestic responsibilities.

WLB of working women has become a significant concern for all organizations. The dimensions of work-life-balance measured in this study can be tested in other manufacturing sectors like mining, brick kiln, rubber industry, construction work etc. As this study only throws an overall light on of work-life-balance aspects of “working women” only, whereas for future research each dimension of worklife-balance pertaining to male and female

employees can be undertaken by the future researchers. The “right of detachment from work” after the

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