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Work-Life Balance of Women in IT Sector

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Abstract: ***For every female employee to succeed, work-life balance is essential. Work-life balance describes the essential that influence women employee's work-life balance in the work place such as working hours, job satisfaction, working conditions and the challenges that women employees face in the 21st century, such as the overlapping of personal and professional lives, work family conflicts and career advancement. It also discusses how work life is important for reducing friction between professional and domestic life. Women face particular difficulties in achieving work life balance because of societal expectations, care giving responsibilities, professional demands, flexibility work arrangements, support networks, and personal priorities. Additionally, it highlights the advantages of balance, such as enhanced productivity and mental health.***
Keywords: work-life balance, women's empowerment, gender equality, career development, family responsibilities.

I. INTRODUCTION

Women struggle with balancing work and private life demands to a greater extent than male counterparts. Compared to men women are found in majority to take up the household duties and responsibilities; therefore, they are more likely to suffer from role overload, and women were more likely to have made sacrifices with reference to having children. Some studies have found evidence of gender differences in work life balance, the predominant observation being that ladies experience higher work to family conflict than men. While occupation was taken under consideration, differences were found, with women working in full-time or higher occupational positions expressing higher levels of conflict than men.

Women employee's personal and professional lives are a bit like the two sides of an equivalent coin. Comprising one for the opposite or spending longer pursuing one as against the opposite can have serious negative repercussions. Pressures from the work and family domains give rise to imbalance. Now, they occupy most categories of positions within the workplace. These changes in work culture have added to women's duties and responsibilities to their family also to society.

II. REVIEW OF LITERATURE

According to the research by Kossek and Thompson (2016), women encounter significant obstacles in attaining work-life balance due to societal norms, workplace culture, and caregiving duties. The study underscores the necessity of flexible work arrangements, setting boundaries, and obtaining support from family and coworkers to achieve a healthier work-life balance.

Kossek and Thompson (2016) contend that family commitments frequently influence women's careers, resulting in diminished job satisfaction and fewer opportunities for career progression.

The research stresses the importance of organizations adopting policies and practices that facilitate work-life balance, such as remote work, adaptable schedules, and assistance for dependent care.

Numerous studies have highlighted the challenges women face in achieving work-life balance. According to Eagly and Karau (2002), societal expectations of women's roles as caregivers and homemakers can lead to conflicts with work responsibilities.

Research has also shown that women are more likely to experience work-life conflict due to their disproportionate share of caregiving responsibilities (Gerstel & Gallagher, 2001). Furthermore, women's careers are often impacted by their family responsibilities, leading to reduced job satisfaction and career advancement opportunities (Kossek & Thompson, 2016).

The consequences of poor work-life balance for women can be severe, including decreased physical and mental health, strained relationships, and decreased job satisfaction (Demerouti & Bakker, 2017).

Despite these challenges, research has identified strategies that can help women achieve better work-life balance, such as flexible work arrangements, boundary-setting, and seeking support from family and colleagues (Hill et al., 2010).

In summary, the study offers important perspectives on the difficulties women experience in striving for work-life balance and highlights the critical role of organizational support in fostering balance and overall well-being.

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III. OBJECTIVES

1) To study work-life balance of women.
2) To achieve a balance between work and personal life.
3) To maintain better time management.
4) To enhance quality of life for women.

IV. RESEARCH METHODOLOGY

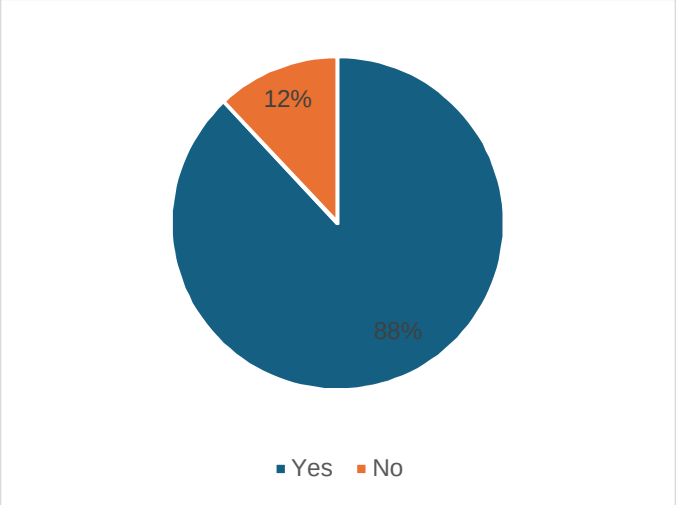
This study employed a quantitative research design, using a survey-based approach to collect data from a sample of 200 working women aged 25-50 years. A standardized questionnaire was used to gather information on demographics, work-life balance, job satisfaction, family responsibilities, and coping mechanisms. The questionnaire was administered online through Google Forms and Survey Method, and participants were assured of anonymity and confidentiality.

1) *Sampling Method:* The sample size taken is 25 which has been selected by random sampling.
2) *Tools for Data Collection:* Questionnaire is the tool used for data collection.

V. DATA ANALYSIS AND INTERPRETATION

1) Does societal expectation play a significant role in affecting work life balance of women?

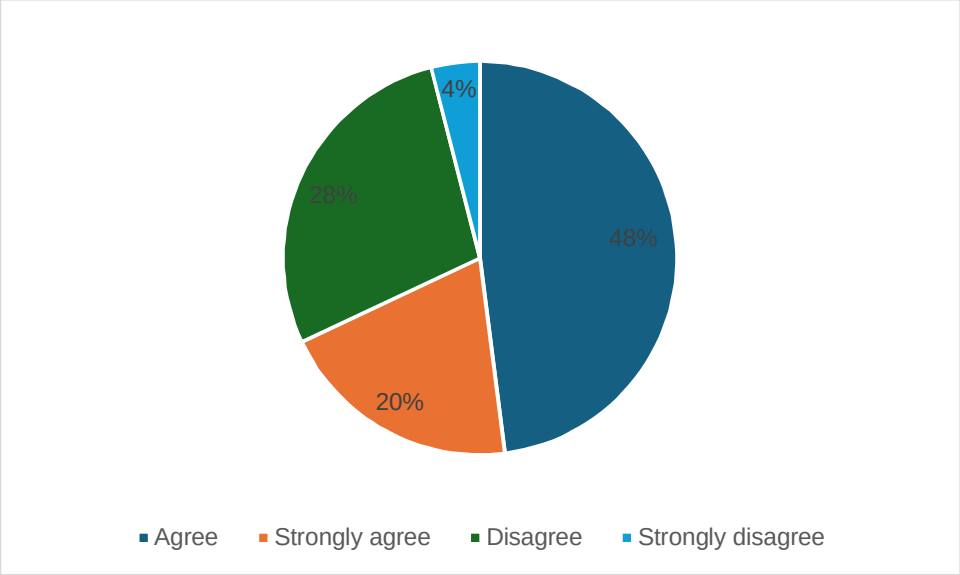
parameters	percentage
Yes	88%
No	12%



Interpretation: 88% of respondents indicates that societal expectation play a significant role in affecting work life balance of women and 12% respondents indicates that societal expectation does not play a significant role in affecting work life balance of women.

2) Can flexible work arrangements improve work life balance for women?

Parameters	Percentages
Agree	48%
Strongly agree	20%
Disagree	28%
Strongly disagree	4%



Interpretation: the result indicates that a substantial number of employees agreed 48% or strongly agreed 20% with possessing flexible work arrangements improve work life balance for women. Conversely, a smaller number of employees disagreed 28% or strongly disagreed.

3) Do you have a support system (e.g.: family, friends) that helps you manage work and personal responsibilities?

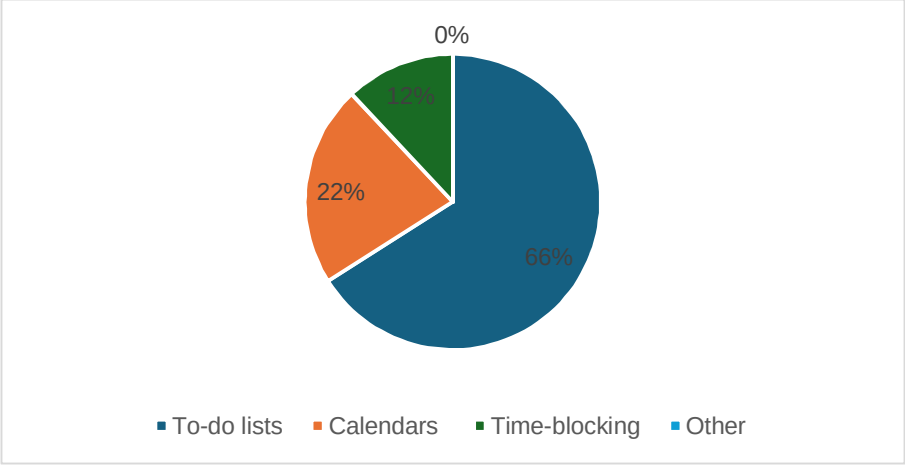
Parameters	Percentages
Yes	100%
No	0%



Interpretation: Women's says that they have a support system (e.g.: family, friends) that helps you manage work and personal responsibilities.

4) What time management strategies do you use to reduce stress and increase productivity?

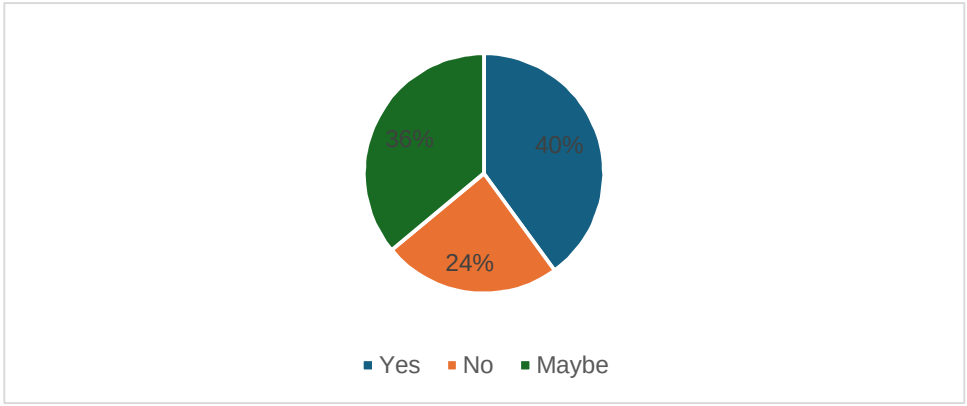
Parameters	Percentages
To-do lists	66%
Calendars	22%
Time-blocking	12%
Other	0%



Interpretation: 66% of women employees are using to-do lists strategy for time management, 22% of women employees are using calendars for managing time to reduce stress and increase productivity, 12% of women employees are following time-blocking strategy for time management.

5) Are you comfortable discussing work life balance issues with your supervisor?

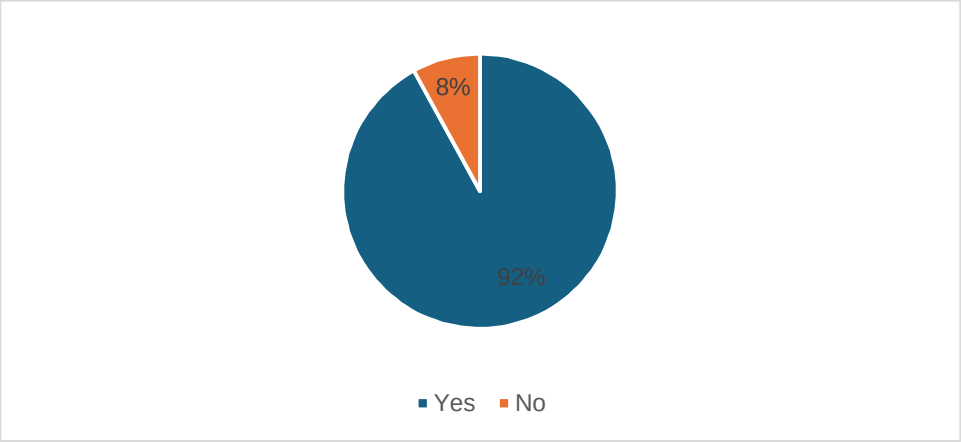
Parameters	Percentages
Yes	40%
No	24%
Maybe	36%



Interpretation: 40% of women's are comfortable discussing work life balance issues with supervisor, 24% of women's are not comfortable discussing work life balance issues with supervisor.

6) Do you think that women face more work life balance challenges than men?

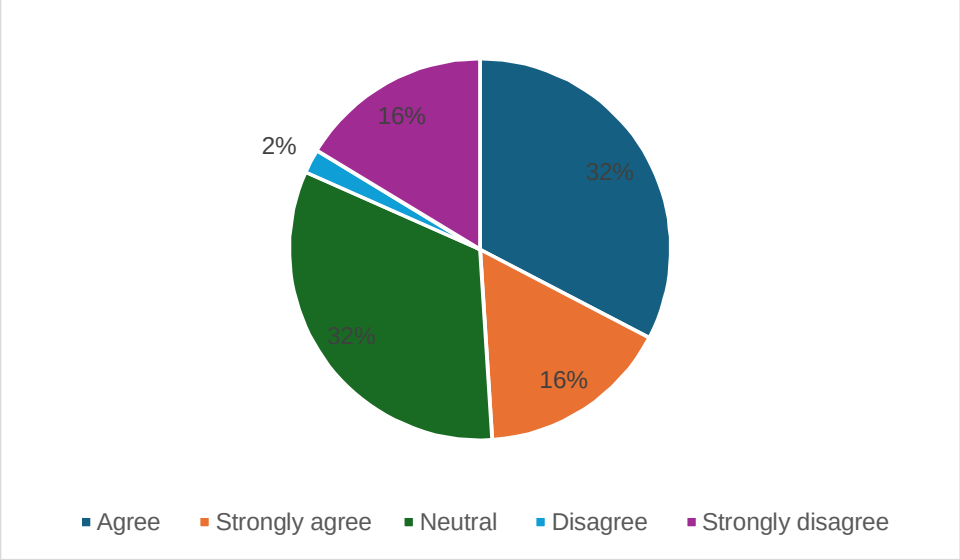
Parameters	Percentages
Yes	92%
No	8%



Interpretation: 92% of women says that they face more work life balance challenges than men.

7) Can organizations policies and culture impact women's work life balance?

Parameters	Percentages
Agree	32%
Strongly agree	16%
Neutral	32%
Disagree	2%
Strongly disagree	16%

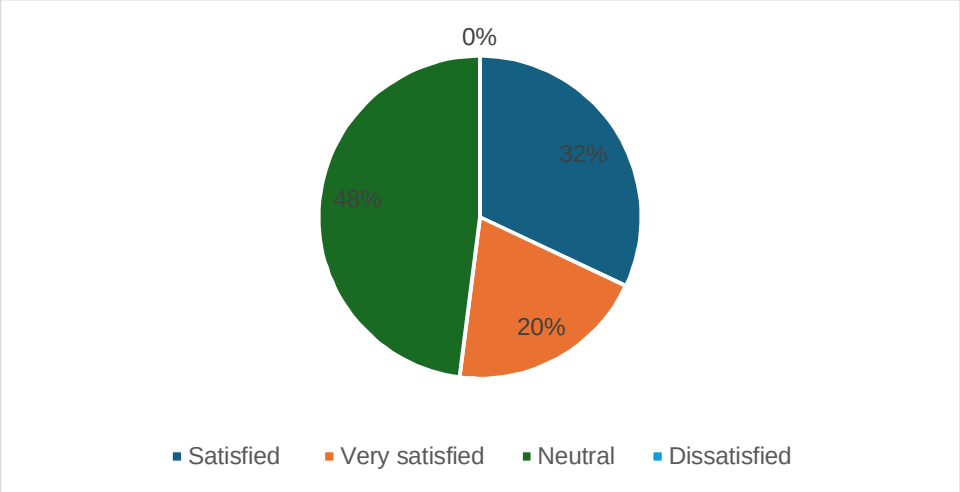


Interpretation: the majority of employees indicated organizations policies and culture impact women's work life balance with 32% of agreeing and 16% of strongly agreeing that the core employees for their organizations policies and cultural impact were clearly defined and communicated.

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8) How satisfied are you with your current work life balance?

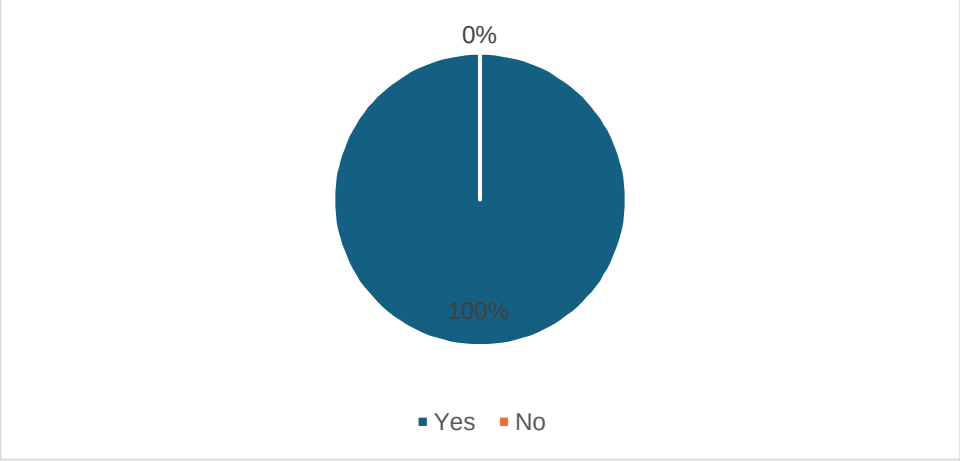
Parameters	Percentages
Satisfied	32%
Very satisfied	20%
Neutral	48%
Dissatisfied	0%



Interpretation: 32% of employees are satisfied with their current work life balance,20% of employees are dissatisfied with their current work life balance,48% of employees are neutral with their current work life balance.

9) Can women's work life balance impact their career advancement?

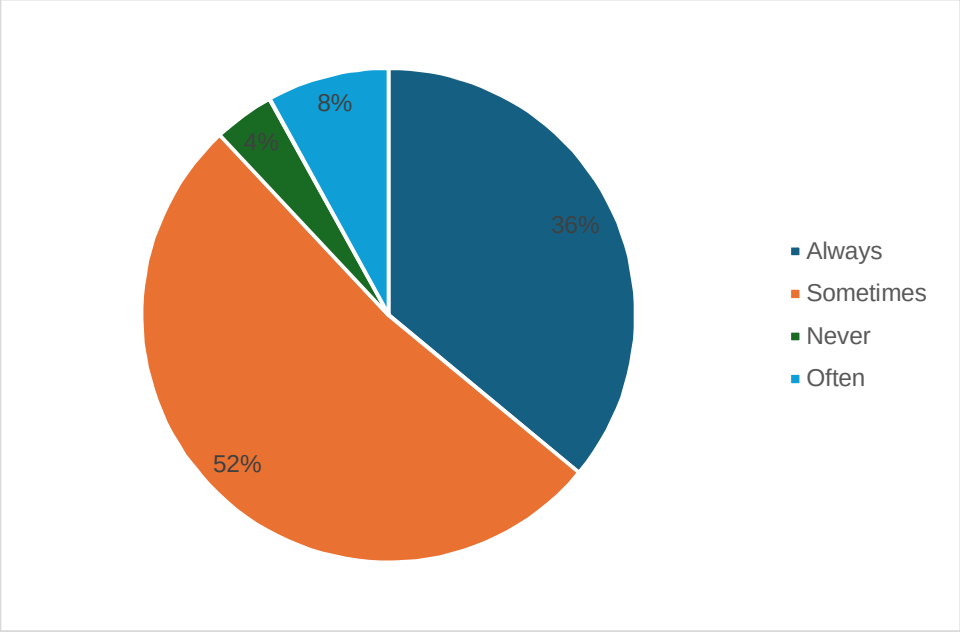
Parameters	Percentages
Yes	100%
No	0%



Interpretation: 100% of women says that the work-life balance of women have impact on their career advancements.

10) How often do you receive support from your employer?

Parameters	Percentages
Always	36%
Sometimes	52%
Never	4%
Often	8%



Interpretation: the pie chart represents that 52% of employees says that they receive support from employer sometimes, 36% of employees says that they always receive support from their employers, 4% employees says that they never receive any support from their employer and 8% employees says that they often receive support from their employer.

VI. FINDINGS

1) Work-Life Conflict: participants reported they are experiencing frequent work-life conflicts.
2) By managing time effectively, individuals can reduce stress, increase productivity and enjoy a more balanced life.
3) Participants who had access to flexible work arrangements reported better work-life balance.
4) Participants who received support from family and colleagues reported better work-life balance.
5) Participants who engaged in regular self-care activities reported better work-life balance.
6) Organizations can support women's work-life balance by providing flexible work arrangements, dependent care assistance, and employee wellness programs.

VII. SUGGESTIONS

1) Women should prioritize self-care and make time for activities that nourish their mind, body, and spirit.
2) Setting clear boundaries between work and personal life is essential to maintaining a healthy balance.
3) Effective time management is critical for women to balance work and family responsibilities.
4) Prioritizing personal and professional development can help women achieve their goals and improve their overall well-being.
5) Prioritize physical and mental health by getting enough sleep, eating a healthy diet, and seeking medical care when needed.
6) Women should seek support from their employers, such as employee assistance programs or dependent care assistance.

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VIII. CONCLUSION

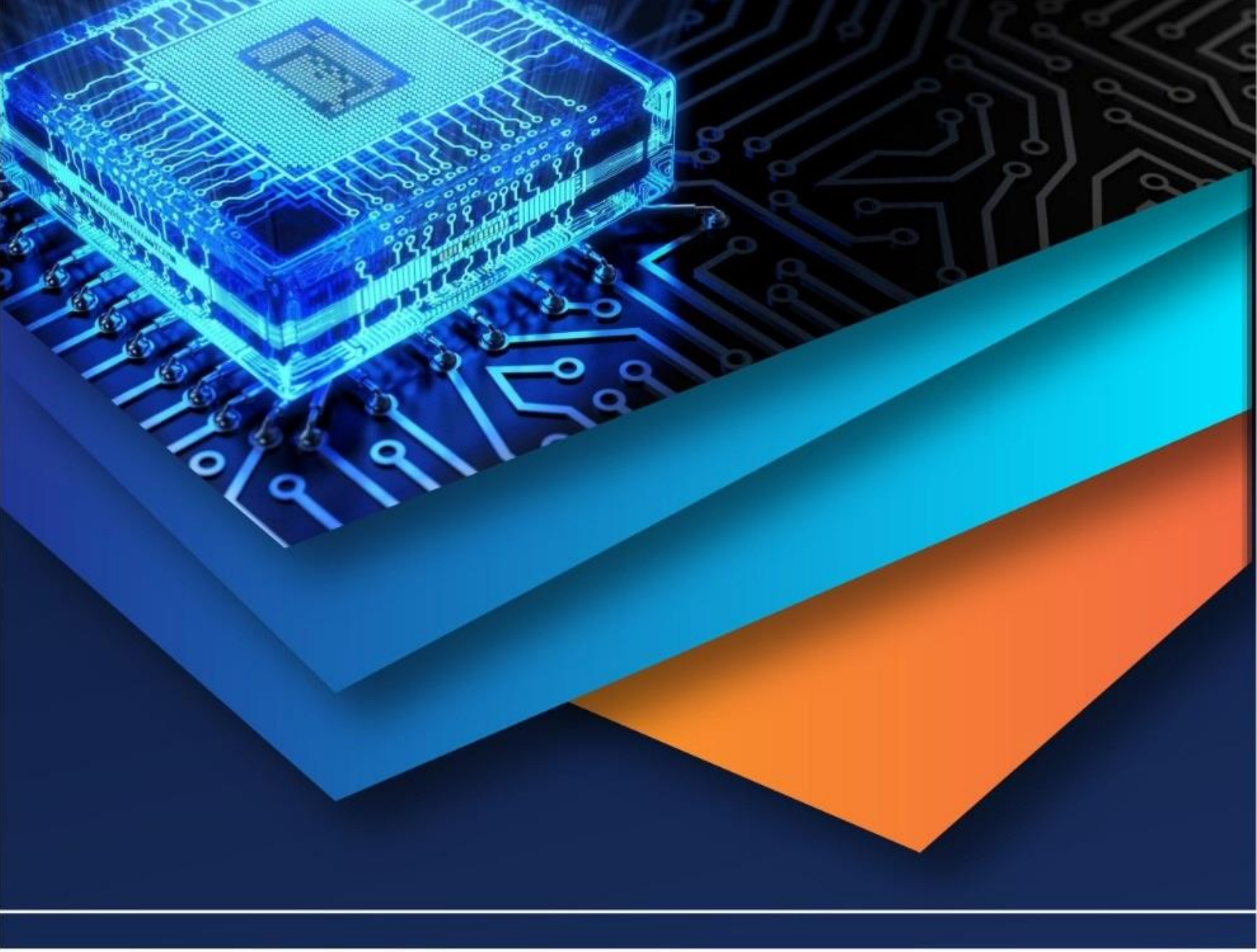
Achieving work-life balance is a significant challenge for many women, particularly those with caregiving responsibilities. This study highlights the importance of organizational support, flexible work arrangements, and self-care activities in promoting work-life balance among women. By implementing policies and practices that support work-life balance, organizations can improve the well-being and productivity of their female employees, ultimately leading to a more sustainable and equitable work environment.

It becomes highly important to review what women undergo in their career path as they're going to be handling their family also at an equivalent time and therefore the stress and work pressure is a way quite others as tons of your management, job management, kid management, house management everything is anesthetize criteria. It's critical for work and family research to completely understand the conditions under which the married women employees experience conflict between their roles.

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