Research Article

Comparison of Work Life Balance between IT Employees and Manufacturing Industry Employees

M. Preethi[1] and C.R. Christi Anandan[2*]
[1,2]Department of Social Work, Sacred Heart College (Autonomous), Tirupattur, Tamil Nadu, India
christyanand@shctpt.edu*; +91 9841721119

Abstract

In today's world, work-life balance is extremely important to employees. Working employees were having a hard time balancing their work and personal lives. In today's fast-paced society, everyone has their own unique work and family time, but they are unable to find equal or balanced time for both. Everyone understands that in the digital age, it is tough to balance work and family obligations. The researcher felt compelled to compare the work-life balance of IT personnel and manufacturing employees as a result of this impact. The universe and sampling, pre-testing, and data collection methodologies were utilized in this study. Statistical techniques like 't'-test, one way ANOVA, Chi-Square, Karl Pearson's coefficient of correlation, and other statistical measurements are used to give valid implications by utilizing statistical tools. Finally, solutions were recommended to diminish work life balance, such as providing training programme, develop self-management, and developing friendly environment by supporting the employees at workplace.

Introduction

In today's world, work-life balance is extremely important to employees. Working employees were having a hard time balancing their work and personal lives. In today's fast-paced society, everyone has their own unique work and family time, but they are unable to find equal or balanced time for both. Maintaining work-life balance helps employees maintain a healthy balance between their work roles, personal responsibilities, and family life, reducing conflict between work and private responsibilities, regulating operating hours to meet personal commitments, and providing stress reduction and time management. The working environment of Work - Life Balance Between IT Professional and Manufacturing Industry both employees having their own different work life problems like work life stress, physical work, the working times, mental stress in their working life. Flexible schedules are a typical and stylish way for employers to help employees achieve work-life balance. Rather than working from 9 a.m. to 5 p.m., employees must adjust their schedules. They can work from10 a.m. to 6 p.m. or 7 a.m. to 3 p.m. with minimal preceding planning or approval. People are overworked in the late stages of the Industrial Revolution.

In the United Kingdom, the average employee works 14-16 hours a day, five days per week. These lengthy hours had a social and health cost, particularly for young people working for UN agencies. Labor reformers are focusing their attention on the current situation in the United Kingdom, where women and children are working less hours. The United States of America formally changes the truthful Labor Standards Act and approves the 40-hour work week on this day in 1940, after decades of employee agitation. This was the first step in providing employees more time off. The term "work-life balance" first appeared in the United Kingdom in the 1980s as a plank of the Women's Liberation Movement. The movement pushed for flexible work schedules and maternity leave for women. According to Scholarios and Marks (2004), the software services business in India and the nature of the work present certain specific problems for industry professionals. The difficulties are aggravated for female professionals. Two sources could be causing this pressure. First, personnel in India must figure in the dark due to time differences with the West, the United States, and Europe. Furthermore, the concept of a 24-hour knowledge factory, as well as the evolution of a 24-hour help desk, necessitates software engineers holding team meetings and virtual work sessions,

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in which team members must adopt temporal flexibility, a more fluid approach to time, whether holding conference calls outside of the normal 8-to-6 workday or fast-tracking a software project in shifts. Arandelovic and Ilic (2006) outlined the numerous causes, indicators, and symptoms of occupational stress, as well as the various types of interventions that can be used to treat occupational stress in the workplace. Negative interpersonal relationships at work, such as social or physical isolation, a lack of social support from coworkers, conflict with coworkers, violence, and poor relationships with supervisors and managers, have been identified as potentially hazardous to an organization, according to the authors. As a result, the authors urge that businesses take every measure to ensure that their employees have happy and healthy relationships (Georgeakopoulos *et al.,* 2011). Mohnen and Holly (2012) the study's goal was to look into the impact of working hours on employee satisfaction. In Germany, the study polled 20,000 household representatives every year. Employee satisfaction and their willingness to adjust their working hours were investigated using the longitudinal, cross-sectional hypothesis test. The data suggest that long work hours and overtime do not, in general, contribute to lower satisfaction. Jagdeep Singh (2013) looked on individual and organizational techniques for balancing work and life in an Indian manner. In the absence of effective work-life rules, the study indicated that informal family-friendly activities and self-management can reduce the work-life interface. It underlines the significance of work-life balance and its impact on businesses and employees. Kishore and Virendra (2013) aimed to deduce the benefits of Work-Life Balance (WLB) from the attitudes of firms and employees. Job satisfaction, job security, autonomy, stress reduction, and improved health are among the benefits of WLB. According to employees, while reducing absenteeism and turnover, improving productivity and image, and ensuring loyalty and retention are among the benefits of WLB, according to organizations.

Significance of the study

Work-life balance is an important aspect of a healthy work environment; maintaining work-life balance allows employees to maintain a healthy balance between their work roles, personal responsibilities, and family life, ultimately reducing conflict between work and private responsibilities, regulating operating hours to meet personal commitments, stress reduction, and time management. Work-life balance ensures employee satisfaction in their personal lives, and their ability to fulfill personal commitments has a significant impact on their success as an employee, which benefits any company. An honest work-life balance increases job satisfaction, increases loyalty to their boss, and assists employers in achieving career longevity.

Ensuring work-life balance in an organization will increase employee commitment to the organization and work, increasing productivity and turnover. Keeping the above facts in view, this study was aimed with the following objectives.
- To know about employees' organizational commitment
- To analyze employees' awareness of work-life balance in their personal lives
- To identify the factors which affects the performance of employee's personal life satisfaction
- To investigate the elements that contributes to a better working life.
- To find out the primary obstacles face by employees at work place.

Methodology

Study design: Descriptive design was carried out to gather information with the intention to attain the particulars which is essentially required for describing work-life balance and it impacts on personal life. Stratified simple random sampling was used to collect details from sixty people working in IT and Manufacturing industry in Chennai and Hosur. After conducting statistical analyses by using SPSS version 19.0 and evaluating the questionnaire, Cronbach's alpha was determined to be 0.65. As a result, it can able to make reliable data-driven decisions, academic journals and periodicals, books, and websites were among the secondary data sources used.

Results and Discussion

From Table 1, it is revealed that more than two-fifth (43.9%) of the respondents has high organizational commitment. More than a one third (39%) of respondents have a favorable work-life balance personal environment. More than two-fifth (45.6%) of the respondents have low personal life satisfaction. More than two fifth (46%) of the respondents have high personal life satisfaction. Less than half of the respondents (47.4%) have high work life balance at IT and manufacturing industry.

Table 1. Distribution of respondents based on their level of stress.

Factors	Low Level	High Level
Organisational commitment	56.1	43.9
Work life balance person environment	61.4	38.6
Personal life satisfaction	54.4	45.6
Occupational stress & challenges	54.4	45.6
Overall work life balance	52.6	47.4

Table 2. Work place support.

Workplace support	Frequency	Percent
Low	31	54.4
High	26	45.6
Total	57	100

Table 3. T test between various dimensions and type of the industry.

S.No.	Dimensions	Industry	N	Mean	Std. deviation	Statistical inference
1.	Overall organizational commitment	Manufacturing	30	14.67	4.901	P=.886 P>0.05 Not Significant
		IT	27	14.85	4.793	
2.	Overall work life balance in personal environment	Manufacturing	30	16.37	5.123	P=.333 P>0.05 Not Significant
		IT	27	17.70	5.202	
3.	Overall self-management	Manufacturing	30	16.17	4.757	P=.941 P>0.05 Not Significant
		IT	27	16.07	4.690	
4.	Overall personal life satisfaction	Manufacturing	30	14.67	4.381	P=.1.000 P>0.05 Not Significant
		IT	27	14.67	3.853	
5.	Overall workplace support	Manufacturing	30	18.60	5.500	P=.796 P>0.05 Not Significant
		IT	27	18.22	5.480	
6.	Overall occupational stress and challenges	Manufacturing	30	15.30	6.001	P=.830 P>0.05 Not Significant
		IT	27	15.63	5.450	
7.	Overall work life balance	Manufacturing	30	95.77	13.554	P=.688 P>0.05 Not Significant
		IT	27	97.15	12.136	

Table 2 revealed that more than half (54%) of the respondents have low work place support and more than two fifth (46%) of the respondents have high work place support. According to this dimension, the majority of employees have low levels of workplace support.

Table 3 shows that there is no significant relationship between industry type and organizational commitment, work-life balance in the personal environment, self-management, personal life satisfaction, workplace support, occupational stress, and challenge. The organizations must take every precaution to ensure positive and healthy relation among workforce which can improve the level of Personal Life Stress, Occupational Stress and Work/Life Balance among employees of manufacturing and Information Technology (IT) sector.

Table 4 shows that there is a significant difference between family size and organizational commitment to stress and job challenges. There is no significant difference between the size of the family and the support of the workplace, the balance of work life in the personal space, self-control, satisfaction of human life.

Conclusion
An advanced employee, in IT and manufacturing sector struggles to establish a balance between work and family life. Frequently, they sacrifice to succeed and gain status within a business and society. They are as well as get paid fundamentally not exactly as their colleagues with these issues. Employees in the Information Technology division confront discriminatory constraints and are unable to progress beyond a particular level of order because they fail to seek out valid benefits, investment opportunities, pay scales, and so on. The factors such as Workplace Support, Self-management, Personal Life Satisfaction, Work-life Balance, Organizational Commitment, and Workload influence the work-life balance of IT and manufacturing employees.

Suggestions
Respecting the needs of employees and recognizing them as an important person in the team will enhance their equality and loyalty. Openness between management and work can help a person remain committed to his or her work, which includes effective communication between the two parties.

Table 4. One way analysis of variance among the family size and over all various dimensions of work life balance.

S.No.	Variables	Sum of squares	Df	Mean	Mean square	Statistical inference
1.	Overall organizational commitment			16.75		F=7.372
	Between Groups	277.650	2	16.62	138.825	P=.001
	Within Groups	1016.911	54	12.17	18.832	P<0.05
						significant
2.	Overall work life balance in personal environment			12.00		F=2.233 P=.117
	Between Groups	113.793	2	17.69	56.897	P>0.05
	Within Groups	1376.207	54	17.00	25.485	Not significant
3.	Overall management			12.50		F=1.379
	Between Groups	59.669	2	16.17	29.835	P=.261
	Within Groups	1168.471	54	16.67	21.638	P>0.05
						Not significant
4.	Overall personal life satisfaction			17.50		F=1.307
	Between Groups	43.529	2	14.83	21.764	P=.279
	Within Groups	899.138	54	14.00	16.651	P>0.05
						Not significant
5.	Overall workplace support			23.50		F=3.102
	Between Groups	171.074	2	17.07	85.537	P=.053
	Within Groups	1488.820	54	19.21	27.571	P>0.05
						Not significant
6.	Overall occupational stress and challenges					F=5.031
	Between Groups			9.00		P=.010
	Within Groups	285.589	2	14.66	142.794	P<0.05
		1532.552	54	17.50	28.381	significant
7.	Overall work life balance			91.25		F=.352
	Between Groups	118.221	2	97.03	59.110	P=.705
	Within Groups	9065.674	54	96.54	167.883	P>0.05
						Not significant

Employee health balance can be improved by improving employees' ethics which means improving their work ethic, work ethic, workplace relationships, communication and interaction. The following suggestions will greatly assist the organization to improve status of employees' work-life balance.

- Organization can provide various training program for the improvement of employees' self-management
- Organizations can provide variety of programmes to engage employees and encourage them to stay with the company.
- Employees can prepare schedule for balancing time for their selves.
- Organization may support and assist employees to encourage them in order to strike a work-life balance.
- An organization can boost employee happiness by identifying their requirements, understanding them as individuals, and allowing them to work in their preferred manner.
- Employees who make time for themselves, such as spending time with their loved ones such as family and friends, or going on a trip or outing, may shift their mindset and lower their stress.

The organization can try to create job growth opportunities for their employees that will have a positive impact on the company and will improve their working life balance. Promoting team bonding will create a happy and co-operative work environment that will improve the living balance of employees. Giving feedback to staff can help them see where they stand and ways to improve themselves. Employees will appreciate the efforts taken by the organization to provide feedback and this will improve their quality of life.

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