

Work Involvement and Satisfaction factors of Work from Home Female IT Professionals with Special Reference to Bengaluru City

Ms. M. Vaidhehi, Dr. V.G. Sumathy

*Research Scholar, Kongu Arts and Science College (Autonomous), Erode, Tamil Nadu, India,
Associate Professor & Head, Department of Management, Kongu Arts and Science College (Autonomous),
Erode, Tamil Nadu, India.*

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ABSTRACT

In today's competitive world, work involvement and satisfaction factors have become a scorching issue in which women are struggling to balance their digital work and personal life. While trying to balance digital life and personal life, women feel the pressure not only from their work place but also from their family. They are expected to play the traditional role of housewives along with bringing money for family. The main objective of this study is to identify the work involvement and satisfaction factors of female IT Professionals in balancing digital life and personal life and to identify the problems faced by female IT Professionals while working from home. Well-Structured questionnaire was circulated among 150 respondents in Bengaluru City through Google forms. The statistical tools namely percentage analysis, Chi-Square test and Weighted Average Score Ranking method are used for analyzing the data. The findings of the study reveal that majority of the respondents agree that they are satisfied with their work-related factors.

KEYWORDS: Work Involvement, Satisfaction Factors, Female, IT Professionals, Personal life and Work from home.

life that take place independently of the use of digital technologies, either in the personal perception of the individual or in an inter subjective view of the allocation of the time spent or the activities carried out.

II. REVIEW OF LITERATURE

ReimaraValk and Vasanthi Srinivasan¹ identified that the Indian women IT professionals can achieve the work family balance by setting priorities in their work and personal lives and by having support systems both at work, formally through HR policies and programmes, and informally through supervisor and coworker support and also at home. Balu Anthony² analysed that there is no significant relationship between work environment and work-life balance. Dong-Jin Lee et al.³ observed and explained how schedule flexibility and telecommuting in the digital workplace have a positive influence on the aforementioned work-life balance strategies and consequently overall life satisfaction and thriving. Beáta Nagy⁴ examined that the use of technology greatly promoted women executives' ability to simultaneously meet the demands of work and family.

III. OBJECTIVES

- To analyze the work involvement and satisfaction factors in balancing digital life and personal life.
- To identify the problems faced by female IT Professionals while working from home.

I. INTRODUCTION

Digital -life balance is the act of having a balance between one's personal and professional life. In this challenging and demanding era, it is very difficult to maintain balance between the two as demands have increased leading to work pressure. Digital life balance occurs when there is a healthy balance between the parts of life that are closely related to digital technologies and the other areas of

IV. RESEARCH METHODOLOGY

The study is systematically and scientifically organized. Descriptive research has been considered the most appropriate for the study. Simple random sampling method is used for collecting the pertinent data. The sample size consists of 150 female IT professionals. Both

primary and secondary data were used in the study. A well framed questionnaire was passed through Google forms to collect the primary data. The secondary data was collected from all associated sources that include books, research journals and internet web sources.

V. ANALYSIS AND DISCUSSION

5.1 WORK INVOLVEMENT FACTORS

TABLE - 1
WORK INVOLVEMENT FACTORS

S.No	Factors	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	I love my job	88 (58.67%)	49 (32.67)	5 (3.33%)	2 (1.33%)	6 (4%)
2	Work is my first priority	24 (16%)	81 (54%)	33 (22%)	9 (6%)	3 (2%)
3	I am a workaholic	37 (24.67%)	52 (34.66%)	50 (33.33%)	10 (6.67%)	1 (0.67%)
4	My job is core to my existence	36 (24%)	56 (37.33%)	45 (33.33%)	10 (6.67%)	3 (2%)
5	I am satisfied with my working hours	43 (28.67%)	59 (39.33%)	30 (20%)	16 (10.67%)	2 (1.33%)
6	I am satisfied with my work quality	41 (27.3%)	62 (41.3%)	29 (19.3%)	13 (8.67%)	5 (3.33%)

The above table clearly indicates that the majority 58.67% of the respondents strongly agree that they love their job, the majority 54% of the respondents agree that the work is their first priority, the majority 34.66% of the respondents agree that they are workaholic, the majority 37.33% of the respondents agree that their job is core to their existence, the majority 39.33% of the respondents agree that they are satisfied with their working hours and the majority 41.3% of the respondents agree that they are satisfied with their work quality.

5.2 SATISFACTION FACTORS OF FEMALE IT PROFESSIONALS

5.2.1 RELATIONSHIP BETWEEN MONTHLY INCOME AND SATISFACTION FACTORS OF FEMALE IT PROFESSIONALS

An attempt has been made to study the relationship between monthly income and satisfaction factors of the respondents by using Chi-Square analysis. Table 2 shows the relationship between monthly income and satisfaction factors of the respondents.

TABLE - 2
MONTHLY INCOME AND SATISFACTION FACTORS

S. No.	Monthly Income	Satisfaction Factors					Total
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
1	Less than Rs.25000	10 (13.8)	14 (10.1)	3 (3.4)	1 (0.2)	0 (0.6)	28
2	Rs.25000-Rs.50000	30 (18.7)	4 (13.7)	3 (4.6)	0 (0.3)	1 (0.8)	38
3	Rs.50001-Rs.75000	18 (23.2)	20 (16.9)	9 (5.6)	0 (0.3)	0 (0.9)	47
4	Rs.75001-Rs.100000	12	10	2	0	2	26

		(12.8)	(9.4)	(3.1)	(0.02)	(0.5)	
5	Above Rs.100000	4 (5.4)	6 (4)	1 (1.3)	0 (0.1)	0 (0.2)	11
	Total	74	54	18	1	3	150
		$X^2 = 32.91$		df= 16			

Source: Computed

It is observed that the value of strongly agree category is highest (30) among the respondents whose monthly income is between Rs.2,500 - Rs.50,000 and it is lowest (4) among the respondents whose monthly income is above Rs.1,00,000. The value of agree category is highest (20) among the respondents whose monthly income is between Rs.50,001- Rs.75,000 and it is lowest (4) among the respondents whose monthly income is between Rs.2,500 - Rs.50,000. The value of neutral category is highest (9) among the respondents whose monthly income is between Rs.50,001- Rs.75,000 and it is lowest (1) among the respondents whose monthly income is above

Rs.1,00,000. The value of disagree category is highest (1) among the respondents of less than 25,000 and it is lowest (0) among the respondents whose monthly income is above Rs.1,00,000. The value of strongly disagree category is highest (2) among the respondents whose monthly income is between Rs.75,000-Rs.1,00,000 and it is lowest (0) among the respondents whose monthly income is above Rs.1,00,000.

In order to find out the relationship between the monthly income and satisfaction factors of the respondents, chi-square is used. The result of the test is shown in the following table.

TABLE - 3
RESULT OF CHI - SQUARE TEST

Factor	Calculated Value	Table Value	Degrees of Freedom	Result
Monthly Income	32.91	26.29	16	Rejected

From the above table it is observed that the calculated value (32.91) is more than the table value (26.29) at 5% level of significance. The hypothesis "There is no significant relationship

between monthly income and satisfaction factors of the respondents" is therefore rejected. Hence, there is a significant relationship between monthly income and satisfaction factors of the respondents.

5.3 PROBLEMS FACED IN WORK FROM HOME

TABLE - 4
PROBLEMS FACED IN WORK FROM HOME

S. No.	Factors	Weighted Average Score	Rank
1	Technical Issues	127.92	1
2	Stress	119.75	5
3	Managing Distractions	120.08	4
4	Inconvenience	118	6
5	Adaptability struggle	116.42	7
6	Online boredom	115.42	8
7	Communication and Collaboration with team members	113.25	9
8	Building and maintaining trust	111.33	10
9	Increased isolation and Lack of human contact	109.42	12
10	Unplugging after work hours	122.08	3
11	Decreased staff morale	110.66	11
12	Health issues	123.83	2

Source: Computed

The table clearly shows that the technical issues has been ranked first and increased isolation and lack of human contact has been ranked as the last factor regarding problems faced in work from home of female IT Professionals.

VI. MAJOR FINDINGS

- Majority (58.67%) of the respondents strongly agree that they love their job.
- Majority (54%) of the respondents agree that the work is their first priority.
- Majority (34.66%) of the respondents agree that they are workaholic.
- Majority (37.33%) of the respondents agree that their job is core to their existence.
- Majority (39.33%) of the respondents agree that they are satisfied with their working hours.
- Majority (41.3%) of the respondents agree that they are satisfied with their work quality.
- It is observed that there is a significant relationship between monthly income and satisfaction factors of the respondents.
- From the weighted average score ranking method, it is explored that the technical issues has been ranked first and increased isolation and lack of human contact has been ranked as the last factor regarding problems faced in work from home of female IT Professionals.

VII. SUGGESTIONS

- The female IT professionals can prioritize their time for work and family accordingly.
- Flexible time schedule may be provided by the organization to enhance their quality of work.
- The organization may arrange for company sponsored family events and activities.
- The organization may take various initiatives to reduce the stress level of female IT professionals by providing regular health checkups and conducting yoga sessions.
- The organisation policies with regard to work life balance can be maintained by the organization and if already maintained, organisation can strengthen the work life balance and its policies.

VIII. CONCLUSION

The concept of work involvement and satisfaction factors in work life balance has been there among organizations from the beginning but when there was increased demand from the society, the organizations just went to an automated mode digital life which gave more importance only on concentration of their work and not on the employees personal. But in today's work setup especially in India where there is more options, job hopping has become a common norm. Hence it has become a liability for organization to retain efficient employees and to get job done effectively. The organization may provide regular health checkups, can arrange for yoga session and other recreational activities to reduce stress level of female IT employees. Hence having a work life balance policy in work place and letting the women IT professionals use the policy properly would let the organization grow rapidly even among tough competition.

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