

**A STUDY ON WORK LIFE BALANCE OF WOMEN IN
SOFTWARE INDUSTRY WITH SPECIAL REFERENCE TO
ALUVA, KERALA**

**MINOR RESEARCH PROJECT
SUBMITTED TO
UNIVERSITY GRANTS COMMISSION**

BY

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For the past 15 years the contribution software industry in Indian economy is never ignorant in overall performance of Indian software export. The performance of the software industry is behind only with the efficient employees especially the women software employees knowledge is very vital part for the development of Indian software industry in global market. In the present scenario most of the software employees are under the categories of women, the recent survey insist about quality of work life balance of women employees in software industry is steadily shows the decreasing trend from 85% to 52% in the last ten years and more over 80% of women employees in software industry having more health issues and also not in the position to balancing their family as well as highly pressure working environment even though the women employees contribution is constantly supporting for the development of software industry hence the aim of the study is to analyze the work life balance of women software employees. The world has recognized India's competitive advantage in Software services and today India is a magnet for software clients. In India, multiple social roles like mother, daughter, daughter in-law and wife, are equally important. Performing the duties entitled by these roles is mandated by the society .In India; support from the male spouse is less likely than it is in the Western countries, which are high on gender egalitarianism. Men who do housework in India may be looked down as being weak. Women also adhere to traditional gender roles in India.

The study is an attempt to identify the work-life balance of women with special reference software industry in Aluva. The study will bring the major challenges encountered in the work-life balance of the women in this industry and it attempts to make an effective use of the strategies for exploring their values.

OBJECTIVES OF THE STUDY:

1. To identify what aspects of work interferes with personal life.
2. To identify the factors that impact work-life software industry
And its management among the women
3. To identify the factors causing stress in the software industry
in Aluva
4. To recommend strategies for working women to maintain
Work-Life Balance

SUMMARY OF THE FINDINGS

1. In Aluva women at entry level are enjoying their career because they little responsibility at home. Also they are not started their family life.
2. Family attitude towards girls and boys plays an important role in work life balance
3. Among married women those can balance their life and job, whose spouse help & support in the domestic work.
4. Family background like parents and in laws education, religion and life style has an implication on work life balance of women.
5. Girls who studied outside state are more comfortable and enjoying more freedom in the family.
6. The choice of majority of women especially family brought from conservative family between work & force, they choose family responsibility and give up job. That causes stress and strain for them.
7. Most of the girls are quitting their job after marriage because they have to travel late evening and their family not interested in such job. They prefer jobs with normal time 9-4 or 10-5.
8. Women are attracted to software industry because of high salary and glamour.

ACHIEVEMENTS FROM THE PROJECT

This study shows that mental and physical happiness of labour force is integral factor for socio economic development of our society. The educational and economic status of women in India has been increasing for the last few years. But in India in contrast to developed countries the women have dual role which make lot of stress for Indian married women. By this project it is understood that in order to utilize maximum capacity of employees Software industries should create more supportive work climate by working with employees. They should formulate suitable polices to support the employees to balance work and life especially employees.

CONTRIBUTION TO THE SOCIETY

Women constitute an integral part of society. The quality and health of present and future generation depends on physical & mental health of women. But the role of women

in socio economic life is different from that in developed countries. This project stresses the need for more women participation in labour force for development of our country and also call for government & software industries for effective steps and policies for the women. The industries should think about effective labour policies by considering women labour force and their socio economic status. Then only India can ensure more women participation in economic development which leads to qualitative change in India's economic development.

In the present scenario most of the software employees are under the categories of women, the recent survey insist about quality of work life balance of women employees in software industry is steadily shows the decreasing trend from 85% to 52% in the last ten years and more over 80% of women employees in software industry having more health issues and also not in the position to balancing their family as well as highly pressure working environment even though the women employees contribution is constantly supporting for the development of software industry. Based on the researcher objectives the study conclude the good correlation between women employees work life balance is well correlated in terms of family environment ,personnel factors ,experience, number of dependant, childcare, procedures and policies. The overall study has analysed experience, salary, family, dependants, superiors supporting, procedures and policies, and other working and family environmental factors are more supporting for women employees .In their respect, the women respondents would able to improve the performance to organization in different dimensions included quality, productivity and profitability.