
STUDY ON WORK LIFE BALANCE AMONG WOMEN EMPLOYEES IN IT INDUSTRY IN HYDERABAD

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ABSTRACT

In today's corporate world, work-life balance is a key issue for employees, particularly in the field of Information Technology (IT). Women in IT sector may be experiencing difficulties balancing work and family responsibilities because of workload, long hours and family responsibilities. The focus of the present study is to understand about the work-life balance of the women employees in IT industry of Hyderabad. The purpose of the study is to explore the level of satisfaction in personal and professional life, investigate if the employees have quality time with their families, to know the presence of workload related stress among employees.

A structured questionnaire was used to gather primary data using Google Forms. 150 responses were obtained and analysed with the assistance of SPSS tools that utilized percentage analysis and correlation analysis. The results show that the general satisfaction of the respondents towards their professional and personal life is good, while most respondents feel stressed because of workload and time pressure. The study finds that flexible working, supportive policies and good time management can enhance the work-life balance and thus the wellbeing of employees.

KEYWORDS: Work-Life Balance, Women Employees, IT Industry, Job Satisfaction, Family Satisfaction, Employee Well-being, Work Stress.

INTRODUCTION

Work-life balance is the ability to achieve balance between one's work and personal life. In today's workplace, staff may be feeling stressed by work demands, deadlines, and organizational expectations, making it challenging to maintain a balance between work and life.

The India IT sector has become one of the key drivers of economic growth and employment in India. With its becoming one of the major IT hubs in the country, Hyderabad has also seen a significant number of women working as professionals. Women workers are often confronted with problems that impact their work-life balance, including long working hours, stress, work-load and family responsibilities.

A well balanced work-life perspective is vital for employee satisfaction, productivity, mental health and organisational commitment. Employers are starting to implement flexible working hours, home working arrangements, wellbeing initiatives and family-friendly policies to help their employees balance their work and home lives.

This study aims to investigate the disparity between work and life of women working in the IT industry in Hyderabad and pinpoint key factors affecting their personal and professional lives.

When making a workable timetable, take into account the ways that you might be able to strike a balance between your In all things professional and personal. Striking a work-life balance is more of an art than a science, Chancey said about being able to accomplish goals in your professional life without sacrificing time or energy for yourself. It's not so much about parting your day similarly among work and individual life. There are days you may need to work extra hours at work. With the aim of letting you unwind and have fun towards the end of the week. With these eight tips, you can have a better work-life balance.

- Ignore the concept of an optimum work-life balance.
- Find a career you enjoy.
- Practice proper self-care.
- A break and unplug.
- Go on a getaway.
- Make sure you're being safe and protecting yourself and others.
- Set boundaries and work plans.
- Set and follow goals and priorities.

In the interest of your employees and your business, you'll want to help achieve a work-life balance, and here are a few additional reasons why:

1. Fewer Health Problems

When working too much, our health and physical and mental welfare are at risk! But of course, not to mention our social life. There are well-recognized adverse health outcomes of overwork, exhaustion and stress. known. Many ways of how our health can be affected due to an imbalance Work and personal lives. This includes a variety of diseases such as, From the common cold to more serious illnesses such as lung disease and stroke. Researchers at UCL found worked in the service industry compared to their counterparts in the manufacturing sector, who had a 53% lower risk. worked 3 or more hours more overtime hours than those who did not. More than 10,000 people took part in the research. You may greatly reduce sick days and absences by urging your employees to take care of by themselves and maintain a healthy balance. Your company's productivity throughout the working day As this happens, employees will be more committed to the mission and values of the company and will contribute more to its success. a result.

2. More Engagement

Consider ways to increase employee engagement by helping them achieve a healthy work-life balance. balance. There are several positive aspects to this: "Organizations with profoundly drew Nearly half of in workers improved in their working pay performance, reported. Pinnacle Perrin's general assessment. Also, "working pay worked on 19.2% for organizations Organizations with higher levels of worker commitment fell 32.7% for those with lower degrees of worker commitment. Weak levels of representative commitment. If your employees feel your job is important, then they will go the extra mile to assist you. They will even become champions of your company and its products and will be out. Based on According to their results, Temkin Group states that "engaged staff are 2.5 times more likely to," When something needs to be done after the work day, "stay at work late".

3. Fewer 'Burnouts'

Everyone has stress at times. There's not any way you can avoid it. However, if you Preventing your from having work-related burnouts should be your top priority. employees. When we are always busy, and feel we are not able to keep up, may experience burnout. All aspects of our lives can be affected by the harmful actions of burnout. Encourage staff to take breaks and relax, as burnout is more likely when work and time are "all work no play.

Encourage breaks and relaxation for your staff; burnout is more likely when work and time are "all work no play, and personal life starts to mingle with professional life.

4. More Mindfulness

With a healthy work-life balance, we can practice our mindfulness, marked by greater focus of attention and concentration. Everyone on the team should be able to provide their undivided attention to the task at hand rather than Spending time fantasizing about work or about their houses. It is possible to create a space where everyone is willing to do their best on the task at hand by: Encouraging them to have an optimal work-life balance. At the end of the day, this will boost Retention rates, productivity and profits.

Having established its significance, the next step is to investigate ways in which you can guarantee a good work-life balance for your employees: Here are some tips that can help you achieve a better work-life balance:

1. Encourage Time Off: Like paid time off, vacation time is a must. Not only will taking a vacation from work allow you to unwind and have fun, and it'll give you the opportunity to take it easy. chance to rejuvenate and restore your energy. Your staff's focus and attention; This is essential to get more done when they return to the workplace. Research shows there's a significant body of evidence that vacations increase productivity and reduce stress in a significant way in the following bodies of research: the workplace. According to a study by the American Sociological Association, individuals' The more often they took vacation, the less emotional distress they had. Carrying out a "put it to work, or it will quit working for you" strategy, by which unused get-away days cannot be carried over to the next year or be paid for monetarily, is successful. the procedure for appealing to your representatives to go on vacation.

2. Incorporate short breaks during the day: If your employees can't take time off, then make sure they take frequent short breaks. The human body were not designed to look at a glowing screen for extended periods of time. intended to do. We will end up feeling unhappy, unwell, and physically or mentally unhealthy. One way would be to create a games room where staff could take time to unwind, enjoy themselves and escape from work. It might be a good idea to begin to hold walking meetings outside and to encourage mild activity all day long. As a group, you can even have some coffee. Investing in subscriptions to mindfulness or meditation applications may also be a good use of technology to assist their people calm

down and de-stress. All of these methods will improve the efficiency, production and Morale of your teams at work.

3. Seek advise from employees: If you need some ideas to help your employees, why not ask them for some? help to create a more balanced work-life? When you observe that your team is becoming unbalanced, ask your team what they would do differently. As a team effort, you can gain a better understanding of their To think critically and plan for the future, based on that understanding. See if there are ways to meet regularly or implement real-time cultural feedback programs. get data-driven insights; both may help you organize these talks. You may then make adjustments, depending on the emotional state of your team, so they will always be well. balanced.

4. Do as You Preach: Last but not least, set a good example. Sending e-mail to your employees when you advise them to leave their computers at 6 p.m. and not work on Sundays. Delivers a confusing message. In addition, it adds stress to your employees to work the same hours as you. Demonstrate and witness the impact of your effort on the rest of the company. A French law is called the "Right to disconnect. Ensures that work is done Tutor time is limited and is outside of lecture time. It may be worth thinking about doing the same thing at your office. Remember to give your team members space and time while they aren't working. So that they may completely unplug and recuperate from the demands of ordinary job, you should refrain from contacting them outside of office hours.

MATERIALS AND METHODS

Research Design

In the study descriptive research design was used to understand the work-life balance of women employees in the IT industry.

Sources of Data

Primary Data Structured questionnaires circulated through Google Forms were used for primary data collection with a target population of women employees in Hyderabad.

Secondary Data Secondary data were gathered from journals, books, websites, magazines and previous research studies on the topic of work-life balance.

Sampling Technique The sampling method of respondents used is convenience sampling.

Sample Size The number of women employees involved in the study was 150.

The following tools are used for analysis:

- Percentage Analysis
- Correlation Analysis
- SPSS Software

The study has the following objectives:

- To understand the work-life balance of women workers in the IT industry of Hyderabad.
- To find out if people are satisfied with their personal and professional life.
- To explore if employees have quality time with family members.
- To determine if there is overwork and over-responsibilities among the employees.

The study has some limitations.

- There are some limitations of a study.
- The number of the respondents was limited to 150.
- The study was conducted with women workers only of Hyderabad.
- Answers may include personal opinion. The study was limited in scope by time constraints.

RESULTS AND DISCUSSION

Upon analysing the data, it was found that certain interesting facts emerged from the study of work-life balance among women employees in the IT industry.

- The highest number of respondents (34.7%) had 7–9 years of work experience.
- Some 44% of respondents worked 31-40 hours per week.
- The married people made up 54% of the overall population.
- The majority of respondents were satisfied with their work and family situation.
- About six-fifths of respondents said that they spend quality time with family and friends.
- Nearly 53.3% of respondents reported experiencing "workload/responsibilities" as a problem.
- However, the vast majority of respondents had not thought of leaving their jobs due to stress at work.

Correlation Analysis

The study found that there was a positive correlation between satisfaction with family time and amount of time spent with family and friends. The extent to which employees spend

more quality time with their families are correlated with their satisfaction and emotional well-being.

The results indicate that employee-friendly policies (flexible working hours, work from home facilities, wellness packages, counselling services and stress management) are key to promote work-life balance within the organization.

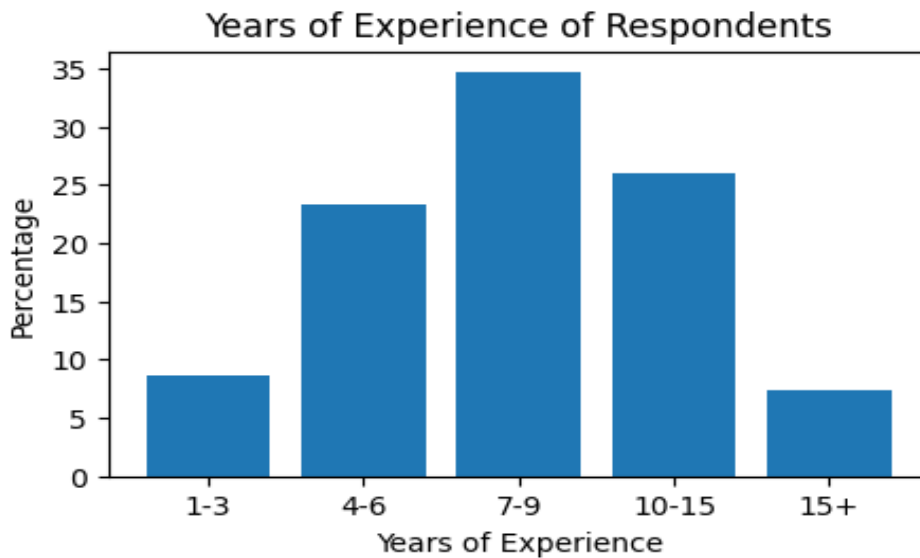


Figure 1 Years of Experience of Respondents.

Figure 1 shows the number of years the respondents have been working in their current positions. The above bar chart represents the years of experience of women employees working in the IT industry. It is noted that most of the respondents (34.7%) have 7-9 years of work experience in their current organization. Approximately 26% of respondents have 10-15 years of experience and 23.3% have 4-6 years. The 1-3 years experience group only makes up 8.7% of respondents and the over 15 years group only 7.3%. This suggests that the majority of respondents have a high level of experience in their work and have a high level of exposure to professional environments.

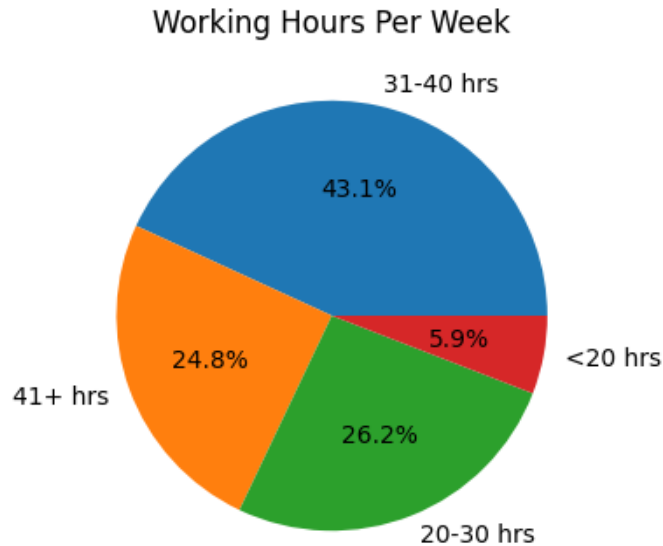


Figure 2: Working Hours Per Week.

Figure 2 shows the Working Hours Per Week – Explanation of the figure The chart below is a pie graph showing number of working hours/ week among respondents. Based on the analysis, it can be seen that 44% of respondents work 31–40 hours per week, which is the largest part of the respondents. The majority of respondents (26.7%) work 20-30 hours per week, and 25.3% work over 41 hours per week. Of those that work, only 6% work less than 20 hours a week. The results show that most female workers work regular or long hours which can lead to a sense of workload pressure and impact on work-life balance.

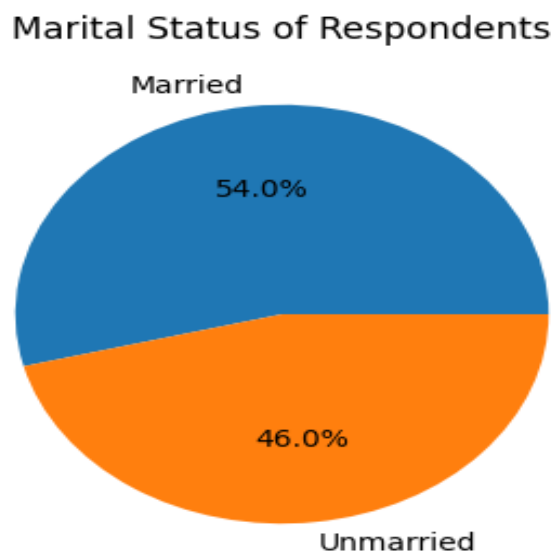


Figure 3: Marital Status of Respondents.

Figure 3 illustrate the Marital Status of Respondents – Explanation The above pie chart shows the marital status of the respondents who were part of the study. 54% of the respondents are found to be married while 46% are unmarried. More married respondents suggest that the workload of many women workers is the combined responsibility of work and family and that this affects their work-life balance and stress levels.

CONCLUSION

Maintaining a good work-life balance is critical to increase employee satisfaction, productivity and wellbeing. Women in the IT sector are likely to face challenges to combine work and family responsibilities because of their workload and stress. The study revealed that even though many are happy with their personal and professional life, work-load pressure and stress remains a factor in work-life balance. Family Support, Flexible Working and Supportive Organisational Policies have a positive impact on stress levels and employee wellbeing. Human resource practices that are supportive to employees, including flexible working hours, working from home, employee stress management, and employee wellness initiatives should be implemented. Maintaining a healthy work-life balance is advantageous for both employees and organizations, as it can boost productivity, lower stress levels, and improve job satisfaction and retention rates.

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