Work-Life Balance of IT Employees in Work-From-Home

A dissertation submitted to the University of Kerala in partial fulfillment of the requirements for the Masters of Arts in Human Resource Management Degree Examination

SUBMITTED BY:

Name: NEETHU SARA VARGHESE

Exam Code: 58418404

Candidate Code: 58421115009

Subject Code: HRM 2.4.5

DEPARTMENT OF PERSONNEL MANAGEMENT

LOYOLA COLLEGE OF SOCIAL SCIENCE

THIRUVANANTHAPURAM

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DECLARATION

I, NEETHU SARA VARGHESE, do hereby declare that this Dissertation titled "**Work-Life Balance of IT Employees in Work-From Home**" is based on the original work carried out by me and submitted to the University of Kerala during the year 2021-2023 towards partial fulfilment of the requirements for the Master of Arts in Human Resource Management Degree Examination. I further declare that this dissertation is based on the original study undertaken by me and has not been submitted for the award of any diploma or degree from any other University/ Institution.

2021-2023

<u>**CERTIFICATION OF APPROVAL**</u>

This is to certify that the dissertation entitled "**Work-Life Balance of IT Employees in Work-From Home**" is a record of genuine work done by Neethu Sara Varghese, a fourth semester, Master of Human Resource Management student of this college under my supervision and guidance and that is hereby approved for submission.

Dr. Aby Tellas,

Research Supervisor

Department of Personnel Management

Loyola College of Social Sciences

Trivandrum

Recommended for forwarding to the University of Kerala

Dr. Anitha.S

Head,

Department of Personnel Management,

Loyola College of Social Sciences,

Trivandrum

Forwarded to the University of Kerala,

Dr. Saji P Jacob,

Principal,

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TABLE OF CONTENT

LIST OF TABLES

FREQUENCY TABLE

MEANS

CROSS TABS

MANN WHITNEY NON PARAMETRIC TESTS

<u>ABSTRACT</u>

Work-life balance is a state of equilibrium between work and personal life for the employees. The significance of work-life balance has increased, especially after the Pandemic. In order to find whether the Work-life balance has increased or decreased or at least has stayed the same, 3 factors that really affect work-life balance were selected for this study, Time Management, Stress, and influence of work (work-life imbalance). The aim of this study is to examine whether work-life balance is there in Work from home or not, by examining the effect of effective time management, stress levels, and the influence of work on work-life balance among IT employees during Work From Home arrangements. The study explores demographic factors including gender, age group, marital status, work experience, and the number of dependents to understand their relationship with time management, stress levels, and the impact of work on personal life.

The study was conducted among 58, IT professionals across Thiruvananthapuram who have an adopted work-from-home or hybrid form of work. The study follows a quantitative research methodology and follows a cross-sectional research design. A purposive sampling method was used to choose the samples and the data was collected using a standardized questionnaire.

The study showed that the time management, degree of stress, and influence of work was on a moderate level with time management and stress on a relatively higher side and influence on a relatively lower side. The demographic details were analyzed with these 3 variables to find the effect in depth.

The study concluded that there exists a work-life balance among employees at a moderate level, but it can be higher in the near future by adopting different steps to bring a boundary between work and personal life.

CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

Overview of the chapter:

Chapter 1 provides an introduction to the topic of work-life balance in the context of Work From Home, particularly in the IT sector. It highlights the changes brought about by the COVID-19 pandemic, which led to a significant shift towards Work From Home and raised concerns about maintaining a healthy work-life balance. The chapter outlines the objectives of the study, which include exploring the relationship between work-related stress and its effects, investigating the role of time management in work-life balance, and examining how Work From Home impacts the personal lives of IT employees. The chapter also acknowledges the significance of work-life balance for both employees and organizations, and the potential consequences of failing to maintain it, such as burnout and decreased productivity. The chapter concludes by highlighting the significance of the study in addressing the specific challenges and opportunities associated with Work From Home in the IT sector.

INTRODUCTION TO THE TOPIC

Due to the COVID-19 pandemic, the nature of work has undergone significant changes, with many organizations implementing Work From Home policies to ensure employee safety and business continuity. This shift has been particularly notable in the IT sector, known for its adaptability and reliance on technology. However, the transition to Work From Home has raised concerns about work-life balance as the boundaries between personal and professional life blur in the virtual workspace. Work-life balance refers to the equilibrium individuals strive to achieve between their work responsibilities and other aspects of their lives, such as family, leisure, and well-being. It plays a crucial role in employee satisfaction, productivity, and overall well-being. The Work From Home environment poses unique challenges for IT professionals in maintaining this balance.

WFH is an alternate way of organising task that may be defined as the work which can be performed from home (away from the traditional workplace such as factories or offices) and enables employees to access their labour activities through the use of information technology. (Nilles, 1997; Perez et al., 2003).

To some, work-life balance means the convenience of being able to manage a personal life during the work day, without the hassle of having to get permission or explain our activities to others. Another common definition of work-life balance is "equal time or priority to personal and professional activities." According to a Forbes article, 2023.

Understanding how IT employees manage their personal and professional lives while working from home is essential for both employees and organizations. It allows us to identify factors that influence work-life balance, explore potential sources of stress, and develop strategies to enhance work-life integration. By gaining insights into the specific challenges faced by IT professionals in the Work From Home setting, organizations can implement targeted policies and support systems to foster a healthier work-life balance. This, in turn, can contribute to improved job satisfaction, productivity, and overall well-being for IT employees. The vast majority of organizations throughout the world are becoming more and more concerned about work-life balance for both employees and employers. A crucial aspect of work-life balance is an employee's capacity to manage their employment and regular obligations like social, family, and health requirements. Concerns concerning employees' productivity, performance, and job happiness are closely related to issues with work-life balance.

Work-life balance teaches people how to manage both sides of their lives, with the ultimate goal of almost eliminating the gap that now exists between work and personal life. One of the main conclusions of work-life balance is that when work becomes a hobby and coworkers become family members, there will be adequate time to devote to both a profession and a family. Most often, striking the wrong balance between your personal and professional duties causes a person to experience significant stress on both sides of their life. If one's priorities are not clearly defined and his life dangerously oscillates between his duties at home and at work, he might quickly lose focus and direction. It should not be surprising that those with poor work habits and careless lifestyles gradually lose productivity as time goes on when the attitude is so negative and muddled.

Early in their careers, overly dedicated workers frequently end up ruining their personal lives in an effort to live up to the high standards required at work. This is either because they are driven to prove themselves or because they are under pressure to land a job. It has been noted that both of these circumstances eventually result in a total collapse of productivity. People who sacrifice their personal lives in order to succeed professionally sometimes disregard their health and healthy behaviors, such as eating a good diet, getting enough rest, sleeping

peacefully, and participating in relationships. Their health suffers as a result, and productivity suffers as well.

WFH can be seen as a subset of telework since telework comprises both work that can be done from home and work that can be done while traveling. Work that may be done from home (instead of a traditional workplace like an office or plant) is known as work-from-home (WFH), which enables workers to access their labor activities through the use of information technology. The idea of working from home has become significantly more well-known and well-liked in recent years. Technology developments and alterations in workplace culture have made it possible to carry out professional activities remotely, outside of a traditional office setting. Working from home, or WFH as it is commonly known, has completely changed how we approach work and provides both employees and companies with many advantages and opportunities. In the past, it was common practice to report to work and utilize a specific workplace. However, more and more people are enjoying the independence and flexibility of working from home because of the growth of digital connectivity, remote communication tools, and flexible work arrangements. Advances in cloud computing, wider access to the internet, and the global COVID-19 pandemic, which compelled many organizations to adopt Work From Home practices for the safety and well-being of their employees have all contributed to the acceleration of this transition. There are several benefits to working from home. It gives you the freedom to choose your own schedule and working conditions, allowing you to customize your workday to suit your own needs and preferences. Better work-life balance is made possible by this flexibility since it makes it easier to manage personal obligations like caring for children, taking care of the home, or pursuing hobbies. Long and frequently stressful commutes are no longer necessary, saving time and money on transit costs. Additionally, for many people, working from home can increase productivity. Employees may frequently concentrate more effectively on their activities with fewer interruptions and distractions from coworkers, which increases production and improves job satisfaction. Furthermore, the capacity to design a comfortable and personalized workstation can enhance general well-being and motivation. But working from home also has its own set of difficulties. It calls for self-control, effective time management abilities, and the capacity to uphold work-life boundaries. Since most interactions with coworkers and superiors take place online, remote communication and collaboration become essential. In order to promote effective communication, maintain team cohesion, and foster a favourable work culture, it is necessary to adapt and develop new techniques. As the globe changes, working from home will undoubtedly remain a significant

aspect of modern work practices. People are given more freedom and flexibility in how they manage their professional responsibilities, and organizations gain from it since it boosts productivity, cuts costs, and offers them access to a bigger talent pool. Due to the ongoing COVID-19 pandemic, more than 88 percent of enterprises worldwide have either mandated or supported working from home. Working from home has altered the way we perform our jobs and has the potential to alter the way we view the office. It presents intriguing opportunities for employees to enhance work-life balance, increase output, and create more fulfilling and unique work environments.

In the context of WFH, the idea of work-life balance is essential. It seeks to close the gap between a person's commitments in their personal and professional lives and create a harmonic balance between the two. The objective is to arrive at a situation where work and personal life are harmoniously integrated, enabling people to manage their commitments in both realms successfully. The possibility of increased stress is one of the difficulties of WFH. The distinction between work and personal life can become hazy, which can result in longer working hours, trouble putting work aside, and more pressure to be present at all times. This increased stress can have a harmful impact on both mental and physical health. In the context of working from home, efficient time management becomes essential. Without the support of a traditional office, distractions can occur more frequently, necessitating effective task prioritization and time management. Careful planning, self-discipline, and the capacity to establish limits are necessary to successfully balance job obligations with personal commitments. Ineffective time management can result in inefficiency, missed deadlines, and increased stress levels. The nature of working from home can affect how the job is done in general. Although Work From Home's flexibility and autonomy are frequently praised, they can also result in isolation and lessened collaboration. Effective communication and teamwork may be hampered by the lack of face-to-face encounters with superiors and coworkers. It becomes essential to maintain a sense of involvement and connection with the company and your coworkers in order to mitigate these potential negative effects.

Working from home can increase productivity for many people. People may concentrate better on their activities with fewer interruptions and distractions from coworkers, which increases production and job satisfaction. The ability to create a cozy and unique workstation further improves motivation and well-being. Working from home has certain difficulties, though. It calls for self-control, efficient time management abilities, and the capacity to create and uphold

work-life boundaries. Effective interactions with coworkers and supervisors need remote communication and collaboration. In order to encourage good communication, preserve team cohesion, and cultivate a positive work culture in a distant setting, organizations must adapt and create new ways. Working from home will probably stay an important part of work practices as the world changes and develops. While organizations gain from higher productivity, cost savings, and access to a larger talent pool, it gives individuals more freedom and flexibility in handling their professional duties. The widespread COVID-19 pandemic has hastened the adoption of Work From Home practices, with many businesses either requiring or encouraging it.

In order to maintain their physical and mental health, promote productivity, build meaningful relationships, minimize burnout, increase job satisfaction, and facilitate personal growth, people who work from home need to find a work-life balance. Striking a balance between work and personal life has advantages for the individual as well as for the workplace culture.

The first objective of this study is to explore the relationship between work-related stress and its effects on both work and personal life. Working remotely can blur the boundaries between professional and personal spheres, potentially leading to increased stress levels. Understanding how IT employees experience and manage stress while working from home will shed light on the overall work-life balance in this setting. The second objective is to investigate the role of time management in maintaining a healthy work-life balance for IT professionals. Effective time management skills are crucial for setting boundaries, managing workloads, and allocating sufficient time to personal activities and relationships. By exploring the influence of time management practices on work and personal life, valuable insights can be gained into the challenges and strategies for maintaining balance in a Work From Home environment. Lastly, this study will examine how the nature of Work From Home impacts the personal lives of IT employees. While Work From Home offers increased flexibility, it can also result in longer work hours and difficulties in disconnecting from work-related responsibilities. Investigating the impact of Work From Home on personal life will help identify potential areas for improvement and inform strategies for fostering a more harmonious integration of work and personal spheres.

By addressing these specific objectives, this study aims to contribute to a deeper understanding of the work-life balance challenges faced by IT employees in the context of Work From Home. The findings will not only benefit organizations and managers in shaping policies and practices

but also provide valuable insights to employees themselves, enabling them to navigate the demands of Work From Home more effectively and lead a more balanced and fulfilling professional and personal life

Ultimately, the findings of this study will inform organizations in developing effective policies, practices, and support systems to promote work-life balance among IT employees. By fostering a conducive work environment that prioritizes employee well-being, organizations can enhance job satisfaction, productivity, and overall employee engagement in the Work From Home landscape.

1.2 STATEMENT OF THE PROBLEM

Before the COVID-19 pandemic, Work From Home was often limited and required special approval from employers, with many companies not offering this option. However, the pandemic forced a rapid shift in the way we work, making Work From Home a necessary alternative for organizations worldwide. As a result, hybrid working models that combine remote and in-person work have been widely adopted due to their flexibility and cost-effectiveness. This transition thrust millions of individuals into Work From Home, including those who were previously unaccustomed to this work style, leading to a range of new challenges.

The increased prevalence of hybrid work, work-from-home arrangements, evolving work cultures, and varying shift schedules have elevated the importance of work-life balance within organizations. With the lines between work and personal life becoming increasingly blurred, maintaining a healthy work-life balance has emerged as a critical concern. As organizations undergo abrupt changes in their work environments, it is crucial to assess whether work-life balance, employee satisfaction, and interpersonal relationships have improved or remained the same.

This study aims to assess the impact of the new normal of working from home on the work-life balance of employees in the IT sector in Trivandrum, a renowned technology hub. Reports

suggest that over 90% of employees in the IT sector in Trivandrum have transitioned to Work From Home arrangements. By focusing on this specific context, the study seeks to provide a comprehensive understanding of how Work From Home has affected the work-life balance of IT employees. It will investigate the challenges faced by employees in achieving work-life balance, such as the blurring of boundaries between work and personal life, longer working hours, and the impact on family and social relationships. Furthermore, the study will explore the strategies and support systems implemented by organizations to promote work-life balance during Work From Home. This may include flexible work schedules, policies for clearly defining boundaries between work and personal life, and initiatives to address employees' mental health and well-being. By examining the experiences and perceptions of IT employees in Trivandrum, the study aims to provide insights into the overall impact of Work From Home on work-life balance. The findings can assist IT organizations, as well as those in other sectors, in developing effective strategies and policies to support their employees in achieving a healthy work-life balance in the context of Work From Home. The study recognizes the significant shift towards Work From Home brought about by the pandemic and its implications for work-life balance. By focusing on the IT sector in Trivandrum, it aims to shed light on the specific challenges and opportunities associated with Work From Home in this particular context. The findings will contribute to a broader understanding of work-life balance in the new normal of working from home and offer valuable insights for organizations striving to create supportive work environments for their employees.

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1.3 SIGNIFICANCE OF THE STUDY

Work-life balance, the state of equilibrium between work and personal life, has been a topic of discussion in literature for a considerable time. However, the advent of widespread Work From Home has blurred the boundaries between personal and professional life, making work-life balance even more crucial. Failing to maintain a healthy work-life balance can lead to detrimental consequences such as burnout, anxiety disorders, increased stress levels, job dissatisfaction, and higher attrition rates. Before the pandemic, individuals who chose to work from home typically did so with careful planning and arrangements in place to ensure a smooth integration of work into their lives. They might have organized child care, set up home offices

in conducive and minimally distracting environments, and had older children attending school. However, the sudden shift to Work From Home for a significant portion of the workforce during the pandemic disrupted this balance and created new challenges. The rapid changes in the external environment, potential isolation from friends, family, and coworkers, and other factors associated with Work From Home can contribute to increased anxiety, tension, and difficulties with time management. Consequently, it is essential for businesses to develop new policies that support work-from-home and hybrid work arrangements, thereby facilitating the balance between work and family life. While there is a substantial body of literature on work-life balance, strategies for achieving it, and related topics, there is a relative scarcity of studies specifically addressing work-life balance in the context of working from home. Therefore, this study aims to fill that gap and determine whether work-life balance can be effectively maintained in a Work From Home setting, and if not, identify the necessary interventions and strategies.

The study recognizes the growing significance of working from home, as evidenced by the increasing number of businesses permanently transitioning to Work From Home. Consequently, it becomes crucial to address the primary factors affected by this change and ensure that work-life balance is adequately supported. By examining the impact of working from home on work-life balance, the study aims to provide insights into the effectiveness of Work From Home arrangements in fostering a healthy balance between work and personal life. Furthermore, existing research suggests that work-life balance positively influences performance, employee satisfaction, and productivity. Therefore, this study seeks to answer the central question of whether working from home has a beneficial or negative impact on work-life balance.

Through a comprehensive examination of the factors influencing work-life balance in a work-from-home context, the study aims to provide practical recommendations for individuals, organizations, and policymakers to promote and maintain a healthy work-life balance. By understanding the challenges and potential solutions associated with Work From Home, this research can contribute to the development of effective strategies for achieving work-life balance in the evolving landscape of work.

1.4 OBJECTIVES:

General Objective:

To determine the existence of work-life balance in the context of Work From Home (WFH) arrangements.

Specific objectives:

To investigate the influence of effective Time Management on achieving a healthy balance between work and personal life during WFH

To assess the degree of stress on work and personal life

To study the influence of work in Work from Home on personal life

1.5 DEFINITION OF CONCEPTS

Work-Life Balance

Theoretical definition:

An individual ability to meet their work commitments as well as other non-work. and family commitments.(Delecta, (2011))

Operational definition:

The capacity to maintain harmony between an employee's personal and professional lives is known as work-life balance.

Work From Home

Theoretical definition:

Work that takes place outside of the conventional workplace and where communication with others is achieved through telecommunications or computer-based technology. (Bailey and Kurland, 2002; Nilles, 1994)

Operational definition:

Work that is flexible enough to be done outside of a regular work environment equals Work From Home.

Time Management

Theoretical definition:

Behaviors that aim at achieving effective use of time while performing certain goal-directed activities. (Claessens et al. (2007))

Operational definition:

The coordination of several tasks in order to efficiently and effectively complete work on time

Stress

Theoretical definition:

Stress is defined as the non-specific response of the body to any demand for change. (Hans Sely, 1936)

Operational definition:

Stress is a state where employees are strained and tensed due to different imbalances caused in their activities

Work

Theoretical definition:

Physical or mental effort directed toward some end or purpose is called work. (Bott, Slapar, and Wang (2003))

Operational definition:

Work is a particular activity that leads to the accomplishment of specific, predetermined goals.

1.6 CHARACTERIZATION

Chapter 1 – Introduction which includes a Statement of the problem, the Significance of the study, Objectives, Definition of concepts and Characterization

Chapter 2 – Review of Literature, Introduction, and Conclusion

Chapter 3- Introduction to methodology

Chapter 4-Data Analysis and Interpretation

Chapter 5-Findings, suggestions, Conclusion

CHAPTER 2

REVIEW OF LITERATURE

2.1 INTRODUCTION

Overview of the chapter:

A thorough summary of previous studies on a subject is called a literature review. Scholarly books, journals, and other sources that are relevant to a particular topic of study are examined in the literature review. This earlier study ought to be mentioned, summarised, objectively assessed, and clarified in the review. It must help you (the author) define the study's scope and offer a theoretical foundation for it. The literature review reassures the reader that your work has been carefully thought out by recognizing the contributions of prior scholars. It is assumed that the author has read, evaluated, and incorporated any references to earlier studies in the field into the current work.

There are several theories that underpin the concept of work-life balance and its significance for IT employees in the context of Work From Home. These theories provide valuable frameworks for understanding the challenges and dynamics involved. Below said are three prominent theories:

1. Role Theory: Role theory posits that individuals play multiple roles in their lives, such as an employee, a family member, a friend, or a community member. Achieving work-life balance involves effectively managing these different roles to minimize conflicts and maximize satisfaction. For IT employees working remotely, understanding the boundaries and expectations associated with each role becomes crucial for maintaining a healthy balance between work and personal life.(Biddle, B. J. (1986). Recent developments in role theory. Annual Review of Sociology, 12, 67-92.)

2. Conservation of Resources Theory: The Conservation of Resources (COR) theory suggests that individuals strive to acquire, retain, and protect resources that are crucial for their well-being. These resources include tangible assets like time, money, and energy, as well as psychological resources such as self-esteem and well-being. Work From Home can impact the allocation and preservation of these resources. IT employees need to effectively manage work-related stress, optimize time management, and ensure adequate recovery and renewal to maintain work-life balance and prevent resource depletion.(Hobfoll, S. E. (1989).

Conservation of resources: A new attempt at conceptualizing stress. American Psychologist, 44(3), 513-524.)

3. Boundary Theory: Boundary theory emphasizes the importance of establishing and maintaining boundaries between different domains of life, such as work and personal life. Boundaries can be physical, temporal, or psychological. In the context of Work From Home, the boundaries between work and personal life can become blurred due to the absence of physical separation between the workplace and home. IT employees must establish clear boundaries, both in terms of time and space, to minimize work intrusions into personal life and vice versa. This fosters a sense of balance and reduces the likelihood of conflicts between work and personal domains.(Ashforth, B. E., Kreiner, G. E., & Fugate, M. (2000). All in a day's work: Boundaries and micro role transitions. Academy of Management Review, 25(3), 472-491.)

These theories provide theoretical foundations for understanding the intricacies of work-life balance in the context of Work From Home for IT employees. By applying these theories, researchers and practitioners can identify factors that influence work-life balance, develop strategies and interventions to enhance employees' well-being and satisfaction, and promote effective management of work and personal responsibilities.

This review of literature focuses on the intricate relationship between work-life balance and Work From Home, shedding light on various aspects of this subject. It delves into the impact of working from home on individuals' ability to establish a healthy equilibrium between their personal and professional lives. The examined articles offer valuable insights into the advantages and challenges associated with Work From Home. On one hand, Work From Home provides flexibility and the opportunity for better integration of work and personal life. It grants employees greater control over their work schedules and environments, leading to heightened job satisfaction, increased employee retention, and enhanced productivity. Furthermore, Work From Home can attract top talent and result in cost savings for organizations. However, the literature also underscores the potential drawbacks of Work From Home. Blurred boundaries between work and personal life may lead to longer working hours, heightened psychological stress, and communication gaps within teams. The absence of face-to-face interaction and limited socialization with colleagues can adversely affect teamwork, innovation, and employee

morale. To tackle these challenges, organizations need to implement supportive policies, cultivate a positive work culture, and prioritize mental health support for Work From Homeers.

The review accentuates the significance of clear guidelines and policies pertaining to Work From Home. Well-defined terms and conditions are essential, encompassing aspects such as work hours, minimum salaries, and regulations regarding overtime. Organizations should also consider the role of supportive laws, flexible work schedules, family-friendly policies, and childcare support to enable employees in maintaining a healthy work-life balance. Additionally, the literature recognizes the importance of individual and societal initiatives in achieving work-life balance. While organizations play a pivotal role in creating conducive work environments, individuals must also take responsibility for effectively managing their work and personal lives. This necessitates establishing boundaries, establishing routines, and practicing self-care. Overall, this literature review underscores the intricate nature of work-life balance and the increasing prevalence of Work From Home. It offers valuable insights into the factors influencing work-life balance, the benefits and challenges of Work From Home, and the significance of supportive policies and individual initiatives. The findings emphasize the need for organizations to develop comprehensive strategies that encompass both individual and societal aspects of work-life balance, fostering an environment where employees can thrive personally and professionally.

Nancy R. Lockwood (2003) in her article '*Work/Life Balance Challenges and Solutions*' focuses on the growing issue of work-life balance in both personal and professional lives. The author emphasizes how in today's fast-paced environment, work-life balance has grown to be a crucial concern for both businesses and employees. Human resource professionals are actively looking for ways to improve employee morale, retain important talent, and stay relevant in the rapidly changing workplace environment. According to Lockwood, personal lives, family values, and global competition are the three main elements that contribute to the difficulties in finding a work-life balance. These elements increase the difficulties and demands that come with helping people balance their personal and professional lives. The author argues that the quality of family life and career attainment of both men and women are significantly impacted by the conflict between work and family, and thus offers the perspective that human

resource professionals can help their companies take advantage of these factors by utilizing work/life initiatives to gain a competitive advantage in the marketplace. Work/life programs are said to have the power to considerably raise employee spirits, lower absenteeism, and keep organizational knowledge, especially in tough economic times. For organisations and workers, the article offers facts, historical background, and possible work-life balance solutions. The importance of human resource specialists in leading these projects is emphasised, and the advantages that may be realised through a proactive approach to work-life balance are emphasised. The purpose of this article is to equip human resource professionals with knowledge and strategies for overcoming the difficulty of work-life balance. They are urged to use work-life initiatives to their advantage in order to take advantage of aspects such as aging workforces, personal lives, and family values, as well as factors such as global competition.

Tracey Crosbie & Jeanne Moore(2004) in their article '*Work-Life Balance and Working from Home*', says that despite the fact that a variety of people profit from working from home, little progress has been made in the creation of relevant policies. The terms and circumstances for working from home are not entirely clear. Even while more businesses are considering adopting working-from-home policies, the specifics of how to do so are still unclear. For instance, criteria for defining work hours, setting minimum salaries for Work From Homeers and determining if overtime is a possibility have not yet been developed. The article explores the relationship between work-life balance and the increasing trend of working from home. The relationship between work-life balance and the practise of working from home is examined in the paper. It looks into how working from home affects people's capacity to strike a healthy balance between their professional and personal obligations. The authors talk about how more people are working from home as a result of changes in work habits and technology improvements. They examine the advantages and drawbacks of this arrangement, especially in terms of work-life balance. While working from home gives flexibility and the opportunity for better work-life integration, this article emphasizes that it can also blur the lines between work and personal life. Work-life balance when working from home is influenced by a number of factors, including the nature of the job, personal preferences, and organizational support, as discussed in this paper. They stress the significance of supportive laws and procedures for assisting people in successfully juggling their personal and professional obligations. The authors also discuss how social policies, such as flexible work schedules, family-friendly laws, and support for childcare, might help people maintain a healthy work-life balance. They

contend that in the context of working from home, a complete strategy is required, comprising both individual and societal initiatives.

Porter and Ayman (2010) in their article '*Work Flexibility as a Mediator of the Relationship between work-family Conflict and Intention to quit*' highlights the importance of flexibility as a key characteristic that employees look for in a company. They contend that flexibility enables workers to manage activities at work efficiently, save time, take care of personal obligations, arrange their work according to their needs, and order jobs according to importance. The authors emphasize how crucial it is for businesses to appreciate flexibility in work management as a strategy for encouraging work-life balance. According to this study, flexibility in work arrangements enables employees to save time, organize their tasks based on priority, and align their work schedules with their individual needs. By providing employees with the opportunity to exercise control over their work arrangements, organizations can foster a supportive environment that promotes work-life balance. The authors emphasize the importance of businesses recognizing flexibility as a strategic approach to encourage work-life balance. Companies that value and implement flexible work options are more likely to attract and retain talented employees who seek a harmonious integration of their professional and personal lives. Offering flexibility in terms of work hours, Work From Home options, and adaptable schedules demonstrates an organization's commitment to supporting its employees' well-being and contributes to higher job satisfaction and reduced turnover intentions. In study highlights the positive impact of work flexibility on mitigating work-family conflict and reducing the intention to quit. By embracing and promoting flexible work arrangements, organizations can create a supportive work culture that values work-life balance, ultimately benefiting both employees and the overall success of the company.

Mahmood Anwar & Khurram Shahzad(2011) in their article '*Impact of Work-Life Conflict on Perceived Employee Performance:*' There is a statistically insignificant negative relationship between work-life conflict and perceived employee performance in Pakistan, according to evidence from Pakistan that tried to investigate the effect of work-life conflict on employees' work/job performance in the cultural context of Pakistan. The type of impact that work-life conflict has on how well employees are seen to be performing varies on the climate and culture of the specific geographic area. The results show a statistically negligible negative connection between perceived employee performance in Pakistan and work-life conflict. This shows that, in the cultural setting under study, employee performance is not much impacted by

work-life conflict. The outcomes are further explained and supported in the context of Pakistani culture. The authors provide insight into how cultural aspects may affect the relationship between employee performance and work-life conflict in Pakistan. The study has implications for organisational managers as well, emphasising the value of taking cultural variables into account when dealing with work-life conflict and enhancing employee performance. The study also points to directions for future research, highlighting the need for greater investigations into the precise processes through which cultural environment may modify the association between work-life conflict and worker performance

Baral. R & Bhargava.S (2011) in their article *'HR interventions for work-life balance: evidence from organizations in India*' in their paper has discussed the work-life balance benefits and programs (WLBPs) in Indian organizations. Despite its importance in light of demographic, technological, market, and organizational developments, WLBPs have received little scholarly attention. The goal of the study is to present a thorough analysis of the current situation of WLBPs in Indian organizations and to pinpoint potential future developments. The paper addresses the difficulties in effectively implementing such policies, drawing on primary and secondary data. This allows HR managers to introduce WLBPs in their organizations with knowledge. The challenges to the effective implementation of WLBPs policies can help HR managers to be cautious before introducing WLBPs in their respective organizations. In order to increase employee dedication and productivity, the study emphasizes the necessity for organizations to implement WLBPs and develop a supportive culture that fosters their use. By doing this, businesses can successfully address issues relating to work-life balance and foster a positive workplace culture. Insights regarding the state of WLBPs in India as of right now are provided by the report, along with suggestions for how businesses might use these programs to their employees' advantage. The paper suggests that organizations need to incorporate WLBPs and encourage a culture that supports utilizing them to ensure employee commitment and productivity. While introducing WLBPs, congruence between employee needs and organizational values also should be considered.

Nevena Krasulja, Milica Vasiljević Blagojević, et. al(2015) in their paper *'Working from home as an alternative for achieving work-life balance*' discussed the problem of finding a work-life balance as well as the relationship between working from home and this phenomenon. The essential first argument is that if the employees are given more flexible work arrangements, one of which is having the chance to conduct their business from home, the ideal

balance can be attained. The study concluded that the employee of today is no longer a "slave to" duties set by the employer. Flexibility, the ability to care for your family and children, and a higher level of informality can all be benefits of working from home. Additionally, it allows workers the freedom to express their creativity more freely, as many feel constrained in an office setting. To make working from home as beneficial for both parties as possible,. Despite the fact that some professions are inappropriate for this type of employment, they should be offered the option of flexible working hours. According to the authors, allowing employees to work from home is one flexible work option that can help them strike the optimum work-life balance. According to the study, modern employees are no longer required to adhere to strict obligations set by their employers. Working from home has advantages including more flexibility, being able to take care of family and kids, and a more relaxed work environment. Compared to conventional office environments, it also gives workers more freedom to express their ideas. Even occupations that have historically been viewed as being inappropriate for Work From Home should be given the option of flexible working hours, according to the authors. The study's objectives are to determine how well understood working from home is among employees and whether it has the ability to improve workers' quality of life. Allowing employees to work from home might save businesses a lot of money, and here the authors want to carry out research to find out how many workers are aware of the idea and whether it can improve employees' quality of life.

Vijayakumar Bharathi. S & Padma Mala. E(2016) in their paper, '*A Study on the Determinants of Work–Life Balance of Women Employees in Information Technology Companies in India*' The work-life balance factors that specifically affect women employees in Indian information technology (IT) firms are the focus of this study. The term "work-life balance" describes striking a balance between personal and professional obligations, enabling people to efficiently manage both sides of their lives. The purpose of the study is to identify and evaluate numerous parameters that affect work-life balance for women working in India's IT industry. These determinants could be things like societal expectations, family support, personal traits, job qualities, and organisational policies. It's possible that the researchers' empirical research involved gathering information on women working in Indian IT firms. The article highlights the research's findings and sheds light on the key variables that affect women's work-life balance in Indian IT firms. It might also draw attention to the difficulties women

encounter in finding a work-life balance and offer suggestions for how businesses can better support the needs of their female employees.

Seema Wadhawan and Harsha Mahendru(2018), in their paper *'Impact of flexible working arrangements on employee satisfaction in the IT sector'* made an effort to look into how flexible work arrangements affect employee satisfaction in the IT sector. The study looked at the relationship between flexible working arrangements and employee satisfaction among those working in the IT industry.

The objective of the study was to look into the connection between flexible work schedules and satisfaction among workers in the IT industry. Data was gathered from a sample of IT specialists employed by various organizations. The results showed that in the IT industry, flexible working arrangements have a favorable effect on employee satisfaction. Employees that had greater control over their work schedule and environment expressed greater job satisfaction. Achieving a better work-life balance was one of the main variables affecting employee happiness. Employees who had flexible work schedules were better able to balance their personal and professional obligations, which decreased stress and enhanced job satisfaction. The study also discovered that flexible working schedules boosted worker productivity and motivation. Employees felt more empowered and driven to complete their responsibilities effectively when they were free to work in a setting and on a timetable that suited them. The study also showed that flexible working schedules increased employee retention rates in the IT industry. Flexibility in scheduling increased an employee's likelihood of remaining with a company for a longer period of time, lowering turnover costs for businesses. The study noted that flexible work arrangements have some drawbacks. It was noticed that when employees worked remotely or had varied schedules, it might be harder to maintain efficient teamwork and communication. Therefore, firms should carefully analyze all available flexible working arrangement choices since they have an impact on employees' ability to maintain a healthy work-life balance and foster a sense of loyalty to the company.

Rocco Palumbo (2020) in his article *'An investigation into the side effects of working from home on work-life balance'* examines the effects of telecommuting from home in particular on employees' capacity to balance work and family obligations. In order to shed light on this important and topical subject, the study used a retrospective methodology, analyzing data from

the sixth European Working Conditions Survey (EWCS). By analyzing the EWCS data, which offers important information on working conditions and work-life balance across Europe, the study seeks to close this knowledge gap. By examining this data, the author hopes to shed light on how well people may manage their work-life balance as a result of working from home. The findings showed that the work-life balance of public workers was badly impacted by home-based telecommuting. Work From Homeers experienced more problems between their personal lives and their work lives. The perceived work-life balance was impaired by telecommuting from home, which led to increased work-related fatigue. Working from home has an adverse effect on work-life balance, but it is positively mediated by employee engagement.

Mithilesh Kumar Singh (2020), in their article '*Impact of Covid-19 Pandemic on Working Culture: An Exploratory Research Among Information Technology (IT) Professionals in Bengaluru, Karnataka (India)'* spoke about how more companies will be able to hire top personnel from anywhere without having to pay for office space or administrative costs. Depending on their convenient flexible work schedules, employees will have the option of working remotely. Long-term Work From Homeing may, however, also result in increased psychological stress, weakened work-life boundaries, team communication gaps, a loss of interpersonal connections, worries about job security, and a decline in organizational culture. However, the lack of physical interaction and socialization with colleagues had a negative impact on teamwork, innovation, and employee morale. The study emphasized the importance of mental health support and organizational initiatives to address the well-being of IT professionals. It recommended implementing policies to mitigate the negative effects of prolonged Work From Home, promoting work-life balance, and fostering a supportive work environment. Teamwork, innovation, and employee morale, on the other hand, were negatively impacted by the absence of face-to-face connection and socialization with co-workers. The study emphasized the significance of organizational initiatives and mental health support for IT personnel. It advised putting guidelines into place to reduce the drawbacks of prolonged Work From Home, encourage work-life balance, and build a positive workplace culture.

Lutz Bellmann& Olaf Hubler (2020), in their article '*Job Satisfaction and Work-Life Balance: Differences between Homework and Work at the Workplace of the Company*' made an effort to determine the circumstances under which working from home enhances or degrades work-life balance. In order to comprehend the effects of distant work, the authors emphasize

the significance of taking into account human characteristics, employment, and job features. The existence of a rigid contract for remote labour is relevant in terms of job satisfaction. Work From Home and job satisfaction are positively connected when such a contract is in place. His results support the hypothesis that reduced job satisfaction is related to longer working hours. According to the study, encouraging Work From Home among staff members who are happier and have a better work-life balance is an effective initiative. Employers should offer more Work From Home options and have rigorous contracts that permit it. Work performed remotely after regular business hours should be kept to a minimum. Employers should encourage remote employees to tell those who want to work from home about the benefits of working remotely. They should also address aspects related to the workplace that cause an imbalance between work and life, like avoiding tight deadlines.

Sanghamitra Chaudhuri, Ridhi Arora, et.al (2020), in their paper, '*Work-Life balance policies and organizational outcomes – a review of Literature from the Indian Context*' in their article speaks about how in the past 10 years, employers have placed a greater emphasis on the development of family-friendly work-life balance (WLB) policies in an effort to boost employee retention. Reviewing the significance of WLB policies and initiatives and their effects on organizational results is the goal of this study. A person's professional and personal lives is referred to as work-life balance. Businesses understand how crucial it is to encourage work-life balance because it can increase employee happiness, job satisfaction, and general productivity. The study's objective is to assess the body of research on work-life policies in India and analyze how they affect organizational outcomes. It might look at different measures taken by Indian businesses to promote work-life balance, including flexible work schedules, Work From Home choices, childcare aid, and employee assistance programs. The review mainly evaluates the empirical research carried out in India and looks at how work-life policies affect organisational outcomes. These results might consist of organisational effectiveness, job performance, employee engagement, and retention. The study can also provide insight on the difficulties and roadblocks encountered by businesses when putting work-life policies into practise in India.

Dodi Wirawan Irawanto, Khusnul Rofida Novianti, et.al(2021) in their paper '*Work from Home: Measuring Satisfaction between Work–Life Balance and Work Stress during the COVID-19 Pandemic in Indonesia*' tried to examine the relationship between working from home and job satisfaction in the context of Indonesian workers, and second to determine

whether work-life balance and work stress play a moderating role in that relationship. The objective of this study was to investigate the variables affecting job satisfaction during the shift to Work From Home brought on by the COVID-19 epidemic. It concentrated on how work-life balance, working from home, and stress at work affected job satisfaction for 472 Indonesian employees. The results showed that job satisfaction was highly influenced by working from home, work-life balance, and work stress, both directly and indirectly. The study came to the conclusion that, given Indonesia's collective culture, working from home has the potential to improve job satisfaction in the country. This emphasizes how crucial it is for businesses to acknowledge and take into account the advantages of Work From Home for their staff. The results showed that working from home, work-life balance and work stress have a significant impact, both directly and indirectly, on job satisfaction.

Sabanpreet Mann & Dr. Jaya Chitranshi(2021) in their article '*Challenges Faced by Employees in Maintaining Work-Life Balance During Work from Home in Covid-19 Pandemic in India*' examines the difficulties that employees have faced in balancing work and personal obligations while working remotely in the wake of the COVID-19 pandemic. The study's main goal is to examine the difficulties workers encounter when trying to preserve work-life balance when working from home. According to the experts, employee engagement is a key component of organizational productivity. With an emphasis on work-life balance and its significance for employee health and the entire working environment, this study investigates the effects of the COVID-19 epidemic on employees in India. Globally, the pandemic has had a negative impact on organizational growth and staff performance. The study emphasizes the different ways that the epidemic has affected workers' capacity to manage work and personal obligations, particularly as a result of the move to remote employment. Due to the demands of working from home, employees find it difficult to find time to spend with friends and family. The study emphasizes how important it is to maintain a work-life balance while the pandemic is underway. It also highlights the significance of preserving work-life harmony while working from home due to the pandemic situation. It has been determined that a company's ability to improve its workforce productivity depends on the employees' commitment to their jobs. The involvement of employees in their work is also influenced by the workplace environment, as this engagement is lower at home. They point out that encouraging employee engagement requires a positive work environment, but that engagement suffers when people work from

home. The study uses both primary and secondary research methodologies and procedures to efficiently gather and analyze data.

Lourdes Marie S. Tejero, Rosemary R. Seva, et.al(2021) in their paper *'Factors Associated With Work-Life Balance and Productivity Before and During Work From Home'* compares job-related and psychosocial characteristics before and during the setup of work from home (WFH), in order to ascertain the relevance of these aspects to work-life balance (WLB) and productivity, taking into account the prevalent work from home (WFH) arrangement globally as a result of COVID-19. The study made use of a convenience sample of Filipino workers drawn from numerous organisations and companies. The following inclusion criteria were used to choose study participants: (1) utilized a computer while working from home (2) spent at least two months working from home. During WFH, WLB and productivity deteriorated. According to the study, the most significant impact on productivity was caused by the amount of sleep, which was also significantly impacted by stress. Psychological detachment had the greatest impact among the elements impacting stress. Therefore, encouraging psychological detachment among employees is essential to boosting productivity during WFH. By guaranteeing separate time for work and personal life, establishing boundaries helps employees build psychological detachment from their employers or bosses. Additionally, WLB was greatly impacted by social support both before and during WFH. Therefore, encouraging Social support among employees is quite advantageous. Employers and policymakers will benefit from data on job-related and psychological aspects as they design and carry out tailored interventions to encourage work-life balance and productivity among workers who work from home.

Christian Wiradendi Wolor, Ahmad Nurkhin ,et.al(2021) in their article, '*IS WORKING FROM HOME GOOD FOR WORK-LIFE BALANCE, STRESS, AND PRODUCTIVITY, OR DOES IT CAUSE PROBLEMS?*' intends to objectively examine the effects of long-term home working owing to the COVID-19 pandemic on employee productivity from the perspectives of work-life balance and employee stress levels. According to a number of earlier research, working from home (WFH) is recognized to increase work productivity. Contrarily, numerous other researchers have found that Work From Home reduces employee productivity. The study was carried out in Jakarta, Indonesia.135 employees that worked from home made up the study sample. The findings of this study suggest that work-life balance and stress from the workplace

have an impact on productivity. While this is the case, working remotely has no impact on productivity. The outcomes of this study reveal unexpected findings. The finding was that there is currently no successful method for boosting productivity at the workplace in the midst of the ongoing COVID-19 pandemic. Working from home is one approach to stop this illness from spreading. The findings of this study, however, show that Work From Home doesn't affect how productive employees are. The partnership between working from home and working from an office is one of the tactics that will be impacted by this research on company policies and techniques for enhancing productivity. Only Jakarta employees who work remotely are included in this study. Future research is anticipated to cover more ground and assess the effects of allowing workers to divide their workweek between the office and their home due to the different restrictive rules that are in place in Indonesia.

Ranitha Weerarathna, Nilmini Rathnayake, et. al(2022) in their article '*Towards work-life balance or away?*' Attempted to uncover the impact of WFH factors on work-life balance by testing the working conditions, supervisor's trust and support, ability to access the organization's networks at home, number of children, and individual workspace variables, considering them as the factors that most affect WFH. The work-life balance of software developers in Sri Lanka during the shift to Work From Home brought on by the Covid-19 epidemic is the subject of this study. Finding out what influences work-life balance in the context of working from home (WFH) is the goal. This study tries to close the empirical gap in Sri Lanka's little previous research on this subject. The findings of the research show that two elements "supervisor's trust and support" and "individual workspace" have a big impact on how software developers balance their professional and personal lives during WFH. However, characteristics like "working conditions," "ability to access the organization's networks," and "number of children" have little to no effect on how well people combine their personal and professional lives. Based on these findings, the study recommends that having a designated distraction-free workspace, good support and trust from supervisors, and clear boundaries between work and personal life be implemented. These findings are applicable for attaining work-life balance in the future as well as during the Covid-19 pandemic. It was found that the supervisor's trust and support and individual workspace variables were the most important factors. The results of this study can offer useful insights to help economic growth in the IT services sector given the considerable contribution of the IT industry to Sri Lanka's economic growth, particularly during the epidemic.

2.2CONCLUSION

This review of literature on work-life balance and Work From Home has provided valuable insights into the multifaceted nature of this topic. The studies examined various aspects related to work-life balance, including the impact of working from home on individuals' ability to achieve a healthy balance between their professional and personal lives.

The articles reviewed highlight the benefits and challenges associated with Work From Home. On one hand, working from home offers flexibility and the opportunity for better work-life integration, allowing employees to have more control over their work schedules and environment. It can lead to increased job satisfaction, higher employee retention rates, and improved work productivity. Additionally, Work From Home has the potential to attract top talent and reduce costs for organizations. However, the literature also emphasizes the potential drawbacks of Work From Home. It can blur the boundaries between work and personal life, resulting in longer working hours, increased psychological stress, and communication gaps within teams. The lack of face-to-face interaction and socialization with colleagues can negatively impact teamwork, innovation, and employee morale. It is important for organizations to address these challenges by implementing supportive policies, fostering a positive work culture, and providing mental health support to employees. The review highlights the importance of clear guidelines and policies for Work From Home. The terms and conditions for working from home, such as defining work hours, setting minimum salaries, and addressing overtime, need to be clearly established. Organizations should also consider the role of supportive laws and procedures, flexible work schedules, family-friendly policies, and childcare support in helping employees maintain a healthy work-life balance. The literature review also recognizes the significance of individual and societal initiatives in achieving work-life balance. While organizations play a crucial role in providing a conducive work

environment, individuals must also take responsibility for managing their work and personal lives effectively. This requires setting boundaries, establishing routines, and practicing self-care.

This review of the literature underscores the complexity of work-life balance and the increasing trend of Work From Home. It provides valuable insights into the factors influencing work-life balance, the benefits and challenges associated with Work From Home, and the importance of supportive policies and individual initiatives. The findings emphasize the need for organizations to develop comprehensive strategies that consider both the individual and societal aspects of work-life balance, fostering an environment where employees can thrive both personally and professionally.

2.3 RESEARCH GAP

The concept of work-life balance has gained increased significance in recent times, particularly with the widespread adoption of Work From Home during the pandemic. It is crucial to address work-life balance specifically in the context of working from home, as a majority of the existing research on this topic was conducted prior to and during the pandemic when Work From Home was not as prevalent. Previous studies mainly focused on work-life balance in traditional office settings, and only after the pandemic did researchers start examining the impact of Work From Home on employees' work-life balance. The sudden shift from traditional work culture to Work From Home undoubtedly had a significant impact on employees, potentially causing imbalances in their lives. Therefore, there is a clear research gap that needs to be addressed – the need to study work-life balance in the current environment where working from home or hybrid work arrangements have become the norm for many organizations. Moreover, there is a scarcity of studies specifically focusing on the work-life balance of employees engaged in Work From Home, especially in the post-pandemic period. By expanding the research in this area and delving deeper into the work-life balance challenges and experiences of employees working from home, we can gain a better understanding of the unique factors influencing work-life balance in this new work paradigm. This knowledge can guide organizations in developing effective strategies and policies to support their Work From Homeforce in achieving and maintaining a healthy work-life balance.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 INTRODUCTION TO METHODOLOGY

Overview of the chapter:

Chapter 3 provides an overview of the methodology used in the study on work-life balance of IT employees in a work-from-home setting. It highlights the importance of research methodology in ensuring the validity and reliability of the study. The chapter includes the title and scope of the study, research variables, and the universe and unit of study. The research design is described as a quantitative cross-sectional design, which involves collecting data at a specific point in time. The sampling design is purposive sampling, where participants are selected based on specific criteria. The chapter discusses the sources of data, including primary data collected through a questionnaire and secondary data from various sources. The tools for data collection are described, with a questionnaire used to gather information from IT employees. Data collection is conducted using an online platform. The data analysis is performed using the Statistical Package for Social Sciences (SPSS). The limitations of the study are acknowledged, including potential biases in self-report measures, time constraints on participants, and the exclusion of external factors. Overall, this chapter provides a concise overview of the methodology employed in the study.

RESEARCH METHODOLOGY

Research methodology is a systematic approach used to investigate a topic, confirm existing knowledge, or address specific issues. It involves a structured and methodical strategy for gathering, analyzing, and interpreting information in order to answer research questions or test hypotheses. The process of research methodology encompasses various stages, from setting research goals to analyzing findings, and it incorporates guidelines, tactics, and techniques to ensure a rigorous and reliable study.

The primary objective of research methodology is to provide a well-organized framework that ensures the validity, objectivity, and dependability of the research study. By following a systematic methodology, researchers can plan their work effectively, make informed decisions, and produce robust results that contribute to the advancement of knowledge in a particular field of study. In order to demonstrate the validity of the research, the methodology chapter aims to showcase the appropriateness and application of the chosen research methods. By selecting and implementing suitable methods, researchers strive to capture the expected outcomes of the study. The validity of the research is crucial in establishing the credibility and accuracy of the findings. Research methodology plays a vital role in conducting a scientific investigation. It provides researchers with a structured approach to gather and analyze data, ensuring the reliability and objectivity of the study. By adhering to a well-defined methodology, researchers can produce meaningful results and contribute to the body of knowledge in their respective fields.

3.2 TITLE OF THE STUDY

Work-Life Balance of IT Employees in Work-From-Home

3.3 SCOPE OF THE STUDY

This study focuses on how the work-life balance of an employee is affected while working at home. Earlier before the Covid pandemic, people who worked from home actually opted for the same and hence they might have had certain arrangements to maintain their work and personal life. But after the Pandemic, people who didn't wish also were forced into this scenario and they had no choice but to adopt to this new normal. This has certainly created a number of problems for the employees around the globe. People had to learn how to adjust to the changing nature of work. The purpose of this study is to investigate how IT workers who work from home balance their personal and professional lives. This study will look into factors including stress, time management, and the impact of work on these IT workers' work-life balance while they work from home. The study will focus primarily on IT workers who have switched to a work-from-home schedule. The goal of the study is to offer knowledge about how IT workers can successfully manage difficulties and improve their work-life balance in the work-from-home setting.

3.4 RESEARCH VARIABLES

Independent Variable:

Influence of work, Stress, Time management

Dependent Variable:

Work-Life Balance of IT Employees

3.5 UNIVERSE AND UNIT OF STUDY

The unit of study refers to the specific components or individuals that will be included in the research, whereas the universe of the study refers to the total population or group from which the research sample is collected. The IT workers who have switched to working from home are the focus of this study. The individual IT employees who meet the requirements to be included in the research sample will serve as the unit of study.

3.6 RESEARCH DESIGN

The study follows a quantitative research methodology. Quantitative approaches place an emphasis on objective measurements and statistical, mathematical, or numerical analysis of data gathered by questionnaires and surveys. Quantitative analysis is concerned with collecting numerical data and generalizing it across groups of people or explaining a specific phenomenon. Cross-sectional design involves collecting data from a sample of participants at a specific point in time. In this case, data would be collected from IT employees who are currently working from home. The objective would be to capture a snapshot of their work-life balance, stress levels, and time management practices during this specific period, for this study cross-sectional design is taken. A cross-sectional design allows for a snapshot analysis of the variables of interest at a specific point in time. It can provide valuable insights into the work-life balance dynamics in a work-from-home (WFH) environment and serve as a foundation for further investigations. However, it is important to note that cross-sectional design does not capture changes or developments over time.

3.7 SAMPLING DESIGN

Purposive sampling is the technique used to choose responses from the population. This non-probability sampling technique was selected in accordance with the objectives of the study and the population's characteristics. Purposive sampling is used by researchers to target a particular subset of people because all study participants are picked because they fit a certain profile. By carefully selecting participants, the researcher can concentrate on those who are most likely to offer useful and relevant data for the study. This can facilitate the gathering of data and guarantee that the research's findings closely match its objectives.

SAMPLE SIZE:

The number of individuals or observations that are included in a research study is referred to as the sample size. In order to draw conclusions or make generalizations, a subset of people or objects from a broader population are chosen to represent that community. For this study, the researcher was able to collect data from 110 respondents, but after data mining, a total of 58 respondents were chosen for this study.

3.8 SOURCES OF DATA

Primary data:

It refers to the data that is collected directly by the researcher through methods like interviews, questionnaires, etc. In this study, a standardized questionnaire was used to collect the data required.

Secondary data:

It refers to the existing data that was collected by someone else, which is subsequently used by a researcher for the analysis of the research. The researcher gathered secondary data from newspapers, magazines, online pieces, and journal articles.

3.9 TOOLS FOR DATA COLLECTION

An instrument, method, or technology that is specifically utilized by researchers to collect data from participants or sources is referred to as a tool. These instruments are created to methodically gather relevant data or observations to address research aims or respond to research inquiries. In this study, the researcher decided to use a questionnaire to gather information from the universe. A questionnaire is an instrument used to gather information from the respondents. It consists of a set of structured questions to meet the objectives of the study. For this study the researcher developed a questionnaire consisting of 30 questions, including the demographic details of the IT employees and was posted on a 3 point scale.

3.10 DATA COLLECTION

The researcher developed a questionnaire and administered it through the google form to collect primary data from the respondents.

3.11 DATA ANALYSIS

The Statistical Package for Social Sciences (SPSS), a statistical analysis software program, was used to analyse the data.

3.12 LIMITATIONS OF THE STUDY

The study relies on self-report measures, such as surveys or questionnaires, which can be subject to biases. Participants may provide socially desirable responses or inaccurately recall and report their experiences, potentially affecting the validity of the data.

As the data collection primarily relied on Google Forms, the researcher had limited direct involvement in the process. This lack of direct interaction with participants during data collection could introduce potential limitations. Participants may have provided responses based on their subjective interpretations or may have been influenced by factors outside the researcher's control. It is important to consider these factors when interpreting and generalizing the findings of the study.

One significant limitation of the study was the time constraints faced by the respondents. Due to their busy work schedules, it was challenging for them to find dedicated time to complete

the questionnaire. As a result, they may have rushed through the survey or fill it out hastily during short breaks, potentially impacting the quality and accuracy of their responses. This limitation should be taken into account when interpreting the findings and considering the overall validity of the study.

The study does not explicitly incorporate an analysis of external factors or contextual influences that could potentially influence work-life balance in a work-from-home (WFH) setting. Factors such as organizational culture, job demands, social support, and individual differences might have an impact on the outcomes, but their inclusion may not have been fully accounted for in the study design. Therefore, it is important to recognize that these external factors could potentially confound or mediate the relationship between WFH and work-life balance, and their absence in the study design limits the comprehensive understanding of the findings.

The respondents were also mostly from Thiruvananthapuram district.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4. ANALYSIS

Overview of the chapter:

Chapter 4, predominantly consists of the data analysis and interpretation needed for the study. It mainly consists of the computation of average mean for each variables and the total average mean, then comes the cross tabulation between the demographic details and the variables and finally the t test of different concepts that add to the variables of the study. The findings from this will ultimately help in developing suggestions, strategies and conclusion of this research.

INTRODUCTION

In this particular section, we delve into the crucial aspect of data analysis. The analysis performed on the data in this study was primarily quantitative in nature and was facilitated by employing the Statistical Package for Social Sciences (SPSS). The data itself was obtained through the utilization of a comprehensive questionnaire administered to IT employees. This chapter encompasses two key components: firstly, the examination of the demographic profile of the respondents, providing valuable insights into the characteristics of the individuals involved in the study; and secondly, the analysis of the collected data, conducted in accordance with the predetermined objectives of the research. The demographic profile of the respondents plays an essential role in understanding the composition and background of the participants. By examining various demographic variables such as age, gender, work experience, and other relevant factors, researchers gain a comprehensive understanding of the diversity within the sample. This information aids in establishing a contextual framework for the subsequent analysis and interpretation of the data. The analysis of the collected data is a fundamental step in achieving the objectives outlined in the research study. By employing statistical techniques and utilizing the SPSS software, researchers were able to extract meaningful insights from the collected data. These analyses involved the application of appropriate statistical tests and measures to explore relationships, trends, patterns, and associations between variables of interest. By linking the data analysis to the research objectives, researchers can effectively address research questions, draw conclusions, and generate valuable recommendations.

For the purpose of analysis, each questions under each variables were converted to concepts under which they come:

In case of time management:

tm_a: Uniting Long-Term Vision with Short-Term Action

tm_b: Goal Review and Revision

tm_c: Breaking Down Complex Projects

tm_d: Cultivating a Time-Conscious Mindset

tm_e: Setting Deadlines for Task Completion

tm_f: Enhancing Work Efficiency

tm_g: Priority-Based Task Completion

tm_h: Time Management and Eliminating Time Wasters

tm_i: Assessing Schedule Adherence

tm_j: Priority-Based Task Order

tm_k: Navigating Unpredictable Workdays

In case of stress:

s_a: Nurturing Emotional Resilience

s_b: Empowering Influence over Life's Crucial Aspects

s_c: Balancing and Addressing Accumulating Problems

s_d: Cultivating Calmness and Inner Balance

s_e: Building Confidence in Handling Issues

s_f: Embracing Favorable Pathways in Life

s_g: Prioritizing and Streamlining Responsibilities

In case of Influence of work(work-life imbalance):

wlb_a: Personal Life Suffering

wlb_b: Difficulty in Personal Life Due to Job

wlb_c: Unbalance in Self-Care and Personal Needs

wlb_d: Holding Personal Life for Work

wlb_e: Missing Personal Activities Due to Work

wlb_f: Not Getting Time for Life Enrichment

4.1-frequency table-Gender

Table 4. 1

Gender	Frequency	Percent
Male	35	60.3
Female	23	39.7
Total	58	100.0

The given data represents the percentages of males and females within a group. According to the data, 60.3% of the group consists of males, while 39.7% of the group consists of females.

4.2-frequency table-Age

Table 4. 2

Age	Frequency	Percent
below 30	40	69.0
above 30	18	31.0
Total	58	100.0

The provided data pertains to the distribution of age groups within a given population or sample. According to the data, 69.0% of the group falls below the age of 30, while 31.0% of the group is above the age of 30.

4.3-frequency table-Marital Status

Table 4. 3

Marital Status	Frequency	Percent
Unmarried	35	60.3
Married	23	39.7
Total	58	100.0

The data provided represents the distribution of marital status within a given population or sample. According to the data, 60.3% of the group is unmarried, while 39.7% of the group is married.

4.4-frequency table-work experience

Table 4. 4

Work Experience	Frequency	Percent
below 5 years	35	60.3
above 5 years	23	39.7
Total	58	100.0

The provided data represents the distribution of work experience within a given population or sample. According to the data, 60.3% of the group has work experience below 5 years, while 39.7% of the group has work experience above 5 years.

4.5-frequency table-No of dependents

Table 4. 5

No of dependents	Frequency	Percent
0 to 1	31	53.4
more than1	27	46.6
Total	58	100.0

The data provided represent the distribution of the number of dependents within a given population or sample. According to the data, 53.4% of the group has 0 to 1 dependent, while 46.6% of the group has more than 1 dependent.

4.6- Time management

Table 4. 6

	tm_e	tm_k.	tm_a.	tm_c	tm_b	tm_h.	tm_i.	tm_j.	tm_g.	tm_f.	tm_d
Mean	2.02	1.90	1.98	2.33	2.12	1.64	1.83	2.03	2.36	2.21	1.83
N	58.00	58.00	58.00	58.00	58.00	58.00	58.00	58.00	58.00	58.00	58.00
Std. Deviation	0.61	0.58	0.66	0.54	0.59	0.55	0.53	0.53	0.64	0.59	0.53

Based on the provided data and using a 3-point scale, we can interpret the results as follows:

Setting Deadlines for Task Completion (tm_e): The mean score of 2.02 suggests a moderate level of effectiveness in setting deadlines for task completion. Navigating Unpredictable Workdays (tm_k): The mean score of 1.90 indicates a moderate level of proficiency in handling unpredictable workdays. Uniting Long-Term Vision with Short-Term Action (tm_a): The mean score of 1.98 suggests a moderate level of success in aligning long-term goals with short-term actions. Breaking Down Complex Projects (tm_c): The mean score of 2.33 indicates a relatively high level of proficiency in breaking down complex projects into manageable tasks. Goal Review and Revision (tm_b): The mean score of 2.12 suggests a moderate level of effectiveness in reviewing and revising goals. Time Management and Eliminating Time Wasters (tm_h): The mean score of 1.64 indicates a moderate level of efficiency in time management and eliminating time-wasting activities. Assessing Schedule Adherence (tm_i): The mean score of 1.83 suggests a moderate level of success in assessing adherence to schedules. Priority-Based Task Order (tm_j): The mean score of 2.03 indicates a moderate level of effectiveness in determining the order of tasks based on priority. Priority-Based Task Completion (tm_g): The mean score of 2.36 indicates a relatively high level of proficiency in completing tasks based on their priority. Enhancing Work Efficiency (tm_f): The mean score of 2.21 suggests a moderate level of success in improving work efficiency. Short-Term Goal

Setting (tm_d): The mean score of 1.83 indicates a moderate level of effectiveness in setting short-term goals.

Based on the 3-point scale, the respondents demonstrate moderate effectiveness in most aspects of task management, with some areas showing relatively higher proficiency, such as breaking down complex projects and prioritizing tasks based on their importance. However, there are also areas that may require improvement, such as navigating unpredictable workdays and enhancing time management skills.

4.7-Stress

Table 4. 7

	s_a.	s_b.	s_c.	s_d	s_e	s_f.	s_g.
Mean	2.16	2.17	2.07	2.16	1.78	1.78	2.14
N	58.00	58.00	58.00	58.00	58.00	58.00	58.00
Std. Deviation	0.64	0.57	0.59	0.62	0.59	0.62	0.44

Nurturing Emotional Resilience (s_a): The mean score of 2.16 suggests a moderate level of effectiveness in nurturing emotional resilience. Empowering Influence over Life's Crucial Aspects (s_b): The mean score of 2.17 indicates a moderate level of success in exerting an empowering influence over important aspects of life. Balancing and Addressing Accumulating Problems (s_c): The mean score of 2.07 suggests a moderate level of effectiveness in balancing and addressing accumulating problems. Cultivating Calmness and Inner Balance (s_d): The mean score of 2.16 indicates a moderate level of success in cultivating calmness and inner balance. Building Confidence in Handling Issues (s_e): The mean score of 1.78 suggests a moderate level of effectiveness in building confidence in handling issues. Embracing Favorable Pathways in Life (s_f): The mean score of 1.78 indicates a moderate level of success in embracing favorable pathways in life. Prioritizing and Streamlining Responsibilities (s_g): The mean score of 2.14 suggests a moderate level of effectiveness in prioritizing and streamlining responsibilities.

Based on the 3-point scale, the respondents demonstrate a moderate level of effectiveness in nurturing emotional resilience, exerting an empowering influence, addressing accumulating problems, cultivating inner balance, prioritizing responsibilities, and embracing favorable pathways. However, there is room for improvement in building confidence in handling issues and embracing favorable pathways, as these areas received lower mean scores compared to the other aspects.

4.8-Influence of work

Table 4. 8

	wlb_c.	wlb_b.	wlb_a.	wlb_e.	wlb_d.	wlb_f
Mean	2.00	1.97	1.90	1.97	1.97	1.84
N	58.00	58.00	58.00	58.00	58.00	58.00
Std. Deviation	0.46	0.56	0.58	0.42	0.53	0.59

Unbalance in Self-Care and Personal Needs (wlb_c): The mean score of 2.00 suggests a moderate level of unbalance in self-care and personal needs. Difficulty in Personal Life Due to Job (wlb_b): The mean score of 1.97 indicates a moderate level of difficulty in personal life due to job-related factors. Personal Life Suffering (wlb_a): The mean score of 1.90 suggests a moderate level of personal life suffering. Missing Personal Activities Due to Work (wlb_e): The mean score of 1.97 indicates a moderate level of missing personal activities due to work obligations. Holding Personal Life for Work (wlb_d): The mean score of 1.97 suggests a moderate level of holding personal life for work-related demands. Not Getting Time for Life Enrichment (wlb_f): The mean score of 1.84 indicates a moderate level of not getting enough time for life enrichment activities.

4.9-Total Average Mean of variables

Table 4. 9

Variables	Total Average Mean
Time management	2.022
Stress	2.034
Influence of work	1.94
Total(WLB)	2.00

Based on the 3-point scale used to measure the variables, the mean values indicate that the participants' responses were moderately positive overall.

Here the average total mean of Time management is 2.022 which is close to a moderate level, the total average mean influence of work is 1.940 which is also on the moderate side, Stress is 2.034 which is on the moderate side. Here time management is not high, but is not low also, it is more on the higher side The average score for Time management (2.022) suggests that the participants reported moderately effective time management skills while working from home. However, there is still room for improvement in managing time effectively to achieve a healthy work-life balance, Regarding the Influence of work variable, the mean value of 1.940 indicates that, on average, the participants perceived a moderate influence of work from home , on their personal life and is relatively on a lower side. This suggests that work from home arrangements do have some impact on personal life, but it is not perceived as significantly overwhelming. The stress aspect is also on the relatively higher side but not so high as well, This suggests that work from home arrangements may have some impact on stress levels, but it is not overwhelmingly high, and some other factors might be due influencing stress, which is a further area for research. These results emphasize the importance of improving time management to achieve a better work-life balance while working from home. A score of 2.00 for work-life balance suggests that, on average, individuals perceive their work-life balance to be slightly better than average. This means that they feel they are able to maintain a reasonable balance between their work responsibilities and their personal life. Additionally, they acknowledge that work from home arrangements

moderately impact personal life. It is worth noting that stress levels may be relatively higher, potentially influenced by various factors in addition to work-related aspects.

Cross Tab

Analysis of Gender with Time Management, Stress and influence of work

4.10-Gender*Time Management

Table 4. 10

Crosstab				
	Time Management		Total	
	Low	High		
Gender Male	9	26	35	
Female	10	13	23	
Total	19	39	58	

The table is divided into two variables: "Gender" and "Time Management." The "Gender" variable has two categories: Male and Female, while the "Time Management" variable has two categories: Low and High. There are 9 observations of males categorized as having low time management skills and 26 observations of males categorized as having high time management skills. Similarly, there are 10 observations of females with low time management skills and 13 observations of females with high time management skills.

The "Total" column displays the total count of observations for each time management category, where there are 19 observations classified as low and 39 observations classified as high. Here it can be observed that the relationship between gender and time management categories. For example, you can see that among the 35 males, 26 are classified as having high time management skills. On the other hand, among the 23 females, 13 are classified as having high time management skills.

4.11-Gender*Stress

Table 4. 11

		Stress		Total
		Low	high	
Gender	Male	10	25	35
	Female	7	16	23
Total		17	41	58

The table consists of two variables: "Gender" and "Stress." The "Gender" variable has two categories: Male and Female, while the "Stress" variable has two categories: Low and High. There are 10 observations of males categorized as having low-stress levels and 25 observations of males categorized as having high-stress levels. Similarly, there are 7 observations of females with low-stress levels and 16 observations of females with high-stress levels. The "Total" column displays the total count of observations for each stress level, with 17 observations classified as low stress and 41 observations classified as high stress.

Here it can be observed that the relationship between gender and stress levels. For example, among the 35 males, 25 are categorized as having high-stress levels. Among the 23 females, 16 are categorized as having high-stress levels.

4.12- Gender*Influence of work

Table 4. 12

		Influence of work		Total
		Low	High	
1. Gender	Male	14	21	35
	Female	14	9	23
Total		28	30	58

The table consists of two variables: "Gender" and "Influence of work." The "Gender" variable has two categories: Male and Female, while the "Influence of work" variable has two

categories: Low and High. There are 14 observations of males categorized as having low work influence and 21 observations of males categorized as having high work influence. Similarly, there are 14 observations of females with low work influence and 9 observations of females with high work influence. The "Total" column displays the total count of observations for each Influence of work category, with 28 observations classified as low work influence and 30 observations classified as high work influence.

From this crosstab, it can be observed that the relationship between gender and the influence of work. It appears that among the 35 males, 21 are categorized as having high work influence, while among the 23 females, only 9 are categorized as having high work influence.

Analysis of age group with Time Management, Stress and influence of work

4.13- Age group*Time management

Table 4. 13

		Time management		Total
		low	high	
2.Age Group	Below 30	13	27	40
	above 30	6	12	18
Total		19	39	58

The table consists of two variables: "Age Group" and "Time Management." The "Age Group" variable has two categories: "Below 30" and "Above 30," while the "Time Management" variable has two categories: "Low" and "High." There are 13 observations in the "Below 30" age group with low time management skills and 27 observations with high time management skills. Similarly, there are 6 observations in the "Above 30" age group with low time management skills and 12 observations with high time management skills. The "Total" column displays the total count of observations for each time management category, with 19 observations classified as low time management and 39 observations classified as high time management. Here it can be observed that the relationship between age group and time management. For instance, among the 40 individuals below the age of 30, 27 have high time management skills, while among the 18 individuals above the age of 30, 12 have high time management skills.

4.14-Age Group*Stress

Table 4. 14

		STRESS		Total
		Low	High	
2. Age Group	**Below 30**	15	25	40
	above 30	2	16	18
Total		17	41	58

The table consists of two variables: "Age Group" and "Stress." The "Age Group" variable has two categories: "Below 30" and "Above 30," while the "Stress" variable has two categories: "Low" and "High." There are 15 observations in the "Below 30" age group with low-stress levels and 25 observations with high-stress levels. Similarly, there are 2 observations in the "Above 30" age group with low-stress levels and 16 observations with high-stress levels. The "Total" column displays the total count of observations for each stress level category, with 17 observations classified as low stress and 41 observations classified as high stress.

From this crosstab, it can be interpreted that the relationship between age group and stress levels. For example, among the 40 individuals below the age of 30, 25 have high-stress levels, while among the 18 individuals above the age of 30, 16 have high-stress levels.

4.15-Age*Influence of work

Table 4. 15

		Influence of work		Total
		Low	High	
Age Group	**below 30**	18	22	40
	above 30	10	8	18
Total		28	30	58

The age groups are divided into "below 30" and "above 30", while the influence of work is categorized as "low" and "high". The table also provides the totals for each combination of age group and influence of work. The table provides a breakdown of the number of individuals in different age groups based on the influence of work they have performed. It indicates that there are more individuals below 30 years old who have performed high amounts of work, while individuals above 30 years old have performed relatively lower amounts of work.

Analysis of Marital Status with Time Management, Stress and influence of work

4.16-Marital Status*Time Management

Table 4. 16

		Time Management		Total
		Low	High	
3. Marital status	Unmarried	12	23	35
	Married	7	16	23
Total		19	39	58

The table consists of two variables: "Marital Status" and "Time Management." The "Marital Status" variable has two categories: "Unmarried" and "Married," while the "Time Management" variable has two categories: "Low" and "High." There are 12 observations of unmarried individuals with low time management skills and 23 observations with high time management skills. Similarly, there are 7 observations of married individuals with low time management skills and 16 observations with high time management skills. The "Total" column displays the total count of observations for each time management category, with 19 observations classified as low time management and 39 observations classified as high time management.

From this crosstab, it can be observed that the relationship between marital status and time management. Among the 35 unmarried individuals, 23 have high time management skills, while among the 23 married individuals, 16 have high time management skills

4.17-Marital Status*Stress

Table 4. 17

		Stress		Total
		Low	High	
3. Marital status	Unmarried	12	23	35
	Married	5	18	23
Total		17	41	58

The table consists of two variables: "Marital status" and "Stress." The "Marital status" variable has two categories: "Unmarried" and "Married," while the "Stress" variable has two categories: "Low" and "High." There are 12 observations of unmarried individuals with low-stress levels and 23 observations with high-stress levels. Similarly, there are 5 observations of married individuals with low-stress levels and 18 observations with high-stress levels. The "Total" column displays the total count of observations for each stress level category, with 17 observations classified as low stress and 41 observations classified as high stress.

From this crosstab, it can be analysed hat the relationship between marital status and stress levels. For example, among the 35 unmarried individuals, 23 have high-stress levels, while among the 23 married individuals, 18 have high-stress levels.

Analysis of work experience with Time Management, Stress and influence of work

4.18-Work experience*Time Management

Table 4. 18

		Time management		Total
		Low	High	
work experience	below 5 years	12	23	35
	above 5 years	7	16	23
Total		19	39	58

we can observe that both groups, those with less than 5 years of work experience and those with 5 years or more of work experience, had a larger proportion of participants who rated their time management skills as high rather than low. In the group with less than 5 years of work experience, 23 out of 35 participants (65.7%) rated their time management skills as high, while 12 participants (34.3%) rated their skills as low. In the group with 5 years or more of work experience, 16 out of 23 participants (69.6%) rated their time management skills as high, while 7 participants (30.4%) rated their skills as low.

Therefore, both groups show a relatively higher rating for time management skills, with a slightly higher proportion of participants in the group with 5 years or more of work experience rating their skills as high

4.19-Work experience *Influence of work

Table 4. 19

		Influence of work		Total
		Low	High	
work experience	Below 5 years	15	20	35
	Above 5 years	13	10	23
Total		28	30	58

The table consists of two variables: "Work experience" and "Influence of work." The "Work experience" variable has two categories: "Below 5 years" and "Above 5 years," while the "Influence of work" variable has two categories: "Low" and "High." There are 15 observations of individuals with below 5 years of work experience and low work influence and 20 observations with high work influence. Similarly, there are 13 observations of individuals with above 5 years of work experience and low work influence and 10 observations with high work influence. The "Total" column shows the total count of observations for each Influence of work category, with 28 observations classified as low work influence and 30 observations classified as high work influence.

From this crosstab, it can be analyzed, the relationship between work experience and the Influence of work. For example, among the 35 individuals with below 5 years of work experience, 20 have high work influence, while among the 23 individuals with above 5 years of work experience, 10 have high work influence.

Analysis of No of Dependents with Time Management, Stress and influence of work

4.20-No of Dependents*Time Management

Table 4. 20

		Time management		Total
		Low	High	
Number of dependents	0 to 1	11	20	31
	more than 1	8	19	27
Total		19	39	58

The table consists of two variables: "Number of dependents" and "Time management." The "Number of dependents" variable has two categories: "0 to 1" and "more than 1," while the "Time management" variable has two categories: "Low" and "High." There are 11 observations of individuals with 0 to 1 dependents and low time management skills and 20 observations with high time management skills. Similarly, there are 8 observations of individuals with more than 1 dependent and low time management skills and 19 observations with high time management skills. The "Total" column displays the total count of observations for each time management category, with 19 observations classified as low time management and 39 observations classified as high time management.

Here it can be observed that the relationship between the number of dependents and time management. Among the 31 individuals with 0 to 1 dependents, 20 have high time management skills, while among the 27 individuals with more than 1 dependent, 19 have high time management skills.

4.21-No of Dependents*Stress

Table 4. 21

		Stress		Total
		Low	High	
Number of dependents	0 to 1	9	22	31
	more than 1	8	19	27
Total		17	41	58

The table consists of two variables: "Number of dependents" and "Stress." The "Number of dependents" variable has two categories: "0 to 1" and "more than 1," while the "Stress" variable has two categories: "Low" and "High." There are 9 observations of individuals with 0 to 1 dependents and low-stress levels and 22 observations with high-stress levels. Similarly, there are 8 observations of individuals with more than 1 dependent and low-stress level and 19 observations with high-stress levels. The "Total" column displays the total count of observations for each stress level category, with 17 observations classified as low stress and 41 observations classified as high stress.

From this crosstab, it can be observed that the relationship between the number of dependents and stress levels. Among the 31 individuals with 0 to 1 dependents, 22 have high-stress levels, while among the 27 individuals with more than 1 dependent, 19 have high-stress levels.

4.22-No of dependents*Influence of work

Table 4. 22

		Influence of work		Total
		Low	High	
Number of dependents	0 to 1	15	16	31
	more than 1	13	14	27
Total		28	30	58

The number of dependents is categorized into "0 to 1" and "more than 1", while the influence of work is divided into "low" and "high". The table also provides the totals for each combination of the number of dependents and the influence of work. This table provides a breakdown of the number of individuals based on the number of dependents they have and the influence of work they have performed. It indicates that individuals with 0 to 1 dependents have a slightly higher representation in both low and high amounts of work compared to those with more than 1 dependent.

Among individuals with 0 to 1 dependents:

48.39% (15 out of 31) rated the influence of work as low. 51.61% (16 out of 31) rated the influence of work as high.

Among individuals with more than 1 dependent:

48.15% (13 out of 27) rated the influence of work as low. 51.85% (14 out of 27) rated the influence of work as high.

These percentages show that there is a relatively equal distribution of individuals with both low and high influence of work within each group, regardless of the number of dependents. The difference in percentages between the two groups is relatively small.

Mann-Whitney Test

4.23-Marital Status* Time Management and Eliminating Wasters

Table 4. 23

Ranks				
	Marital status	**N**	**Mean Rank**	**Sum of Ranks**

Time Management and Eliminating Time Wasters				
Time Management and Eliminating Time Wasters	Married	35	26.1	913.5
	unmarried	23	34.67	797.5
	Total	58		

Test Statistics[a]

	Time Management and Eliminating Time Wasters
Mann-Whitney U	283.500
Wilcoxon W	913.500
Z	-2.179
Asymp. Sig. (2-tailed)	.029

a. Grouping Variable: 3. Marital status

The p-value is 0.029. This value is less than the typical significance level of 0.05, which suggests that there is a statistically significant difference between the two groups in terms of the variable "Time Management and Eliminating Time Wasters."

There is a significant difference in the "Time Management and Eliminating Time Wasters" variable between the two marital status groups. In other words, the time management behavior, as represented by the mentioned variable, appears to differ significantly between individuals who are in different marital status groups.

4.24-Gender*Time Management and Eliminating Time Wasters

Table 4. 24

Ranks

	Gender	N	Mean Rank	Sum of Ranks
Time Management and Eliminating Time Wasters	**Male**	**35**	**33.3**	**1165.5**
	Female	**23**	**23.72**	**545.5**
	Total	**58**		

Test Statistics[a]

	Time Management and Eliminating Time Wasters
Mann-Whitney U	269.500
Wilcoxon W	545.500
Z	-2.435
Asymp. Sig. (2-tailed)	.015

a. Grouping Variable: 1. Gender

The Mann-Whitney analysis indicates that there is a statistically significant difference in the "Time Management and Eliminating Time Wasters" behavior between individuals of different genders. On average, males tend to have higher ranks (indicating better time management) compared to females. The calculated values (Mann-Whitney U, Wilcoxon W, and Z-score) suggest that this difference is significant and not likely due to chance. The p-value of 0.015 supports the idea that the difference in time management behavior between genders is meaningful.

 The results suggest that there are gender-related differences in time management behaviors, with males exhibiting higher time management tendencies compared to females.

4.25- work experience* Time Management and Eliminating Time Wasters

Table 4. 25

Ranks

	work experience	N	Mean Rank	Sum of Ranks
Time Management and Eliminating Time Wasters	**Below 5 years**	**35**	**26.4**	**924**
	Above 5 years	**23**	**34.22**	**787**
	Total	**58**		

Test Statistics[a]

	Management and Eliminating Time Wasters
Mann-Whitney U	294.000

Wilcoxon W	924.000
Z	-1.987
Asymp. Sig. (2-tailed)	.047

a. Grouping Variable: 5.work experience

Individuals with more than 5 years of work experience tend to have higher ranks (indicating better time management) compared to those with less than 5 years of experience. The calculated values (Mann-Whitney U, Wilcoxon W, and Z-score) suggest that this difference is statistically noticeable and less likely to be due to random variation. The p-value of 0.047 indicates that the difference in time management behavior related to work experience is statistically significant, though it's on the edge of the commonly used significance level (0.05).

The analysis suggests that there's a meaningful difference in time management behaviors between individuals with more than 5 years of work experience and those with less. Those with more experience generally seem to have better time management habits, but the difference is not extremely strong based on the p-value.

4.26- Age Group*Priority based task completion and goal revision

Table 4. 26

Ranks				
	Age Group	N	Mean Rank	Sum of Ranks

Priority-Based Task Completion	below 30	40	32.11	1284.5
	above 30	18	23.69	426.5
	Total	58		

Test Statistics[a]

	Priority-Based Task Completion
Mann-Whitney U	255.500
Wilcoxon W	426.500
Z	-1.953
Asymp. Sig. (2-tailed)	.049

a. Grouping Variable: 2. Age Group

People below the age of 30 tend to have higher ranks (indicating better priority-based task completion) compared to those above the age of 30. The calculated values (Mann-Whitney U, Wilcoxon W, and Z-score) suggest that this difference is statistically meaningful and not likely due to random chance. The p-value of 0.049 indicates that the difference in priority-based task completion behavior between the age groups is statistically significant, though it's just slightly below the common significance level (0.05).

The analysis suggests that there's a noticeable difference in how different age groups approach priority-based task completion. Individuals below the age of 30 tend to be better at managing and completing tasks based on priority compared to those above 30, and this difference is supported by the calculated values and p-value.

4.27- Number of Dependents* Prioritizing and Streamlining Responsibilities

Table 4. 27

Ranks	Column1	Column2	Column3	Column4
	Number of dependents	N	Mean Rank	Sum of Ranks
Prioritizing and Streamlining Responsibilities	**0 to 1**	**31**	**32.73**	**1014.5**
	More than 1	**27**	**25.8**	**696.5**
	Total	**58**		

Test Statistics[a]

	Prioritizing and Streamlining Responsibilities
Mann-Whitney U	318.500
Wilcoxon W	696.500

Z	-2.213
Asymp. Sig. (2-tailed)	.027

a. Grouping Variable: 6.Number of dependents

People with 0 to 1 dependents tend to have higher ranks (indicating better prioritizing and streamlining of responsibilities) compared to those with more than 1 dependent. The calculated values (Mann-Whitney U, Wilcoxon W, and Z-score) indicate that this difference is statistically significant and not likely due to random variation. The p-value of 0.027 suggests that the difference in prioritization and responsibility management between these two groups is statistically significant. This value is below the common significance level (0.05).

The analysis suggests that individuals with fewer dependents (0 to 1) tend to be better at prioritizing and streamlining their responsibilities compared to those with more dependents. The calculated values and p-value support the idea that this difference is meaningful and not just due to chance.

4.28- work experience* Embracing Favorable Pathways in Life

Table 4. 28

Ranks	work experience	N	Mean Rank	Sum of Ranks

Embracing Favorable Pathways in Life	**Below 5 years**	**35**	**25.79**	**902.5**
	Above 5 years	**23**	**35.15**	**808.5**
	Total	**58**		

Test Statistics[a]

	Favorable Pathways in Life
Mann-Whitney U	272.500
Wilcoxon W	902.500
Z	-2.340
Asymp. Sig. (2-tailed)	.019

a. Grouping Variable: 5.work experience

Individuals with more than 5 years of work experience tend to have higher ranks (indicating better ability to embrace favorable pathways in life) compared to those with less than 5 years of experience. The calculated values (Mann-Whitney U, Wilcoxon W, and Z-score) suggest that this difference is statistically significant and unlikely due to random chance. The p-value of 0.019 indicates that the difference in embracing favorable pathways based on work experience is statistically significant. This value is below the commonly used significance level (0.05).

The analysis suggests that individuals with over 5 years of work experience have a tendency to be better at embracing positive life pathways compared to those with less experience. The calculated values and p-value support the idea that this difference is meaningful and not just a coincidence.

CHAPTER 5

FINDINGS, SUGGESTIONS AND

CONCLUSIONS

The rapid advancements in technology have revolutionized the modern workplace, leading to the increasing prevalence of Work From Home arrangements in recent years. This trend received an unprecedented boost during the global COVID-19 pandemic when organizations worldwide swiftly transitioned to Work From Home to ensure business continuity and prioritize the safety of their employees. Consequently, the work-from-home (WFH) culture has become the new norm across various industries, including the information technology (IT) sector. While WFH arrangements offer numerous benefits, such as enhanced flexibility and reduced commuting time, they also pose unique challenges, particularly when it comes to maintaining a healthy work-life balance. Attaining a work-life balance is crucial for the well-being and productivity of IT employees, enabling them to effectively manage their professional responsibilities while nurturing their personal lives. The major objective of this study was to analyse if there exist work life balance in work from home for IT employees. The study was conducted on 58, IT employees focused in Trivandrum. This chapter discuss the level of time management, Stress, and Influence of work among different It employees and how it will lead to their work-life balance. Based upon the results the necessary suggestions and conclusions are derived at.

5.2 FINDINGS

Influence of Effective Time Management on Work-Life Balance:

The average mean of time management skills among IT employees indicates a moderate level of proficiency. Their approach to time management is balanced, slightly leaning towards higher proficiency.

a) A noticeable gender-based discrepancy in time management skills is evident. Male IT employees exhibit significantly higher time management skills compared to females. This highlights the gender impact on time management and its role in achieving work-life balance, especially for females.

b) Age groups display a link with time management skills. Both employees below and above the age of 30 demonstrate high skills, underlining the universal importance of effective time management. While the skill difference between age groups is slight, it's worth noting.

c) Marital status influences time management skills. Both unmarried and married employees show high skills. Overall, marital status's effect on effective time management for Work From Home balance is minimal.

d) Analyzing different work experience groups reveals commendable time management skills for both categories. However, those with over 5 years of experience exhibit slightly better skills. This difference underscores work experience's role in refining abilities and eliminating time wastage.

e) The relationship between dependents and time management skills suggests high skills across various dependent counts. However, this relationship's impact on Work From Home time management skills is not significant. This understanding highlights the need to consider other factors influencing effective time management.

Also, There is a notable distinction in time management behaviors between married and unmarried individuals. Married individuals exhibit slightly lower rankings, indicating relatively less developed time management skills compared to their unmarried counterparts.

A significant gender-based contrast is evident in time management skills. Males display more effective time management behaviors than females, as denoted by their higher rankings.

Those with over 5 years of work experience showcase enhanced time management skills compared to those with lesser experience. Nonetheless, the difference in skills, though statistically significant, is not overly robust.

Proficient time management plays a pivotal role in achieving a harmonious work-life balance during Work From Home. Gender, age, marital status, work experience, and the number of

dependents influence time management skills in various ways, offering valuable insights for strategies that foster equilibrium in Work From Home settings.

The primary focus was on how IT employees handle their time at work to establish boundaries between professional and personal life. While employees have made progress in setting such boundaries, time management skills have room for improvement to attain a more optimal work-life balance.

Effective time management significantly contributes to achieving work-life balance during Work From Home. Gender, age, marital status, work experience, and dependents shape time management skills, guiding strategies for harmonious work-life equilibrium in remote settings.

The analysis emphasizes IT employees' time management and its impact on establishing boundaries between work and personal life. The findings suggest a moderate level of proficiency, with potential for improvement to enhance work-life balance.

Effect of Stress on Work and Personal Life:

The stress aspect is also on a relatively higher side but not so high as well, and that might be due to some other factors influencing stress.

a) Elevated stress levels are observed among both male and female IT employees. This underscores stress's significant impact on both work and personal realms, irrespective of gender. It underscores the imperative for implementing stress management strategies and providing support to maintain work-life balance during Work From Home.

b) Stress levels also exhibit a connection with age groups. Those below 30 experience stress at one level, while their counterparts above 30 face notably higher stress levels. This underscores the need for tailored interventions and support systems, especially for the older segment.

c) Marital status influences stress levels. Both unmarried and married employees encounter high stress, with a slight inclination towards heightened stress among the married group. This disparity could be attributed to the responsibilities and commitments associated with marriage.

d) The correlation between the number of dependents and stress levels indicates that a greater number of dependents align with increased stress levels. Organizations should prioritize stress

management and work-life balance support for employees with dependents, particularly under Work From Home scenarios.

Both male and female employees experience substantial stress levels, emphasizing the urgency of effective stress management for maintaining a harmonious work-life equilibrium during Work From Home. Age emerges as a contributing factor, with individuals above 30 facing escalated stress, highlighting the significance of targeted interventions. Marital status also influences stress, as married individuals encounter slightly elevated stress possibly due to augmented responsibilities. The connection between stress and dependency reinforces the need to provide assistance to employees with dependents. Despite favorable time management and work aspects, stress remains somewhat elevated, indicating the influence of additional factors, warranting further examination.

Influence of Work in Work from Home on Personal Life:

The influence of work is moderate but, more on the lower side. The mean scores indicate a moderate level of unbalance and difficulty in managing self-care, personal needs, and personal life due to job-related factors among the respondents. They also suggest a moderate level of personal life suffering, missing personal activities due to work obligations, holding personal life for work demands, and not getting enough time for life enrichment activities.

a) Male IT employees experience a more pronounced influence of work on their personal lives compared to their female counterparts. This suggests that Work From Home arrangements might have a stronger effect on the personal lives of male IT employees, potentially creating work-life balance challenges.

b) Age is connected to the impact of work on personal life. Employees below 30 encounter a more substantial work impact, while those above 30 face a slightly milder impact. This indicates that younger IT employees could confront more notable work-life balance difficulties in Work From Home setups.

c) The analysis demonstrates that individuals with less work experience perceive a more significant impact of work on their personal lives. This implies that employees with less experience might benefit from targeted assistance to manage their work-life equilibrium.

d) The number of dependents doesn't significantly change the impact of work on personal life. Both groups (0 to 1 dependent and more than 1 dependent) experience a balanced distribution of low and high work impact. Nonetheless, employees with fewer dependents might slightly feel a stronger influence of work, requiring attention to their specific work-life balance needs.

Work experience surfaces as a determining factor, with those having limited experience sensing a more pronounced work influence. This underscores the importance of focused interventions for employees with restricted experience.

Though the number of dependents doesn't drastically alter work impact, individuals with fewer dependents slightly perceive a more potent influence, necessitating consideration of their unique work-life balance needs.

People below the age of 30 demonstrate superior ranks (indicating enhanced priority-based task completion) in contrast to those aged 30 and above. The examination underscores a notable disparity in this behavior between these two age segments, substantiated by computed metrics and a p-value of 0.049.

Individuals having 0 to 1 dependents attain higher ranks (signifying improved prioritization and management of responsibilities) than those with more than 1 dependent.

Employees possessing more than 5 years of work experience achieve elevated ranks (indicating better aptitude for embracing positive life pathways) compared to colleagues with under 5 years of experience.

The analysis points to a moderate work influence on personal life, leaning towards a lower impact. While a relatively harmonized work and professional life is evident, room for improvement exists. The study advocates for the implementation of strategies that further bolster work-life balance for remote-working IT employees.

The study evaluated the work impact on personal life, unveiling gender, age, work experience, and dependents as influential factors. The findings underscore the importance of tailored strategies to tackle work-life balance challenges across diverse segments of the IT workforce.

Work-Life Balance:

Here this research focused on three main aspects to determine whether there is work-life balance for employees in work from home. On average, the findings suggested that work-life balance is in a moderate phase, relatively to the higher side(average mean is 2.00). This indicates that there exists work-life balance for the employees when working at home, but if it is the same or have increased when compared to the traditional work from office arrangements is questionable. Also, work life balance seen here is only in a moderate level, which can be increased to a higher level with the adoption of certain steps. Here the degree of stress is slightly towards a higher side indicating that it might be due to some other factors also influencing it and not just the Work from home arrangements.

5.3 SUGGESTIONS

The findings of this study suggest that, there is a moderate level of work life balance for the IT employees. However this study shows that they don't have the highest level of the same, hence improvement in each areas, especially stress have to be brought down. Based on the findings of this research, these are the few suggestions that might be helpful in bringing a stable work life balance.

a) First and foremost is the requirement to have an adequate work from home policy, addressing all the aspects relating to work for having a clear picture of the same. The organisations might have to customise and develop their own policies since work from home/hybrid work is the new normal.

b) Time Management Training: Provide comprehensive time management training programs for all employees, focusing on enhancing skills across the board. While it's important to consider the specific needs of female employees, it's also valuable to provide training that benefits all employees, regardless of gender.

c) Stress Management Support: Establish stress management strategies and support systems for all employees, recognizing that stress affects individuals regardless of their gender or age

group. Offer workshops, counselling services, and initiatives that promote emotional resilience, mental health, and work-life balance for everyone.

d) Work-Life Balance Strategies: Develop policies and strategies that address the work-life balance challenges faced by all employees, irrespective of their gender, age, or dependents. Encourage a healthy work-life balance by setting clear boundaries for work hours, promoting breaks, and supporting personal activities for all employees.

e) Experience-Based Training: Provide training and support programs tailored to employees with varying levels of experience, including those with less than 5 years of work experience. This will help them develop essential skills such as time management, stress management, and work-life balance techniques.

f) Flexible Work Arrangements: Offer flexible work arrangements that accommodate the needs of all employees, including those with marital responsibilities, dependents, and personal commitments. Provide options for flexible work hours, Work From Home, or alternative schedules to help employees balance their professional and personal lives.

g) Holistic Wellness Initiatives: Implement holistic wellness initiatives that address the overall well-being of employees. This can include promoting physical activity, encouraging breaks and rest periods, fostering a supportive work culture, and providing resources for personal development and enrichment activities.

h) Ongoing Evaluation and Improvement: Continuously assess the effectiveness of implemented strategies and gather feedback from employees to identify areas for improvement. Regularly evaluate work-life balance indicators and make necessary adjustments to policies and programs based on the evolving needs of remote IT employees.

i) Communication and Feedback: Encourage open communication and regular feedback between employees and management. This can help identify areas of improvement, address concerns, and create a supportive work environment that values work-life balance

These are some of the aspects on which the organisation can give more focus to. By bringing such changes the organisations can foster to a better work and professional life for the employees.

5.4 CONCLUSION

Some of the major findings in the study were:

All respondents agree that they manage their time well, but they experience stress regardless of demographic factors, such as gender, age, marital status, and number of dependents.

Among the male respondents, report high work influence, while among the female respondents, report low work influence.

The age group above 30 experiences high-stress levels

Respondents belonging to the age group below 30, state that they are highly influenced by their work. Conversely, the majority of respondents above 30 years old report less work influence.

Respondents with more than 5 years of experience show less work influence, whereas respondents with less experience (below 5 years) report high work influence.

Work-life balance is not a new concept, but in this new era, especially after the Pandemic, the line between work and professional life is blurred and hence the importance of work-life balance has been increased. Here by taking 3 of the most important variables that affect work life balance, it was seen through the study that even with all of latest innovations and support system, the employees are getting a maximum of only moderate level of work life balance. Bringing the work life balance to a higher level is very important for the development of the organisations, as well as for that particular individuals.

Here, this research on work-life balance of IT employees in work-from-home (WFH) arrangements provides valuable insights into the influence of effective time management, stress levels, and the impact of work on personal life. The findings indicate both strengths and areas for improvement in achieving a healthy work-life balance among IT professionals.

Effective time management is crucial for maintaining a healthy work-life balance during Work From Home. While the respondents demonstrate moderate proficiency in most aspects of task management, there is room for improvement, particularly in handling unpredictable workdays and enhancing time management skills. Gender differences were observed, with male IT employees generally displaying higher time management scores compared to their female

counterparts. This highlights the need for targeted efforts to improve time management skills among female employees.

Age group differences were found to have a minimal impact on time management skills, as both below and above 30 age groups exhibited relatively high scores. Marital status did not significantly affect time management skills, suggesting that individuals, regardless of marital status, can achieve similar levels of high time management skills.

Stress levels among IT employees were found to be on the higher side, indicating the need for effective stress management strategies and support systems. Both male and female IT employees experienced high levels of stress, emphasizing the importance of implementing stress reduction initiatives and promoting work-life balance during WFH. Age group differences were observed, with individuals above the age of 30 experiencing higher stress levels compared to those below 30. Targeted interventions and support systems are necessary to address the specific stress management needs of employees above 30.

Married individuals demonstrated slightly higher stress levels compared to unmarried individuals, possibly due to additional marital responsibilities and commitments. The number of dependents also had a minor impact on stress levels, suggesting the need for focused attention on managing stress and promoting work-life balance among employees with dependents.

The influence of work on personal life during WFH arrangements was found to be moderate, with a slightly higher tendency towards lower influence. Male IT employees reported a higher influence of work on their personal lives compared to female employees, indicating the need for addressing work-life balance challenges specific to male employees. Younger employees below the age of 30 also experienced a higher influence of work, highlighting the importance of supporting their work-life balance needs. Work experience played a role, with individuals with less experience perceiving a higher influence of work.

Based on the research, it can be concluded that employees working from home experience a moderate level of work-life balance, with an average mean score of 2.00. This indicates that some degree of work-life balance exists in the Work From Home setup. However, it remains uncertain whether work-life balance has improved or remained the same compared to traditional office arrangements. This study suggests that there is room for improvement in enhancing work-life balance for Work From Homeers by implementing specific measures.

Currently, the level of work-life balance observed is moderate, indicating the potential for achieving a higher level of balance with the adoption of appropriate steps. The research also identifies that the slight increase in employee stress levels may be influenced by factors beyond the work-from-home arrangement. Personal circumstances and external stressors could also contribute to the overall stress experienced by employees. While work-life balance exists to some extent for employees working from home, the research indicates the need for further actions to enhance it. The study acknowledges the current moderate level of work-life balance, suggesting the possibility of reaching a higher level of balance through the implementation of suitable measures. Moreover, the research recognizes the presence of additional factors influencing stress levels beyond the Work From Home environment.

This research highlights the importance of effective time management, stress management, and minimizing the influence of work on personal life for IT employees in achieving a work-life balance during WFH. The findings provide valuable insights for organizations to develop targeted interventions, such as time management training, stress reduction initiatives, and policies that promote a healthy work-life balance. By addressing these factors and supporting employees in managing their time effectively, organizations can create a more inclusive and comprehensive work environment that prioritizes the well-being of IT professionals during Work From Home.

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5.6 APPENDIX

Questionnaire

Dear Respondent,

This is an academic research project as a part of my academic requirements of MA HRM course under the University of Kerala. The purpose of the research is to understand the work life balance of IT employees in Work From Home. In the following questionnaire, please choose your best preference indicating your level of agreement. Data will be kept confidential and will be used solely for academic purposes. Thank you for sparing your valuable time.

Neethu Sara Varghese

Demographic Questions			
1. Gender	**Male**	**Female**	
2. Age	**Below 30**	**Above 30**	
3. Marital Status	**Unmarried**	**Married**	
4. No of dependents	**0 to 1**	**More than 1**	
5. Work experience	**Below 5 years**	**Above 5 years**	
A 3 point low medium High scale is used:	**LOW**	**MEDIUM**	**HIGH**
To study the influence of Time Management on work and personal life			
6. I consider my long-term goals while deciding what I will aim to accomplish in the short term.			

7. I review my goals to determine if they need revising.

8. I divide complex projects into more manageable tasks

9. I make a list of my short-term goals for the next few days.

10. I set deadlines for myself when I set out to accomplish a task.

11. I look for ways to increase the efficiency with which I perform my work activities.

12. I finish top-priority tasks before going on to less important ones.

13. I review my daily activities to see where I am wasting time.

14. I assess how effectively I am sticking to the schedule I have set for myself throughout a workday

15. I set priorities to determine the order in which I will perform tasks each day

16. My workdays are too unpredictable for me to effectively schedule and manage my time.

To study the impact of stress on work and personal life

17. In the last month, Because of an unexpected event, I have frequently felt upset

18. In the last month, I've frequently felt helpless to influence crucial aspects of my life.

19. In the last month, I frequently felt that my problems were accumulating to a point where I could not handle them.

20. In the last month, I frequently experience stress and nervousness

21. In the last month, I frequently felt assured in my capacity to handle personal issues.

22. In the last month, I frequently felt that things were moving in my favor.
23. In the last month, I frequently discovered that I could not keep up with everything I had to do.
To study the influence of Time Management on work and personal life
24. My personal life suffers because of work
25. My job makes my personal life difficult
26. I neglect personal needs because of work
27. I put my personal life on hold for work
28. I miss personal activities because of work
29. I am unhappy with the amount of time for non-work activities.