

Research on Quality of Work Life Among Women Employees in it Sector with Respect to Chennai



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Abstract--- This study analysed the Quality of work life of women employees in IT sector with respect to Chennai. Quality of Work Life is the way in which persons are able to satisfy their organisational and personal needs. The findings revealed that Individual factors and organisational factors are having an impact on the Quality of work life of IT sector women employees in Chennai.

Key words — Information Technology, Women employees, Quality of Work life, Job environment, Organisational factors, Individual factors.

I. INTRODUCTION

This study analysed the Quality of work life of women employees in IT sector with respect to Chennai. In this study Quality of work life is measured by considering IT women employees Organisational factors such as Interpersonal relations, Job satisfaction, Motivation, Job Description and Team Effectiveness, Safety and Welfare measures and the Individual factors such as feelings of security, equity, pride, internal democracy and autonomy.

II. RESEARCH OBJECTIVES

1. To examine the Quality of work life among women employees in IT sector with respect to Chennai.
2. To identify how the organisational factors are related with the Quality of work life of IT sector women employees with respect to Chennai.
3. To find out how the Individual factors are related with the Quality of work life of IT sector women employees with respect to Chennai.
4. To suggest the ways to improve Quality of work life among IT sector women employees with respect to Chennai.

III. RESEARCH METHODOLOGY

Primary Data about Quality of work life was collected freshly from 420 women personnel working in Chennai IT industries such as CTS, TCS, Wipro, Infosys and HCL by

convenience sampling method with descriptive research design. Likert's 5-point scale is used in this research. Secondary data were collected from the various industries reports, research papers from journals, information from newspapers and websites.

IV. FINDINGS BASED ON ANALYSIS AND INTERPRETATION & RESULTS

Reliability test

Table 7.1 showing the Reliability statistics of the data

Reliability Statistics	
Cronbach's Alpha	N of Items
.91	16

16 Questions were framed using Likert's scale for the questionnaire. The reliability test was done to check the validity of the primary data. The Cronbach Alpha value obtained was 0.91, and the data collected was consistent and reliable.

Table 7.2 Influence of Demographic factors of the Respondents on the Quality of Work life

Demographic factors	Particulars	No.of Respondents	Percentage %
Age of the IT sector women employees	Less than 25 Years	260	61.9
	26-30 Years	82	19.5
	31-35 Years	50	11.9
	Above 35 Years	28	6.7
Working years of Experience of the IT sector women employees	0 to 5 Years	250	59.5
	5 to 10 Years	100	23.8
	Above 10 Years	70	16.7
Marital status of the IT sector women employees	Married	260	62
	Unmarried	160	38
Income of the IT sector women employees	1 to 5 lakhs per annum	167	39.8
	Above 5 lakhs	253	60.2

Source: Primary Data

Revised Manuscript Received on 30 July 2019.

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For identifying the association between the Demographic factors of the Respondents and the Quality of Work life using correlations.

Table 7.3 Impact of Demographic factors of the Respondents on the Quality of Work life tested using Correlations

S.No		Correlations					
			1. Quality of Work life	2. Age of the IT sector women employees	3. Working years of Experience of the IT sector women employees	4. Marital status of the IT sector women employees	5. Income of the IT sector women employees
1.	Quality of Work life	Pearson Correlation	1	.020	.016	.065**	-.032*
		Sig. (2-tailed)	0.000	.237	.316	.001	.016
		N	420	420	420	420	420
2.	Age of the IT sector women employees	Pearson Correlation	.030	1	-.026	.502**	.015
		Sig. (2-tailed)	0.000		.047	.000	.206
		N	420	420	420	420	420
3.	Working years of Experience of the IT sector women employees	Pearson Correlation	.026	-.029	1	-.446**	.005
		Sig. (2-tailed)	0.000	.057		.000	.240
		N	420	420	420	420	420
4.	Marital status of the IT sector women employees	Pearson Correlation	.055**	.302**	-.426**	1	.014
		Sig. (2-tailed)	0.000	.000	.000		.325
		N	420	420	420	420	420
5.	Income of the IT sector women employees	Pearson Correlation	-.012*	.015	.009	.044	1
		Sig. (2-tailed)	0.000	.206	.340	.335	
		N	420	420	420	420	420

For identifying the impact of the Individual factors of the Respondents on the Quality of Work life using correlations. The hypotheses are,

Ho: There is no association the Individual factors of the Respondents and the Quality of Work life.

H1: There is an association between the Individual factors of the Respondents and the Quality of Work life.

Table 7.4 Impact of Individual factors on the Quality of Work life of the Respondents tested using Correlations

S.No		Correlations						
			1. Quality of Work life of the IT sector women employees	2. Feelings of security of the IT sector women employees	3. Equity of the IT sector women employees	4. Pride of the IT sector women employees	5. Internal democracy of the IT sector women employees	6. Autonomy of the IT sector women employees
1.	Quality of Work life of the IT sector women employees	Pearson Correlation	1.000	-.020	-.121**	.040**	.204**	-.001
		Sig. (2-tailed)	0.000	.036	.000	.004	.000	.742
		N	420	420	420	420	420	420

2.	Feelings of security of the IT sector women employees	Pearson Correlation	-.050	1.000	.024	.301**	-.026	-.190**
		Sig. (2-tailed)	.000	.	.106	.000	.342	.000
		N	420	420	420	420	420	420
3.	Equity of the IT sector women employees	Pearson Correlation	-.101**	.014	1.000	.061	.072	.514**
		Sig. (2-tailed)	.000	.115	.	.281	.230	.000
		N	420	420	420	420	420	420
4.	Pride of the IT sector women employees	Pearson Correlation	.050**	.401**	.031	1.000	-.018	.010
		Sig. (2-tailed)	.000	.000	.271	.	.415	.278
		N	420	420	420	420	420	420
5.	Internal democracy of the IT sector women employees	Pearson Correlation	.214**	-.016	.032	-.008	1.000	.032
		Sig. (2-tailed)	.000	.332	.220	.524	.	.257
		N	420	420	420	420	420	420
6.	Autonomy of the IT sector women employees	Pearson Correlation	.030	-.320**	.324**	-.002	.012	1.000
		Sig. (2-tailed)	.000	.000	.000	.228	.245	.
		N	420	420	420	420	420	420

Table 7.5 Impact of Organisational factors on Quality of work life of the Respondents

Organisational factors of Quality of work	Particulars	No.of Respondents	Percentage %
Interpersonal relations	Yes	400	95.23
	No	20	4.7
Job satisfaction	Yes	410	97.6
	No	10	2.3
Motivation	Yes	415	98.8
	No	5	1.2
Job Description and Team Effectiveness	Yes	411	97.8
	No	6	1.4
Safety and Welfare measure	Yes	400	95.2
	No	20	4.8

Source: Primary Data

V. INFERENCE:

It is inferred from the results that majority of the respondents agreed that the organisational factors are having the impact on quality of work life of the respondents.

Table 7.6.1 Showing the descriptive statistics of the Organisational factor - Job Description and Team Effectiveness and the Quality of work life among IT sector women employees in Chennai

S.No	Descriptive Statistics			
		Mean	Std. Deviation	N
1.	Organisational factors - Job Description and Team Effectiveness	8.07	1.023	420
2.	Quality of work life	2.09	.535	420

VI. CONCLUSION

This study analysed the Quality of work life of women employees in IT sector with respect to Chennai. Even

though IT companies provide the facilities such as working from home, flexi-time working, cab, training programs, maternity leaves to their women employees many companies find difficult to sustain the women employees in the industry.

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