

Exploring Gender-Based Variations in Quality of Work Life (QWL) Among IT Employees in Chennai

This study investigates whether there is significant gender-based differences in the Quality of Work Life (QWL) dimensions among employees working in the Information Technology (IT) industry. The data for this research was collected from 869 employees working in various IT companies in Chennai, through a structured survey questionnaire. The survey included questions across seven key dimensions of QWL: General Wellbeing (GWB), Home Work Interface (HWI), Job Career Satisfaction (JCS), Control at Work (CAW), Working conditions (WCS), Employee Empowerment and Engagement (EEE), and Overall QWL.

Methodology and Statistical Analysis:

The data were analyzed using statistical hypothesis testing to compare male and female employees across the different dimensions of QWL. A significance level of 1% ($p < 0.01$) was used for testing the null hypothesis, which posited that there is no significant difference between male and female employees in terms of QWL. The alternative hypothesis suggested that a significant gender difference exists. The p-values for each dimension were calculated to determine whether the null hypothesis should be accepted or rejected.

Key Findings:

- | 1. Significant | Gender | Differences: |
|-------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|--------------|
| The study found significant gender differences in several dimensions of QWL, with the null hypothesis being rejected for the following factors: | | |
| • | General Wellbeing (GWB) | |
| • | Home Work Interface (HWI) | |
| • | Job Career Satisfaction(JCS) | |
| • | Control at Work (CAW) | |
| • | Stress at Work (SAW) | |
| • | Overall QWL | |

In these areas, male employees consistently reported higher scores than their female counterparts. Key observations include:

- GBW: Males scored 17.10, higher than females.
- HWI: Males scored 10.75, outperforming female employees.
- JCS: Males had a mean score of 21.66, significantly higher than females.
- CAW: Males scored 10.38, showing a better perception of compensation and rewards.

- Overall QWL: Males had an average score of 114.91, higher than females in terms of overall quality of work life.
- No Significant Gender Differences:

There were no significant differences between male and female employees regarding the dimensions of Working Conditions (WCS) and Employee Empowerment and Engagement (EEE). The p-values for both dimensions were greater than 0.05 (0.234 for WCS and 0.325 for EEE), leading to the acceptance of the null hypothesis at the 5% significance level. This suggests that both male and female employees have similar perceptions of the work culture and the extent of empowerment and engagement within the organization. Interestingly, female employees scored slightly higher than male employees on the Stress at Work (SAW) dimension, with females averaging 6.37 compared to the male score, indicating a marginal difference in favor of females in terms of social affiliation at the workplace.

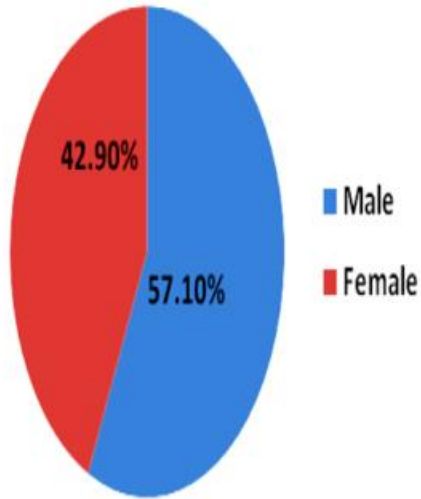
Conclusion:

The study reveals that gender-based differences in Quality of Work Life (QWL) exist among IT employees in Chennai, with male employees reporting a better overall QWL, particularly in areas such as General Well Being, Home Work interface, Job Career Satisfaction, Control at Work, and Overall QWL. However, the dimensions of Working Conditions (WCS) and Employee Empowerment and Engagement (EEE) did not show significant differences between male and female employees, suggesting these aspects of the work environment are perceived similarly by both genders.

The slight advantage of female employees in the Stress at Work (SAW) dimension points to the importance of fostering strong social connections and a supportive work environment to enhance employees' quality of life, particularly for women.

These findings have important implications for organizations in the IT sector. It is recommended that HR policies be tailored to address the specific needs and experiences of both male and female employees, focusing on improving QWL in areas where disparities exist. By creating a more balanced and inclusive work environment, IT companies can enhance employee satisfaction, engagement, and overall well-being, leading to better organizational performance and retention.

Gender



Dimensions of QWL	Gender				t value	P value
	Male		Female			
	Mean	SD	Mean	SD		
General Well Being	17.10	3.04	16.01	3.45	5.393	<0.001**
Home Work Interface	10.75	2.64	9.89	3.04	4.855	<0.001 **
Job and Career Satisfaction	21.66	4.11	20.90	4.28	2.909	0.004 **
Control at Work	10.38	1.58	9.18	2.06	10.507	<0.001**
Working Conditions	11.09	2.25	10.90	2.78	1.192	0.234
Stress at Work	5.85	1.97	6.37	1.93	4.200	<0.001**
Employee Engagement	37.91	4.86	37.53	7.45	0.985	0.325
Overall QWL in IT Industry	114.91	13.05	110.53	20.05	4.233	<0.001**

Note: ** Denotes significant at 1% level