A STUDY ON WORK LIFE BALANCE AMONG WOMEN INFORMATION TECHNOLOGY PROFESSIONALS WITH SPECIAL REFERENCE TO TAMILNADU
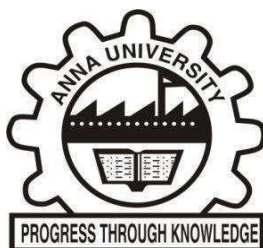
A THESIS

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5.1   CONCLUSION

The present study mainly analyzed the WLB of women IT professionals working in Tamil Nadu. The present study focused the areas like organizational factors, personal factors, family factors, stress related health issues. IT industry has made a significant contribution to balance work life of women professionals and assess the same based on quantitative and qualitative parameters. While there is much to be learnt about work life balance implications, the findings of this study has proved that there was significant differences in their demographic variables among women IT professionals perceptions on work life balance and the policies and procedures followed by the IT companies. It concluded that the major factors influencing the work life balance among women IT professionals are organizational, personal, family, stress/health issues and practices followed in family have a significant impact with work life balance of women IT professionals. It was also concluded that the symptoms of stress related health issues was the back pain, eye problem and headaches are the common problems faced by IT women professionals. The major stress coping strategies practiced by IT professionals in their organization are chatting with friends, nutrition consulting, practicing yoga and leisure trips. In the facet of support women IT professionals, organizations are offering WLB policies and procedures and other initiatives like flexible leave policies, flexible work policies and attractive working environment were found to be highly significant in this study. Work-life balance is measured to be a multifaceted, complex one and should not handle it easy. However, the research has taken place at the organizational level, personal level and family level in connected to that stress and health issues and other influential factors of work life balance. It finally understood and observed by the researcher, work life balance of women IT professionals are dynamic in creating successful work-life balance. The success is also dependent upon related factors and responses of workplaces. It also understood that the effective work-life balance is more likely to occur when there are active, collaborative contributions from both

employer and employee.