1.1 SERVICE PROFILE

Information Technology are among the most highly exported services from India. The Information Technology in India originated in the 1970s and grew at a significant pace in the last ten years. Also, a number of software product firms have grown over the last decade from a little over 100 in 2000 to nearly 2400 in 2013. The revenue from the information technology segment currently stands at 2.2 billion. Information Technology (IT) in India has played a key role in putting India on the global map. Information Technology in India has been one of the most significant growth contributors for the Indian economy. The service has played a significant role in transforming India's image from a slow moving an economy to a land of innovative entrepreneurs and a global player in providing world class technology solutions and business services. This service has helped India transform from a rural and agriculture-based economy to a knowledge-based economy.

Indian IT's core competencies and strengths have attracted significant investments from major countries It is the world's largest democracy and the second fastest growing economy. India has grown to become a trillion Dollar economy characterized by foreign investment and direct policy. Of the growth, the dominant role has been played by the private sector which is spurred by deregulation. The past decade has seen fundamental and positive changes in the Indian economic policies and industry outlook. The Indian economy has witnessed phenomenal growth during the last decade. The Information Technology segment currently stands at 2.2 billion. In India has been one of the most significant growth contributors for the Indian economy. The service has played a significant role in transforming India's image from a slow a global player in providing world class technology solutions and business services. India's economy is on the fulcrum of ever-increasing growth curve with rising foreign exchange reserves expected to reach US$ 166 billion by the end of this financial year, a booming capital market and more than 22 % surge in exports. It thus projects itself as a leading destination foreign investment. India is the top most off shoring destination for IT companies across the world. Having proven its capabilities in delivering both on-shore and off shore services to global clients, emerging technologies now offer an entire new gamut of opportunities for top IT firms in India. It is expected to grow to US$ 350 billion.

India is the top most off shoring destination for IT companies across the world. Having proven its capabilities in delivering both on-shore and off shore services to global clients, emerging technologies now offer an entire new gamut of opportunities for top information

technology firms in India. Export revenue of the information technology is expected to grow 7-9 per cent year-on-year to US$ 135-137 billion in FY19. The information technology is expected to grow to US$ 350 billion by 2025 and it is expected to account for US$ 50-55 billion out of the total revenue.

Indian IT's core competencies and strengths have attracted significant investments from major countries. The computer software and hardware sector in India attracted cumulative Foreign. Direct Investment (FDI) inflows worth US$ 32.23 billion between April 2000 to June 2018, according to data released by the Department of Industrial Policy and Promotion (DIPP)

1.2 NEED FOR THE STUDY

Work life balance is an effort to enable employees to pay attention to all important aspects of their lives. When employees spend a major part of their day on work –related activities, it is quite natural for them to feel as if are neglecting the other important components of their lives, causes stress frustration and unhappiness. Work life balance enables employees to strike a workable balance between work and personal life so that happiness and satisfaction is experienced on both fronts. Work life balance meets the need of modern work place where employees satisfied personal life is as important as achieving productivity and profitability objectives of business. The work life balance is associated with positive outcomes both for employees and organizations. Work life balance helps employees to feel satisfied and content and concentrate on work with a positive attitude motivation. This improves work environment as employees show a positive and constructive behavior towards their superiors and co- workers. Work life balance as a positive impact on employee attitude and behavior. Employees whose personal needs are adequately addressed are more likely to go the extra mile to keep customers happy. The work life decisions, policies, values and expectations create an environment that supports employees in their work life balance choices. In the best-case scenario, the availability of choices builds a positive reputation of the organization and encourages its current employees to stay with the organization, and at the same it attracts prospective employees to join such an organization.

While organization accepted responsibility for providing employees with a conductive and pleasant atmosphere at work, that happened to the employees outside the work domain was not the concern of the employer. In the past, personal needs were usually met with indifference reflected in reaction such as, "what happens to you outside the office is your own business what you do in the office is our business". With changing time, attitude have changed. Globalization, technological advancement, changing work arrangement, organization flexibility, changing family structure, and competition for quality talent are trends that have forced organizations to view employee as whole person's. A growing number of organizations are now adopting programming that help employees balance the conflicting demand arising out of their multiple roles.

Work–life balance is the individual perception that work and nonwork activities are compatible and promote growth in accordance with an individual's current life priorities. The work–life balance also reduces stress-related outcomes such as psychological distress, emotional exhaustion, anxiety, and depression The work life balance explained more of the

variance in job satisfaction than the work life balance. Age, gender and parental status moderated the effect of the Work life balance on job satisfaction, and work ability moderated the effect of the work life balance on job satisfaction in the working environment has become a more noteworthy issue as nonappearance of it when all is said in done show negative results, for instance, high turnover, decrease in work duty, terrible nature of yield, low effectiveness, and nonattendance of occupation satisfaction.

1.3 SCOPE OF THE STUDY

Work-life balance simply means striking a healthy balance between your working life and your personal life. Work-life balance isn't necessarily defined as an even split between the hours you spend at work and the hours you spend on hobbies. The balance is more nuanced than that, and it also varies among different people. The perfect work-life balance would mean never sacrificing one for the other. Work-life balance generally refers to a balance between your personal and work life.

A workplace refers to a specific location or environment where individuals engage in tasks and responsibilities assigned by their employer or organization. This setting can vary widely based on the nature of the job, spanning from indoor office spaces to open-air construction sites. The workplace concept has evolved in recent years due to technological advancements.

In health and lifestyle complete state of mental, physical and social well-being not merely the absence of disease'. defines a lifestyle as the way a person lives. This includes patterns of social relations, consumption, entertainment, and dress.

Domestic and kindship, system of social organization based on real or putative family ties. kindship is the web of social relationships that form an important part of the lives of all humans in all societies, although its exact meanings even within this discipline are often debated.

Attitudes and stress are often the result of experience or upbringing. They can have a powerful influence over behavior and affect how people act in various situations. While attitudes are enduring, they can also change. The main components of attitude are cognitive, affective, and behavioral, which means they incorporate thoughts, feelings, and actions. Experiencing anxiety can make it more difficult to cope with stress and may contribute to other health issues, including increased depression, susceptibility to illness, and digestive problems.

Financial is all about monitoring, controlling, protecting, and reporting on a company's financial resources. Companies have accountants or finance teams responsible for managing their finances, including all bank transactions, loans, debts, investments, and other sources of funding.

In time and place flexibility policy is at the discretion of each business. However, flexible

working might be harder for client or customer-focused employees, due to the nature of their job. On the other hand, types of employees that can (and often do) work flex time are: freelancers, part-time workers, remote workers, healthcare workers, consultants, and creatives like writers and graphic designers.

In information support IT support provides technical support and assistance to customers and end-users. It is provided by a dedicated team of IT professionals and is usually accessed via a help desk. Companies can employ their own IT support representatives, or they can choose to outsource this support to another company.

To direct support give information for guidance and allow them to makes autonomy for their decisions. To lead is to bring them onward in a course, guiding by contact or by going in advance; hence, figuratively and to influence.

2.1 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE:

A study on work life balance with software developers at Agira Technologies.

SECONDARY OBJECTIVES:

- To analyze factors influencing (health & lifestyle factor, workplace, attitudinal and stress) work life balance with software developers at Agira Technologies.
- To analyze the work life initiative (time and place flexibility, information support, financial support, direct support) with software developers at Agira Technologies.
- To suggest measures to enhance work life balance with software developers at Agira Technologies.

2.1 LIMITATIONS OF THE STUDY

- The research was conducted within 3 months.

- The sample size was restricted to 120.

- Some respondents hesitate to give the actual situation.

- The employees did not cooperate due to their busy schedule.

<div align="center">**2.3 RESEARCH METHODOLOGY**</div>

MEANING OF RESEARCH DESIGN:

Fundamental to the success of any formal Human Resource project is a sound research design. A good research design has the characteristics of problems definition, specific method of data collection and analysis, time required for research project and estimate of expense to be incurred. The function of a research design is to ensure that the required data are collected accurately and economically. A research design is purely and simply the framework or plan for analysis of data.

It is a blue print that is followed in completing the study. It resembles the architect's blue print(map) for constructing a house. It may be worthwhile to mention here that a research design is nothing more than framework for the study that ensures the study will be relevant to the problem and the study will employ economical procedures.

DEFINITION:

Claire Seltiz defined Research Design as, "Research Design is a catalogue of phases and facts relating to the formulating a research effort. It is the arrangement of collection and analysis of data in a manner that aims in combining relevant to the research purpose with economy in procedure." The three basic designs are as follows:

1.   Descriptive Research Design
2.   Exploratory Research Design
3.   Causal Research Design

The Research Design used in this study is Descriptive Research Design.

DESCRIPTIVE RESEARCH DESIGN:

Descriptive research design is also called explanatory design. This is used to describe the characteristics of a population or phenomenon being studied. The descriptive study is typically concerned with determining frequency with which something occurs or how two variables vary together.

AREA OF STUDY:

A study on Work life balance with software developers at Agira Technologies, with sample size of 120.

DATA SOURCE:

After identifying and defining the research problem and determining specific information

required solving the problem, the researcher's task is to look for the type and source of data which may yield the desired results. Data sources are of two types through which data is collected. They may be classified as,

1.   Primary data
2.   Secondary data

PRIMARY DATA:

Primary data is the original data collected by the researcher. It is first hand collection for the first time through field survey. These are gathered specifically for the problem at hand. The various sources for collecting primary data are observation, experimentation, survey, interview and questionnaire etc. The primary data used for this study is questionnaire.

SECONDARY DATA:

Secondary data means data that are already available i.e., they refer to the data which have already been collected and analyzed by someone else. When the researcher utilizes secondary data, he has to look into various sources where he can obtain them. It is the information which is already available in published or unpublished form. The various sources of secondary data are books, periodicals, journals, magazines, statistical data sources etc. The secondary source used for this study is company profile, scope, need and review of literature.

RESEARCH INSTRUMENTS:

Research instrument is a tool which is used for gathering, collecting and arranging data related to the study. The instruments used in the study are:

1. Direct questions
2. Indirect questions
3. Open end questions
4. Close end questions
5. Dichotomous questions
6. Multiple choice questions

DIRECT QUESTIONS:

Direct questions are just what their names indicate. They explicitly ask for the desired data. However, the directness of the question also relates to the way response is interpreted.

INDIRECT QUESTIONS:

Indirect questions refer to those whose responses are used to indicate or suggest data about

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the respondent other than actual facts given in the answer.

OPEN END QUESTIONS:

Open end questions are called free answer questions. As the name implies, this refers to question that has no fixed alternative choice to which the answer must confirm. The respondent is free to answer in his/her own words and at any length he/she chooses.

CLOSE END QUESTIONS:

Close end questions are called fixed alternative question that refers to those question in which the respondent is given a limited number of alternative responses from which he/she has to select one that most closely matches his/her opinion or attitude.

DICHOTOMOUS QUESTIONS:

A dichotomous question refers to the one which offers the respondent a choice between only two alternatives. The fixed alternatives are of the type yes/no, agree/disagree, True/false, etc.

MULTIPLE CHOICE QUESTIONS:

A multiple-choice question refers to the one which provides several sets of alternatives/choices to answer. Thus, it is a middle ground between free answer and dichotomous question.

SAMPLING:

Collecting data about each and every unit of population is called census method. The approach, where only a few units of population understudy are considered for analysis is called sampling method. There are two categories of sampling:

1. Probability sampling
2. Non- probability sampling

The sampling method adopted for the study is convenience sampling under non-probability sampling.

NON-PROBABILITY SAMPLING:

In non-probability sampling, the chance of any particular units in the population being selected in unknown. Since randomness is not involved in the selection process, the findings obtained from non-probability sampling are of questionable value. The three frequently used non-probability sampling methods are:

• Convenience sampling

- Judgement sampling
- Quota sampling

CONVENIENCE SAMPLING

Convenience sampling is a type of non-probability sampling that involves the sample being drawn from a group of people easy to contact or to reach. There are no other criteria to the sampling method except that people be available and willing to participate.

JUDGEMENT SAMPLING

Judgement sampling is a non-probability sampling technique where the researcher selects units to be sampled based on his own existing knowledge or judgements.

QUOTA SAMPLING

Quota sampling is a type of non-probability sampling method. This means that elements from the population are chosen on a non-random basis and all members of the population do not have an equal chance of being selected to be a part of the sample group.

SAMPLE FRAME:

A sampling frame may be defined as the listing of the general components of the individual units that comprise the defined population.

SAMPLE DESIGN:

A sample design is a definite plan for obtaining a sample from a given population. It refers to the technique or the procedure the researcher would adopt in selecting items for the sample.

SAMPLE SIZE:

It refers to the number of elements of the population to be sampled. The sample size chosen for the survey is 120.

SAMPLING PROCEDURE:

Sampling procedure explains about how the survey has to be conducted. It depends upon the research objectives to be accomplished through investigation.

PRE-TESTING:

Pre- testing is the stage in which the survey questions and questionnaire are tested on members of target population to evaluate the reliability and validity of the survey instruments prior to the final distribution.

PILOT SURVEY:

A pilot survey is a mini-survey where the researcher sends out a questionnaire to a smaller sample size compared to the actual target audience. For testing the quality of the questionnaire, the questionnaire was administrated to 12 samples. Based on their feedback, necessary changes were made in the questionnaire.

HYPOTHESIS:

DEFINITION OF HYPOTHESIS:

Hypothesis is defined as the proposition or set of propositions set forth as an explanation for the occurrence of some specified group of phenomena either asserted as a provisional conjecture to guide as investigation or accepted as highly probable in the light of established facts. It is predictive statement, capable of being tested by scientific method that relates the independent variable to some dependent variable.

NULL-HYPOTHESIS (Ho):

A null hypothesis is a type of statistical hypothesis that proposes that no statistical significance exists in a set of given observations. The null hypothesis is represented by Ho.

ALTERNATIVE HYPOTHESIS (H1):

Alternative hypothesis defines there is a statistically important relationship between two variables. The alternatives hypothesis is represented by H1.

ANALYTICAL TOOLS

PERCENTAGE:

Percentage refers to a special kind of ratio. Percentages are used in research for comparing two or more series of data. Percentages are used to describe relationships. It is expressed as Percentage = (No. of employees/Total No. of employees) * 100

CHARTS

Charts are graphical display of data for understanding of relative positive position that is not always possible with descriptive words or numbers. Types of charts commonly used in business data presentation are: bar, pie, run charts and histogram.

BAR CHARTS

The bar chart is commonly used for presentation of qualitative data. The data can be

continuous or discrete data, which are plotted against discrete data intervals. The vertical bar diagram, also called bar chart where length or height of bars represent the numerical value of the event or measurement. Width or gap between the bars is of no significance to the bar chart data, but they should be uniform in a diagram.

CHI – SQUARE:

The chi-square test is an important test amongst the several tests of significance developed by statisticians. Chi-square, symbolically written as X^2 (Pronounced as Ki-square), is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance. As a non-parametric test, it "can be used to determine if categorical data shows dependency or the two classifications are independent. It can also be used to make comparisons between theoretical populations and actual data when categories are used." Thus, the chi-square test is applicable in large number of problems. The test is, in fact, a technique through the use of which it is possible for all researchers to

•   Test the goodness of fit
•   Test the significance of association between two attributes
•   Test the homogeneity or the significance of population variance.

Chi-square is an important non-parametric test and as such no rigid assumptions are necessary in respect of the type of population. We require only the degrees of freedom (implicitly of course the size of the sample) for using this test. As a non-parametric test, chi-square can be used as a test of goodness of fit, as a test of independence.

As a test of goodness of fit, X^2 test enables us to see how well does the assumed theoretical distribution (such as Binomial distribution, Poisson distribution or Normal distribution) fit to the observed data. When some theoretical distribution is fitted to the given data, we are always interested in knowing as to how well this distribution fits with the observed data. The chi-square test can give answer to this. If the calculated value of X^2 is less than the table value at a certain level of significance, the fit is considered to be a good one which means that the divergence between the observed and expected frequencies is attributable to fluctuations of sampling. But if the calculated value of X^2 is greater than its table value, the fit is not considered to be a good one.

As a test of independence, X^2 test enables us to explain whether or not two attributes are associated. For instance, we may be interested in knowing whether a new medicine is effective in controlling fever or not, x^2 test will helps us in deciding this issue. In such a situation, we proceed with the null hypothesis that the two attributes (viz., new medicine and

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control of fever) are independent which means that new medicine is not effective in controlling fever. On this basis we first calculate the expected frequencies and then work out the value of x². If the calculated value of X^2 is less than the table value at a certain level of significance for given degrees of freedom, we conclude that null hypothesis stands which means that the two attributes are independent or not associated (i.e., the new medicine is not effective in controlling the fever). But if the calculated value of X^2 is greater than its table value, our inference then would be that null hypothesis does not hold good which means the two attributes are associated and the association is not because of some chance factor but it exists in reality (i.e., the new medicine is effective in controlling the fever and as such may be prescribed). It may, however, be stated here that is not a measure of the degree of relationship or the form of relationship between two attributes, but is simply a technique of judging the significance of such association or relationship between two attributes.

ANALYSIS OF VARIANCE AND CO-VARIANCE:

Professor R.A. Fisher was the first man to use the term 'Variance' and, in fact, it was he who developed a very elaborate theory concerning ANOVA, explaining in practical field. This technique is used when multiple sample cases are involved. As stated earlier, the significance of the difference between the means of two samples can be judged through either ztest or the t-test, but the difficulty arises when we happen to examine the significance of the difference amongst more than two sample means at the same time. The ANOVA technique enables us to perform this simultaneous test and as such is considered to be an important tool of analysis in the hands of a researcher. Using this technique, one can draw inferences about whether the samples have been drawn from populations having the same mean.

The ANOVA technique is important in the context of all those situations where we want to compare more than two populations such as in comparing the yield of crop from several varieties of seeds, the gasoline mileage of four automobiles, the smoking habits of five groups of university students and so on. In such circumstances one generally does not want to consider all possible combinations of two populations at a time for that would require a great number of tests before we would be able to arrive at a decision. This would also consume lot of time and money, and even then, certain relationships may be left unidentified (particularly the interaction effects). Therefore, one quite often utilizes the ANOVA technique and through it investigates the differences among the means of all the populations simultaneously. Two-way ANOVA technique is used when the data are classified on the basis of two factors.

T TEST:

A t-test is an inferential statistic used to determine if there is a significant difference between the means of two groups, which may be related in certain features. t-test is based on t-distribution and is considered an appropriate test for judging the significance of a sample mean or for judging the significance of difference between the means of two samples in case of small sample(s) when population variance is not known. In case two samples are related, we use paired t-test for judging the significance of the mean of difference between the two related samples.

One-tailed and two-tailed t test:

•   If you only care whether the two populations are different from one another, perform a two-tailed t test.

•   If you want to know whether one population mean is greater than or less than the other, perform a one-tailed t test.

2.2 REVIEW OF LITERATURE

Work-life balance is the term used to describe those practices at workplace acknowledge and aim to support the needs of employees in achieving a balance between the demand of their family and work lives. The work foundation earlier known as the industrial society, believes that work-life balance is about people having a measure of control over when, where and how they work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm to the mutual benefits of the individual, business and society. Work life balance is about effectively managing between the paid work and therefore the other activities that are important to people. It's not about saying that work iswrong (or) bad, but that work shouldn't completely crowd out the other things that matter to people development, leisure and recreation.

Work life balance is a concept that deals with the ability of individuals, irrespective their age or their gender to get into a how that allows them to combine the demands of the work and other non-work responsibilities and/or activities work or life is commonly referred to as work and family. To balance between the family responsibilities and work responsibilities has become a challenge for the people in many professions. Work-life balance is oftentimes compared to a similar term work-family balance, but the former term incorporates other roles like community, social, religious and leisure roles taken up by an individual.

DEFINITIONS:

- According to Clark (2000) defined work-life balance as "Satisfaction and good functioning at home, with a minimum role of conflict".

- According to Kirton and Greene (2010) defined as "Employment policies facilitating the balancing of work and life outside of work – implicitly extending beyond parenting or caring responsibilities".

- According to RCN defined as (2008) "Denotes the working practices that acknowledge and seek to support the needs of staff in achieving a balance between their homes and working lives".

FACTORS OF WORK LIFE BALANCE:

WORKPLACE FACTORS:

- Working patterns

- Health and safety concerns
- Travel times
- Excessive hours

ATTITUDINAL & STRESS FACTORS:
- Job satisfaction
- Career satisfaction
- Intention to leave
- Organizational commitment
- Stress absence "culture"

TIME AND PLACE FLEXIBILITY:
- Part time work
- Flexible scheduling
- Family leave like maternity or paternity leave

INFORMATION SUPPORT:
- Supports groups
- Manage subordinates

FINANCIAL SUPPORT:
- Monitoring
- Controlling
- Reporting

DIRECT SUPPORT:
- Sick care
- Family counselling
- Personal financial planning

COMPONENTS OF WORK-LIFE BALANCE:

SELF-MANAGEMENT:

It is a vital component in work-life balance. Self-Management is to set goals and vision for oneself. It is important to be aware of, in what and which direction individual's valuable time and energy is spent. Re-examination towards this path is also important to take

corrective actions. Meticulous planning and delegation of work is essential for a successful planning, framing a life-map will keep up the passion for achievements.

TIME MANAGEMENT:

Having had the life-map all set to work, scheduling the time in order of priority is essential. Developing a constructive time frame for each task keeps it working. Auditing and Re-audit ofthe time planned can help to bridge the gaps in the plan. Time for health, leisure and job shouldbe planned.

STRESS MANAGEMENT:

The changing and growing demand gets people to stress. Unexpected happenings in a unprepared situation are the prime causes of stress. People experience high stress when the demand is both from the organization and family. Being communicative and delegating the work can help reduce stress. Being vocal about the need for resource can be a sensible means to overcome this stress.

CHANGE MANAGEMENT:

In the growing business environment change is inevitable. Many organizations have training programs for their employees on change management. Keeping oneself in track with the new innovations and development will enable a smooth transition in the phase of change.

TECHNOLOGY MANAGEMENT:

Innovation and development in technology has seen a massive growth. Organizations the need for it and keep their employees trained. Individuals tend to overlook on these technological influences in their life and find them to work long hours leading to poor work.

WORK LIFE BALANCE – THE INDIAN PERSPECTIVE:

The stress and strain of modern-day working life is no longer something that is alien to the Indian setup. With more and more transnational companies landing on Indian shores, the work culture has undergone a dramatic change. This change is not limited to foreign companies but has percolated deep into the Indian working psyche. Indian companies, in order to meet the challenge of competition, have had to imbibe this culture. Even the image of public sector Undertakings has undergone a dramatic change. More and more management bosses are now implementing work schedules, which extend far beyond the usual 9-6 affair. Although Indian laws and even those in the rest of the world do not permit beyond certain number of hours, it is no longer the statutory requirement to stay at office, but the increased pressure to confirm with work standards is that what causes problems. The

Indian work environment has a typical set of drivers, which are not prevalent in the West. Although most of the companies in India have a working pattern alike to the Western business model, but the basic employee remains different.

EMPLOYERS PERSPECTIVE

A good work life balance is not merely important for employee, it is equally essential for the employer and the business unit. The firms benefit associated with work life balance for employees encourage the employer to take necessary measures and design polices for a better work place environment. A happy workforce results in increased performance for a company.

FLEXIBLE WORKING HOURS:

When it comes to work life balance strategies the first thing to start with is providing the facility of flexible working hours to the employees. So, the employees can adjust their working time to meet their personal requirements. This will increase the motivational level of the employeesas they can control and balance their schedule according to their personal life. boosts morale since employees can schedule their work hours around their personal lives.

WORKING FROM HOME:

This is not viable for every job, but if it is possible for an employee to work from home occasionally, they will be able manage their personal problems like child care, or rush to the work when they are sick minorly or have appointments with doctors or have some home maintenance required them to stay at home for the maintenance team, they can manage it well with getting worried. As we live in a global village and connected with each other no matter where we are, the companies can keep in touch with the employees anytime and anywhere.

ADDITIONAL OFF TIME:

Other than sick leaves and vacations, companies can also offer individual off days so that they can join their personal or family necessitates without getting anxious. For instance, allowing the new parents to have extra holidays to stay at home so they can fully prepare before comingback to work.

SET LIMITS TECHNOLOGY:

The blessing but not all the times, it could also turn out as a curse. It is astonishing that we can be in contact with people anytime, anywhere we need to. But this is also an issue, just because the employee has the ability to respond quickly when they are away,does not mean

that companies keep contacting them for work problems when they are off fromwork.

EMPLOYEES PERSPECTIVE

The Work Life Balance for employee's point of view the foremost criteria to figure out the positive work life balance depends on the demand's requirements of professional and personallife of an individual considering his age, gender and other variables.

COMMUNICATION:

Communication plays important role in maintaining healthy relation at office. Keep your managers and colleagues updated about your unavailability, doing so will avoid the unnecessary issues related to work.

TECHNOLOGY EFFICIENT:

One should be able to use technology to make the life easier but should not allow it to take control of your life. Technology must be used to be efficient in your work but Technology should completely influence your routine tasks.

TELECOMMUNICATION:

Telecommuting a few times a week could help free up valuable hours. You'll be able to focus on work for long stretches at a time and use the extra hours to meet personal responsibilities.

TAKE EXCEPTION:

It's not compulsory that you should obey and perform each task, some time you can refuse respectfully to focus more on a particular task. When you are doing work under some influenceit is more than possible than the task will not be finished correctly. You should do what bringssatisfaction in your life.

PRIORITIZING YOUR TASKS:

Unmade beds or dusty are not signs of failure. Try to get used to a little messiness and spend more time enjoying your life. If you can afford to outsource help, pay someone else to clean your house.

PROTECT YOUR PRIVATE TIME:

Allow yourself to daydream in the subway or appreciate good weather on your walk to work. If you don't allow yourself pockets of personal time, you'll become too burned out to fully appreciate any part of your life.

STRATEGIC APPROACH TO WORK LIFE BALANCE:

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┌─────────────────────────────┐
│   Undertake work life balance │
│   assessment and needs analysis │
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┌─────────────────────────────┐
│   Develop a strategic approach to │
│   work life balance │
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              │
┌─────────────────────────────┐
│   Plan and implement work life │
│   balance programme │
└─────────────────────────────┘
              │
┌─────────────────────────────┐
│   Evaluate effectiveness of work life │
│   balance initiatives │
└─────────────────────────────┘
              │
┌─────────────────────────────┐
│   Review needs and strategic │
│   approach │
└─────────────────────────────┘
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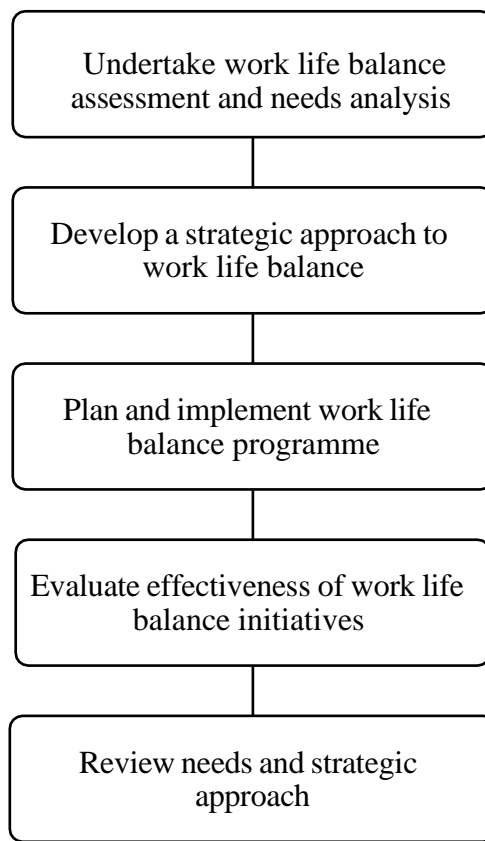
GLOBAL VIEW OF WORK LIFE BALANCE

Concerns about work-life balance appear to be consistent across the globe irrespective of country, culture, religion or gender. Work life balance is strongly affected by the cultural differences over the globe. The variation among cultures defines WLB differently among regions of the world. While designing police for work life balance in global firms the cultural differences and geographic must be taken into consideration.

- A lack of flexible work policies and practices
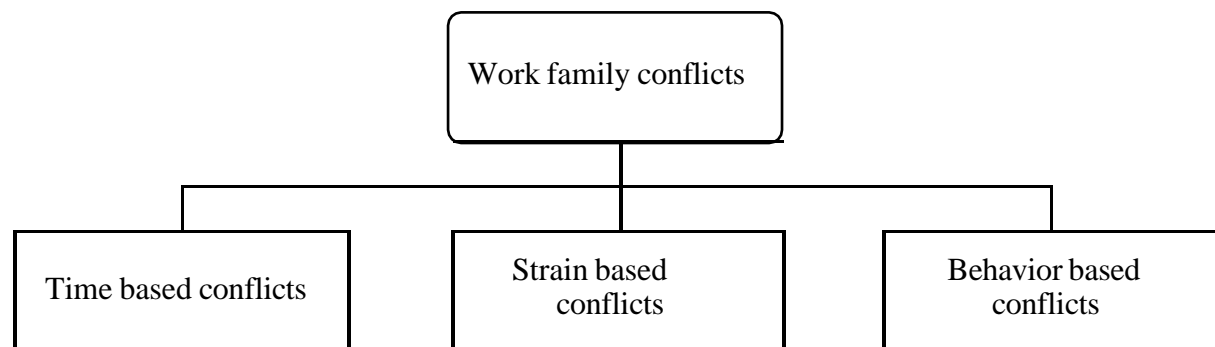- The availability and affordability of dependent care

The negative impact of work overload and long work hours on their family life and well-being.

IMPACT OF BEING OUT OF BALANCE:

The issues associated with long-term, chronic levels of stress go beyond these physical symptoms. Some of the typical mental and emotional responses include irritability, depression,difficulty managing anger, and even irrational reactions to what seem to others to be simple requests. The co-worker in a routine meeting, and this request is met with an

explosion of anger, chances are good that something more than the responsibility of attending this meeting is involved.

TYPES OF WORK-LIFE CONFLICT

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                    ┌─────────────────────┐
                    │ Work family conflicts│
                    └─────────────────────┘
                              │
        ┌─────────────────────┼─────────────────────┐
┌───────────────────┐ ┌───────────────────┐ ┌───────────────────┐
│ Time based conflicts│ │   Strain based    │ │  Behavior based   │
│                   │ │     conflicts     │ │     conflicts     │
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WORK FAMILY CONFLICT:

Work -family issues came to be viewed primarily as recruitment and retention matter. Work family conflict is the push and pull between work and family responsibilities. Three major types of work -family conflicts have been identified in work-family literature.

TIME BASED CONFLICT:

These arise when time spent on role performance in one domain precludes time spent in the other domain because of depletion of energy or stress. An employee finding it hard to take time off from workto go for a family picnic experiences time-based conflict.

STRAIN BASED BEHAVIOR:

These arise when strain in one role affects an employee's performance in another role. This type of conflict does not connote conflicting demands. Rather, it occurs when the demands from one domain cause tension, anxiety, fatigue, or dissatisfaction for the employee thereby reducing his/her personal resources of energy and physical or mental capacity. When an employee is tending to a terminally sick spouse or parent, the mental and physical strain resulting from the experience may hamper the employee's performance at work.

BEHAVIOR BASED CONFLICT:

These occur when there is incompatibility between the behavior patterns that are desirable in thetwo domains and the employee is unable to adjust behavior when moving from one domain to another. Behavior based conflict too need not involve conflicting demands. It occurs when

a behavior developed in one domain interferes with the role performance in another domain. This may often be more assertive and dominating in interpersonal relation.

DIFFERENT APPROACHES TO WORK LIFE BALANCE

- Balanced role commitment
- Positive spillover
- Role conflict
- Social alienation

BALANCED ROLE COMMITMENT:

The theory of role commitment states that work-life balance is achieved when people are fully committed in their various social roles in a balanced way. The balanced commitment allows individuals to spend their time and energy to meet the needs of various life domains. In sum, the role commitment approach to work-life balance focuses on engagement and involvement across various social roles the more the individual is engaged and committed to his or her various social roles in a balanced way, the more likely that he or she would experience work-life balance and subjective well-being.

THE POSITIVE SPILLOVER:

Positive spillover refers to positive mood, skills, values, and behaviors that transfer from one life domain to another for example, a person experiences good mood at work and it persists when he comes home. This is mood positive spillover. In sum, the spillover approach to work-life balance states that work-life balance is achieved through the successful transfer of positive skills, values, privileges, status, and affect from one social role to 6 another in varied life domains. The spillover approach focuses on work-life balance resulting from role enrichment the degree to which participation in one life domain enhances performance and quality of life in other life domains.

THE ROLE CONFLICT:

The role conflict approach to work-life balance asserts that work-life balance is achieved whenthere is little-to-no role conflict between social roles in sum, the role conflict approach assertsthat work-life balance is achieved when there is a low degree of role conflict. Work-life balance can be enhanced effectively by engaging in work and family roles in a balanced way in terms of time and psychological involvement.

THE SOCIAL ALIENATION:

The social alienation approach to work-life balance states that lack of engagement and involvement in a life domain social alienation has a negative impact on life In sum, the alienation approach to work-life balance states that social alienation in a life domain has a negative impact on life satisfaction. This is because social alienation in a life domain results inless efficient functioning of roles with little or no role enrichment.

WORK LIFE ISSUES

Work life issues or concerns refer to those aspects of an employee's work or family life that may have an influence on one another. For example, a working mother with care-giving responsibilities may find it difficult to accept a promotion that entails a transfer in work-family issues was the result of two developments that occurred during the 1970s. This development included an increase in the number of women entering the workforce and the growth of dual- career families where both the spouses were working. This trend resulted in organizations being urged to acknowledge employee's family and other personal commitments.

Work-family issues, however, were regarded as a women's issue and was primarily a social rather than a business concern. The focus on work-life concerns is more recent. It is a border concept than work- family issues. Work-life issues/concerns encompass all non-work-related demands and hence are not restricted to only family demands. Both women and men face conflicts between work and family demands as well as the resultant stress. Stress levels resulting from work andfamily demands as well as those from family have increased over the years. This has made it difficult fororganizations to ignore the significance of employees non-work demands on their performance, commitment, and job satisfaction. Equations both at the workplace and at home have changed in the network era.

PERSONAL CHARACTERISTICS THAT CONTRIBUTE TO ISSUES WITH WORK-LIFE BALANCE

Work and family are closely interconnected domains of human life. Often, meeting both the demands from work and family can be very challenging and can lead to issues with work-life balance. There are many personal factors that contribute to an imbalance between work and life. They include: gender, marital status, parental status, family responsibility, age, personality differences and education at level gender is a topic that has been extensively reviewed within the work life balance literature. omen with domestic responsibilities have

taken on part-time jobs as a beneficial way to maintain their labour market skills, as a secondary source of incomeand interest outside of the home. There is also resulting conflict between their work and familycommitments and responsibilities there is an for this has beer explained as women typically assume the majority of this responsibility can do both role stress and negative attitudes at work.

AGE AND LIFECYCLE:

The age and lifecycle have been found to be determinants of the extent of work-life imbalancethat individuals experience. It has been observed that there has been a change in lifestyle preferences between recent generations.

PERSONALITY:

Lack of sensitivity towards others and the need and desire being the family members and being unable to manage a new situation has been suggested to influence the level to which an individual experiences work life balance issues A person's emotional response to a role isa critical factor will not be as tolerant of work-family conflict because putting in the extra work does not seem worthwhile. influencing interpersonal availability and psychological presence in a different role.

MARITAL STATUS:

Individuals who are married give more priority to their personal lives. It has been explained that employees with families often experience a lack of separation or difficulty keeping separation between work and home boundaries, which can negatively influence both work and family life

GENDER:

It is a topic that has been extensively reviewed within the work life balance literature. The women with domestic responsibilities have taken on part time jobs as a beneficial way to maintain their labour market skills, as a secondary source of income and sustain interest outsideof the home.

LIFE DEMANDS:

Many individuals find they are increasingly isolated from family and leisure activities in an ever-increasing climate of long work hours and intensity. There are over 170 life demands that have been identified as work, financial resources, leisure, dwelling and neighborhood, family,friendship, social participation and health.

BENEFITS OF WORK LIFE BALANCE:

BENEFITS TO COMPANY:

- Creating value, the staff
- Reduced sickness
- Healthy workforce
- Good employer
- Open style

BENEFITS TO STAFF:

- By promoting sense of loyalty
- Improving life at home
- Ownership
- Positive attitude
- Feeling of value

OTHER BENEFITS ARE:

- Work life balance increases the motivation of employees and helps them perform better at job.
- It helps people to relieve their stress as they can spend leisure time with their near and dear ones.
- Companies can maximize productivity from an employee who is rejuvenated and refreshed as compared to an over worked employee.

ORGANIZATIONS BENEFITS FROM WORK-LIFE STRATEGY THROUGH:

- Financial savings
- Increased productivity
- Lower absenteeism
- Improved customer service
- A more motivated and satisfied workforce

WHAT ORGANIZATIONS WANT:

- Increased employee productivity
- Reduced absenteeism
- To attract and retain talent
- To become world-class employers

- To improve employee health

WHAT EMPLOYEES WANT:

- A good quality of life
- An enjoyable work life and career progression
- Training and development
- Good health
- Affordable childcare and eldercare
- Further education
- Leisure time with family, friends, and travel and hobbies
- More money

EMPLOYERS' BENEFITS FROM SUPPORTING WHAT EMPLOYEES WANT BECAUSE EMPLOYEES BECOME:

- More motivated
- More satisfied at work
- More productive
- More co-operative
- Better at managing their time.

GUIDELINES FOR ACHIEVING WORK LIFE BALANCE

- Learn to say no if affects your schedules
- Don't carry your office at home
- Distress
- Share the load
- Reduce speed
- Don't postponed
- Take care of your health
- Have a positive outlook
- Take charge

Basically work-life balance involves balancing career demands with personal and family needs. It is debate about how much we allow work to consume us. It requires a tradeoff between success in career and success in career and success as a spouse and parent. It is a swap about what you keep and what you give up.

Jack welches has suggested the following guidelines for achieving work life balance:

- Keep your head in whatever game you are at.

- Have the mettle to say no to requests and demands outside your chosen work-life balance, plan. Make sure your work-life balance plan does not leave you out.

THE STUDY CONDUCTED BY - DR. INDU GAUTAM &DR. SAMEEKSHA JAIN: *A STUDY OF WORK-LIFE BALANCE CHALLENGES AND SOLUTIONS*

Work-life balance is considered to be important for both, business practice and academic research. The literature shows that work-life balance is a central issue affecting wellbeing, as family and work are the most important elements of everyone's life. The questionnaire used contained existing scales where the Cronbach's alpha coefficients were above the recommended 0.7. Out of 190 distributed questionnaires, 114 were completed and returned, giving an overall returning rate of 60%. The data was analyzed using IBM SPSS version 20. The study identified the existence of negative effects of poor WLB determined by high levels of work-family conflict and family work conflict on family satisfaction. This study also confirmed negative effects of poor WLB due to high levels of work-family conflict on work satisfaction and psychological health. Objectives: To study the relationship between work-life balance and various demographic variables. To study the influence of work-life balance on the family life of the employees. To study the impact of compensation factors on the work-life balance of employees.

A research design is the comprehensive blueprint used to guide a study towards the objectives. The descriptive research design also known as statistical research is adopted for the present study. Under descriptive research, the survey research is chosen, which implies that the information gathered with the help of a well-designed structured questionnaire. Reliability analysis refers to the fact that a scale should consistently reflect the construct it is measuring. Cronbach's alpha is the most common measure of internal consistency or reliability and commonly used when there are multiple Likert questions are used in questionnaire. ANOVA is a technique used to see the significant relationship between the independent variable and dependent variable. In order to study the impact of various demographic variables on work life balance following null-hypotheses are framed and tested for ANOVA. The analysis illustrates the negative correlation between work life balance and its impact on family life It depicts that if the work life of employees is imbalanced, it will create negative impact on the family life of employees as well. Results also demonstrate that

there is strong and positive correlation between work life balance and compensation factors. This shows that compensation factors have strong influence on the work life balance of employees. The results also a positive correlation, r=.352 between compensation factors and its impact on family life.

In the light of the present research, it is evident that issue of work-life balance is persistent because of various factors such as work culture/environment, HR policies, job insecurities, compensation packages and so on. Employee should set the goal and excel in both career and family, to achieve balanced work-life). It found that age, marital status, no of dependents has high impact on work-life balance in their study, which affirms the findings of the study that various demographic variables such as gender, age, marital status, educational qualification and income of the employees has a significant impact on work life balance. The present study also supports the notion that work life balance has a very strong impact on the family of the employees. Consequently, people are looking for options that allow for both a personal and professional life, which may seek ways to have a balance between the two.

THE STUDY CONDUCTED BY - DR. K. MANJINI JES BELLA: *CREATING BOUNDARIES TO MAINTAINING A HEALTHY WORK LIFE BALANCE*

In today's dynamic and interconnected world, achieving a healthy work-life balance has become increasingly challenging, making the establishment of clear boundaries a crucial aspect of personal wellbeing. The blurring lines between professional and personal life, exacerbated by technological advancements and evolving work cultures, underscore the need for intentional efforts to create and maintain these boundaries. This study focuses on the importance of establishing boundaries as a key strategy for fostering a healthy work-life balance. Clear boundaries provide individuals with the space to recharge, engage in personal pursuits and nurture relationships outside of the professional sphere.

They act as a safeguard against burnout, stress and the potential erosion of overall job satisfaction. Understanding how the boundaries contribute to individual well-being and job satisfaction is essential for both employees and organizations striving to create environments that support a sustainable and fulfilling work-life balancing the practices and strategies that contribute to boundary-setting in the context of work life balance, it aim to provide insights into how individuals can navigate the complexities of contemporary work environments while maintaining a sense of equilibrium between their professional and personal lives. Maintaining a healthy work-life balance is crucial for well-being and productivity.

Establishing clear boundaries between work and personal life can help prevent burnout and enhance the quality of life. Establish a regular work schedule and communicate it to the colleagues, friends and family. Clearly define when the workday begins and ends to avoid the temptation to work outside those hours. Designate a specific area for work to help separate professional and personal life. Use breaks to step away from the work area, stretch, or engage in activities that help to relax. Set boundaries on email and work-related notifications, especially during non-work hours. This helps prevent the constant influx of work-related information and allows you to focus on personal time. Establishing and maintaining boundaries is essential for cultivating a healthy work-life balance. Recognizing the importance of this balance contributes not only to personal well-being but also to sustained professional success. By implementing the aforementioned recommendations, individuals can create a framework that fosters productivity at work while allowing for meaningful engagement in personal and recreational activities. It's crucial to understand that work-life balance is a continuous journey rather than a one-time achievement. Regularly reassessing and adjusting boundaries as circumstances change ensures that they remain effective and relevant.

THE STUDY CONDUCTED BY - ISMAIL NIZAM & CHRYSTINNE KAM: *THE DETERMINANTS OF WORK-LIFE BALANCE IN THE EVENT INDUSTRY OF MALAYSIA*

Factors affecting work life balance (WLB) has become an important issue for both employees and organizations. A significant number of WLB researches are heavily focus in Anglo or Western countries and become more heightened in 1960s when women started entering workforce (Naithani, 2010; Zheng et al., 2015). Poor work life balance has been widely supported may led to many physical and psychological issues. The advancement usage of smartphones and always connected with emails and digital social media connection affects demands employee's commitment.

It outside working hours at any given location. Employees unable to fully shift focus on their personal or family commitment because they are distracted with incoming calls, messages, or emails on their smartphones. The following table shows the significant numbers of work life balance research done in different countries and industry and highlighted the gap in this research. The research analyzed the variables affecting work life balance in the Event Industry of Malaysia. This would help organizations in Event Industry to develop policies for effective development of employees, thus leading to better performance, retention, and

reduction in costs. Hence, this research measured the following assumptions: 1) To investigate the impact of working hours on the work life balance. 2) To examine the impact of workload the work life balance. 3) To evaluate the impact of leave policies the work life balance. 4) To assess the impact of work arrangements the work life balance. This is quantitative research by using primary data collected through a survey questionnaire with a 5-point Likert scale. Likert-Scale measures the degrees of opinion, and even no opinion at all to make assumption that attitudes can be measured (McLeod, 2008). A total of 380 survey questionnaires were distributed to individuals working in the event industry in Malaysia, 359 returned and 56 rejected due to unreliable or incomplete answers on some sections. Reliability analysis is used to measure the internal consistency results of variables using Cronbach's Alpha. Cronbach's Alpha is used to measure data reliability that are range between 0-1 that phased out as Excellent ($\alpha>0.9$), Good ($0.7<\alpha<\alpha$. Multiple regression analysis has been adapted for this research to examine the impact of independent variables on dependent and variable by WLB. Variables with significance value below ($p\leq0.05$) is accepted as significant in predicting the dependent variables. Multiple regression analysis measures the linear relationship between dependent and independent variable by forecasting coefficients for straight line equation. Higher coefficient indicates a better goodness of fit for the observations.

The findings of this research draw some important conclusions. Firstly, the leave policies of companies in the event industry of Malaysia do not play a significant role in promoting or depriving employees of work life balance. Secondly, the work arrangements, working hours and work load are significant determinants of employees' work life balance in the event industry. The impact of work arrangement, working hours and work load are negative 39. %, 30.1 % and 28.9 % respectively.

Therefore, these three factors should be considered seriously by employees, employers and the respective agencies in order to ensure healthy occupational health of employees in Malaysia. Thirdly, reward scheme plays a significant role in employee work life balance because people are motivated by money and increase in employees' compensation allows them to spend money on family in productive ways. However, if working hours, work load and work arrangements are more demanding, without an equivalent monetary reward attached to that may lead to problems in terms of conflict of work-life interest. In practice, when the work demands are higher, employees may resort to use monetary rewards for those family members who are deprived of their time and attention. For instance, an employee who failed to take the child to park on a Saturday due to work arrangements may buy the child a

toy or a meal instead. Thus, it can be concluded based on the findings that reward is crucial in creating a work life balance.

3.1 COMPANY PROFILE

Technology simplified, innovation delivered and empowering business is are passionate about. Agira always strives to build solutions that boost the productivity. Customer oriented services in areas such as Web, Mobile, Cloud, Frameworks, Consulting and Future Technologies, Agira helps clients to make their vision/dream come into existence. Agira engineering excellence/empowering business or inspiring the generation - Agira specialize in Digital Enablement, Software Product Development and emerging technologies. Agira are a fast growing web3.0 company as a trusted technology partner with the "One Team" model of engagement.

THE VALUES OF AGIRA TECHNOLOGIES

- Client objectives first

- Execution excellence

- Wellbeing focused

MILESTONES OF AGIRA

OTHER OFFFICE BRANCHES

- United States
- United Kingdom
- Canada

PARTNTERSHIP

- Google partner
- Nasscom
- Amazon web series

HISTORY OF AGIRA TECHNOLOGIES

- **2015 -** Passionate young Engineer's to plan to give wings to their dreams and thus agira inception of Agira Technologies

- **2016 -** Services focus and skill augment.

- **2017 –** comprehensive job portal solution to engage employers and job seekers

- **2018 –** Recognized as one of the 20th fastest growing Blockchain solution provider

- **2019 -** Recognized as one of the 10th fastest growing Blockchain solution provider as a top software development company

- **2020 -** Recognized as one of the 5th fastest growing Blockchain solution provider

- **2021 -** Strategic Tech partnerships for SMB (Server Message Block) web3

- **2022 -** Build easy to use WordPress to create own website in 5 mins

- **2023 -** Position Agira in chosen domain and selected tech space

VISION

To be recognized globally for technology leadership and to be the 'future Ready' software company.

MISSION

To enable enterprises in the digital journey through technology innovation and becoming an extension of our client's team, unlocking profitable growth.

THE SERVICES OF AGIRA TECHNOLOGIES

APPLICATION SERVICE:

which provides access to software applications and other services to individuals, multiple customers or organizations to meet their requirements through Internet. Multiple users and organizations access the service over the network based on pay per use or temporary contacts. On behalf of the customers, it deploys and manages application software, system hardware and networking at a centralized facility manner. It is also a very promising technology which gives cost-effective, competitive information technology.

It acts as an important alternative to use required software for most of the small and medium businesses who run their organizations with low and limited budgeted IT infrastructure. Application service provider work is a company that delivers software applications and services to multiple users using a rental pricing model. It is an outsourcing contract where users lease the applications.

CLOUD SERVICE:

The term "cloud services" refers to a wide range of services delivered on demand to companies and customers over the internet. These services are designed to provide easy, affordable access to applications and resources, without the need for internal infrastructure or hardware. From checking email to collaborating on documents, most employees use cloud services throughout the workday, whether they're aware of it or not. cloud services model, apps and data are made available through the organization's own internal infrastructure. The platform and software serve one company alone, and are not made available to external users.

CYBER SECURITY SERVICE:

Cybersecurity is the practice of protecting systems, networks, and programs from digital attacks. Implementing effective cybersecurity measures is particularly challenging today because there are more devices than people, and attackers are becoming more innovative. A successful cybersecurity approach has multiple layers of protection spread across the computers, networks, programs, or data that one intends to keep safe. In an organization, the people, processes, and technology must all complement one another to create an effective defense from cyber-attacks.

BUSINESS MANAGEMENT SERVICE:

Business services are referred to as the activities that assist business yet does not deliver a

tangible Information technology is one such business service that supports various other business services such as shipping, procurement and finance. Most of the businesses today are inclined towards such specialized business services. It covers a wide range of activities of organization like finance, marketing, operations, accounting, people-management and strategies. Business management essentially focuses on efficient utilization of all resources that leads to maximize the profits and timely attainment of desired goals.

WEB3.0:

Web 3.0 services describes the next evolution of the World Wide Web, the user interface that provides access to documents, applications and multimedia on the internet. Web 3.0 is still being developed, so there isn't a universally accepted definition. Web 3.0 is also important as the infrastructure for the metaverse, a proposed 3D virtual world in which digital representations of people, called avatars, interact and conduct business. Web 3.0's distributed applications and services. With blockchain, data is managed and validated on a broadly distributed, peer-to-peer network. Blockchain also employs a theoretically immutable ledger of transactions and activity, which helps to verify authenticity and build trust among blockchain participants.
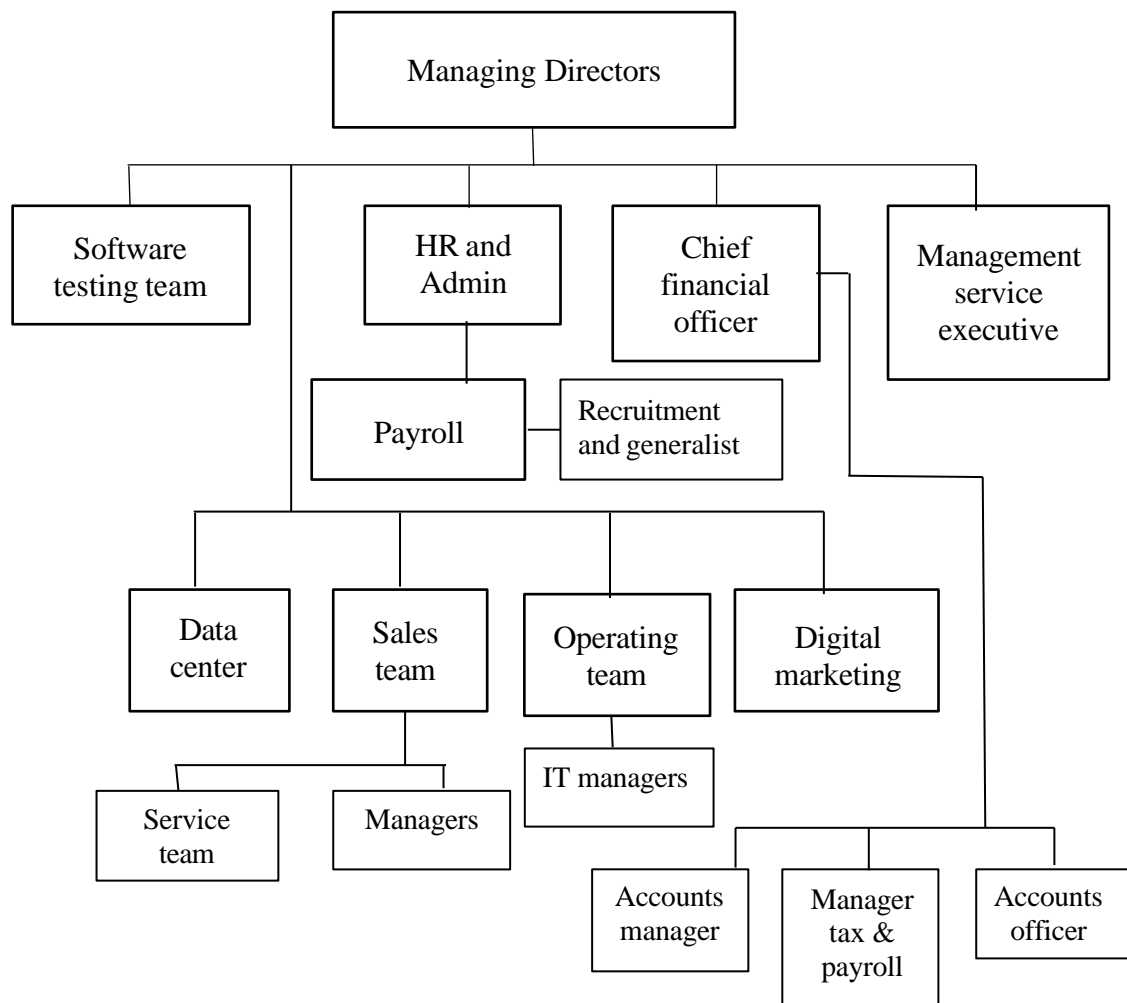
ROBOTIC PROCESS AUTOMATION:

Robotic process automation (RPA), also known as software robotics, uses automation technologies to mimic back-office tasks of human workers, such as extracting data, filling in forms, moving files. Intelligent process automation demands more than the simple rule-based systems of RPA. It trains algorithms using data so that the software can perform tasks in a quicker, more efficient way.

DATA SERVICES:

Data services can help with the aggregation of data from various parts of an architecture, or in the creation of a central data center repository. Data services may deal with data in transit, or with storage. Data services could also perform various types of analytics on big data sets. Data services can help with the aggregation of data from various parts of an architecture, or in the creation of a central data center repository. Data services may deal with data in transit, or with storage. Data services could also perform various types of analytics on big data sets.

ORGANISATIONAL STRUCTURE

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DIGITAL MARKETING DEPARTMENT

Digital marketing is responsible for planning and implementing the company's digital marketing strategies. overseeing and development of the overall content strategy for an enterprise, as well as marketing campaigns. Digital channel specialists, led by a VP/Head of Digital or Digital Marketing Director. To achieve this objective, the digital marketing team requires various skills including some of those needed in traditional marketing like:

- Branding and positioning

- Storytelling

- Creativity

- Strategic thinking

- Reporting and communicating

The purpose of these strategies is to engage customers and drive revenue through online channels such as search engines, social media networks, advertising platforms, and email.

FINANCE DEPARTMENT

A finance department is the unit of a business responsible for obtaining and handling any monies on behalf of the organization. The department controls the income and expenditure in addition to ensuring effective business running with minimum disruptions. Besides the traditional roles of handling the payroll, income and expenses, finance department responsibilities also include economic analysis to improve key business strategies. Daily account record keeping is a finance department function that entails reconciling a company's financial registers to make suitable business decisions. Through bookkeeping and income statement preparations, the unit supports the management in filing requisite financial data that's useful in managing funds.

SOFTWARE DEVELOPMENT

The duties and responsibilities of a software developer encompass a wide range of tasks involved in designing, developing, testing, and maintaining software applications. Collaborate with stakeholders to gather and analyze requirements for software projects. Developers in the application sector are in charge of creating computer or mobile applications. The work is mostly centered on producing for consumers. Acknowledging user demands, developing software solutions, keeping a tab on the application's performance, and making Essen program modifications are all part of this process.

HUMAN RESOURCE DEPARTMENT

The term human resources (HR) refers to the department responsible for managing employee-related resources. It's an essential partner in an organization's success. A better understanding of the structure of a human resources department can help you create or reorganize your HR department. (HRM) considers employees the company's most valuable asset. Therefore, it sets up and supervises various actions to develop the human capital and talent of a company.

ROLES AND RESPONSIBILITIES OF HR
- Recruitment of Candidates
- Payroll Processing
- Policies of the workplace
- Training and Development

- Performance Reviews and Promotion of the Employees
- Performance Analysis

OPERATIONS DEPARTMENT

The Operations Department is a critical function within an organization that manages and oversees the day-to-day activities and processes of the business. Its main role is to ensure that the company's operations are running efficiently and effectively, and that the business is meeting its goals and objectives. Operations departments and employees have the authority to make a substantial impact on the production of products and services. Employees working in the operations department must be proactive in identifying and troubleshooting problems quickly and effectively. If organization has a greater chance of turning a profit, which can be reinvested back into the organization to hire more employees.

SALES DEPARTMENT

Software sales representatives perform sales and customer relations tasks to drive the sales of computer software products and services. They have daily direct interaction with customers and leads, either face-to-face or at a distance via the phone or online platforms. They initiate contact with leads and respond to requests for information. They provide information about products and services, highlighting software solutions that can address customer challenges. They inform contacts about company initiatives and promotions. They may be expected to meet target sales quotas or benchmarks. Rapidly growing industry with exciting opportunities for those who want a career in the competitive field of technology. Individuals with knowledge of sales strategies, relationship building and computer science may find career in software sales.

EMPLOYEE SPLIT-UPS

DEPARTMENTS	MEMBERS
CEO	1
CTO	1
Digital Marketing	38
Backend	40

Hypertext Preprocessor	39
Human Resource	40
Finance	45
Data User	45
Operations	44
Sales	43
Software Developers	285
Total	**621**

4.1 DATA ANALYSIS AND INTERPRETATION

The data after collection has to be processed and analyzed in accordance with the outline laid down for the purpose at the time of developing the research plan. Data processing implies editing, coding, classification and tabulation of collected data that are acquiescent to analysis and which is essential for a scientific study.

The term analysis refers to the computation of certain measures along with searching for patterns of relationship that exist among data groups. Analysis of data in a general way involves a number of closely related operations that are performed with the purpose of summarizing the collected data and organizing them in a manner that answers the research questions.

TABLE 4.1.1 (i)

RELIABILITY ANALYSIS-SCALE (ALPHA)

Cronbach's coefficient alpha of all construct ranged from 0.74 to 0.75 which is above the acceptable criteria.

RELIABILITY STATISTICS – WORKPLACE

Cronbach's Alpha	N of Items
.513	5

Item-Total Statistics				
Total-item statistics	**Scale mean if item deleted**	**Scale variance if item deleted**	**Corrected item-total correlation**	**Cronbach's Alpha if item deleted**
I feel comfortable with my working patterns	18.66	1.605	.237	.487
Proper health and safety measures are taken in organization	19.47	1.327	.012	.768
I have the necessary resources/tools to do my work efficiently	18.72	1.260	.476	.339
Workplace is clean and orderly	18.64	1.341	.528	.341
I feel respected as an individual	18.64	1.341	.528	.341

The above table 4.1.1 (i), indicates that Cronbach's Alpha for 5 items is reported as 0.513 which is greater than the acceptable range of 0.7 indicating that the workplace has average reliability.

<p align="center">**TABLE 4.1.1 (ii)**</p>

RELIABILITY STATISTICS – ATTITUDINAL AND STRESS

Cronbach's Alpha	N of Items
.753	4

Item-Total Statistics				
Total-item statistics	**Scale mean if item deleted**	**Scale variance if item deleted**	**Corrected item-total correlation**	**Cronbach's Alpha if item deleted**
Relaxation for both entry time and exit time	13.99	2.260	.440	.752
I feel scope for career improvement in the organization	14.12	1.858	.435	.766
I'm able to fulfill the tasks and responsibilities on time	14.13	1.680	.659	.631
The organization really cares about my well being	14.18	1.541	.706	.598

The above table 4.1.1 (ii), indicates that Cronbach's Alpha for 4 items is reported as 0.753 which is greater than the acceptable range of 0.7 indicating that the attitudinal and stress has average reliability.

TABLE 4.1.1 (iii)

RELIABILITY STATISTICS – TIME AND PLACE FLEXIBILITY

Cronbach's Alpha	N of Items
.445	3

Item-Total Statistics				
Total-item statistics	**Scale mean if item deleted**	**Scale variance if item deleted**	**Corrected item-total correlation**	**Cronbach's Alpha if item deleted**
Relaxation for both entry time and exit time	9.67	.627	.107	.679
My organization offers opportunities to work from home	9.27	.668	.303	.316
I feel cordial relationship with my employers and co-workers	9.28	.474	.466	-.043[a]

The above table 4.1.1 (iii), indicates that Cronbach's Alpha for 3 items is reported as 0.445 which is greater than the acceptable range of 0.7 indicating that the time and place flexibility has average reliability.

TABLE 4.1.1 (iv)

RELIABILITY STATISTICS – INFORMATION SUPPORT

Cronbach's Alpha	N of Items
.588	3

Item-Total Statistics				
Total-item statistics	**Scale mean if item deleted**	**Scale variance if item deleted**	**Corrected item-total correlation**	**Cronbach's Alpha if item deleted**
Supervisor training effectively manage subordinates works	8.43	1.323	.133	.822
I feel secured with my retirement and its associated costs	9.08	.749	.538	.239
The top management is providing you the kinds of information you really want and need	8.90	.897	.595	.201

The above table 4.1.1 (iv), indicates that Cronbach's Alpha for 3 items is reported as 0.588 which is greater than the acceptable range of 0.7 indicating that the information support has average reliability.

<center>**TABLE 4.1.1 (v)**</center>

RELIABILITY STATISTICS – FINANCIAL SUPPORT

Cronbach's Alpha	N of Items
.603	4

Item-Total Statistics				
Total-item statistics	**Scale mean if item deleted**	**Scale variance if item deleted**	**Corrected item-total correlation**	**Cronbach's Alpha if item deleted**
My organization have departmental expense and capital budgets	12.78	1.264	.507	.436
In my organization cash flow forecast prepared showing all sources and uses of cash	12.72	1.932	-.079	.850
Getting information about the personal financial planning	12.77	1.184	.619	.349
The top management provides adequate explanation about why things are done as they are	12.84	1.076	.682	.276

The above table 4.1.1 (v), indicates that Cronbach's Alpha for 4 items is reported as 0.603 which is greater than the acceptable range of 0.7 indicating that the financial support has average reliability.

TABLE 4.1.1 (vi)

RELIABILITY STATISTICS – DIRECT SUPPORT

Cronbach's Alpha	N of Items
.737	4

Item-Total Statistics				
Total-item statistics	**Scale mean if item deleted**	**Scale variance if item deleted**	**Corrected item-total correlation**	**Cronbach's Alpha if item deleted**
Availing sick care and dependent care	13.59	1.756	.613	.636
The concierge service to run errands for busy employees such as [dry cleaning, grocery shopping, family counselling	13.81	1.904	.386	.756
Availing holiday and vacation care	13.61	1.770	.531	.676
I feel confident that my healthcare insurance will meet my needs in the future	13.82	1.479	.612	.626

The above table 4.1.1 (vi), indicates that Cronbach's Alpha for 4 items is reported as 0.737 which is greater than the acceptable range of 0.7 indicating that the direct support has average reliability.

TABLE 4.1.2

CLASSIFICATION OF THE EMPLOYEES BASED ON AGE

Age Group	No. of Employees	Percentage
19-28 years	44	59.3
29-38 years	54	25
39-48 years	20	8.6
49-58 years	2	7.1
Total	**120**	**100**

Source: Questionnaire

59.30% of the employees belong to the age group of 19-28 years, 25% of employees belong to the age group of 29-38 years, 8.6% of employee belong group the age 39-48 years and 7.1% of employees belong to the age group of 49-58 years.

EXHIBIT4.1.2

CLASSIFICATION OF THE EMPLOYEES BASED ON AGE
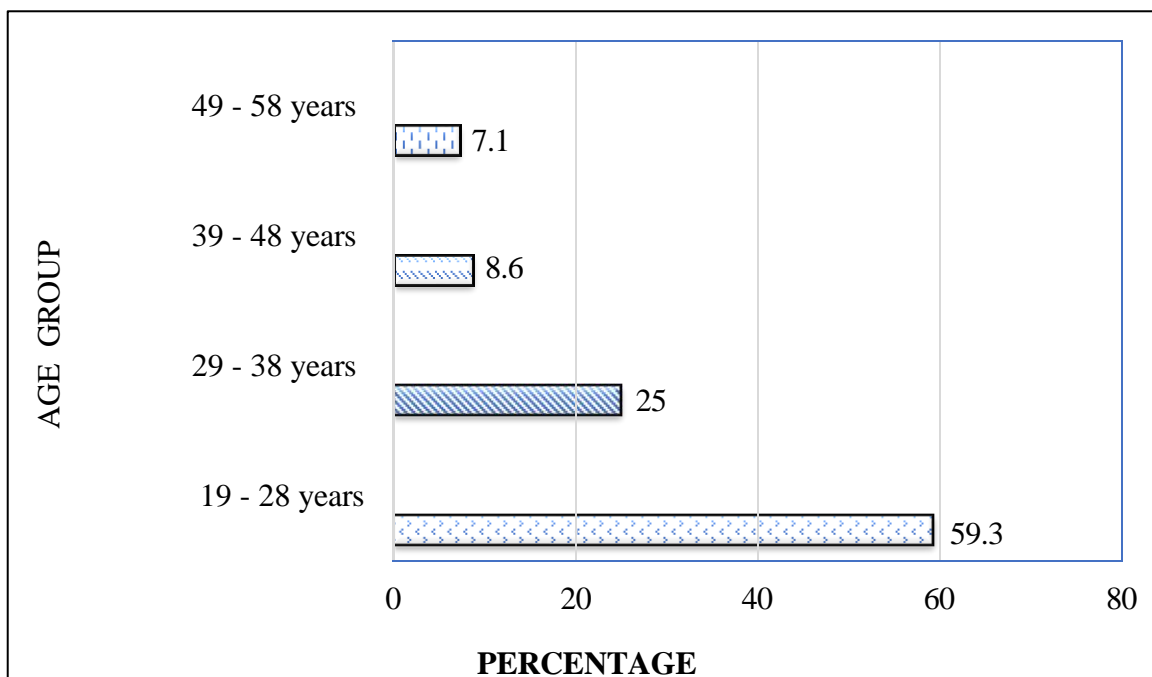
TABLE 4.1.3

CLASSIFICATION OF THE EMPLOYEES BASED ON GENDER

Gender	No. of employees	Percentage
Male	78	65
Female	42	35
Total	**120**	**100**

Source: Questionnaire

65% of employees are male and 35% of employees are female.

EXHIBIT 4.1.3

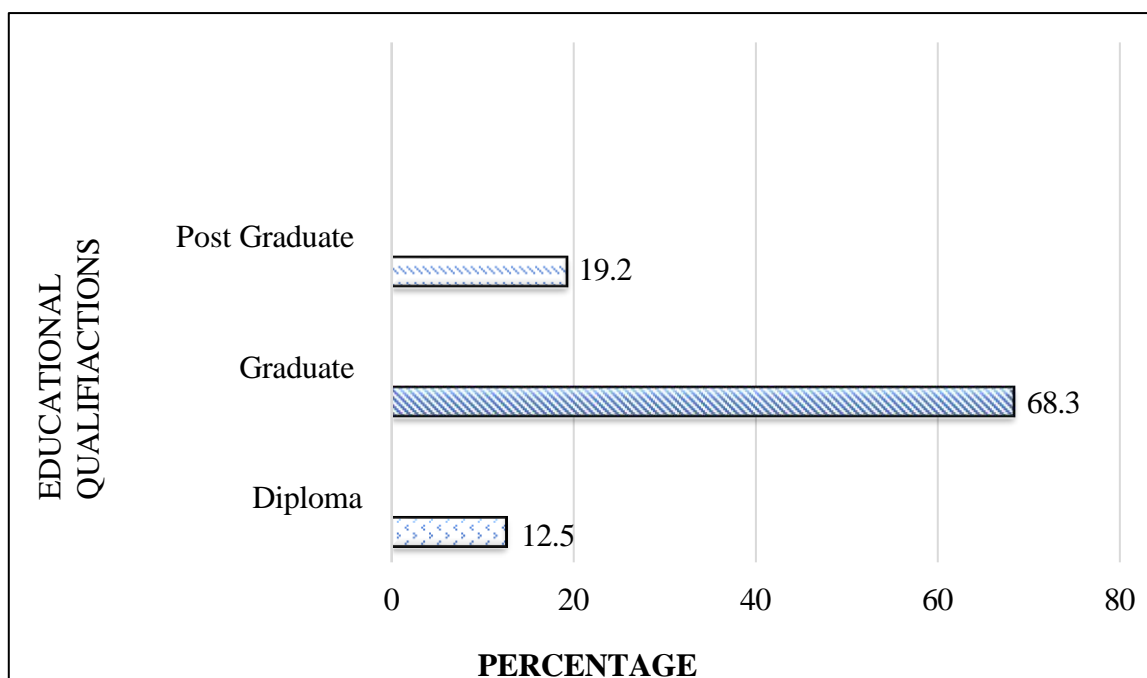**CLASSIFICATION OF THE EMPLOYEES BASED ON GENDER**
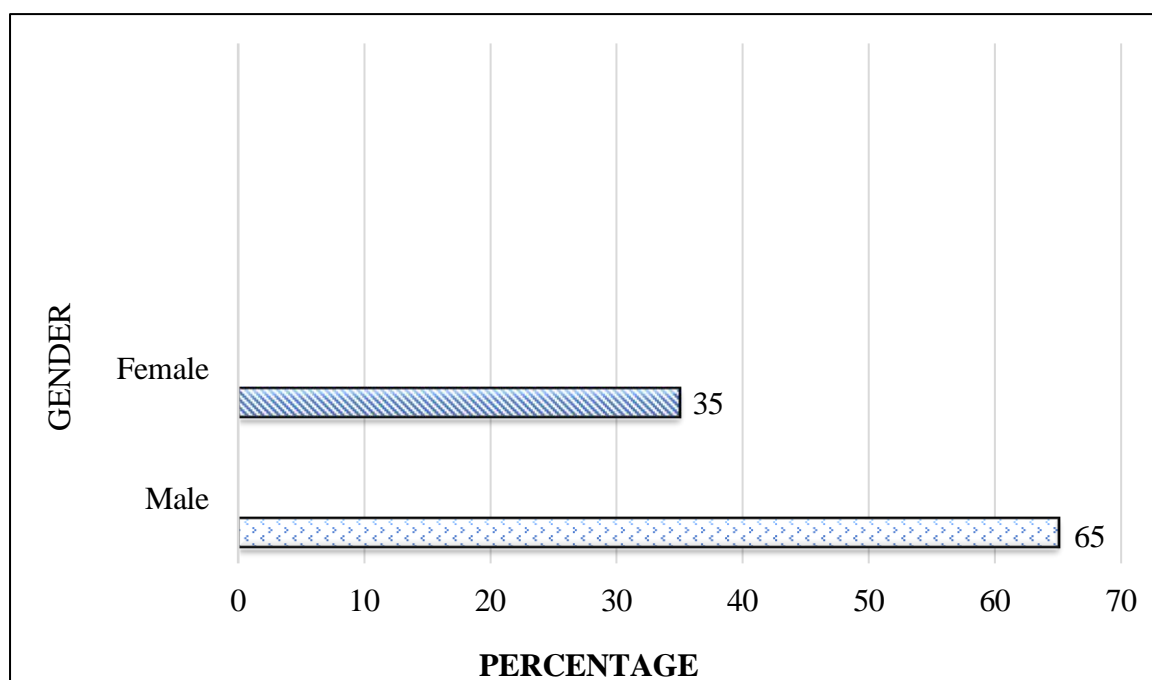
TABLE 4.1.4

CLASSIFICATION OF THE EMPLOYEES BASED ON EDUCATIONAL QUALIFICATIONS

Education	No. of Employees	Percentage
Diploma	15	12.5
Graduate	82	68.3
Post Graduate	23	19.2
Total	**120**	**100**

Source: Questionnaire

68.3% of the   employees have completed their graduate,19.1% of the employees have completed their post graduate and 12.5% of the employees have completed their diploma.

EXHIBIT 4.1.4

CLASSIFICATION OF THE EMPLOYEES BASED ON EDUCATIONAL QUALIFICATIONS

TABLE 4.1.5

CLASSIFICATION OF THE EMPLOYEES BASED ON WORK EXPERIENCE

Work Experience	No. of Employees	Percentage
Below 3 Years	37	30.8
4-6 Years	62	51.6
7-9 Years	21	17.6
Total	**120**	**100**

Source: Questionnaire

51.66% of the employees have 4-6 years of work experience, 30.8% of the employees have below 3 years of work experience, and 17.6 of the employees have 7-9 years of work experience.

EXHIBIT 4.1.5

CLASSIFICATION OF THE EMPLOYEES BASED ON WORK EXPERIENCE
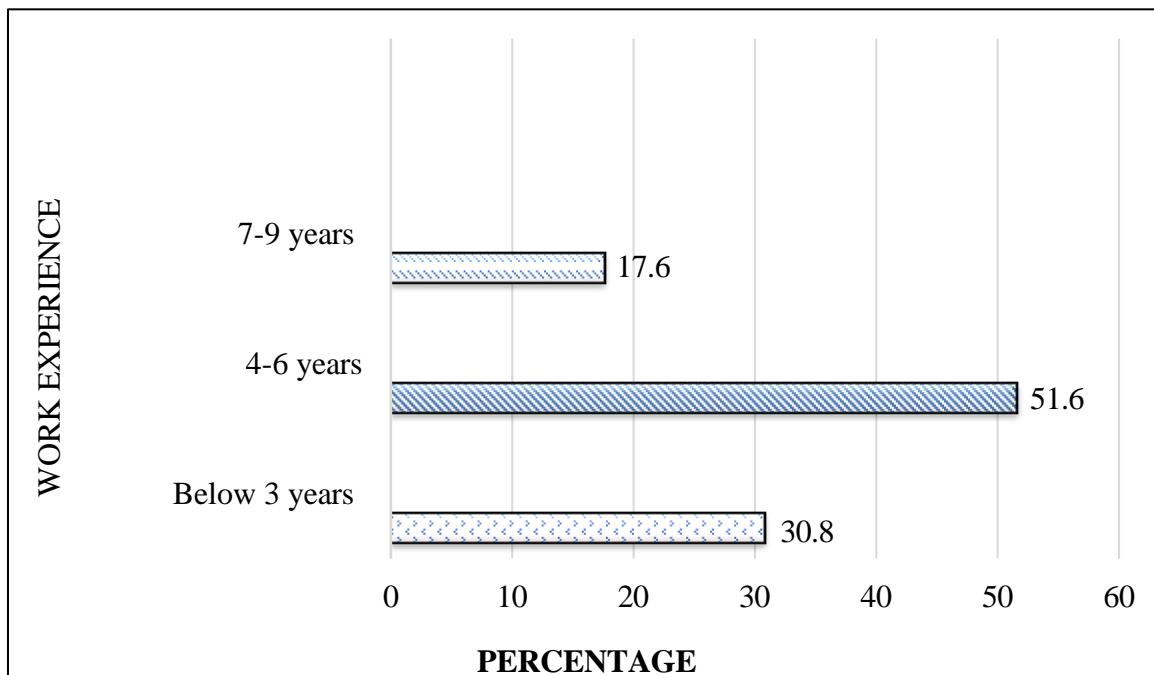
TABLE 4.1.6

CLASSIFICATION OF THE EMPLOYEES BASED ON DEPARTMENTS

Department	No. of Employees	Percentage
Block Chain	26	21.6
Frontend	25	20.8
Java	20	16.7
Node	31	25.9
Dot Net	18	15
Total	**120**	**100**

Source: Questionnaire

25.9% of the employees work under the node, 21.6% of the employees work under the block chain, 20.8% of the employees work under the frontend, 16.7% of the employees work under the java and 15% of the employees work under the do net.

EXHIBIT 4.1.6

CLASSIFICATION OF THE EMPLOYEES BASED ON DEPARTMENTS
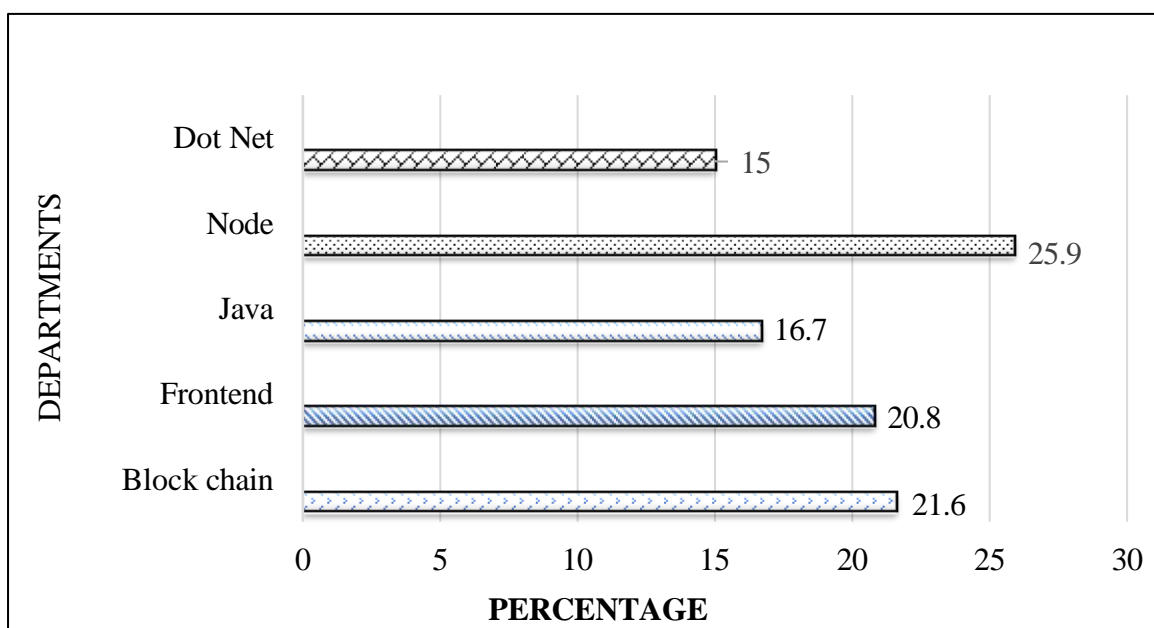
TABLE 4.1.7

OPINION OF EMPLOYEES TOWARDS WORKPLACE

S.NO	WORK PLACE		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total
1.	I feel comfortable with my working patterns	No. of employees	105	15	0	0	0	120
		%	87.5	12.5	0	50	0	100
2.	Proper health and safety measures are taken in organization	No. of employees	30	76	6	8	0	120
		%	25	63.3	5	6.7	0	100
3.	I have the necessary resources/tools to do my work efficiently	No. of employees	99	19	2	0	0	120
		%	82.5	15.8	1.7	0	0	100
4.	Workplace is clean and orderly	No. of employees	109	9	2	0	0	120
		%	90.8	7.5	1.7	0	0	100
5.	I feel respected as an individual	No. of employees	109	9	2	0	0	120
		%	90.8	7.5	1.7	0	0	100

Source: Questionnaire

1. 87.5% of the employees strongly agree that they feel comfortable with their working patterns, 50% of the employees neither agree nor disagree that they feel comfortable with their working patterns and 12.5% of employees agree that they feel comfortable with their working patterns.

2. 63.3% of the employees agree that the proper health and safety measures are taken in organization, 25% of employees strongly agree that the proper health and safety measures

are taken in organization, 6.67% of employee's proper health and safety measures are taken in organization and 5% of the employees are neither agree or disagree that proper health and safety measures are taken in organization.

3. 82.5% of the employees strongly agree that they have the necessary resources/tools to do their work efficiently, 15.8% of employees agree that they have the necessary resources/tools to do their work and 1.7% of the employees are neutral that they have the necessary resources/tools to do their work.

4. 90.8% of the employees strongly agree that the workplace is clean and orderly, 7.5% of the employees agree that the workplace is clean and orderly and 1.7% of the employees are neither agree or disagree that the workplace is clean and orderly.

5. 90.83% of the employees strongly agree that they feel respected as an individual, 7.5% of the employees agree that they feel respected as an individual and 1.7%of the employees are neither agree or disagree that they feel respected as an individual.

DESCRIPTIVE STATISTICS

TABLE 4.1.8

| Workplace	Mean	Standard deviation
I feel comfortable with my working patterns	4.87	.332
Proper health and safety measures are taken in organization	4.07	.753
I have the necessary resources/tools to do my work efficiently	4.81	.436
Workplace is clean and orderly	4.89	.362
I feel respected as an individual	4.89	.362

From the above table 4.1.8, it is clear that the highest mean was 4.89 for the item they feel respected as an individua. The second highest rated item was they feel comfortable with my working patterns with mean 4.87. The least rated item at 4.07 mean was measuring Proper

health and safety measures are taken in organization.
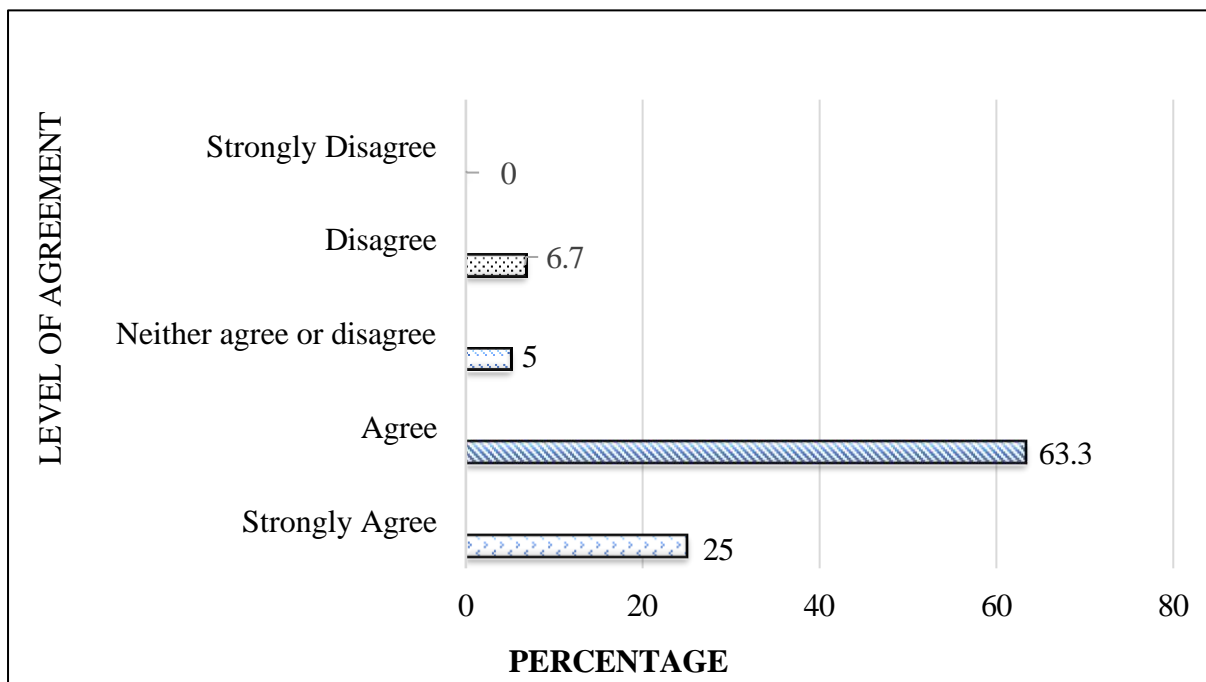
OPINION OF EMPLOYEES TOWARDS WORKPLACE

EXHIBIT 4.1.7 (i)

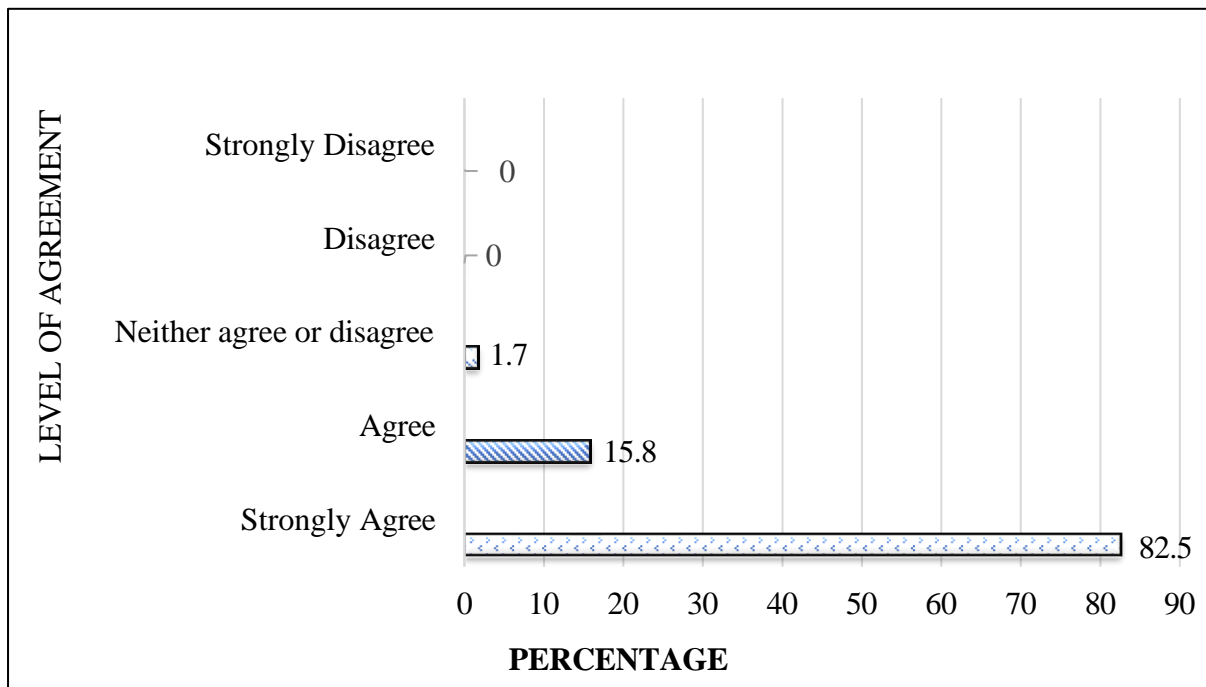**1.** I feel comfortable with my working patterns
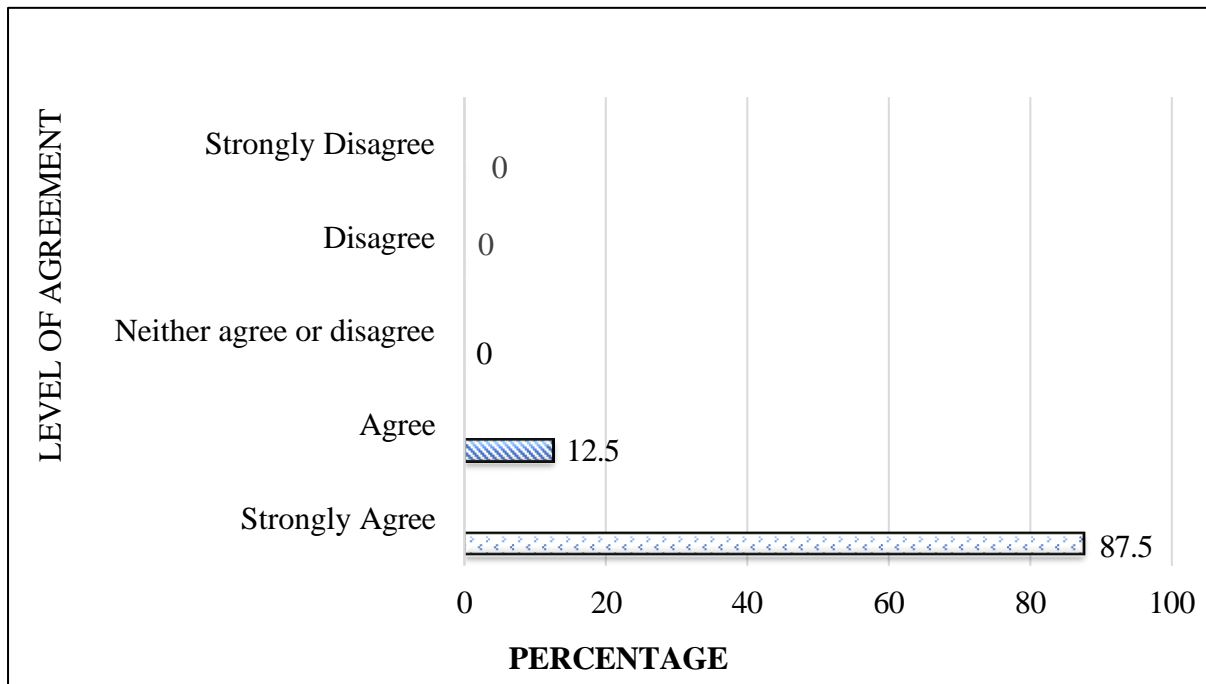
EXHIBIT 4.1.7 (ii)

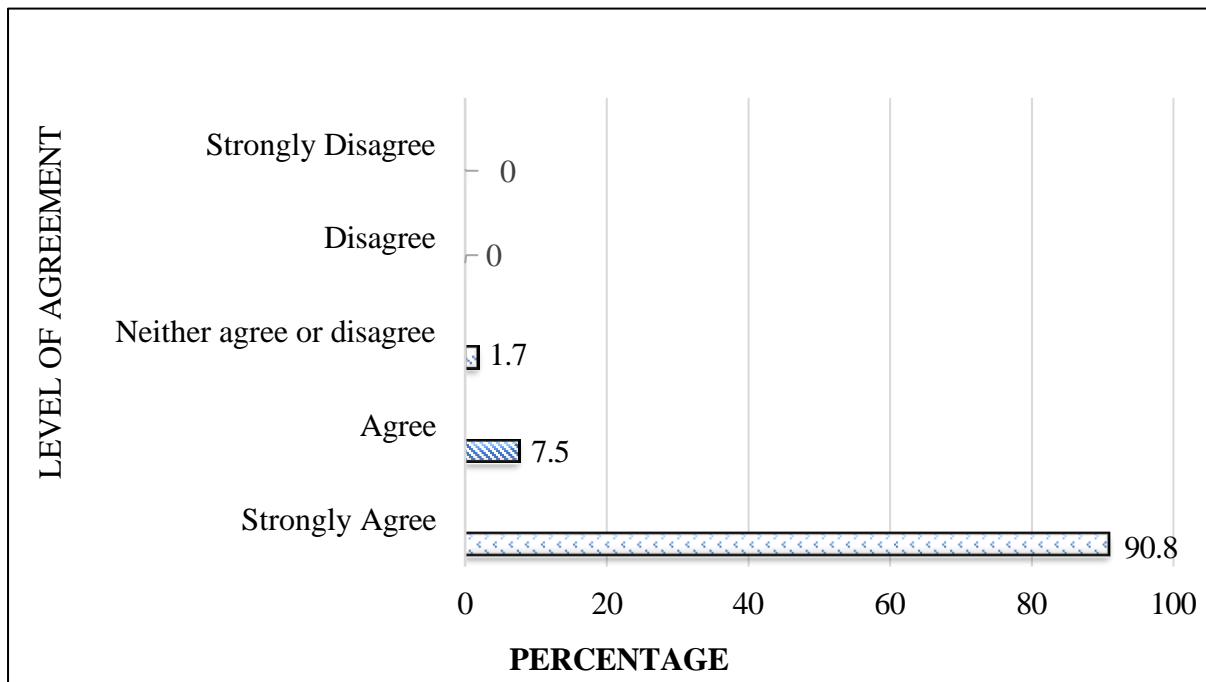**2.** Proper health and safety measures are taken in organization

EXHIBIT 4.1.7 (iii)

3. I have the necessary resources/tools to do my work efficiently
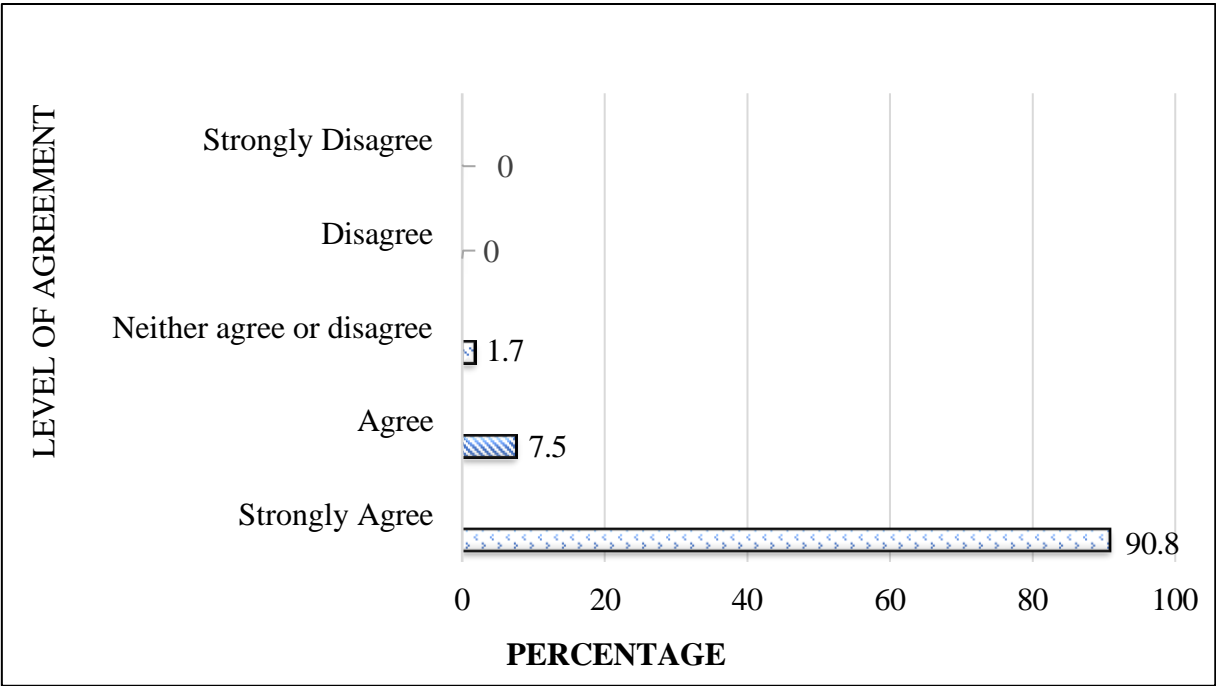

EXHIBIT 4.1.7 (iv)

4. Workplace is clean and orderly

EXHIBIT 4.1.7 (v)

5. I feel respected as an individual

TABLE 4.1.9

OPINION OF EMPLOYEES TOWARDS ATTITUDINAL AND STRESS

S.NO	ATTITUDINAL AND STRESS		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Total
6.	Relaxation for both entry time and exit time.	No. of employees	100	18	2	0	0	**120**
		%	83.3	15	1.7	0	0	**100**
7.	I feel scope for career improvement in the organization.	No. of employees	90	25	2	3	0	**120**
		%	75	20.8	1.7	2.5	0	**100**
8.	I'm able to fulfill the tasks and responsibilities on time.	No. of employees	87	28	4	1	0	**120**
		%	72.5	23.3	3.3	0.9	0	**100**
9.	The organization really cares about my well being.	No. of employees	83	32	3	2	0	**120**
		%	69.1	26.6	2.5	1.8	0	**100**

Source: Questionnaire

6. 83.3% of the employees strongly agree that there is a relaxation for both entry time and exit time, 1.7% of the employees are neither agree or disagree that there is a relaxation for both entry and exit time and 15% of the employees agree that there is a relaxation for both entry and exit time.

7. 75% of the employees strongly agree that they feel scope for career improvement in the organization, 20.8% of the employees agree that they feel scope for career improvement in the organization, 1.7% of the employees are neither agree or disagree for scope in career improvement in the organization and 2.5% of the employees disagree that there is no scope for career improvement in the organization.

8. 72.5% of the employees strongly agree that they able to fulfill the tasks and

responsibilities on time, 23.3% of the employees agree that they able to fulfill the tasks and responsibilities on time, 3.3% of the employees are neither agree or disagree that they can able to fulfill the tasks and responsibilities on time and 0.9% of the employee disagree that they cannot able to fulfill the tasks and responsibilities on time.

9. 69.1% of the employees strongly agree that the organization really cares about my well-being, 26.6% of the employees agree that organization really cares about my well-being, 2.5% of the employees are neither agree or disagree that the organization really cares about my well-being and 1.8% of the employees disagree that the organization really cares about my well-being.

DESCRIPTIVE STATISTICS

TABLE 4.1.10

Attitudinal and stress	Mean	Standard deviation
Relaxation for both entry time and exit time	4.82	.423
I feel scope for career improvement in the organization	4.67	.678
I'm able to fulfill the tasks and responsibilities on time	4.68	.580
The organization really cares about my well-being	4.64	.619

From the above table 4.1.10, it is clear that the highest mean was 4.82 for the item they feel relaxation for both entry time and exit time. The second highest rated item was they able to fulfill the tasks and responsibilities on time with mean 4.68. The least rated item at 4.64 mean was the organization really cares about their well-being.
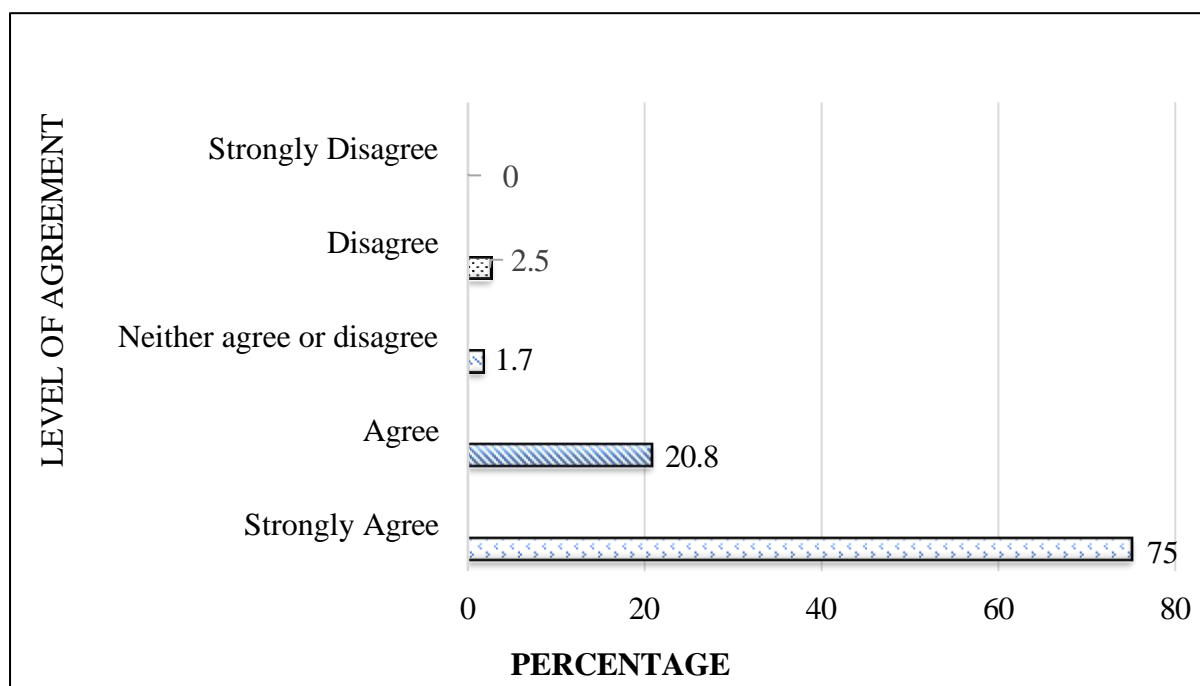
OPINION OF EMPLOYEES TOWARDS ATTITUDINAL AND STRESS

EXHIBIT 4.1.9 (i)

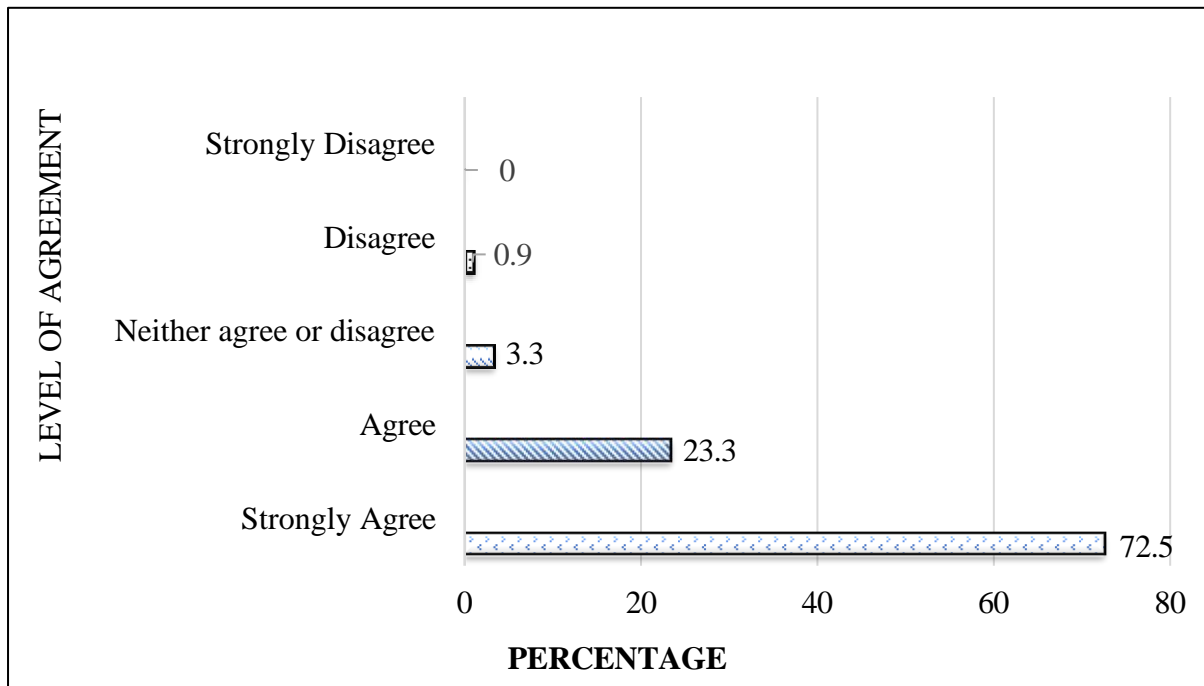**6.** Relaxation for both entry time and exit time
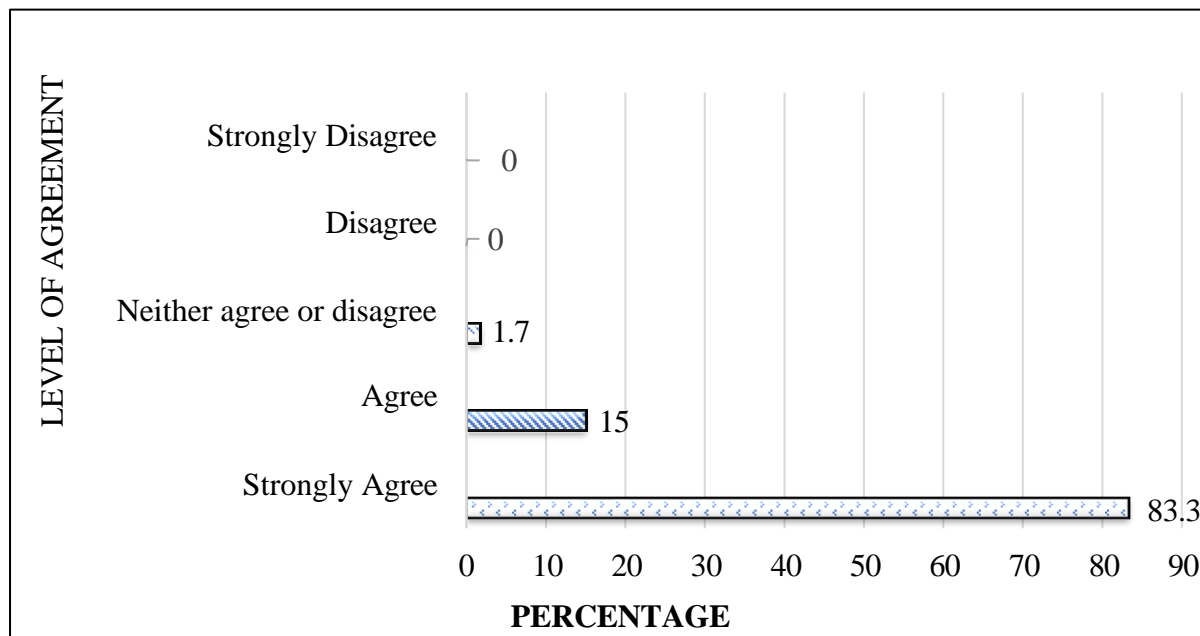
EXHIBIT 4.1.9 (ii)

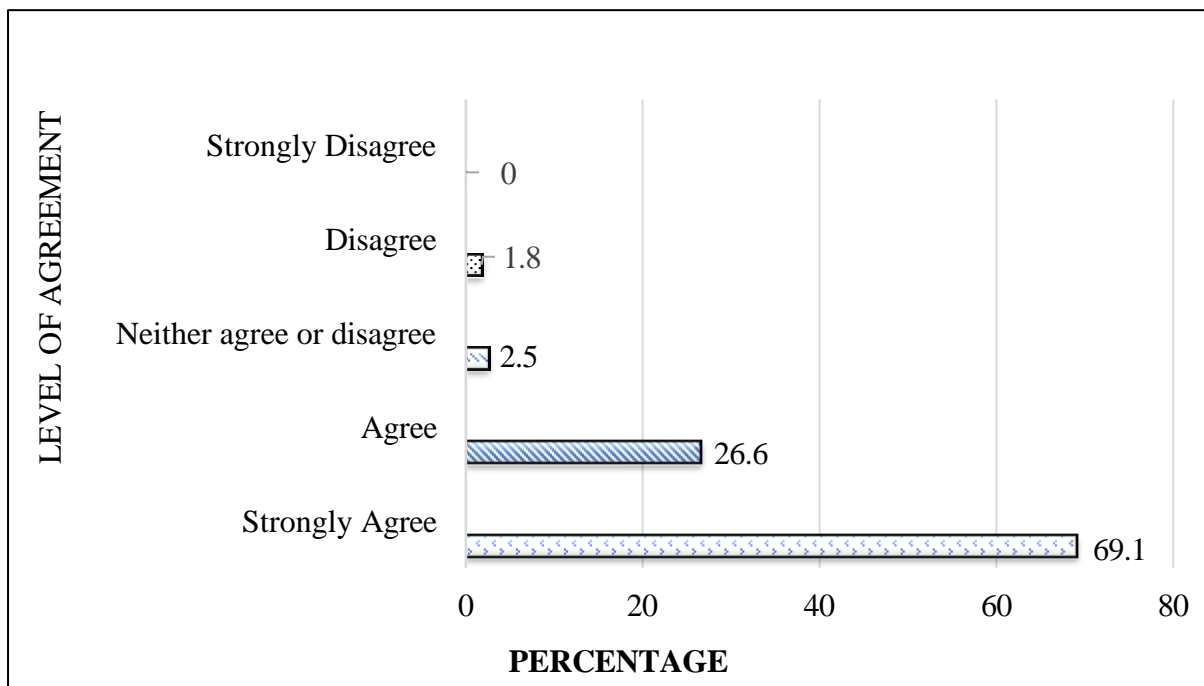**7.** I feel scope for career improvement in the organization

EXHIBIT 4.1.9 (iii)

8. I'm able to fulfill the tasks and responsibilities on time

EXHIBIT 4.1.9 (iv)

9. The organization really cares about my well-being

62

TABLE 4.1.11

OPINION OF EMPLOYEES TOWARDS HEALTH AND LIFESTYLE

S.NO	HEALTH AND LIFESTYLE		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Total
10.	I feel happy with the quality of sleep.	No. of employees	77	42	1	0	0	120
		%	64.1	35	0.9	0	0	100
11.	I feel hypertension can be treated with meditation and exercise.	No. of employees	91	24	4	1	0	120
		%	75.8	20	3.3	0.9	0	100

Source: Questionnaire

10. 64.1% of the employees strongly agree that they feel happy with the quality of sleep, 35% of the employees agree that they feel happy with the quality of sleep, 0.9% of the employee neither agree or disagree that they feel happy with the quality of sleep.

11. 75.8% of the employees that they feel hypertension can be treated with meditation and exercise, 20% of the employees agree that they feel hypertension can be treated with meditation and exercise, 3.3% of the employees are neither agree or disagree they feel hypertension can be treated with meditation and exercise and 0.9% of the employee disagree they feel hypertension can be treated with meditation and exercise.

DESCRIPTIVE STATISTICS
TABLE 4.1.12

Health and lifestyle	Mean	Standard deviation
I feel happy with the quality of sleep	4.63	.501

I feel hypertension can be treated with meditation and exercise	4.72	.568

From the above table 4.1.12, it is clear that the highest mean was 4.72 for the item they feel hypertension can be treated with meditation and exercise. The lowest rated item was they feel happy with the quality of sleep with mean 4.63.

OPINION OF EMPLOYEES TOWARDS HEALTH AND LIFESTYLE

EXHIBIT 4.1.11 (i)

10. I feel happy with the quality of sleep
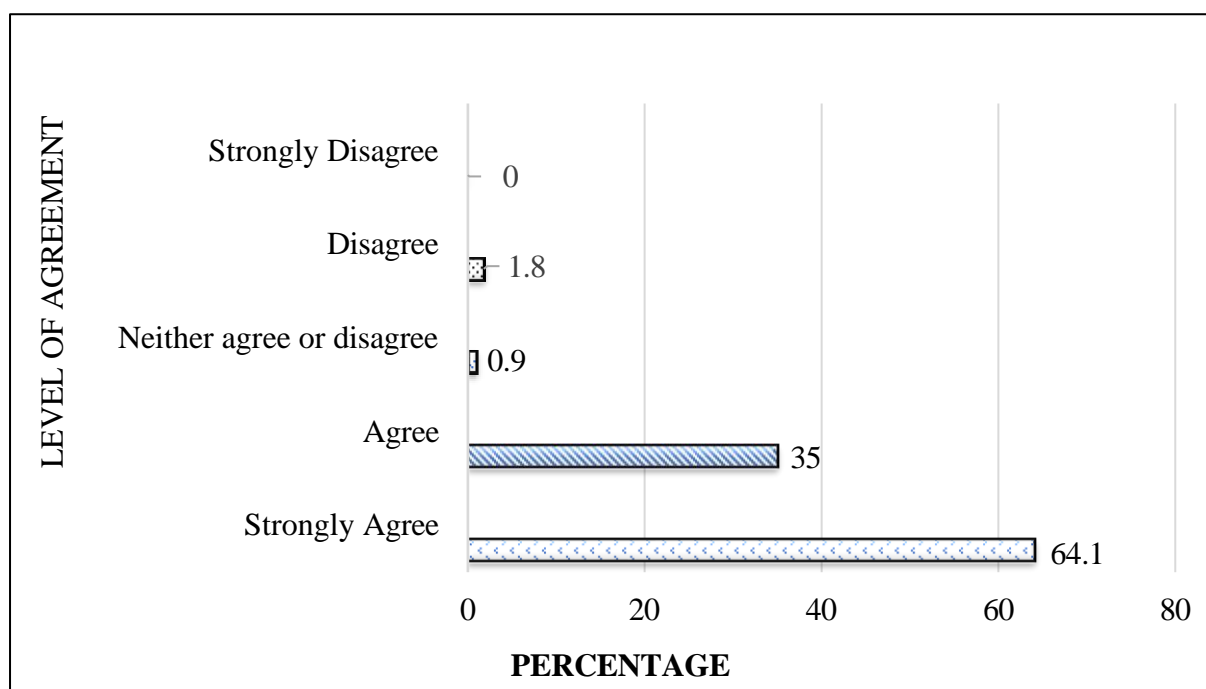
EXHIBIT 4.1.11 (ii)

11. I feel hypertension can be treated with meditation and exercise
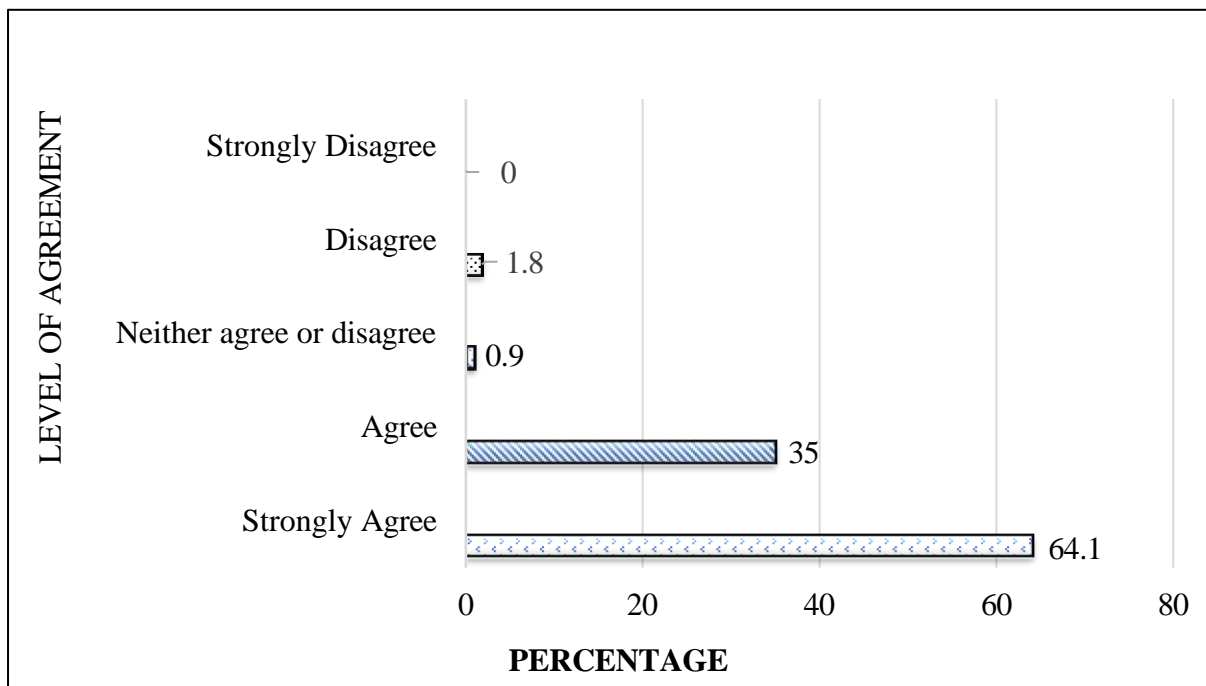
TABLE 4.1.13

OPINION OF EMPLOYEES DOMESTIC AND KINDSHIP

S.NO	DOMESTIC AND KINDSHIP		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Total
12.	I can complete my work on time before deadline.	No. of employees	82	22	1	15	0	**120**
		%	68.3	18.3	0.9	12.5	0	**100**
13.	I feel that the service provided by the firm for working in night shift are suitable enough.	No. of employees	68	51	1	0	0	**120**
		%	56.6	42.5	0.9	0	0	**100**

Source: Questionnaire

12. 68.3% of the employees strongly agree that they can complete their work on time before deadline, 18.3% of the employees agree that they can complete their work on time before deadline, 12.5% of the employees disagree that they cannot complete their work on time before deadline and 0.9% of the employee neither agree or disagree that they either complete their work on time before deadline.

13. 56.6% of the employees strongly agree that they feel the service provided by the firm for working in night shift are suitable enough, 42.5% of the employees agree that they feel the service provided by the firm for working in night shift are suitable enough and 0.9% of the employee neither agree or disagree that they feel the service provided by the firm for working in night shift are suitable enough.

DESCRIPTIVE STATISTICS

TABLE 4.1.14

Domestic and kindship	Mean	Standard deviation
I can complete my work on time before deadline	4.42	1.010

I feel that the service provided by the firm for working in night shift are suitable enough	4.56	.515

From the above table 4.1.14, it is clear that the highest mean was 4.56 for the item they feel that the service provided by the firm for working in night shift are suitable enough. The lowest rated item was they can complete my work on time before deadline with mean 4.42.

OPINION OF EMPLOYEES DOMESTIC AND KINDSHIP
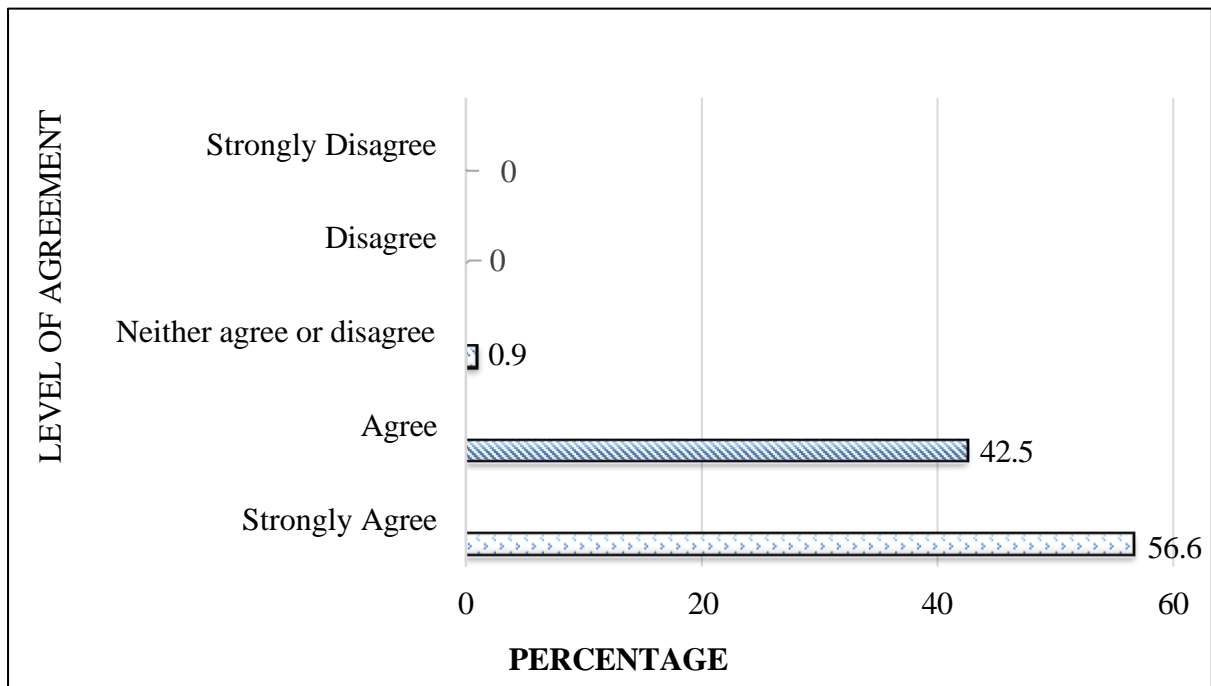
EXHBIT 4.1.13(i)

12. I can complete my work on time before deadline
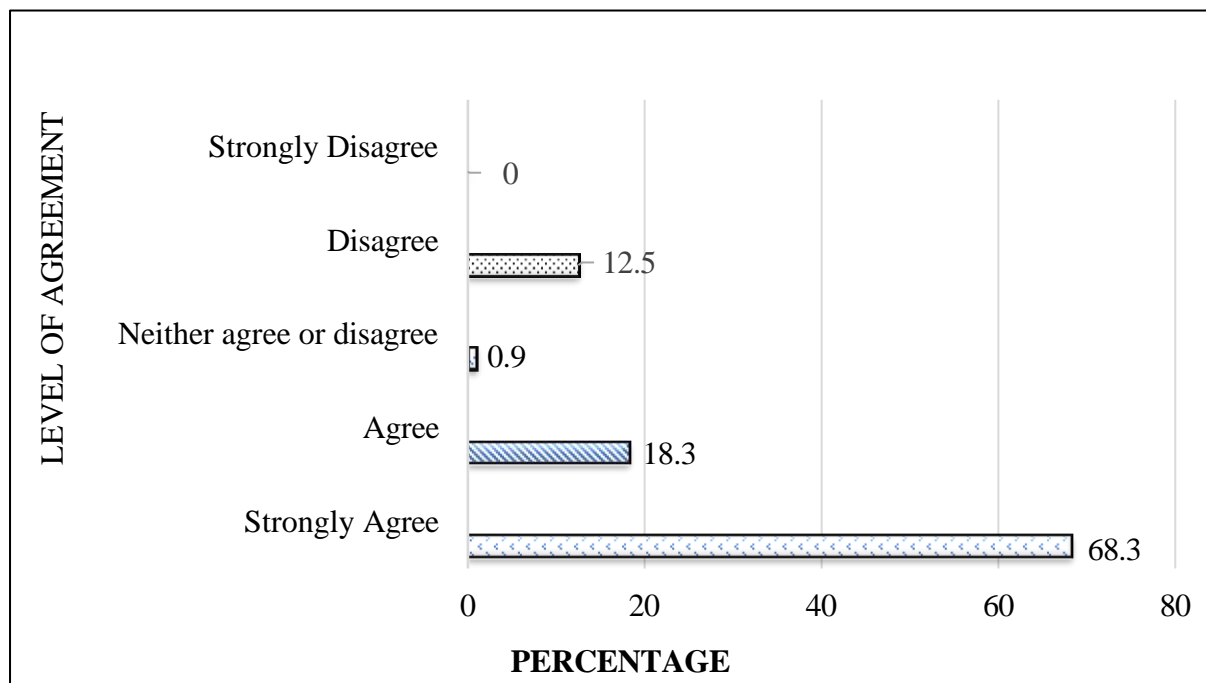
13. I feel that the service provided by the firm for working in night shift are suitable enough

TABLE 4.1.15

OPINION OF EMPLOYEES TOWARDS TIME AND PLACE FLEXIBILITY

S.NO	TIME AND PLACE FLEXIBILITY		Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree	Total
14.	Family leave like maternity / paternity leave and paid/unpaid family leave.	No. of employees	57	59	4	0	0	**120**
		%	47.6	49.1	3.3	0	0	**100**
15.	My organization offers opportunities to work from home.	No. of employees	103	15	2	0	0	**120**
		%	85.8	12.6	1.6	0	0	**100**
16.	I feel cordial relationship with my employers and co-workers.	No. of employees	104	12	3	1	0	**120**
		%	86.6	10	2.5	0.9	0	**100**

Source: Questionnaire

14. 49.1% of the employees agree that their family leave like maternity / paternity leave and paid/unpaid family leave, 47.6% of the employees strongly agree that their family leave like maternity / paternity leave and paid/unpaid family leave and 3.3% of the employees are neither agree or disagree that their family leave like maternity / paternity leave and paid/unpaid family leave.

15. 85.8% of the employees strongly agree that organization offers opportunities to work from home, 12.6% of the employees agree that organization offers opportunities to work from home and 1.6 of the employees are neither agree or disagree that organization offers opportunities to work from home

16. 86.6% of the employees strongly agree that they feel cordial relationship with my employers and co-workers, 10% of the employees agree that they feel cordial relationship with my employers and co-workers, 2.5% of the employees are neither agree or disagree that they feel cordial relationship with my employers and co-workers and 0.9% of the employee disagree that they feel cordial relationship with my employers and co-workers

DESCRIPTIVE STATISTICS

TABLE 4.1.16

Time and place flexibility	Mean	Standard deviation
Family leave like maternity / paternity leave and paid/unpaid family leave	4.43	.561
My organization offers opportunities to work from home	4.86	.373
I feel cordial relationship with my employers and co-workers	4.83	.473

From the above table 4.1.16, it is clear that the highest mean was 4.86 for the item that the organization offers opportunities to work from home. The second highest rated item was they feel cordial relationship with their employers and co-workers with mean 4.83. The least rated item at 4.43 mean was their family leave like maternity / paternity leave and paid/unpaid family leave.

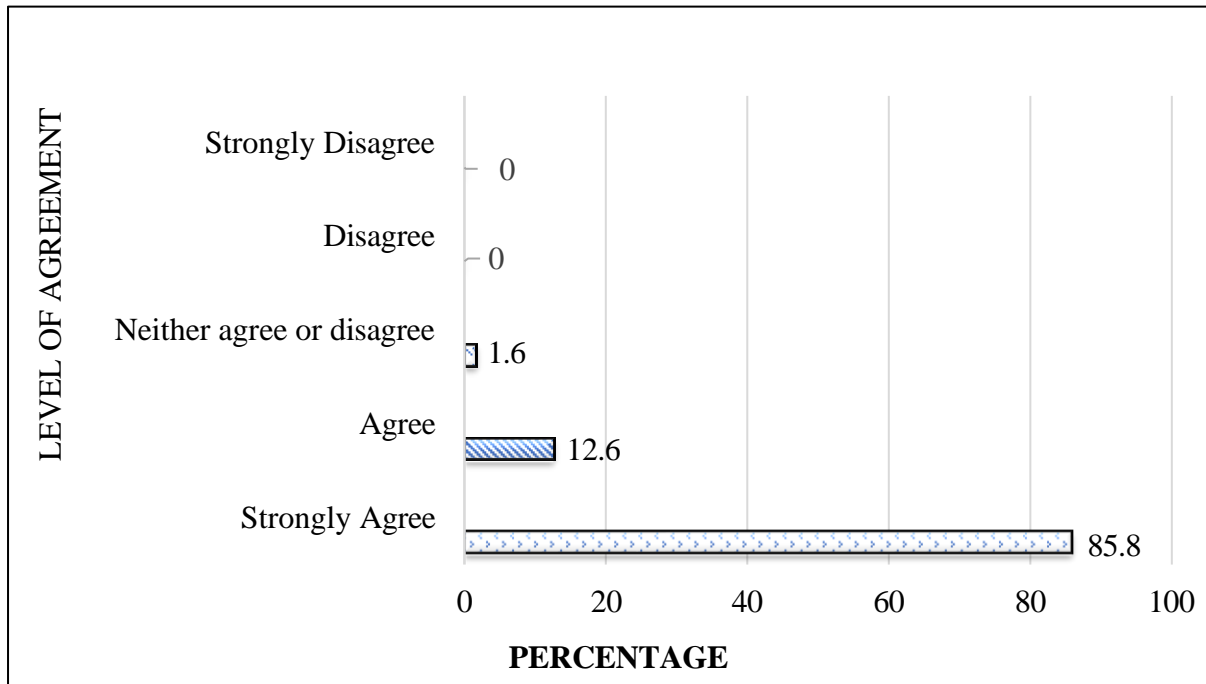## OPINION OF EMPLOYEES TOWARDS TIME AND PLACE FLEXIBILITY

EXHIBIT 4.1.15 (i)

14. Family leave like maternity / paternity leave and paid/unpaid family leave
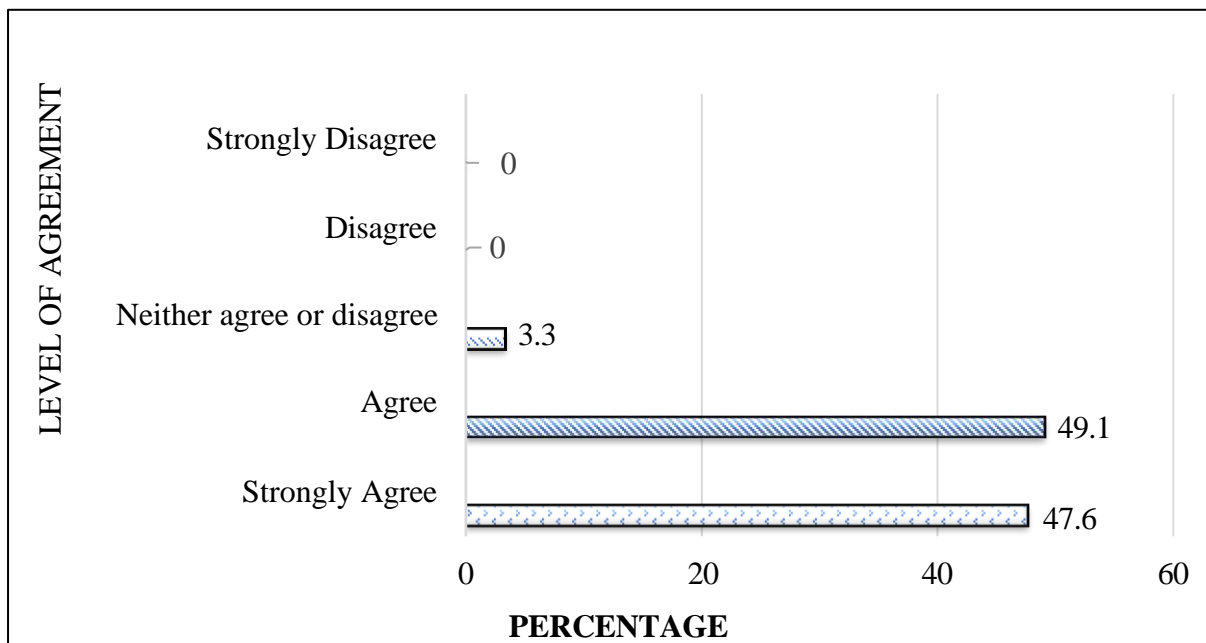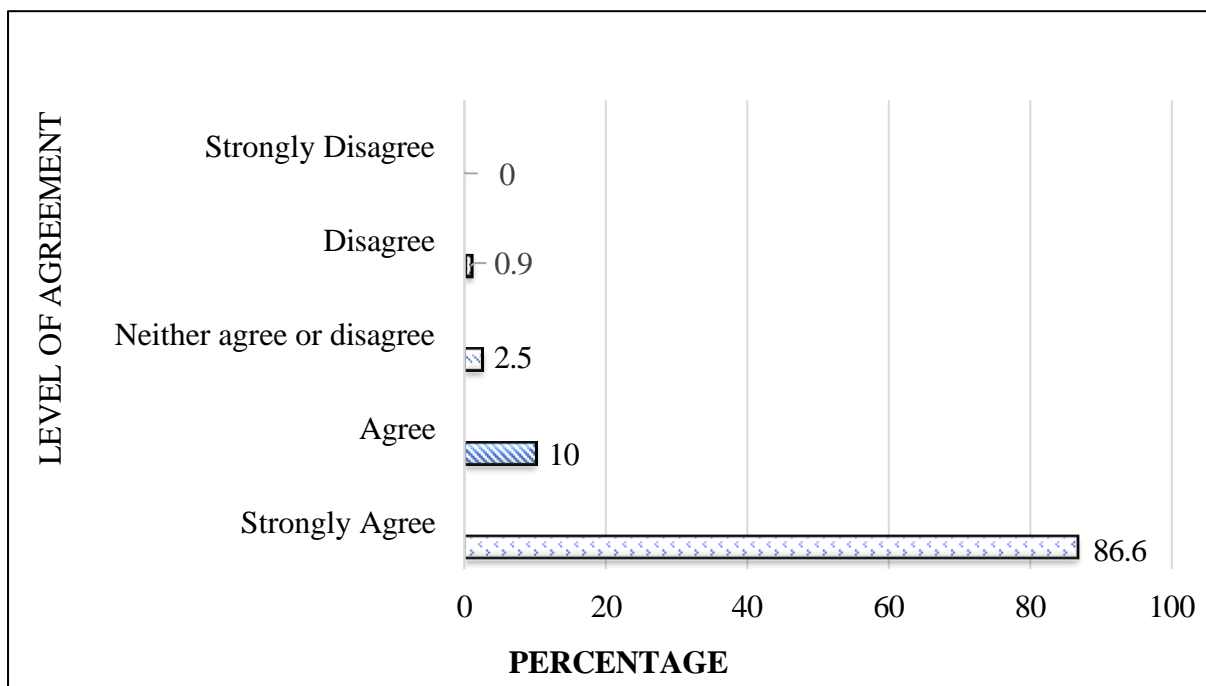
EXHIBIT 4.1.15 (ii)

15. My organization offers opportunities to work from home

EXHIBIT 4.1.15 (iii)

16. I feel cordial relationship with my employers and co-workers

TABLE 4.1.17

OPINION OF EMPLOYEES TOWARDS INFORMATION SUPPORT

S.NO	INFORMATION SUPPORT		Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree	Total
17.	Supervisor training effectively manage subordinates works.	No. of employees	100	16	1	3	0	**120**
		%	83.3	13.3	0.9	2.5	0	**100**
18.	I feel secured with my retirement and its associated costs.	No. of employees	36	63	21	0	0	**120**
		%	30	52.5	17.5	0	0	**100**
19.	The top management is providing you the kinds of information you really want and need.	No. of employees	43	71	6	0	0	**120**
		%	35.8	59.2	5	0	0	100

Source: Questionnaire

17. 83.3% of the employees strongly agree that the supervisor training effectively manage subordinates works, 13.3% of the employees agree that the supervisor training effectively manage subordinates works,2.5 of the employees disagree that the supervisor training effectively manage subordinates works and 0.9% of the employee neither agree or disagree that the supervisor training effectively manage subordinates works.

18. 52.5% of the employees agree that they feel secured with their retirement and its associated costs,30% of the employees strongly agree that they feel secured with their retirement and its associated costs and 17.5% of the employees are neither agree or disagree that they feel secured with their retirement and its associated costs.

19. 59.2% of the employees agree that the top management is providing you the kinds of information their really want and need,35.8% of the employees strongly agree that the top management is providing you the kinds of information their really want and need and 5%

of the employees are neither agree or disagree that the top management is providing you the kinds of information their really want and need.

DESCRIPTIVE STATISTICS

TABLE 4.1.18

Information support	Mean	Standard deviation
Supervisor training effectively manage subordinates works	4.78	.586
I feel secured with my retirement and its associated costs	4.12	.681
The top management is providing you the kinds of information you really want and need	4.31	.562

From the above table 4.1.18, it is clear that the highest mean was 4.78 for the item that their supervisor training effectively manage subordinates works. The second highest rated item was that the top management is providing the kinds of information their really want and need with mean 4.31. The least rated item at 4.12 they feel secured with my retirement and its associated costs.

OPINION OF EMPLOYEES TOWARDS INFORMATION SUPPORT

EXHIBIT 4.1.17(i)

17. Supervisor training effectively manage subordinates works

Strongly Disagree — 0
Disagree — 2.5
Neither agree or disagree — 0.9
Agree — 13.3
Strongly Agree — 83.3

(LEVEL OF AGREEMENT vs PERCENTAGE, 0 to 90)
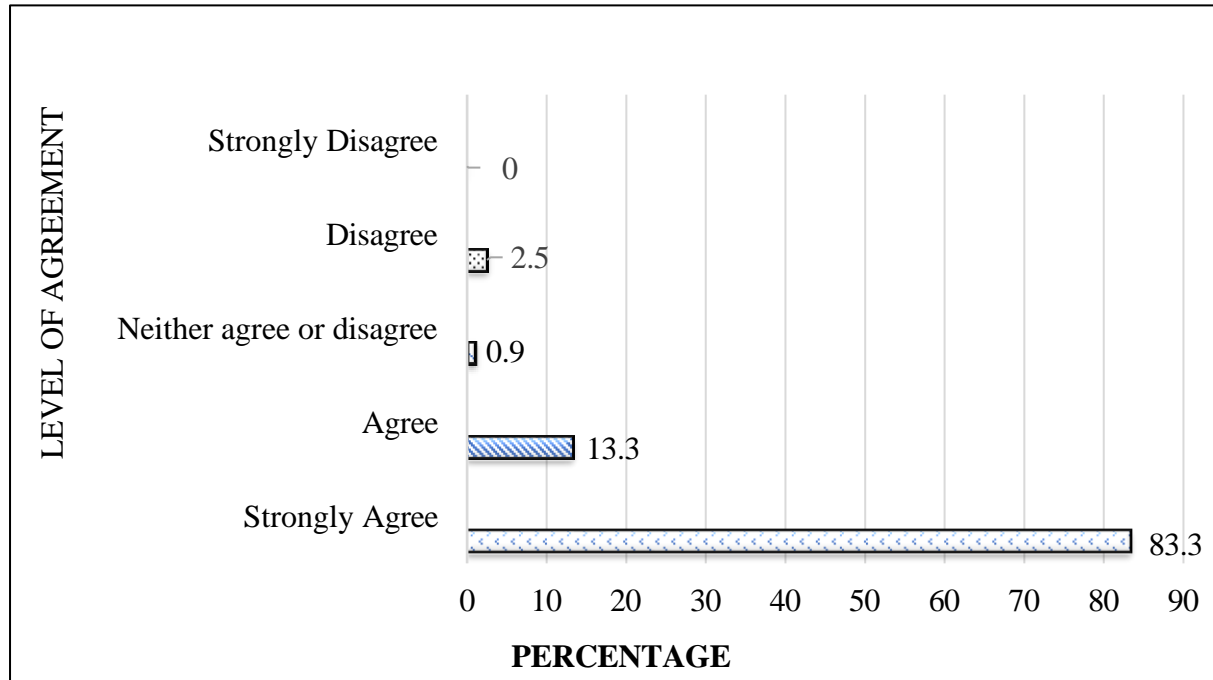
EXHIBIT 4.1.17(ii)

18. I feel secured with my retirement and its associated costs

Strongly Disagree — 0
Disagree — 0
Neither agree or disagree — 17.5
Agree — 52.5
Strongly Agree — 30

(LEVEL OF AGREEMENT vs PERCENTAGE, 0 to 60)
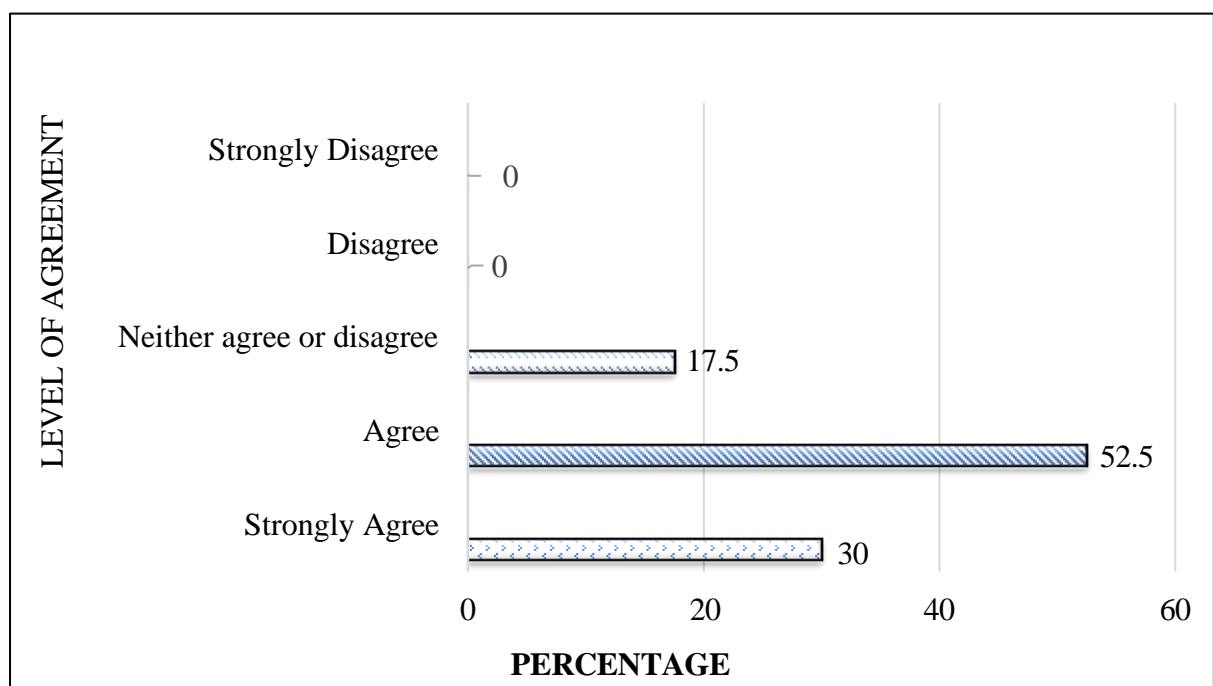
EXHIBIT 4.1.17(iii)

19. The top management is providing you the kinds of information you really want and need
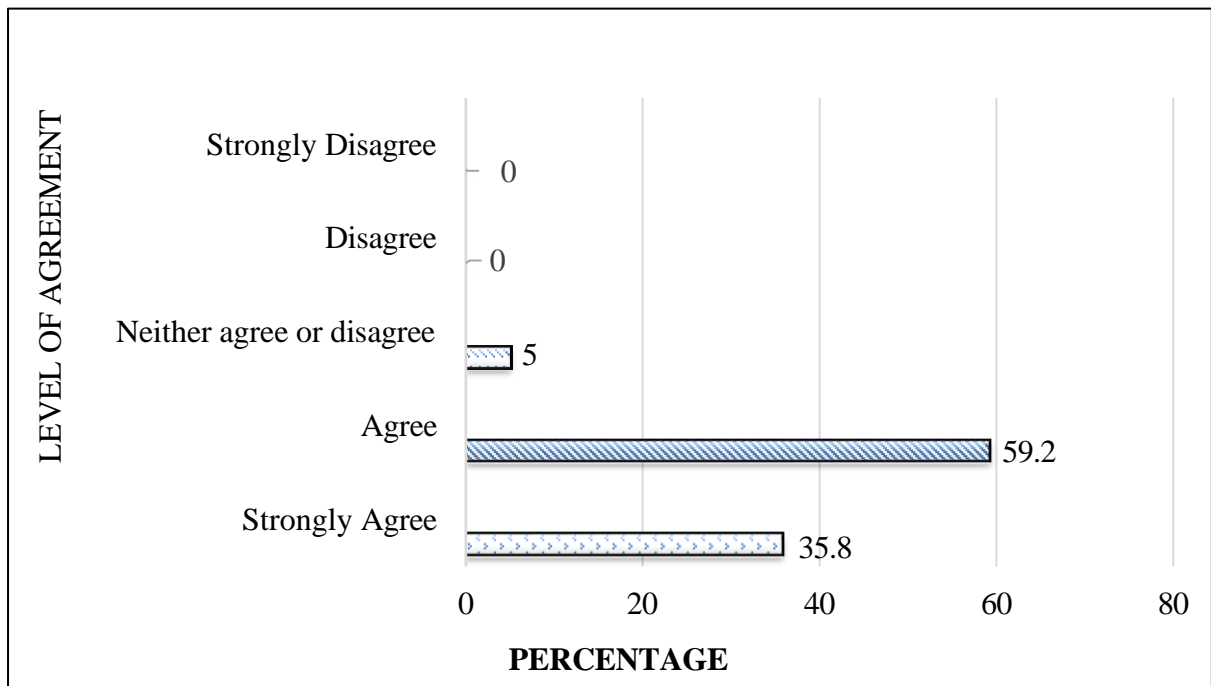
TABLE 4.1.19

OPINION OF EMPLOYEES TOWARDS FINANCIAL SUPPORT

S.NO	FINANCIAL SUPPORT		Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree	Total
20.	My organization have departmental expense and capital budgets.	No. of employees	35	82	2	1	0	**120**
		%	29.1	68.5	1.6	0.8	0	**100**
21.	In my organization cash flow forecast prepared showing all sources and uses of cash.	No. of employees	44	71	4	1	0	**120**
		%	36.6	59.3	3.3	0.8	0	**100**
22.	Getting information about the personal financial planning.	No. of employees	36	80	4	0	0	**120**
		%	30	66.7	3.3	0	0	**100**
23.	The top management provides adequate explanation about why things are done as they are.	No. of employees	32	80	8	0	0	**120**
		%	26.6	66.8	6.6	0	0	**100**

Source: Questionnaire

20. 68.5% of the employees agree that the organization have departmental expense and capital budgets, 29.1% of the employees strongly agree that the organization have departmental expense and capital budgets, 1.6% of the employees are neither agree or disagree that the organization have departmental expense and capital budgets and 0.8% of the employee disagree that the organization have not departmental expense and capital budgets.

21. 59.3% of the employees agree that the organization cash flow forecast prepared showing all sources and uses of cash, 36.6% of the employees strongly agree that the organization cash flow forecast prepared showing all sources and uses of cash, 3.3% of the employees are neither agree or disagree that the organization have departmental expense and capital

budgets and 0.8% of the employee disagree that the organization have not departmental expense and capital budgets.

22. 66.7% of the employees agree that they are getting information about the personal financial planning, 30% of the employees strongly agree that they are getting information about the personal financial planning, 3.3% of the employees are neither agree or disagree in getting information about the personal financial planning.

23. 66.8% of the employees agree that the top management provides adequate explanation about why things are done as they are, 26.6% of the employees strongly agree that the top management provides adequate explanation about why things are done as they are and 6.6% of the employees are neither agree or disagree that the top management provides adequate explanation about why things are done as they are.

DESCRIPTIVE STATISTICS

TABLE 4.1.20

Financial support	Mean	Standard deviation
My organization have departmental expense and capital budgets	4.26	.527
In my organization cash flow forecast prepared showing all sources and uses of cash	4.32	.580
Getting information about the personal financial planning	4.26	.527
The top management provides adequate explanation about why things are done as they are	4.19	.555

From the above table 4.1.20, it is clear that the highest mean was 4.32 for the item that the organization cash flow forecast prepared showing all sources and uses of cash. The second highest rated item that the organization have departmental expense and capital budgets with mean 4.26. The least rated item at 4.19 that the top management provides adequate explanation about why things are done as they are.

OPINION OF EMPLOYEES TOWARDS FINANCIAL SUPPORT

EXHIBIT 4.1.19 (i)

20. My organization have departmental expense and capital budgets
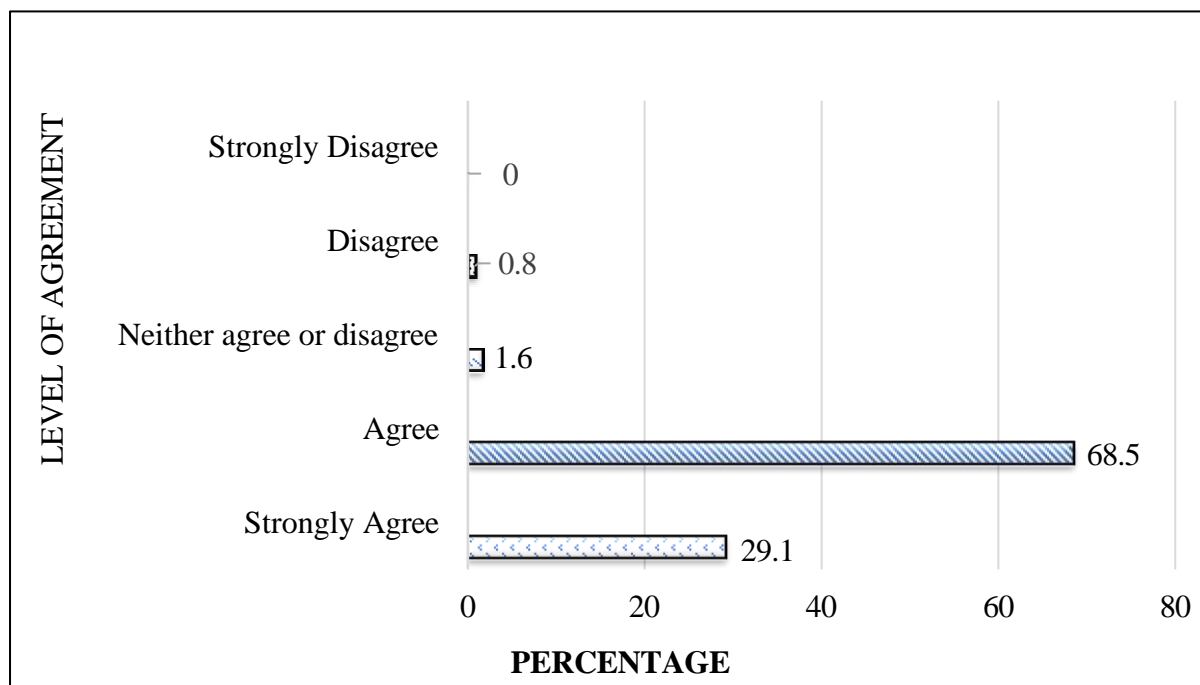
EXHIBIT 4.1.19 (ii)

21. In my organization cash flow forecast prepared showing all sources and uses of cash

EXHIBIT 4.1.19 (iii)

22. Getting information about the personal financial planning

EXHIBIT 4.1.19 (iv)

23. The top management provides adequate explanation about why things are done as they are
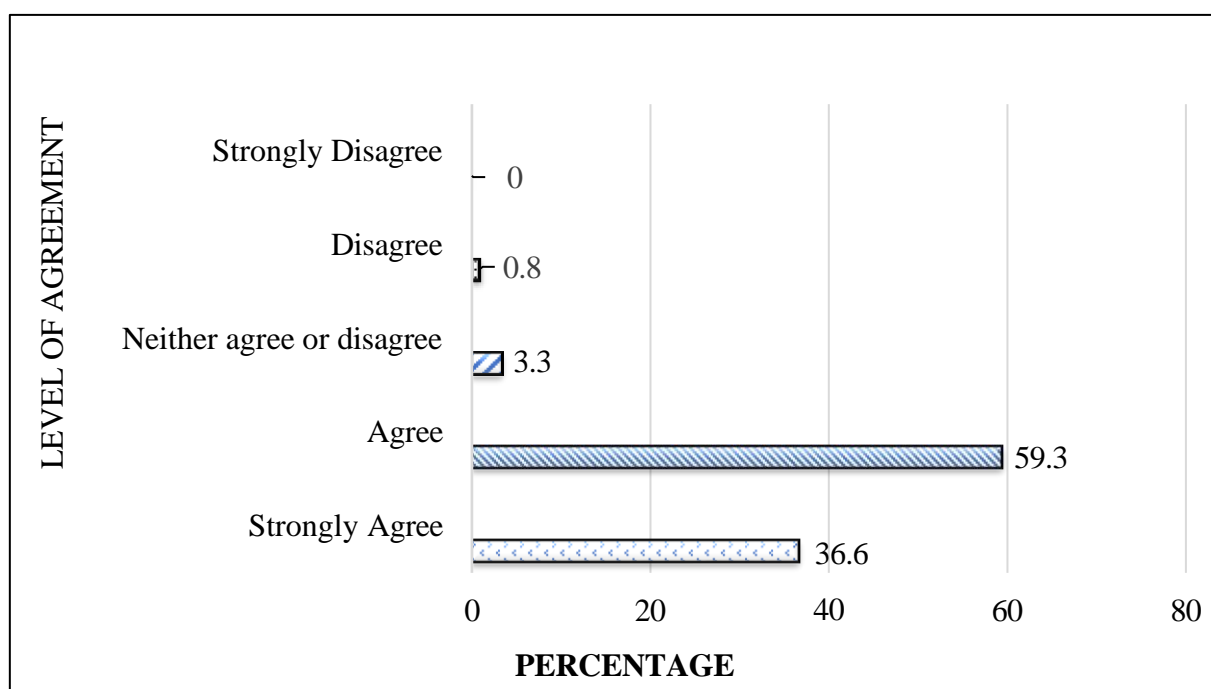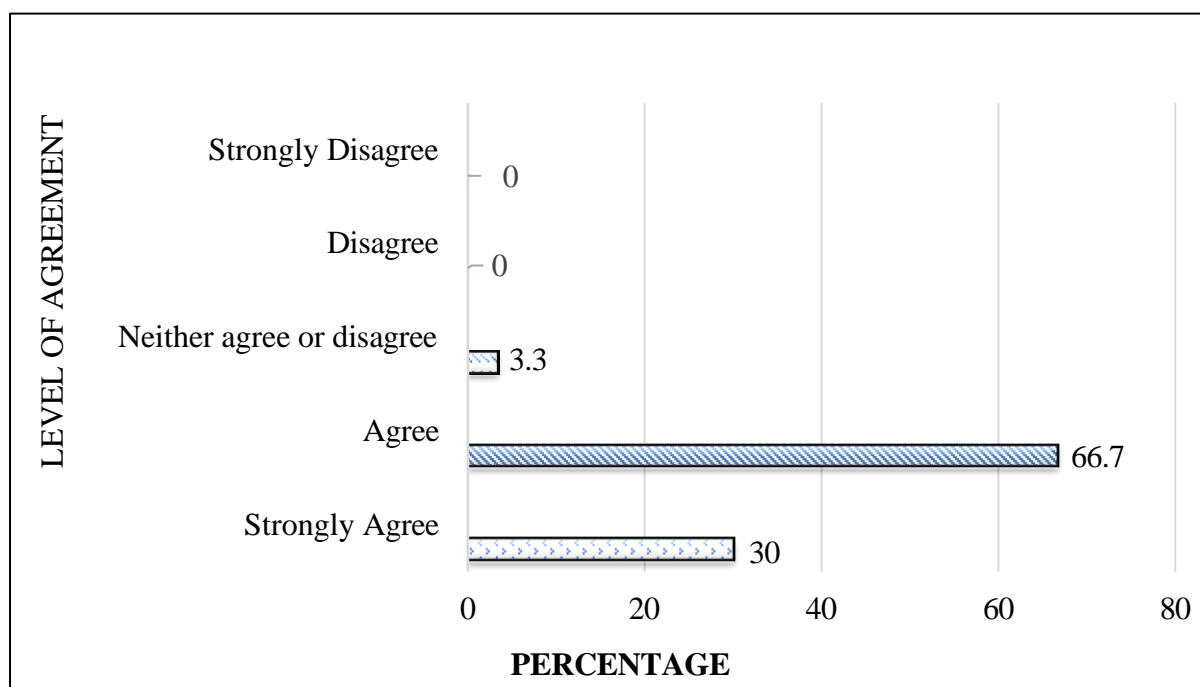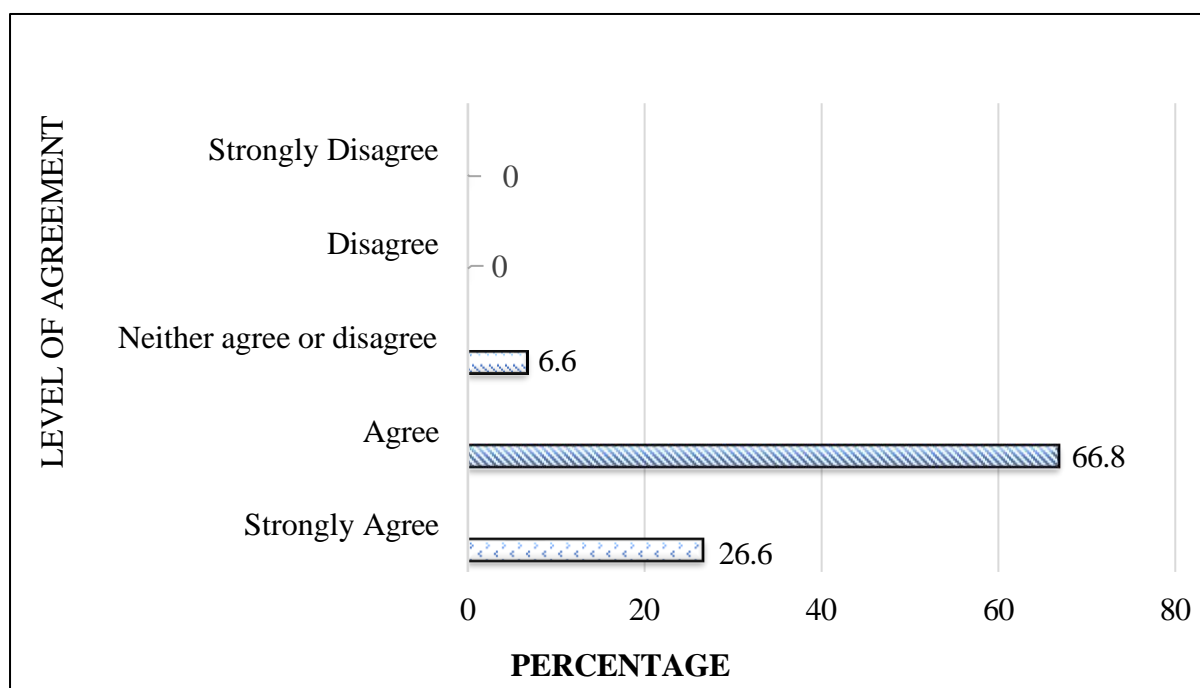
TABLE 4.1.21

OPINION OF EMPLOYEES TOWARDS DIRECT SUPPORT

S.NO	DIRECT SUPPORT		Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree	Total
24.	Availing sick care and dependent care.	No. of employees	84	34	2	0	0	120
		%	70	28.4	1.6	0	0	100
25.	The concierge service to run errands for busy employees such as [dry cleaning, grocery shopping, family counselling.	No. of employees	60	56	4	0	0	120
		%	68.8	27.9	3.3	0	0	100
26.	Availing holiday and vacation care.	No. of employees	36	80	4	0	0	120
		%	30	66.7	3.3	0	0	100
27.	I feel confident that my healthcare insurance will meet my needs in the future.	No. of employees	63	50	6	1	0	120
		%	53.1	41.9	5	0.9	0	100

Source Questionnaire

24. 70% of the employees strongly agree with their sick care and dependent care, 28.4% of the employees agree with their sick care and dependent care and 1.6% of the employees are neither agree or disagree with their sick care and dependent care.

25. 68.8% of the employees strongly agree that the concierge service to run errands for busy employees such as [dry cleaning, grocery shopping, family counselling, 27.9% of the employees agree that the concierge service to run errands for busy employees such as dry cleaning, grocery shopping, family counselling and 3.3% of the employees are neither agree or disagree for concierge service to run errands for busy employees such as dry cleaning, grocery shopping, family counselling.

26. 66.7% of the employees agree with their holiday and vacation care ,30% of the employees strongly agree with their holiday and vacation care and 3.3 % of the employees are neither agree or disagree with their holiday and vacation care.

27. 53.1% of the employees strongly agree that they feel confident that my healthcare insurance will meet my needs in the future, 41.9% of the employees agree that they feel confident that my healthcare insurance will meet my needs in the future, 5% of the employees are neither agree or disagree that they feel confident that my healthcare insurance will meet my needs in the future and 0.9% of the employee disagree feel confident that my healthcare insurance will meet my needs in the future.

DESCRIPTIVE STATISTICS

TABLE 4.1.22

Direct support	Mean	Standard deviation
Availing sick care and dependent care	4.69	.499
The concierge service to run errands for busy employees such as [dry cleaning, grocery shopping, family counselling	4.47	.564
Availing holiday and vacation care	4.68	.537
I feel confident that my healthcare insurance will meet my needs in the future	4.47	.634

From the above table 4.1.22, it is clear that the highest mean was 4.69 for the item they availing sick care and dependent care. The second highest rated item was they availing holiday and vacation care with mean 4.68. The least rated item at 4.47 mean that they confident that my healthcare insurance will meet my needs in the future.

OPINION OF EMPLOYEES TOWARDS DIRECT SUPPORT

EXHIBIT 4.1.21 (i)

24. Availing sick care and dependent care

LEVEL OF AGREEMENT

- Strongly Disagree — 0
- Disagree — 0
- Neither agree or disagree — 1.6
- Agree — 28.4
- Strongly Agree — 70

PERCENTAGE (0, 20, 40, 60, 80)
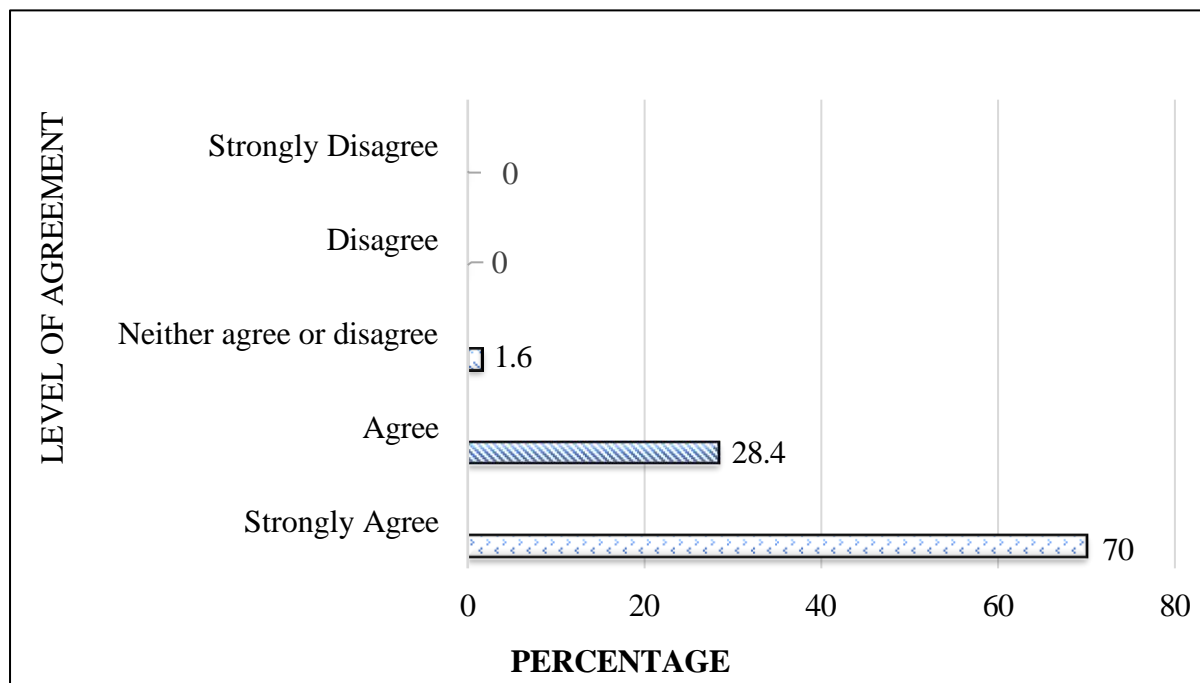
EXHIBIT 4.1.21 (ii)

25. The concierge service to run errands for busy employees such as [dry cleaning, grocery shopping, family counselling

LEVEL OF AGREEMENT

- Strongly Disagree — 0
- Disagree — 0
- Neither agree or disagree — 3.3
- Agree — 27.9
- Strongly Agree — 68.8

PERCENTAGE (0, 20, 40, 60, 80)
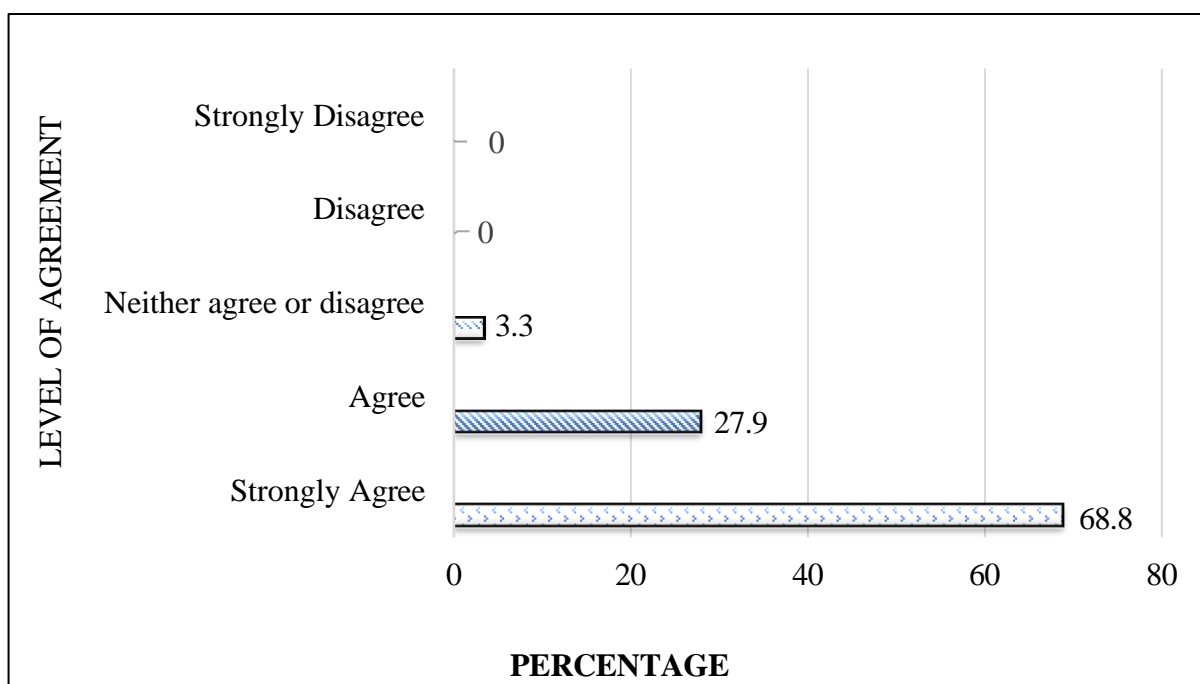
EXHIBIT 4.1.21 (iii)

26. Availing holiday and vacation care
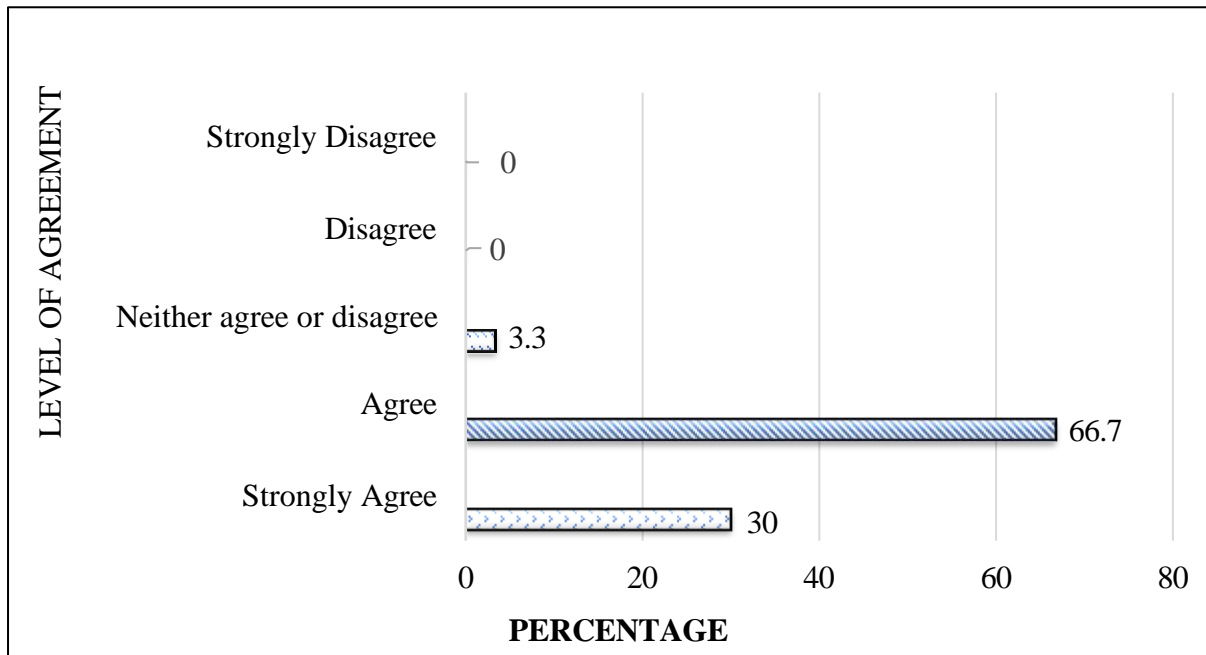
EXHIBIT 4.1.21 (iv)

27. I feel confident that my healthcare insurance will meet my needs in the future
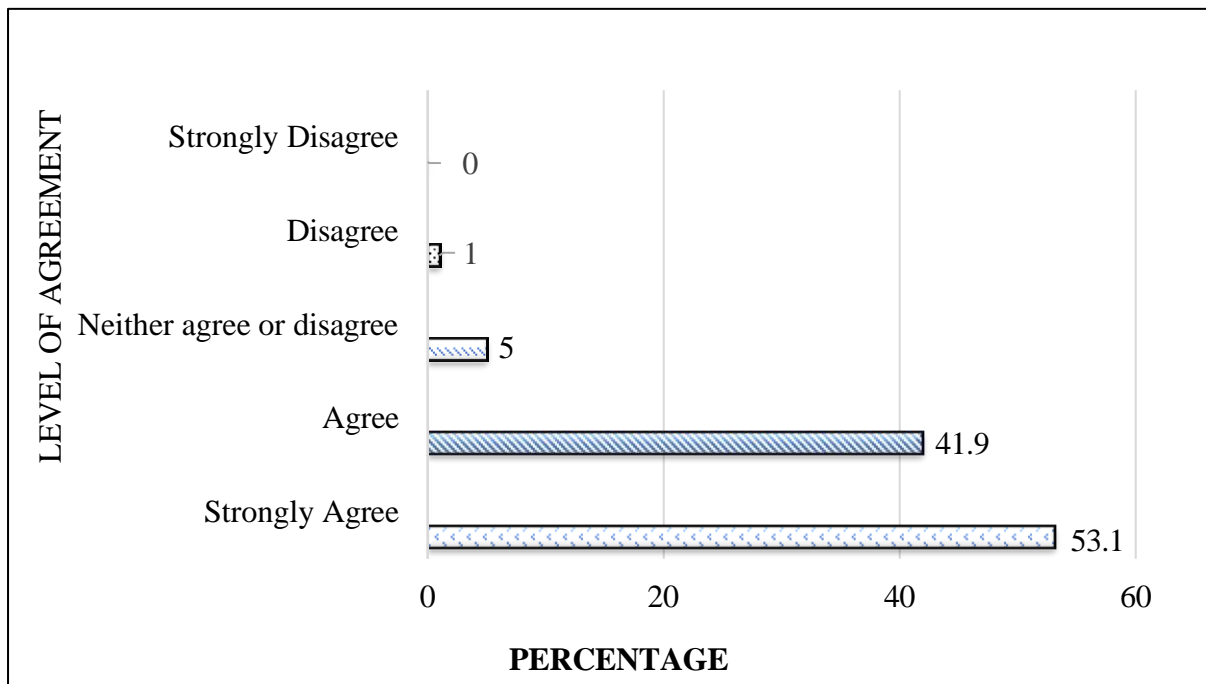
TABLE 4.1.23

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND WORKPLACE

HYPOTHESIS 1

NULL HYPOTHESIS: (H0) There is no association between the age group and workplace.

ALTERNATIVE HYPOTHESIS: (H1) There is association between the age group and workplace.

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND WORKPLACE

Age group	WORKPLACE			Total
	Low	**Moderate**	**High**	
19 – 28 years	3	6	36	45
29 – 38 years	1	7	45	53
39 – 48 years	3	2	15	20
49 - 58 years	0	0	2	2
Total	7	15	98	120

Chi-Square Tests			
	Value	**df**	**Asymp. Sig. (2-sided)**
Pearson Chi-Square	21.702[a]	18	.245
Likelihood Ratio	23.177	18	.184
Linear-by-Linear Association	.133	1	.715
N of Valid Cases	120		
a. 22 cells (78.6%) have expected count less than 5. The minimum expected count is .05.			

INFERENCE

Hence the value of Asymp. Sig. (2-sided) is <0.05, the alternative hypothesis is rejected. Thus, it is concluded that there is no association between the age group and the workplace.

TABLE 4.1.24

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND ATTITUDINAL AND STRESS

HYPOTHESIS 2

NULL HYPOTHESIS: (H0) There is no association between the age group and attitudinaland stress.

ALTERNATIVE HYPOTHESIS: (H2) There is association between the age group and attitudinal and stress.

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND ATTITUDINAL AND STRESS

Age group	ATTITUDINAL AND STRESS			Total
	Low	**Moderate**	**High**	
19 – 28 years	2	14	29	45
29 – 38 years	1	10	42	53
39 – 48 years	1	3	16	20
49 - 58 years	0	0	2	2
Total	4	27	89	120

Chi-Square Tests			
	Value	**df**	**Asymp. Sig. (2-sided)**
Pearson Chi-Square	14.776^a	18	.677
Likelihood Ratio	13.934	18	.733
Linear-by-Linear Association	1.547	1	.214
N of Valid Cases	120		
a. 22 cells (78.6%) have expected count less than 5. The minimum expected count is .02.			

INFERENCE

Hence the value of Asymp. Sig. (2-sided) is <0.05, the alternative hypothesis is rejected. Thus, it is concluded that there is no association between the age group and attitudinal and stress.

TABLE 4.1.25

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND HEALTH AND LIFESTYLE

HYPOTHESIS 3

NULL HYPOTHESIS: (H0) There is no association between the age group and health and lifestyle.

ALTERNATIVE HYPOTHESIS: (H3) There is association between the age group and healthand lifestyle.

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND HEALTH AND LIFESTYLE

Age group	HEALTH AND LIFESTYLE			Total
	Low	**Moderate**	**High**	
19 – 28 years	2	19	24	45
29 – 38 years	2	15	36	53
39 – 48 years	0	9	11	20
49 - 58 years	1	0	1	2
Total	5	43	72	120

Chi-Square Tests			
	Value	**df**	**Asymp. Sig. (2-sided)**
Pearson Chi-Square	64.053[a]	12	.000
Likelihood Ratio	14.650	12	.261
Linear-by-Linear Association	.056	1	.814
N of Valid Cases	120		
a. 13 cells (65.0%) have expected count less than 5. The minimum expected count is .02.			

INFERENCE

Hence the value of Asymp. Sig. (2-sided) is <0.05, the null hypothesis is accepted. Thus, it is concluded that there is association between the age group and health and lifestyle.

TABLE 4.1.26

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND DOMESTIC AND KINDSHIP

HYPOTHESIS 4

NULL HYPOTHESIS: (H0) There is no association between the age group and domestic andkindship.

ALTERNATIVE HYPOTHESIS: (H4) There is association between the age group and domestic and kindship.

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND DOMESTIC AND KINDSHIP

Age group	WORKPLACE			Total
	Low	**Moderate**	**High**	
19 – 28 years	4	19	22	45
29 – 38 years	9	32	12	53
39 – 48 years	2	6	12	20
49 - 58 years	1	0	1	2
Total	16	57	47	120

Chi-Square Tests			
	Value	**df**	**Asymp. Sig. (2-sided)**
Pearson Chi-Square	25.453[a]	12	.013
Likelihood Ratio	24.836	12	.016
Linear-by-Linear Association	.433	1	.511
N of Valid Cases	120		
a. 14 cells (70.0%) have expected count less than 5. The minimum expected count is .13.			

INFERENCE

Hence the value of Asymp. Sig. (2-sided) is <0.05, the alternative hypothesis is accepted. Thus, it is concluded that there is association between the age group and domestic and kindship.

TABLE 4.1.27

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND TIME AND PLACE FLEXIBILITY

HYPOTHESIS 5

NULL HYPOTHESIS: (H0) There is no association between the age group and time and placeflexibility.

ALTERNATIVE HYPOTHESIS: (H5) There is association between the age group and time and placeflexibility.

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND TIME AND PLACE FLEXIBILITY

Age group	TIME AND PLACE FLEXIBILITY			Total
	Low	**Moderate**	**High**	
19 – 28 years	5	40		45
29 – 38 years	3	50		53
39 – 48 years	1	19		20
49 - 58 years	0	2		2
Total	9	111		120

Chi-Square Tests			
	Value	**df**	**Asymp. Sig. (2-sided)**
Pearson Chi-Square	13.398[a]	15	.572
Likelihood Ratio	14.693	15	.474
Linear-by-Linear Association	3.241	1	.072
N of Valid Cases	120		
a. 18 cells (75.0%) have expected count less than 5. The minimum expected count is .02			

INFERENCE

Hence the value of Asymp. Sig. (2-sided) is <0.05, the alternative hypothesis is rejected. Thus, it is concluded that there is no association between the age group and time and place flexibility.

TABLE 4.1.28

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND INFORMATION SUPPORT

HYPOTHESIS 6

NULL HYPOTHESIS: (H0) There is no association between the age group informationsupport.

ALTERNATIVE HYPOTHESIS: (H6) There is association between the age group information support.

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND INFORMATION SUPPORT

Age group	INFORMATION SUPPORT			Total
	Low	**Moderate**	**High**	
19 – 28 years	0	15	30	45
29 – 38 years	3	7	43	53
39 – 48 years	0	6	14	20
49 - 58 years	0	0	2	2
Total	3	28	89	120

Chi-Square Tests			
	Value	**df**	**Asymp. Sig. (2-sided)**
Pearson Chi-Square	17.289[a]	18	.503
Likelihood Ratio	19.813	18	.343
Linear-by-Linear Association	3.242	1	.072
N of Valid Cases	120		
a. 20 cells (71.4%) have expected count less than 5. The minimum expected count is .02.			

INFERENCE

Hence the value of Asymp. Sig. (2-sided) is <0.05, the alternative hypothesis is rejected. Thus, it is concluded that there is no association between the age group and information support

TABLE 4.1.29

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND FINANCIAL SUPPORT

HYPOTHESIS 7

NULL HYPOTHESIS: (H0) There is no association between the age group and financialsupport.

ALTERNATIVE HYPOTHESIS: (H7) There is association between the age group and financial support.

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND FINANCIAL SUPPORT

Age group	FINANCIAL SUPPORT			Total
	Low	Moderate	High	
19 – 28 years	21	24		45
29 – 38 years	22	31		53
39 – 48 years	6	14		20
49 - 58 years	0	2		2
Total	49	71		120

Chi-Square Tests			
	Value	**df**	**Asymp. Sig. (2-sided)**
Pearson Chi-Square	37.937[a]	21	.013
Likelihood Ratio	24.223	21	.282
Linear-by-Linear Association	6.845	1	.009
N of Valid Cases	120		
a. 24 cells (75.0%) have expected count less than 5. The minimum expected count is .02.			

INFERENCE

Hence the value of Asymp. Sig. (2-sided) is <0.05, the alternative hypothesis is accepted. Thus,it is concluded that there is association between the age group and financial support.

TABLE 4.1.30

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP AND DIRECT SUPPORT

HYPOTHESIS 8

NULL HYPOTHESIS: (H0) There is no association between the age group direct support.

ALTERNATIVE HYPOTHESIS: (H1) There is association between the age group direct support

CHI SQUARE ANALYSIS TEST BETWEEN AGE GROUP DIRECT SUPPORT

Age group	DIRECT SUPPORT			Total
	Low	**Moderate**	**High**	
19 – 28 years	10	35		45
29 – 38 years	10	43		53
39 – 48 years	2	18		20
49 - 58 years	0	2		2
Total	22	98		120

Chi-Square Tests			
	Value	**df**	**Asymp. Sig. (2-sided)**
Pearson Chi-Square	8.540[a]	21	.992
Likelihood Ratio	10.394	21	.973
Linear-by-Linear Association	1.998	1	.157
N of Valid Cases	120		
a. 22 cells (68.8%) have expected count less than 5. The minimum expected count is .02.			

INFERENCE

Hence the value of Asymp. Sig. (2-sided) is <0.05, the alternative hypothesis is rejected. Thus, it is concluded that there is no association between the age group and direct support.

TABLE 4.1.31

ONEWAY ANOVA BETWEEN AGE GROUP AND STUDY VARIABLES (WORKPLACE, ATTITUNAL STRESS, HEALTH AND LIFESTYLE, DOMESTIC AND KINDSHIP, TIME AND PLACE FACILIABLITY, INFORMATION SUPPORT, FINANICAL SUPPORT AND DIRECT SUPPORT)

HYPOTHESIS 9

HYPOTHESIS 9.1: There is significant difference between age group and workplace.

HYPOTHESIS 9.2: There is significant difference between age group attitudinal and stress.

HYPOTHESIS 9.3: There is significant difference between age group and health and lifestyle.

HYPOTHESIS 9.4: There is significant difference between age group and domestic and kindship.

HYPOTHESIS 9.5: There is significant difference between age group and time and place flexibility.

HYPOTHESIS 9.6: There is significant difference between age group and information support.

HYPOTHESIS 9.7: There is significant difference between age group and financial support.

HYPOTHESIS 9.8: There is significant difference between age group and direct support.

		WORK EXPERIENCE OF YEARS			
		19 – 28 years	29 – 38 years	39 – 48 years	49 – 58 years
Work place	Mean	4.67	4.76	4.63	4.90
	SD	.311	.213	.333	.141
Attitudinal and stress	Mean	4.63	4.74	4.76	4.75
	SD	.438	.442	.417	.354
Health and life style	Mean	4.62	4.75	4.65	4.00
	SD	.467	.423	.432	1.414
Domestic and kindship	Mean	4.61	4.34	4.65	4.25
	SD	.499	.626	.516	1.061
Time and flexibility	Mean	4.67	4.68	4.82	5.00
	SD	.376	.327	.275	.000
Informational support	Mean	4.33	4.42	4.52	4.67
	SD	.392	.489	.477	.471
Financial support	Mean	4.20	4.24	4.38	5.00
	SD	.352	.360	.339	.000
Direct support	Mean	4.53	4.56	4.66	4.88
	SD	.424	.443	.356	.177

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Workplace	Between Groups	.392	3	.131	1.736	.164
	Within Groups	8.723	116	.075		
	Total	9.115	119			
Attitudinal and stress	Between Groups	.351	3	.117	.615	.607
	Within Groups	22.061	116	.190		
	Total	22.412	119			
Health and lifestyle	Between Groups	1.309	3	.436	2.071	.108
	Within Groups	24.439	116	.211		
	Total	25.748	119			
Domestic and kindship	Between Groups	2.485	3	.828	2.562	.058
	Within Groups	37.506	116	.323		
	Total	39.992	119			
Time and place flexibility	Between Groups	.524	3	.175	1.534	.209
	Within Groups	13.208	116	.114		
	Total	13.732	119			
Information support	Between Groups	.673	3	.224	1.095	.354
	Within Groups	23.749	116	.205		
	Total	24.421	119			
Financial support	Between Groups	1.542	3	.514	4.145	.008
	Within Groups	14.383	116	.124		
	Total	15.924	119			
Direct support	Between Groups	.447	3	.149	.841	.474
	Within Groups	20.549	116	.177		
	Total	20.995	119			

INFERENCE

- It is found from the ANOVA table, F= 1.736 and sig. (p value) = 0.164 are statistically significant at 5% level. So, Hypothesis 9.1 rejected at 5 % level. Therefore, it can be concluded that the age of the respondents does not influence employee perception towards workplace.

- It is found from the ANOVA table, F= .615 and sig. (p value) = 0.607 are statistically significant at 5% level. So, Hypothesis 9.2 rejected at 5 % level. Therefore, it can be concluded that the age of the respondents does not influence employee perception towards attitudinal and stress.
- It is found from the ANOVA table, F= 2.071 and sig. (p value) = 0.108 are statistically significant at 5% level. So, Hypothesis 9.3 rejected at 5 % level. Therefore, it can be concluded that the age of the respondents does not influence employee perception towards health and lifestyle.
- It is found from the ANOVA table, F= 2.562 and sig. (p value) = 0.058 are statistically significant at 5% level. So, Hypothesis 9.4 rejected at 5 % level. Therefore, it can be concluded that the age of the respondents does not influence employee perception towards domestic and kindship.
- It is found from the ANOVA table, F= 1.534 and sig. (p value) = 0.209 are statistically significant at 5% level. So, Hypothesis 9.5 rejected at 5 % level. Therefore, it can be concluded that the age of the respondents does not influence employee perception towards time and place flexibility.
- It is found from the ANOVA table, F= 1.095 and sig. (p value) = 0.354 are statistically significant at 5% level. So, Hypothesis 9.6 rejected at 5 % level. Therefore, it can be concluded that the age of the respondents influence employee perception towards information support.
- It is found from the ANOVA table, F= 4.145 and sig. (p value) = 0.008 are statistically significant at 5% level. So, Hypothesis 9.7 accepted at 5 % level. Therefore, it can be concluded that the age of the respondents influence employee perception towards financial support.
- It is found from the ANOVA table, F= .841 and sig. (p value) = 0.474 are statistically significant at 5% level. So, Hypothesis 9.8 rejected at 5 % level. Therefore, it can be concluded that the age of the respondents does not influence employee perception towards direct support.

TABLE 4.1.32

T-TEST BETWEEN GENDER AND STUDY FACTORS WORKPLACE, ATTITUDINAL AND STRESS, HEALTH AND LIFESTYLE, DOMESTIC AND KINSHIP, TIME AND PLACE FLEXIBILITY, INFORMATION SUPPORT, FINANCIAL SUPPORT AND DIRECT SUPPORT

HYPOTHESIS 10

HYPOTHESIS 10.1: There is significant difference between gender and workplace.

HYPOTHESIS 10.2: There is significant difference between gender attitudinal and stress.

HYPOTHESIS 10.3: There is significant difference between gender and health and lifestyle.

HYPOTHESIS 10.4: There is significant difference between gender and domestic and kinship.

HYPOTHESIS 10.5: There is significant difference between gender and time and place flexibility.

HYPOTHESIS 10.6: There is significant difference between gender and information support.

HYPOTHESIS 10.7: There is significant difference between gender and financial support.

HYPOTHESIS 10.8: There is significant difference between gender and direct support.

	GENDER	N	Mean	Std. Deviation	Std. Error Mean
ONE-SAMPLE STATISTICS					
Workplace	Male	78	4.72	.248	.028
	Female	42	4.68	.324	.050
Attitudinal and Stress	Male	78	4.74	.391	.044
	Female	42	4.62	.501	.077
Health and lifestyle	Male	78	4.71	.452	.051
	Female	42	4.61	.488	.075
Domestic and Kinship	Male	78	4.51	.546	.062
	Female	42	4.45	.642	.099
Time and place flexibility	Male	78	4.74	.267	.030
	Female	42	4.63	.441	.068
Information Support	Male	78	4.46	.417	.047
	Female	42	4.30	.504	.078
Financial support	Male	78	4.28	.354	.040
	Female	42	4.22	.387	.060
Direct Support	Male	78	4.62	.388	.044
	Female	42	4.48	.467	.072

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig						95% Confidence Interval of the Difference	
				t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
F1	Equal variances assumed	3.816	.053	.884	118	.378	.047	.053	-.058	.152
	Equal variances not assumed			.817	67.321	.417	.047	.057	-.068	.161
F2	Equal variances assumed	6.308	.013	1.434	118	.154	.119	.083	-.045	.282
	Equal variances not assumed			1.332	68.356	.187	.119	.089	-.059	.296
F3	Equal variances assumed	1.644	.202	1.102	118	.273	.098	.089	-.078	.274
	Equal variances not assumed			1.076	78.645	.285	.098	.091	-.083	.279
F4	Equal variances assumed	1.750	.188	.543	118	.588	.060	.111	-.160	.281

	Equal variances not assumed			.517	73.271	.606	.060	.117	-.172	.293
F5	Equal variances assumed	7.381	.008	1.617	118	.109	.104	.065	-.023	.232
	Equal variances not assumed			1.403	57.585	.166	.104	.074	-.045	.253
F6	Equal variances assumed	.263	.609	1.813	118	.072	.156	.086	-.014	.326
	Equal variances not assumed			1.712	71.581	.091	.156	.091	-.026	.337
F7	Equal variances assumed	.028	.868	.882	118	.380	.062	.070	-.077	.201
	Equal variances not assumed			.859	77.870	.393	.062	.072	-.081	.205
F8	Equal variances assumed	1.471	.228	1.670	118	.098	.133	.080	-.025	.291
	Equal variances not assumed			1.580	71.901	.118	.133	.084	-.035	.301

F1- Employee towards workplace

F2- Employee towards attitudinal and stress

F3- Employee towards health and lifestyle

F4- Employee towards domestic and kinship

F5- Employee towards time and place flexibility

F6- Employee towards information support

F7- Employee towards financial support

F8- Employee towards direct support

INFERENCE

- It is found from the independent sample test that the value of Sig. (2-tailed) is 0.378. Hence the value of Sig. (2-tailed) is <0.05, it can be concluded that there is no significant difference between male and female employers towards workplace. The mean wise comparison indicates mean value of male is 4.72 and mean value of female is, 4.68. Hypothesis 10.1 is rejected.

- It is found from the independent sample test that the value of Sig. (2-tailed) is 0.154. Hence the value of Sig. (2-tailed) is <0.05, it can be concluded that there is no significant difference between male and female employers towards attitudinal and stress. The mean wise comparison indicates mean value of male is 4.74 and mean value of female is, 4.62. Hypothesis 10.2 is rejected.

- It is found from the independent sample test that the value of Sig. (2-tailed) is 0.273. Hence the value of Sig. (2-tailed) is <0.05, it can be concluded that there is no significant difference between male and female employers towards health and lifestyle. The mean wise comparison indicates mean value of male is 4.71and mean value of female is, 4.61. Hypothesis 10.3 is rejected.

- It is found from the independent sample test that the value of Sig. (2-tailed) is 0.588. Hence the value of Sig. (2-tailed) is <0.05, it can be concluded that there is no significant difference between male and female employers towards domestic and kindship. The mean wise comparison indicates mean value of male is 4.51 and mean value of female is 4.45. Hypothesis 10.4 is rejected.

- It is found from the independent sample test that the value of Sig. (2-tailed) is 0.109. Hence the value of Sig. (2-tailed) is <0.05, it can be concluded that there is no significant difference between male and female employers towards time and place flexibility. The mean wise comparison indicates mean value of male is 4.72 and mean value of female is

4.63, Hypothesis 10.5 is rejected.

- It is found from the independent sample test that the value of Sig. (2-tailed) is 0.072. Hence the value of Sig. (2-tailed) is <0.05, it can be concluded that there is no significant difference between male and female employers towards information support. The mean wise comparison indicates mean value of male is 4.46 and mean value of female is 4.30, Hypothesis 10.6 is rejected.

- It is found from the independent sample test that the value of Sig. (2-tailed) is 0.378. Hence the value of Sig. (2-tailed) is <0.05, it can be concluded that there is no significant difference between male and female employers towards financial support. The mean wise comparison indicates mean value of male is 4.72 and mean value of female is 4.68. Hypothesis 10.7 is rejected.

- It is found from the independent sample test that the value of Sig. (2-tailed) is 0.098. Hence the value of Sig. (2-tailed) is <0.05, it can be concluded that there is no significant difference between male and female employers towards direct support. The mean wise comparison indicates mean value of male is 4.62 and mean value of female is 4.48, Hypothesis 10.8 is rejected.

5.1 FINDINGS FROM STATISTICAL TOOLS

CHI – SQUARE

- It is found that there is no association between the age group and workplace, attitudinal and stress, health and lifestyle, time and place flexibility, information support and direct support.

- It is found that there is association between age and domestic and kindship, financial support

ONEWAY ANNOVA

- It is found that there is no association between the age group and workplace, attitudinal and stress, domestic and kindship, time and place flexibility, information support, health and lifestyle and direct support.

- It is found that there is association between age group and financial support.

T – TEST

- There is no significant difference between male and female employee towards workplace, attitudinal and stress, domestic and kindship, time and place flexibility, information support, health and lifestyle and direct support.

5.2 RECOMMENDATIONS

- Financial support typically refers to assistance provided in the form of money or resources to help individuals, organizations, or projects meet their financial needs or achieve specific goals. It's often given to address specific challenges, promote growth, or enable progress in various areas such as education, healthcare, business, or community development.

- Individuals with advice, guidance, or useful information that helps them solve problems, generate new ideas, or make good decisions. If employees continue receiving positive help such as valuable recommendations or instant help from, they are more likely to show financial further enhancing their trust toward members who provided the related information.

- Prioritize quality sleep by establishing a regular sleep schedule and creating a relaxing bedtime routine. Aim for 7-9 hours of sleep per night to support overall health, cognitive function, and emotional well-being. Schedule regular check-ups with your healthcare provider for preventive screenings, vaccinations, and health assessments. Stay proactive about your health by monitoring key indicators such as blood pressure, cholesterol levels, and body weight.

- Schedule regular check-ups with your healthcare provider for preventive screenings, vaccinations, and health assessments. Stay proactive about your health by monitoring key indicators such as blood pressure, cholesterol levels, and body weight.

- Research suggests that integrative work family arrangement can help employees balance work and family life. The organization must design and implement benefits, practices, and policies to help employees balance their work and non-work lives by providing provisions for flexible work schedules, dependent care supports, etc.

5.3 CONCLUSION

Acceptance of this reality by the organization, have seen the growth of family - friendly practices at work place. Adopting a win-win approach, growing number of organizations believe that helping employees balance and integrate their work lives with the rest of their lives leads to positive outcomes for both the employee and the employer. work-life balance is crucial in the modern workplace for individuals to lead fulfilling lives and for organizations to thrive. By valuing and prioritizing work-life balance, individuals can experience improved well-being, increased productivity, and enhanced overall satisfaction. Organization recognize that personal issues can impact job performance and work-life balance is an important issue for attracting, retaining and getting the best out of their employees, providing employees with work life programme can result beneficial for the organization. Happy workers work well together and are less likely to leave the organization. With human resources being viewed as a source of competitive advantage in the modern era, the issue of work-life balance becomes crucial for sustaining a happy. healthy, and committed workforce.