

A STUDY ON WORK-LIFE BALANCE OF IT EMPLOYEES WORK FROM HOME WITH SPECIAL REFERENCE TO COIMBATORE CITY

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ABSTRACT

The concept of work–life balance has gained significant importance with the widespread adoption of work-from-home practices in the Information Technology sector. While remote working offers flexibility and convenience, it has also introduced challenges such as extended working hours, constant digital connectivity, and blurred boundaries between work and personal life. This study focuses on analyzing the work–life balance of IT employees working from home in Coimbatore city and examines the factors influencing their professional and personal well-being.

The study adopts a descriptive research design and is based on primary data collected from 152 IT employees using a structured questionnaire, supported by secondary data from journals and reports. Statistical tools such as percentage analysis, correlation analysis, and chi-square analysis were used for data interpretation. The findings reveal that longer working hours negatively affect work–life balance and emotional well-being, with correlation analysis showing a negative relationship between daily working hours and overall work–life balance. The chi-square analysis further indicates a significant association between age, working hours, and emotional balance. The study concludes that structured work schedules, organizational support, and employee well-being initiatives are essential to ensure a healthy and sustainable work–life balance among IT professionals.

INTRODUCTION

The Information Technology (IT) sector is one of the most dynamic and rapidly evolving industries, marked by continuous innovation, tight deadlines, and high-performance expectations. Employees in this sector often experience extended working hours, prolonged screen exposure, and mental pressure. The widespread adoption of work-from-home (WFH) practices after the COVID-19 pandemic has significantly altered traditional working patterns.

Work–life balance refers to an individual’s ability to manage professional responsibilities and personal life without one adversely affecting the other. While work-from-home offers flexibility and convenience, it also blurs the boundaries between work and personal life, leading to work overload, stress, and reduced personal time.

Coimbatore has emerged as a growing IT hub in South India, hosting several software companies and IT-enabled service organizations. A large number of IT employees in the city transitioned to remote work. Understanding the impact of work-from-home on their work–life balance is crucial for organizations aiming to enhance employee well-being, productivity, and retention.

STATEMENT OF THE PROBLEM

IT employees working from home face challenges in balancing work and personal responsibilities due to unclear work boundaries, extended working hours, constant digital connectivity, and increased workload. These challenges often result in stress, emotional imbalance, and reduced quality of life. There is limited region-specific research focusing on the work–life balance of IT employees working from home in Coimbatore city, which necessitates this study.

OBJECTIVES OF THE STUDY

- To analyze the work–life balance of IT employees working from home
- To identify challenges faced during work-from-home
- To study emotional and mental well-being of IT employees
- To examine employee preferences towards future work arrangements.

SCOPE OF THE STUDY

- The study focuses on IT employees working from home in Coimbatore city
- It examines working hours, emotional well-being, organizational support, and work–life balance
- The findings may help organizations design effective HR policies

LIMITATIONS OF THE STUDY

- The study is limited to a specific geographical area
- Convenience sampling limits generalization
- Responses are based on individual perceptions

REVIEW OF LITERATURE

Previous studies reveal that work–life balance has become a critical concern in the Information Technology sector, particularly with the increasing adoption of work-from-home practices. Greenhaus and Allen (2011) stated that work–life balance is achieved when individuals are able to effectively manage professional and personal responsibilities without conflict. Allen et al. (2015) observed that excessive work demands and role overload lead to increased stress and reduced job satisfaction among employees. Kossek and Ozeki (2010) reported that employees experiencing high work–family conflict tend to show lower organizational commitment and higher burnout levels.

Haar et al. (2014) found that employees with better work–life balance demonstrate improved mental health, higher job satisfaction, and enhanced performance. Voydanoff (2011) highlighted that long working hours and increased workload significantly contribute to work–life conflict, especially in knowledge-intensive industries such as IT. Chand and Sharma (2013) identified work pressure and performance expectations as major factors affecting work–life balance among IT professionals.

Recent studies focusing on work-from-home arrangements reveal mixed outcomes. Kaur and Arora (2022) found that flexible schedules improve job satisfaction, while lack of clear boundaries leads to overworking and stress. Tiwari and Ghosh (2021) reported mental fatigue and emotional exhaustion among employees due to unstructured work schedules during remote working. Rao and Reddy (2021) emphasized the

importance of organizational and family support in maintaining work–life balance. Sharma et al. (2021) highlighted that digital well-being initiatives and stress management programs play a significant role in reducing stress and improving employee well-being in remote work environments.

RESEARCH METHODOLOGY

Research Design

A descriptive research design was adopted to study work–life balance among IT employees working from home.

Sampling Design

- Sample Size: 152 respondents
- Sampling Technique: Convenience Sampling

Data Collection

- **Primary Data:** Structured questionnaire
- **Secondary Data:** Journals, books, reports, and websites

Statistical Tools Used

- Percentage Analysis
- Correlation Analysis (2 tables only)
- Chi-square Analysis (interpretation only)

DATA ANALYSIS AND INTERPRETATION

Percentage Analysis

The majority of respondents are young IT professionals with 1–3 years of experience. Most employees are currently working from home and spend 6–8 hours daily on work. A significant proportion work beyond regular hours and check work-related communication outside office time. Most respondents rated their work–life balance as *fair*, indicating moderate satisfaction.

CORRELATION ANALYSIS

Correlation Table 1: Age and Experience

Variables	Age	Experience
Age	1	0.503**
Experience	0.503**	1

Interpretation:

There is a moderate positive correlation between age and experience, indicating that experience increases with age among IT employees.

Correlation Table 2: Daily Working Hours and Overall Work–Life Balance

Variables	Daily Working Hours	Work–Life Balance
Daily Working Hours	1	-0.421**
Work–Life Balance	-0.421**	1

Interpretation:

A negative correlation exists between daily working hours and work–life balance, showing that longer working hours reduce work–life balance.

CHI-SQUARE ANALYSIS

Association between Age and Daily Working Hours

	Value	df	Asymptotic significance
Pearson Chi-Square	23.215 ^a	6	0.001
Likelihood Ratio	25.465	6	0.000
Linear-by-Linear Association	15.035	1	0.000
N of Valid Cases	152		

Interpretation

The analysis indicates a significant association between respondents' age and daily working hours while working from home. This suggests that employees belonging to different age groups differ in the number of hours they spend working, which has implications for work–life balance.

Association between Age and Emotional and Mental Balance

	Value	df	Asymptotic significance
Pearson Chi-Square	30.211 ^a	8	0.001
Likelihood Ratio	29.182	8	0.000
Linear-by-Linear Association	7.458	1	0.006
N of Valid Cases	152		

Interpretation

The results show a significant association between age and emotional as well as mental balance while working from home. Younger employees tend to experience higher stress levels compared to older employees, indicating age-related differences in coping with remote work challenges.

FINDINGS

- Majority of respondents are young IT professionals
- Many employees work beyond regular working hours
- Employees find it difficult to disconnect from work
- Work–life balance is rated as *fair* by most respondents
- Long working hours negatively affect work–life balance

SUGGESTIONS

- Organizations should set clear working hour policies
- Wellness and stress management programs should be strengthened
- Employees should be encouraged to disconnect after work hours
- Hybrid work models may improve work–life balance

CONCLUSION

The study concludes that work-from-home has significantly influenced the work–life balance of IT employees in Coimbatore city. While flexibility is a key advantage, challenges such as extended working hours, emotional stress, and blurred work boundaries negatively affect employees' personal well-being. The study emphasizes the need for structured work schedules, organizational support, and employee well-being initiatives to ensure sustainable work–life balance in the evolving digital work environment.

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