

## **Influences of Gender, Nature of Work and Marital Status on Work Life Balance among it Employees during COVID-19 Pandemic**

**Vijayalakshmi S.\*, T. Nirmala\*\* and R. Subasree\*\*\***

*\*Ph.D. Research Scholar, Dept. of Psychology , SLAAS,  
Hindustan Institute of Technology and Science, Padur, Chennai. India.*

*\*\*Associate Professor, SLAAS,  
Hindustan Institute of Technology and Science, Padur, Chennai. India.*

*\*\*\*Head, Dep. of Psychology, Madras School of Social work,  
Egmore, Chennai. India*

### **Abstract**

The study aims for evaluating the impact of the gender, nature of work and the marital status on the work life balance. A background to the topic has been discussed that determines the work performance of employees during pandemics and maintaining work life balance. Hypothesis has been formed that can be proved at the end of project work. Descriptive, survey research methodologies has also been added in this research as well as data collection, with project and the result indicates the influence of gender, nature of work and Marital status on Work from home IT employees.

**Keywords:** Gender, Nature of work, Marital Status, Work Life Balance and Work from Home

### **BACK GROUND OF THE STUDY**

The work life balance ensures for maintaining the work as well as home responsibilities properly. The priority that is provided by the “work life balance (WLB)” includes work and life. Women face domestic problems and in some cases they may not get the freedom of living their own ways. Thus, pressure on them is persistent in comparison to that of males. The female employees have dual roles serving both at the workplace as well as at the homes (Malik, 2015). The employee possesses the ability for managing the work at the workplace and at home. Women have more work interference within the family in comparison to men. The women

have been spending more hours in the family than men have. Work interference is more for women having younger children (Irawanto, Novianti and Roz, 2021).

The employees those who are married and have additional responsibilities of managing their family have a relevant impact on their work. This often results in miscommunication within the work process. The work productivity is highly impacted with such communication gaps and the performances of the employees are on a lower scale (Adisa, Aiyenitaju and Adekoya, 2021). The married employees are involved in other home activities and have to attend to their responsibilities while they are at work. Therefore, presence of such involvement with other family activities interrupts the work progression and the married employees face challenges in managing the overall work. The Indian married female employees of the organization have much greater responsibilities in comparison to that of males. They have to look after their children and follow up the other home activities. The male employees on their hand do not have as many responsibilities as the females. The males are also involved in the home activities and the involvement is relatively lower than females (Carli, 2020). Therefore, the work productivity of males is often better and balanced as compared to married females in India mostly due to the societal norms that states it is the women who takes care of the family (Indian Express, 2022). Working from home is an added advantage for the married employees. They have the opportunity for easy management of the daily activities staying in their homes.

Female married employees have better productivity while working from home. They are connected to the progression of the work and in parallel manage the work life as well. Overall, the productivity of employees is increased while working from home and the married males are more involved in the work process than the female employees. During the pandemic, most of the organizations have allowed the employees to work from home for maintaining social distance (Vaziri *et al.* 2020). As a result, the changing work structure has affected work productivity though in some scenarios the work output has been productive. The male employees were efficient in submitting their work within deadlines despite having severe work pressure. The employees have faced issues in maintaining work life balance in the initial phase of the work. They have made adjustments in context to the changing work scenario for having better work life balance.

The covid-19 pandemic has caused major problems in business organizations all across the world. In this pandemic, women in corporate sectors in are still facing several challenges more than men. Despite this situation, Female leaders are taking initiatives to support employee welfare, equity, diversity, and inclusion effort. Even after their severe efforts and hard work their work is not appreciated and recognized. Despite the challenges caused by the Cobid-19, women's workforce representation improved a lot all across the level of corporate sectors in 2020. This shows a sign of encouragement and is worth celebrating after a difficult time period. But due to persistent barriers in women boardroom membership, promotion for the first stride towards manager is not quite fair. Since 2016, reports have shown that women promoted to managerial levels are being paid less in comparison to men for the same post and it is impossible for the company to lay the foundation for stable progress at a senior level.

The nature of work in which the employees are working also determines the work life balance. A positive cultural working environment enables the employees for collaborative working during the pandemic situation. According to Rodríguez-Modroño and López-Igual (2021), organizations providing flexibility to their employees during the work from home are found to have better output information to the employees not provide work flexibility. The employees were able to work collaboratively managing attractive issues. Flexible work environments also enabled the employees to maintain different work pressure and deliver the best output possible (Kaushik and Guleria, 2020). Less conflict takes place with having a flexible nature of work and collaborative working.

### **NEED OF THE STUDY**

The purpose of the study is evaluating the influence of gender, nature and marital status on work life balance of IT employees during Covid-19 pandemic. There are several impacts on the work life balance of employees working from home that are included within the study. Due to differences in gender, marital status and nature of employees the work life balance may sustain for some employees and may not sustain for some. The factors that drive the undertaking of the project are identified within the study, which is crucial for further analysis. Some essential factors will be discussed that drive consideration of the project work and further evaluate the work life balance of the IT employees.

### **SCOPE OF THE STUDY**

The scope of this research is to identify the influences of gender, nature and marital status on the Work-life among IT employees during pandemic situations. During the pandemic situation, almost every person whether they belong to any gender has suffered from several challenges. Just like normal people IT employees have faced a huge amount of serious issues. Therefore, this research work will let people know how employees in IT sectors had suffered due to the impact of a pandemic. In many cases, it has been seen that almost every employee who belongs to the IT sector has faced a huge amount of problems in balancing the workplace and the home altogether. Every gender whether it is male or female almost everyone was restricted to stay at home and work from home. Therefore, the whole structure of Work life changed due to the sudden changes in norms. Female IT employees who have a child in their home had faced more responsibilities as compared to male employees. Female employees had to maintain both the work-life and home altogether, therefore, it became more difficult for them to give their hundred percent their work life. On the other hand male IT employees also face few changes in their work-life since most of them had to work from their home. All of the working processes of IT employees have changed throughout the period of pandemics.

## **OBJECTIVES OF THE STUDY**

The aim of the study is:

- To determine the impact of gender nature and marital status on the work life balance of the IT employees during Covid-19 pandemic.
- To identify the impact of demographics on the work life balance of IT employees
- To understand the interruption faced by the employees in work based on different demographics

## **HYPOTHESIS**

Significant impact of gender, marital status and nature of work along with interactions on the work life balance is not present

## **METHOD AND MATERIALS**

The researcher has taken the Quantitative survey method. The researcher has taken 718 IT employees as a sample to conduct this survey. Further due to taking proper samples the researcher only selects those IT employees who are working from home more than 18 months in this current pandemic to gather proper lifestyle of them. The researcher has used Snowball sampling technique for sample determination. Self-constructed and validated Work Life Balance questionnaire was used which consist of 36 items which were giving details about the effects of the variables on the work life balance of the employees.

Demographic sheet used to collect information regarding the Gender, Nature of work (shift / non-shift) and Marital status (Married/ living together (Living with spouse) unmarried, and divorce/ separated/ widow or widower (Living without spouse).

## **RESULTS AND ANALYSIS**

Further, this interpretation of data is helpful to conduct this research category wise and easily manipulate this gathering data as per the researcher to meet the objectives (Crawford *et al.*, 2019). Further through these interpretation strategies the researcher can summarize all the information on a sequential basis and fulfil all the research questions. In this research, the researcher has used Interpretation to sequentially arrange all the gathered data from the ANOVA test and show the numerical data.

Further, this interpretation of data is helpful to conduct this research category wise and easily manipulate this gathering data as per the researcher to meet the objectives (Crawford *et al.*, 2019). Further through these interpretation strategies the researcher can summarize all the information on a sequential basis and fulfil all the research questions. In this research, the researcher has used Interpretation to sequentially arrange all the gathered data from the ANOVA test and show the numerical data.

**Table 1:** Tests of Between-Subjects Effects

Source	Type III Sum of Squares	Df	Mean Square	F	Sig.	S/NS
Gender (A)	3520.028	1	3520.028	23.363	.000	S
Nature of Work (B)	4500.223	1	4500.223	29.868	.000	S
Marital status (C)	4523.911	2	2261.956	15.013	.000	S
A X B	5042.754	1	5042.754	33.469	.000	S
A X C	752.794	2	376.397	2.498	.083	NS
B X C	391.471	2	195.736	1.299	.273	NS
A X B X C	486.074	2	243.037	1.613	.200	NS
Error	106372.183	706	150.669			
Total	8116282.000	718				

**DISCUSSION:**

This study brings out some of the issues related to work life balance. This study indicates the similar issues of work life balance. From the research study and analysis of the obtained data it is clear that, the work life imbalance due to gender, nature of work and marital status are obvious in present life style. We can reduce the imbalances, if above mentioned practices & policies are adopted at the workplaces, the stress can be reduced, and hence work life balance will be improved. Organization productivity depends on employees, so if a company wants to improve the productivity then they should focus on employees. Part-time working, Job sharing, Flexitime, Term-time working, shift working, Annualized hours, compressed hours, Teleporting / e-working, Home working and career breaks etc. An employee individually can improve their work life imbalance by implementing the following: employee should cultivate the habit of being self disciplined, meticulous, sensible, sensitive to the family members, if there is any reason of his/ her problem or stress at the office, that can be communicated to the spouse for sharing, regarding family matters/ problems regular discussion with spouse, children and parents must be there, once/ twice in a year long term tour with the family should be planned.

**CONCLUSION**

The study relies on the responses of the sample employees. The results of the study are affected by these responses and are subject to varying in a bigger or different sample. These limitations need to be addressed in future studies. Future research must focus on a wider sample in order to get more generalized results. Moreover, it must be directed at understanding individual differences so that employee specific initiatives to improve work life balance could be initiated by organizations.

## REFERENCES

- [1] Malik, S., 2015. Effect of work-life balance on gender and marital status. In *International Conference on Recent Research Development in Environment, Social Sciences and Humanities* (pp. 196-203).
- [2] Irawanto, D.W., Novianti, K.R. and Roz, K., 2021. Work from home: Measuring satisfaction between work–life balance and work stress during the COVID-19 pandemic in Indonesia. *Economies*, 9(3), p.96. <https://www.mdpi.com/2227-7099/9/3/96/pdf>
- [3] Adisa, T.A., Aiyenitaju, O. and Adekoya, O.D., 2021. The work–family balance of British working women during the COVID-19 pandemic. *Journal of Work-Applied Management*. <https://www.emerald.com/insight/content/doi/10.1108/JWAM-07-2020-0036/full/html>
- [4] Carli, L.L., 2020. Women, Gender equality and COVID-19. *Gender in Management: An International Journal*. <https://www.wimin.ie/s/Women-Gender-equality-and-COVID-19.pdf>
- [5] Indian Express (2022), *How work-from-home has disrupted mothers' work-life balance*, available at: <https://indianexpress.com/article/parenting/family/how-work-from-home-has-disrupted-mothers-work-life-balance-7578463/> [accessed on 23/03/22]
- [6] Vaziri, H., Casper, W.J., Wayne, J.H. and Matthews, R.A., 2020. Changes to the work–family interface during the COVID-19 pandemic: Examining predictors and implications using latent transition analysis. *Journal of Applied Psychology*, 105(10), p.1073. <http://www.hodavaziri.com/wp-content/uploads/2020/09/2020-Vaziri-et-al-WF-transition-during-COVID-.pdf>
- [7] Rodríguez-Modroño, P. and López-Igual, P., 2021. Job quality and work—life balance of teleworkers. *International journal of environmental research and public health*, 18(6), p.3239. <https://www.mdpi.com/1660-4601/18/6/3239/pdf>
- [8] Kaushik, M. and Guleria, N., 2020. The impact of pandemic COVID-19 in workplace. *European Journal of Business and Management*, 12(15), pp.1-10. [https://www.researchgate.net/profile/Neha-Guleria-2/publication/353659460\\_The\\_Impact\\_of\\_Pandemic\\_COVID\\_-19\\_in\\_Workplace/links/6109085c1ca20f6f86f718be/The-Impact-of-Pandemic-COVID-19-in-Workplace.pdf](https://www.researchgate.net/profile/Neha-Guleria-2/publication/353659460_The_Impact_of_Pandemic_COVID_-19_in_Workplace/links/6109085c1ca20f6f86f718be/The-Impact-of-Pandemic-COVID-19-in-Workplace.pdf)
- [9] Crawford, W.S., Thompson, M.J. and Ashforth, B.E., 2019. Work-life events theory: Making sense of shock events in dual-earner couples. *Academy of Management Review*, 44(1), pp.194-212.
- [10] Anderson, D. and Kelliher, C., 2020. Enforced remote working and the work-life interface during lockdown. *Gender in Management: An International Journal*.
- [11] Arlinghaus, A., Bohle, P., Iskra-Golec, I., Jansen, N., Jay, S. and Rotenberg, L., 2019. Working Time Society consensus statements: Evidence-based effects of shift work and non-standard working hours on workers, family and community. *Industrial health*, 57(2), pp.184-200.

- [12] Chung, H., Birkett, H., Forbes, S. and Seo, H., 2021. Covid-19, flexible working, and implications for gender equality in the United Kingdom. *Gender & Society*, 35(2), pp.218-232. <https://journals.sagepub.com/doi/pdf/10.1177/08912432211001304>
- [13] Feng, Z. and Savani, K., 2020. Covid-19 created a gender gap in perceived work productivity and job satisfaction: implications for dual-career parents working from home. *Gender in Management: An International Journal*. <https://asset-pdf.scinapse.io/prod/3084116308/3084116308.pdf>
- [14] Perry-Jenkins, M. and Gerstel, N., 2020. Work and family in the second decade of the 21st century. *Journal of Marriage and Family*, 82(1), pp.420-453.
- [15] Rodríguez-Sánchez, J.L., González-Torres, T., Montero-Navarro, A. and Gallego-Losada, R., 2020. Investing time and resources for work–life balance: The effect on talent retention. *International Journal of Environmental Research and Public Health*, 17(6), p.1920.

