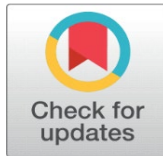
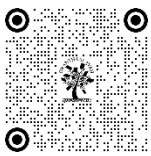


STUDY OF WORK-LIFE BALANCE AND WELL-BEING AMONG EMPLOYEES FROM THE IT INDUSTRY AND EDUCATION SECTORS

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ABSTRACT

This study examines the work-life balance and well-being of employees from the IT and Education sectors, focusing on gender differences and sector-specific challenges. The research explores how work-life balance impacts employee well-being in these distinct sectors and investigates the role of organizational culture, job demands, and personal coping strategies. The study involved 60 employees (30 male and 30 female) from Pune district, with 15 males and 15 females from each sector, all with at least 10 years of experience. Data was collected using the Work-Life Balance Scale (WLBS) and the Ryff Scales of Psychological Well-Being (PWBS). Statistical analysis revealed no significant difference in work-life balance between the IT and Education sectors ($t=0.27$, not significant) or between male and female employees ($t=0.26$, not significant). However, employees in the Education sector reported significantly higher well-being compared to their IT industry counterparts ($t=2.66$, $p<0.01$). Additionally, female employees reported better well-being than male employees ($t=3.919$, $p<0.001$). The study concludes that work-life balance issues are not significantly affected by gender, but sector-related differences in well-being exist, with the Education sector showing higher well-being scores. These findings highlight the importance of understanding sector-specific challenges to enhance employee well-being and work-life balance.

Keywords: Work-life balance, Well-being, IT industry, Education sector.

1. INTRODUCTION

In today's ever changing quick world, work-life equilibrium has emerged as an increasingly significant topic which often gives rise to discussions, especially in industries that demand high levels of cognitive input and continuous output. Two such sectors that face immense pressures are the Information Technology (IT) industry and the Education sector. Both sectors have distinct work environments, yet they share common challenges related to maintaining a balance on the fronts of work-related duties and self-care. In this context, notion about work-life balance (WLB) extends beyond the ability to manage time effectively; it encompasses a broader sense of psychological, emotional, and physical health, thus adding and playing essential roles in the aspect of "self-care" of a person.

The IT industry, known for its rapidly evolving technologies, long working hours, and the constant demand for innovation, often places employees in high-pressure situations. The sector is characterized by deadlines, project-based work, and the expectation of around-the-clock availability. These demands often deteriorates a working person's mental

as well as physical conditions. This eventually makes a way towards experiencing exhaustion or fatigue, tension, as well as lesser occupational gratifications. Similarly, the Education sector, though somewhat different in its nature, also faces its own set of challenges. Teachers, academics, and administrators in educational institutions often experience high levels of stress due to the responsibility of nurturing and guiding future generations. This responsibility is compounded by long hours of preparation, grading, and administrative tasks, which can detract from their ability to maintain personal time and well-being.

Work-life equilibrium, therefore, attains a crucial job which determines not only well-being of people working in these sectors but also their productivity, job satisfaction, and long-term engagement. Well-being, as a concept, goes far away from the truancy of what we call as ailment, incorporating in it psychological, intellectual, physiological as well as social dimensions of health, including job satisfaction, stress management, and a sense of purpose. In environments like the IT and Education sectors, the work environment, organizational culture, and individual coping mechanisms collectively influence the ability to achieve work-life equilibrium, and, consequently, complete welfare.

The rapid advancements of the Information and Technology industry, coupled with the demand for constant innovation, have made the need for work-life balance even more pressing. The culture of "always-on" connectivity, fueled by technological tools that enable remote work and constant access to work-related communications, creates an environment where work often intrudes into personal life. Additionally, the nature of the IT profession, with its emphasis on deadlines and project-based work, often leads to longer hours, which can disrupt personal lives and negatively impact physical and mental health. As such, employees in this sector face unique challenges when it comes to finding an equilibrium in work related duties or promises as well as in their respective private lives.

Alternatively, Education sector, while not as technologically driven as the IT sector, faces its own challenges in achieving work-life balance. Educators are often burdened with not only the demands of lesson planning, grading, and administrative duties but also the emotional labor associated with caring for students and being role models. The hours of preparation and additional work outside the classroom can leave little room for rest and recovery, making a way towards experiencing fatigue, tension and lesser work gratification. It is seen in some cases, demands placed on educators are compounded by societal expectations that associate teaching with a vocation or calling, further blurring links in work and personal life.

Given distinct challenges that employees in both the IT and Education sectors face, it becomes essential to acknowledge relationship among work-life equilibrium and wellbeing of the people employed there in these industries. Research has shown that when individuals are able to obtain a sense of equilibrium among work and respective private lives, they experience a range of positive outcomes, including betterment in occupational gratifications, decreased stress, as well as superior psychological and physiological health. Conversely, when work-life balance is disrupted, individuals often experience higher levels of anxiety, depression, and burnout, which can negatively affect not only their health but also their performance and engagement at work.

The aim of the research paper is in studying the work-life equilibrium and well-being among people working or employed people in the IT as well as in Education fields. Along with comparing as well as contrasting these two industries, the research will highlight the similarities and differences in how work-life balance impacts well-being in these distinct sectors. Specifically, this paper focuses to identify the major parts or elements which impact employees' ability towards achieving work-life balance, such as organizational culture, job demands, personal coping strategies, and external support systems. Moreover, it will explore how these factors contribute to overall well-being, focusing on physical health, emotional well-being, job satisfaction, and productivity.

In particular, the study will investigate the role of organizational policies and practices, like convenient and elastic working hours, distance working opportunities, also employee care programs, which would promote work-life balance. For example, the availability of flexible work arrangements has been shown as a major factor for improving work-life equilibrium, particularly at industries like IT, where remote work is common. Similarly, the study will examine the effect of work-life equilibrium on the involvement of the people working and retention both sectors. With the increasing focus on the overall care of the people working and also on institutional functioning, understanding the above dynamics will prove to be crucial in regards with the institutions striving towards creating healthier, more productive workplaces.

This research will also explore the psychological and emotional aspects of well-being, examining how stress, burnout, and job satisfaction are impacted by the work-life equilibrium (or lack thereof) for both sectors. Additionally, the study will consider the role of societal expectations and individual attitudes towards work and personal life in shaping employees' experiences in work-life equilibrium.

Ultimately, findings from this research will give out important understandings in the case of the difficulties and chances associated with work-life equilibrium in IT and Education sectors. By understanding the factors that influence balance and well-being in these industries, this research focuses on contributing towards the building of more powerful schemes and exercises that help employees in attaining a healthy work-life integration. The goal is to achieve a working space where people who are working will be able to strike a balance both professionally and personally, leading towards an enhanced welfare, greater occupational gratification, as well as an improved all-round productivity.

2. REVIEW OF LITERATURE

Sandra P J and Ashwini H (2023) conducted study on work life equilibrium and subjective well-being in professional people who are working across sexes. Main objectives the study was to study the association among work life equilibrium and self-reported well-being among professionals who are working and significant distinctions in work life equilibrium and self-reported well-being across sexes. 100 working professionals (male and female) were selected by convenience sampling method. Work life equilibrium scale was constructed by Udai pareek and Surabhi Purohit and Subjective well-being scale was constructed by Nagpal, R and Sell, H was used for data collection. Study revealed that there was not any relationship which was found significant among work life equilibrium and subjective well-being. The research too showed the work life equilibrium and subjective wellbeing of professionals who are working is same across over the sexes.

Allen, T.D. et al. (2014) did a study for understanding family and work-related dispute and work-life equilibrium. 313 working adults were selected for the study. Result show that work-family conflict is higher in women than men. Result also show that there was seen no association among work family conflict and work-life equilibrium.

Bojan and et. al. (2020) conducted study on effect of family and work related disputes on mental safety and mental wellbeing. The main motive of the research was, study the effect of family and work-related disputes and mental factors on occupational performances. Sample consisted 277 company employees from Bahrain for this study. Result show that there is an effect which is not positive in the case of conflict in work and family related disputes on mental wellbeing.

Sumukh S. Hungund et. al (2024) conducted empirical study on Work-Life Balance among IT Professionals. The motive of the research was studying the work-life equilibrium between male and female professionals working in the Information and Technology sectors.

Kumaraswamy M., Ashwini S.(2015) conducted study on "Problems in Well Being of women who are married as well as working". Result showed those working people who had a good work life equilibrium were seen to have given more efforts for the betterment of the institute.

Purohit M. (2013) conducted study on "A Comparative Study of Work Life Balance in various Industrial Sectors in Pune region" " highlight several key realities regarding work-life equilibrium, including clear separation among work, personal lives for employees, and the disparity in how different organizations approach work-life equilibrium. Introduction of work-life equilibrium programs offers advantages of both individuals and organizations. When implemented effectively, these programs foster a mutually beneficial relationship between employees and employers. Employees who manage to better balance their time are typically more satisfied and content, leading to improved performance at work.

Bhatnagar S., Sanadhya P. (2015) conducted study on "An analysis of Work-life balance among the Male and Female IT professionals in Pune (Maharashtra)" Study showed that, the difference found in work life equilibrium was not significant on gender. Research also showed that the impact of work life equilibrium, the level of pressure of work were similar in male and female employees.

Richa Aryan and Deepika Kathuria (2017) conducted study on "Psychological Wellbeing at Workplace:-An Analytical Study on It Sector". The prime objective of research was studying psychological aspects which influences wellbeing for employees. Result show that at a 5% significance level, a notable difference exists in the wellbeing scores between male and female employees. However, age does not seem to affect the wellbeing of employees. Additionally, a strong correlation has been found between fourteen factors and the wellbeing of IT employees.

Statement of Problem:

To Study Work-Life Balance and Well-Being among people who are employed in the Information and Technology Industry and Education Sectors.

Objectives of the study:

- 1) To learn about the work life equilibrium among people who are employed from the IT industry and education sectors.
- 2) To study the wellbeing among employees from the IT industry and education sectors.
- 3) To study the gender distinctions in the work life equilibrium among people who are employed in the Information Technology industry and education sectors.
- 4) To study the gender distinctions in wellbeing between employees from the IT industry and education sectors.

Hypothesis of the study:

- 1) There will be significant difference in work-life balance between people employed in the Information and Technology sector and people employed in the education field.
- 2) There will be significant difference in wellbeing among people employed in the IT industry and people employed from the education field.
- 3) There will be significant gender difference in work-life balance between people employed in the Information Technology industry and in the education sector.
- 4) There will be significant gender difference in wellbeing between employees in the IT industry and the Education Field.

Variable of the study:**A) Independent variable-**

IT industry employees and education sector employees
Male and female employees

B) Dependent Variable-

Work Life Balance
Wellbeing

Sample of the Study:

For this study, 15 males and 15 females working in the education sector and 15 males and 15 females working in the IT sector of Pune district with at least 10 years of working experience and in the age range of 35-50 years were selected using the purposive sampling method.

Tools of the Study:**The Work-Life Balance Scale (WLBS)**

Work life balance scale developed by Kalliath and Kalliath (2009). This scale assesses the degree to which an individual perceives a balance between their work and personal life. Internal consistency (Cronbach's alpha) reliability of the test is above 0.80.

The Ryff Scales of Psychological Well-Being (PWBS)

This scale is developed by Carol Ryff (1989) and assesses the six dimensions of psychological wellbeing. Total 54 items include in this scale. High score indicates greater life satisfaction. Reliability of the test is Cronbach's alpha 0.87.

Statistical Analysis**Table No-1 Work-Life Balance**

Type of employee	Total number of employee(N)	Mean	SD	DF	t- value	Remark
IT Industry	30	67.86	11.65	58	0.271	Not Significant
Education sector	30	67.10	10.23			

The mean score of IT industry employees is 67.86, with SD 11.65, and the mean score of education sector employees is 67.10, with SD 10.23. These descriptive statistics indicate that the average work-life balance scores for both groups are

close, with only a slight difference of 0.76 points in their means. To find out the difference between employees from IT industry and the education sector on work-life balance, t test was used. No significant difference was found between employees from the IT industry and the education sector on work-life balance ($t=0.27$, not significant). A low t-value indicates that the difference between the two group means is small compared to the variability in the data. Hence hypothesis no 1 "There will be significant difference in work-life balance between employees in the IT industry and employees in the education sector is rejected".

Table No-2

Type of Gender	Total number of employee(N)	Mean	SD	DF	t- value	Remark
Male	30	67.40	6.96	58	0.26	Not Significant
Female	30	66.83	9.67			

The mean score of male employees is 67.40 with SD 6.96 and the mean score of female employees is 66.83 with SD 6.67. The difference between male (67.40) and female (66.83) mean scores is minimal (0.57 points). This small difference is unlikely to represent a meaningful gender disparity in work-life balance. The standard deviations for both males (6.96) and females (6.67) indicate substantial variability in individual scores within each gender. To find out the gender difference in work-life balance, t test was used. No significant difference was found between males and females on work-life balance ($t=0.26$, not significant). The t-test result ($t = 0.26$) is close to zero, suggesting the difference between the means is negligible when compared to the variability of the data. The lack of a significant gender difference suggests that work-life balance issues may not be strongly influenced by gender in this context. Hence hypothesis no 2 "There is a significant gender difference in work-life balance among employees in the IT industry and the education sector is also rejected."

Table No-3 Well-Being

Type of employee	Total number of employee(N)	Mean	SD	DF	t- value	Remark
IT Industry	30	257.26	18.53	58	2.66**	Significant at 0.01 level
Education sector	30	270.00	18.47			

When examining the mean wellbeing scores, employees from the education sector have a higher average score ($M = 270.00$) compared to their counterparts in the IT industry ($M = 257.26$). The standard deviations for both groups are relatively similar, with the IT industry group showing a slightly higher variation ($SD = 18.53$) compared to the education sector group ($SD = 18.47$). It indicate that employees from education sector shows high level of wellbeing than employees from IT industry.

The results from the t-test indicate a significant difference between employees from the IT industry and the education sector in terms of wellbeing. The test statistic ($t = 2.66$) and the p-value ($p < 0.01$) suggest that the difference observed is statistically significant at the 1% level of significance. This means that the likelihood of this difference occurring by chance is less than 1%, reinforcing the robustness of the finding.

Table No-4

Type of Gender	Total number of employee(N)	Mean	SD	DF	t- value	Remark
Male	30	250.46	14.71	58	3.919***	Significant at 0.001 level
Female	30	267.20	18.17			

The mean wellbeing score for male employees was 250.46, with a standard deviation (SD) of 14.71 and the mean wellbeing score for female employees was 267.20, with a standard deviation (SD) of 18.17. These figures show that, on average, female employees report higher wellbeing than their male counterparts. The mean score of female employees (267.20) exceeds that of male employees (250.46) by 16.74 points, which is a notable difference.

These figures show that, on average, female employees report higher wellbeing than their male counterparts. The mean score of female employees (267.20) exceeds that of male employees (250.46) by 16.74 points, which is a notable difference.

The finding suggests that female employees, on average, report better wellbeing than male employees. There are several possible factors that could explain this difference. For example, women may benefit from different social support systems, coping strategies, or work environments that contribute to their higher wellbeing. Additionally, women may place a greater emphasis on work-life balance, which could enhance their overall wellbeing.

On the other hand, male employees may experience different workplace dynamics or external pressures that could contribute to lower wellbeing scores, such as higher levels of work-related stress, greater expectations regarding performance, or different approaches to managing stress.

CONCLUSIONS

- 1) There is no significant difference in work-life balance between employees in the IT industry and employees in the education sector.
- 2) There no significant gender difference in work-life balance among employees in the IT industry and the education sector.
- 3) Work life balance among the employees of education sectors is high level as compared to the employees of IT industry.
- 4) Female employees report better wellbeing than male employees.

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None.

CONFLICT OF INTEREST

None.

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