



WORK LIFE BALANCE OF EMPLOYEES WORKING IN IT INDUSTRY IN BANGLADESH

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Abstract:

Work life balance is one of the most challenging issues being faced by the women employees in the 21st century because of the type of roles they play at home and the spillover of personal life over work life. Consequences of good Work-Life Balance benefit the organization in a variety of ways as improved performance, increased productivity, augmented employees satisfaction and happiness, sound well-being, enhanced organizational image, improved employee retention, reduced cost, reduced stress and improved quality of life and so on. Likewise, the consequences of poor WLB can be a low level of morale and motivation, increased number of grievances, work-family conflict, productivity level, poor organizational image, poor quality of work life, poor quality of life and so on. The main objective of the study is to analyze the factors that influence Work-Life Balance and its Outcomes and to analyze the work-life balance among the Employees across their demographic characteristics. For this purpose a sample of 116 was collected from employees of IT industry and statistical tools were used to analyse the data and the conclusion is that IT industry should take care of employees work load to balance the work life. Organization should consider every individual is unique and precious and should give time for their own personal needs. Increment should be given to the employees for balancing their work life. The organization should increase work life balance programs to reduce company work conflict.

Key Words: Work life Balance, IT companies and Quality of work life.

Introduction:

In today's fast-paced and competitive corporate environment, achieving a healthy work-life balance is a crucial aspect of employee well-being and productivity. This balance becomes even more pertinent in the context of employees working within the private banking sector in Bangladesh, where demands for efficiency and performance often intertwine with personal life. Bangladesh's IT industry has been on a phenomenal rise, attracting young talent and offering exciting career opportunities. However, achieving a healthy work-life balance for IT professionals in this dynamic sector can be a constant challenge. This introduction sets the stage for exploring the complexities of balancing professional demands with personal well-being in Bangladesh's IT landscape. We will delve into the factors that contribute to work-life imbalance, such as long working hours, cultural expectations, and limited flexible work options.

We will also explore the growing awareness of this issue and the potential solutions that companies and employees can adopt to create a more sustainable work environment. By examining these aspects, we can gain a deeper understanding of the challenges and opportunities related to work-life balance in Bangladesh's thriving IT industry. Bangladesh's IT industry has been on a phenomenal rise, attracting young talent and offering exciting career opportunities. But for many IT professionals, this fast-paced world comes at a cost: achieving a healthy work-life balance can feel like a constant tightrope walk. This introduction sets the stage for exploring the complexities of balancing professional demands with personal well-being in Bangladesh's unique IT landscape.

We will delve into the factors that contribute to work-life imbalance, such as:

Long Working Hours: The pressure to meet deadlines and compete in a global market often translates into extended workdays and weekends sacrificed.

Cultural Expectations: The emphasis on hard work and dedication, coupled with a fear of being seen as lazy, can discourage employees from setting boundaries and taking time for themselves.

Limited flexible work options: Traditional work arrangements often lack flexibility, making it difficult for employees to manage personal commitments alongside demanding work schedules.

However, there's a growing awareness of this issue. Companies are starting to recognize the importance of employee well-being, and some are implementing initiatives like:

Flexible Work Arrangements: Offering remote work opportunities or compressed workweeks can empower employees to manage their time more effectively.

Focus on Well-Being Programs: Encouraging breaks, promoting healthy habits, and offering mental health resources can create a more supportive work environment.

Shifting Cultural Norms: Open communication and encouraging employees to prioritize personal time can gradually change the workaholic mentality.

By examining these challenges and potential solutions, we can gain a deeper understanding of the current state of work-life balance in Bangladesh's IT industry. This analysis can pave the way for creating a more sustainable work environment that fosters both professional success and personal well-being for IT professionals in Bangladesh.

Review of Literature:

Obiageli, O. L., et. al., (2015) examined work life balance and employee performance in selected commercial banks in Lagos state. The problem identified in this study is poor working organizational culture in the commercial banks which may not encourage various types of work life balance practices. The specific objective of this research is to determine the extent to which leave policy affects service delivery which is also in line with the research question and hypothesis. The research adopts a descriptive survey research design, the population of the study is 759 and the sample size is 262 using Taro Yamane's formula. 262 copies of structured questionnaire was distributed and completely filled and returned. Pearson product moment correlation and regression analysis was used to test the hypothesis. Cronbach's alpha was used to test the reliability of the instrument. It was discovered that there is a significant positive relationship between leave policy and service delivery. The findings revealed that leave policy motivate employee ability to deliver services efficiently and effectively, in conclusion work life balance practice is an important factor in increasing employee performance. The researcher recommends that managers of these commercial banks should prioritize creating different work life balance incentives that will improve employee performance.

Mmakwe, K. A., et. al., (2018) investigated the relationship between work-life balance and employee performance in the banking sector in Port Harcourt, Rivers state. The population of the study consisted of 769 employees in 5 commercial banks in Port Harcourt City, which were randomly selected and the sample size was 400, derived from using Taro Yamen formula. 301 copies of the instrument were retrieved and useful for analyses, given return rate of 75%. The spearman rank order correlation coefficient was utilized as the appropriate statistical technique to analyze the data. The findings revealed a strong correlation between the measures of work life balance and the measures of employee performance. Subsequently, the study recommends that organizations in the banking sector should promote policies and structures which foster a balance between the personal commitments and responsibilities of an employee and his organizational roles and duties in order to effectively enhance employee performance.

Darko-Asumadu, D. A., et. al., (2018) explored the influence of work-life balance on employee commitment. The objectives of the study were to explore employees' perceptions on work-life balance and the relationship between work-life balance and commitment. The study employed a descriptive cross-sectional survey design with 115 employees responding to questionnaires and seven employees participating in interviews. The study found among others that unmarried employees balanced their work and family roles better than their married counterparts. Women also experienced more work-life conflict than men. There was a weak positive relationship between work-life balance and commitment among employees because they were not satisfied with paternity leave, study leave, and part-time work. The study concluded that work-life balance policies did not influence employee commitment that much. It was therefore recommended that bankers should benefit from paternity leave, study leave and part-time work to enhance work-life balance. In addition, industrial social workers should educate bankers on how to balance their work and social responsibilities in order to manage both domains and perform efficiently and effectively at the workplace.

Kabir, M. A. A., et. al., (2019) examined employee loyalty's relationship with work life balance opportunities in private commercial banking sector of Bangladesh. The research adopts a research design where the population size is thirty nine (39) and the sample size is ten (10) private commercial banks. At least hundred (100) structured questionnaires are being filled completely by the employees. Various factors are identified that are directly related to Work Life Balance and employee loyalty such as working hours, leave policies, holidays/picnics, health programs, work pressure, work distribution, job satisfaction, etc. The findings are based on the employees' present situation of work life balance in connection with employee loyalty. Recommendations are given on the basis of the areas which need to be focused more and on the basis of the top managements' responsibilities to make their employees loyal through providing work life balance. Moreover, the study can also help the managers of various organizations to understand how Work Life balance policies can influence proper job satisfaction of employees.

Kalkar, P., et. al., (2023) investigated the connection between private bank employees' ability to maintain a healthy work-life balance and their level of emotional intelligence. Both quantitative and qualitative approaches have been used to collect information for the study. Employees are polled via online surveys to determine their degrees of emotional intelligence as well as their perspectives on the optimal work-life balance. Interviews and discussions in focus groups are carried out to get a more in-depth understanding of the elements that influence work-life balance and the role that emotional intelligence plays in private banking environments. According to the findings, stress at work is rather prevalent and has a significant impact on the personal life of

employees. This is especially true in private banks, which are known for their long working hours and high-pressure settings. The findings of this study underline the significance of emotional intelligence as a potential method of coping with stress and improving work-life balance. Employees that have a higher emotional intelligence have a greater tendency to manage problems more successfully, which leads to improved job performance as well as increased job satisfaction.

Ali, A., et. al., (2021) identified the most relevant organizational antecedents and their consequences with respect to work-life balance. A total of 100 female bank personnel holding managerial positions were included in the study. Participants were selected from different private bank located in Bihar, an Indian state. An in-depth questionnaire, made with a convenient sampling technique, was used to collect data for the study. T-tests and multiple regression analyses were used to analyze the data. Workload, organizational culture, job involvement, work expectations, and technology are identified as antecedents of work-life balance at the company level. The identified antecedents were found to have significant consequences on work performance, turnover, job satisfaction, quality of work life, and job autonomy. Private Banks, in light of the findings, should recognize that organizational level factors are crucial to managing employees' work-life balance, especially for women managers. Additionally, the research findings point to the management of private banks making efforts to enhance the work-life balance of women managers by providing suitable work environments that enhance their performance, job satisfaction, quality of their work life, commitment, and autonomy, while reducing turnover and the need to replace them.

Basnet, S., et. al., (2023) aims to assess factors influencing employees' work-life balance in the commercial banks of the Kathmandu Valley. Descriptive and inferential statistics were used to statistically assess the data collected through structured questionnaires in line with the explanatory study design to examine the cause-and-effect connection. The Kathmandu Valley's 264 commercial bank employees' data are collected, and structural Equation Modeling (SEM) is used to evaluate it. The 5-point Likert scale is used as the primary data collection method in KOBO Toolbox. Findings reveal that most of the respondents working in the commercial bank are female and have completed a master's degree and above educational level. The SEM result indicates that personal and organizational predictors and life satisfaction significantly relate to work-life balance. In contrast, life satisfaction mediates between dependent variables (Work-Life Balance) and independent variables (i.e. Personal predictors and organizational predictors). There is no flexible time for work in commercial banks. The study shows long working hours, whereas most employees face challenges because of working conditions. Thus, commercial banks should reduce work pressure, maintain a positive working environment, and discourage overtime culture to improve work-life balance.

Udaykumar, M. T. K. (2023) conducted a study to find the facilities required by the employees of the organisation to balance their work life, to find the factors affecting employee work-life balance, to find the effect of demographic variables on work-life balance, and to find the relationship between employee work-life balance and satisfaction towards their job. The factors included in the study are healthy working conditions, emotional quality, spouse support, supervisor support, colleague support, work schedule, remuneration, overtime, technology, and social activities. Demographic factors include gender, age, marital status, educational qualifications, experience, nature of family, and income. The research follows a descriptive cross-sectional study design. Data was collected from 606 bank employees using a structured questionnaire. Non-probability convenience sampling and the snowball technique were used with respondents from the megacities of Gujarat. Statistical analysis was done using factor analysis, chi square, and correlation. The data reveals that a medical insurance plan for self and family is the most desirable facility employees want from the organisation, followed by bereavement leave. Even employees need paid maternity and paternity leave from the organisation. And flexible time working and job sharing are the least desirable facilities for employees. There is a systematic association between demographic factors such as gender, age, and marital status, and educational qualification, nature of family, experience, income, and work-life balance. Work environment, social engagement, spouse support, and work load are the major factors that affect the employee's work-life balance.

Statement of Problem:

In the contemporary corporate landscape, particularly within the private banking sector of Bangladesh, employees face a myriad of challenges in reconciling their professional responsibilities with personal commitments. The relentless pursuit of career advancement and organizational goals often intersects with the desire for familial harmony and individual well-being, creating a complex dynamic that warrants thorough investigation.

As employees navigate the intricacies of work-life integration, various factors come into play, shaping their experiences and perceptions. Among these factors, demographic attributes such as age, gender, educational background, and marital status are known to exert significant influence on individual priorities and work-life preferences. Understanding the demographic profile of employees within the private banking sector is therefore crucial for discerning the nuances of their work-life balance dynamics. Furthermore, the level of work-life balance achieved by employees serves as a critical indicator of organizational effectiveness and employee satisfaction. In an environment characterized by high performance expectations and demanding workloads, the

ability of employees to maintain equilibrium between professional obligations and personal pursuits becomes paramount. Assessing the level of work-life balance among employees provides valuable insights into the efficacy of existing policies, practices, and support mechanisms within private sector banks.

Moreover, the relationship between parental investment and work-life balance represents a focal point of inquiry in this study. As employees juggle their roles as professionals and parents, the allocation of time, energy, and resources between work and family responsibilities becomes a delicate balancing act. Exploring the interplay between parental investment - encompassing emotional, financial, and temporal contributions to child-rearing - and work-life balance sheds light on the complexities inherent in managing multiple roles and responsibilities.

By delving into these interconnected dimensions, this study endeavors to unravel the intricacies of work-life balance among employees in private sector banks within Bangladesh. Through rigorous empirical analysis and qualitative exploration, the research seeks to elucidate the multifaceted nature of work-life integration, thereby informing organizational policies, practices, and interventions aimed at fostering a conducive environment for employee well-being and professional fulfillment.

Objectives of the Study:

- To study the demographic profile of the respondents
- To assess the level of work life balance of the respondents.
- To analyze the relationship between parental investment and work life balance of the respondents.

Scope of the Study:

- Scope of the study is the general outline of what the study will cover and defines the boundaries of the study. It states the extend of the study and hence is very vital to a research.
- Work life balance is about people having a measure of control over the 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 benefit of the individual, business and society. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity.
- The study helps the employers to identify employees work life balance. This knowledge will help him in improving the work life balance in the organisation which leads to increase in productivity.
- This study helps to know the importance of work life balance in the organisation.

Research Methodology:

Research Design:

Research design is an arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. The study follows descriptive research method. Descriptive studies aims at portraying accurately the characteristics of a particular group or situation. Descriptive research is concerned with describing the characteristic of particular individual or group.

Source of Data:

- Primary Data: The primary data was collected using a structured questionnaire from the employees of IT industry.
- Secondary Data: Secondary data are collected from IT industry's manuals, websites, journals, and from library.

Method of Data Collection:

Data collection is an important aspect of any type of research study. Inaccurate data collection can impact the result of a study and ultimately to invalid results. Quantitative data collection method is used for this study where standard questionnaire was provided to the employees and also relevant data was obtained from the management.

Sampling Design:

As the population size is large simple random sampling method has used for the study.

Sampling Size:

A decision has to be taken concerning a sampling unit before selecting the sample. Employees of IT industry are taken as the sampling unit as the study was conducted only at IT industry. The employees include 116 staff members in the organisation.

Reliability Analysis:

Dimensions	N	Cronbach's Alpha	N of Items
Work Interference With Personal Life (WIPL)	50	0.775	7
Personal Life Interference With Work (PLIW)	50	0.932	4
Work/Personal Life Enhancement (WPLE)	50	0.724	3
Level Of Acceptance On Work Life Balance	50	0.913	10

The reliability analysis results indicate that the measurement scales used in the study exhibit varying levels of internal consistency, with most scales demonstrating moderate to high reliability. Researchers can have

confidence in the reliability of these scales for measuring the constructs of interest in the context of work-life balance among employees.

Tools Used for the Study:

Percentage Analysis, Descriptive statistics, Oneway Anova and Linear Regression

Limitations of the Study:

- The study is limited of 116 respondents of IT industry.
- The respondents did not co-operate due to their busy schedule.
- Possibility of biased answers from some of the respondents due to the fear of superior.

Analysis and Interpretation:

Demographic Variables of the Respondents:

Demographic Variables	Particulars	Frequency	Percent
Age	Below 30 years	61	52.6
	31 - 40 years	31	26.7
	41 - 50 years	12	10.3
	Above 50 years	12	10.3
	Total	116	100
Type of family	Joint	3	2.6
	Nuclear	113	97.4
	Total	116	100
Educational qualification	Higher Secondary	8	6.9
	Under Graduate	36	31
	Post Graduate	62	53.4
	Professional	10	8.6
	Total	116	100
Total house hold income	<10,000	11	9.5
	10,001-20,000	19	16.4
	20,001-30,000	41	35.3
	30,001-40,000	10	8.6
	40000 and above	35	30.2
	Total	116	100

The majority of respondents (52.6%) fall below the age of 30, indicating a relatively young workforce within the surveyed population. About a quarter of respondents (26.7%) are between the ages of 31 and 40, while smaller percentages are distributed among the older age groups, with 10.3% each for the age ranges of 41-50 years and above 50 years.

The vast majority of respondents (97.4%) belong to nuclear families, while only a small percentage (2.6%) report being part of joint families. This suggests that the nuclear family structure is predominant among the surveyed population.

A significant proportion of respondents hold post-graduate degrees (53.4%), indicating a relatively high level of educational attainment within the surveyed population. Undergraduate degree holders account for 31% of respondents, while smaller percentages are distributed among those with professional qualifications (8.6%) and higher secondary education (6.9%).

The majority of households surveyed have a total income falling within the range of 20,001 to 30,000 (35.3%) and 40,000 and above (30.2%). A smaller proportion of households report incomes between 10,001 to 20,000 (16.4%) and 30,001 to 40,000 (8.6%), while the lowest income bracket (<10,000) represents 9.5% of the surveyed population.

Overall, the demographic profile of respondents indicates a predominantly young, educated workforce with a preference for nuclear family structures and a wide range of household incomes, with a notable proportion holding post-graduate degrees and earning moderate to high incomes.

Descriptive Statistics:

Level of Acceptance towards Various Factors Related to Work Life Balance:

Particulars	N	Mean	SD
Personal life	116	2.44	1.113
Difficulty in personal life because of job	116	3.28	1.454
Neglecting personal needs	116	3.03	1.087
Neglecting personal needs	116	2.61	1.070
Putting personal life on hold for work	116	2.95	1.215
Personal activities because of work	116	2.83	1.121

Juggle work and non-work	116	2.65	.877
Amount of time for non-work activities	116	2.70	.998
Energy for work	116	2.97	1.149
Effectiveness at work	116	2.92	1.073
Suffering because of personal life	116	2.58	.815
Find it hard to work because of personal matters	116	2.95	1.062
Personal life giving them energy for their job	116	2.88	1.006
Job giving them energy to pursue personal activities	116	2.60	1.149
Better mood at work because of their personal life	116	3.04	.964
Working long hours	116	2.70	.925
Not having tie for relaxation with their partner	116	3.54	1.247
Work home most evenings	116	3.58	1.031
Working late at weekends to deal with paperwork without interruptions	116	3.29	1.157
Relaxing and forgetting about work issues	116	2.72	.861
Effect of work stress on their health	116	2.97	.959
Partner is suffering because of the pressure and long hours of my work	116	2.66	1.415
Family are missing out their input	116	3.02	1.150
Finding time for hobbies	116	2.97	1.261
Willingness to reduce their working hours and stress levels	116	3.22	1.209

Level of acceptance towards personal life: Mean = 2.44

- On average, respondents have a moderate level of acceptance towards their personal life. This suggests that they may perceive their personal life as moderately satisfactory or acceptable in relation to their work life.

Level of acceptance towards difficulty in personal life because of the job: Mean = 3.28

- Respondents generally acknowledge and accept that their job presents significant challenges and difficulties in their personal life. The higher mean indicates a relatively higher level of acceptance of this aspect.

Level of acceptance towards neglecting personal needs: Mean = 3.03

- On average, respondents exhibit a moderate level of acceptance towards neglecting their personal needs due to work commitments. This suggests a recognition of the trade-offs between personal and professional responsibilities.

Level of acceptance towards putting personal life on hold for work: Mean = 2.61

- Respondents tend to show a moderate level of acceptance towards putting their personal life on hold for work-related matters. This indicates a willingness to prioritize work when necessary but not overwhelmingly so.

Level of acceptance towards personal activities because of work: Mean = 2.95

- On average, respondents moderately accept that their personal activities are influenced by their work commitments. This suggests that work obligations may encroach upon personal time to a certain extent.

Level of acceptance towards juggling work and non-work: Mean = 2.83

- Respondents exhibit a moderate level of acceptance towards juggling work and non-work responsibilities. This implies that they perceive the need to balance their professional and personal lives but find it challenging at times.

Level of acceptance towards the amount of time for non-work activities: Mean = 2.70

- On average, respondents moderately accept the amount of time available for non-work activities. This suggests a perception that there may be limitations in dedicating sufficient time to personal pursuits outside of work.

Level of acceptance towards energy for work: Mean = 2.97

- Respondents exhibit a moderate level of acceptance towards the energy required for work. This indicates an acknowledgment of the energy demands associated with professional responsibilities.

Level of acceptance towards effectiveness at work: Mean = 2.92

- On average, respondents moderately accept their effectiveness at work. This suggests a perceived balance between personal capabilities and job performance.

Level of acceptance towards suffering because of personal life: Mean = 2.58

Respondents show a moderate level of acceptance towards suffering due to personal life matters. This indicates a recognition of personal challenges but not to an extreme extent.

Age and Level of Acceptance of Various Factors Used for the Study:

H0: There is no significant relationship between age of the respondents and level of acceptance of various factors used for the study

Demographic Profile	Chi-Square Value	P Value	Result
Difficulty in personal life because of job	30.647	0.002	Reject
Not having tie for relaxation with their partner	36.628	0.000	Reject
Work home most evenings	9.026	0.435	Accept
Working late at weekends to deal with paperwork without interruptions	28.230	0.001	Reject
Willingness to reduce their working hours and stress levels	15.261	0.227	Accept

The above table shows about the relationship between age and level of acceptance of various factors used for the study. It shows that there is a relationship between age and Level of acceptance towards difficulty in personal life because of job, Level of acceptance towards not having tie for relaxation with their partner, Level of acceptance towards working late at weekends to deal with paperwork without interruptions as the level of significance is less than 0.05. It shows that while taking decision on these factors age can be taken on to consideration for the decision making process of the study.

One Way Anova:

Comparison between Age and Factors that Affects the Quality of Life in Terms of Career and Family:

H01: There is a significant difference between Age and factors that affects the quality of life in terms of career and family.

Dimensions	Particulars	N	Mean	SD	F	Sig
Work Interference with Personal Life (WIPL)	Below 30 years	61	2.5995	.54268	5.968	0.001
	31 - 40 years	31	2.9358	.78758		
	41 - 50 years	12	3.1067	.70096		
	Above 50 years	12	3.2950	.48109		
	Total	116	2.8138	.66790		
Personal Life Interference with Work (PLIW)	Below 30 years	61	2.7705	.57063	2.690	0.050
	31 - 40 years	31	2.7984	.49757		
	41 - 50 years	12	3.1042	.59790		
	Above 50 years	12	3.1667	.52585		
	Total	116	2.8534	.56248		
Work/Personal Life Enhancement (WPLE)	Below 30 years	61	2.6434	.68383	3.908	0.011
	31 - 40 years	31	2.8468	.45496		
	41 - 50 years	12	3.0833	.70978		
	Above 50 years	12	3.2500	.82572		
	Total	116	2.8060	.67412		

There is no significant difference between Age and Work Interference with Personal Life (WIPL) (0.001), Personal Life Interference with Work (PLIW) (0.050), and Work/Personal Life Enhancement (WPLE) (0.011).

There is a significant difference between Age and), Personal Life Interference with Work (PLIW) (0.050)

Work Interference with Personal Life:

The respondents who are in the age group Below 30 years (2.59), and age group between 31 - 40 years (2.93) agree, and the age group between 41 - 50 years (3.10), and Above 50 years (3.29) disagree towards work Interference with Personal Life

Work/Personal Life Enhancement:

The respondents who are in the age group Below 30 years (2.64), and age group between 31 - 40 years (2.84) agree, and the age group between 41 - 50 years (3.08), and Above 50 years (3.25) disagree towards Work/Personal Life Enhancement.

Comparison between Experience and Factors that Affects the Quality of Life in Terms of Career and Family:

H02: There is a significant difference between Experience and factors that affects the quality of life in terms of career and family.

Dimensions	Particulars	N	Mean	SD	F	Sig
Work Interference with Personal Life (WIPL)	Below 5 years	2	4.0000	.00000	29.925	0.000
	6- 10 years	40	2.4847	.51594		
	11 - 15 years	32	3.5194	.42535		
	Above 15 years	32	2.4916	.38026		
	Total	116	2.8138	.66790		
Personal Life Interference with Work (PLIW)	Below 5 years	2	2.7500	.00000	16.973	0.000
	6- 10 years	40	2.7312	.37291		
	11 - 15 years	32	3.3984	.44838		
	Above 15 years	32	2.5391	.48406		
	Total	116	2.8534	.56248		
Work/Personal Life Enhancement (WPLE)	Below 5 years	2	3.0000	.00000	18.253	0.000
	6- 10 years	40	2.6125	.27706		
	11 - 15 years	32	3.4766	.62009		
	Above 15 years	32	2.4531	.67333		
	Total	116	2.8060	.67412		

There is no significant difference between Experience and Work Interference with Personal Life (WIPL) (0.000), Personal Life Interference with Work (PLIW) (0.000), and Work/Personal Life Enhancement (WPLE) (0.000).

Work Interference with Personal Life:

The respondents who are having experience below 5 years (4.00) strongly disagree, having experience between 6- 10 years (2.48), experience Above 15 years (2.49) agree, and respondents having experience between 11 - 15 years (3.51) disagree towards Work Interference with Personal Life.

Personal Life Interference with Work:

The respondents who are having experience below 5 years (2.75), having experience between 6- 10 years (2.73), experience Above 15 years (2.53) agree, and respondents having experience between 11 - 15 years (3.39) disagree towards Personal Life Interference with Work

Work/Personal Life Enhancement:

The respondents who are having experience below 5 years (3.00) are neutral, having experience between 6 - 10 years (2.61), experience Above 15 years (2.45) agree, and respondents having experience between 11 - 15 years (3.47) disagree towards Work/Personal Life Enhancement.

Findings:

- Maximum of the respondents are from the age group of below 30 years.
- Most of the respondents are from nuclear family.
- Maximum of the respondents are post graduates in our survey.
- Most of the respondents are post graduates in our survey.
- Maximum of the respondents are earning from 20001 to 30000.
- Most of the respondents agree about their personal life.
- Maximum of the respondents strongly disagree about difficulty in personal life because of job.
- Most of the respondents agree towards neglecting personal needs.
- Maximum of the respondents agree towards neglecting personal needs.
- Most of the respondents are neutral about putting personal life on hold for work.
- Maximum of the respondents agree about personal activities because of work.
- Most of the respondents agree about juggle work and non-work.
- Maximum of the respondents are neutral about amount of time for non-work activities.
- Most of the respondents agree about energy for work.
- Maximum of the respondents are neutral about effectiveness at work.
- Most of the respondents agree about suffering because of personal life.
- Maximum of the respondents are neutral about find it hard to work because of personal matters.
- Most of the respondents agree about personal life giving them energy for their job
- Maximum of the respondents agree about job giving them energy to pursue personal activities.
- Most of the respondents agree about better mood at work because of their personal life.
- Maximum of the respondents agree about working long hours
- Most of the respondents are neutral about not having tie for relaxation with their partner.

- Maximum of the respondents disagree about work home Most evenings.
- Maximum of the respondents agree working late at weekends to deal with paperwork without interruptions.
- Most of the respondents agree about their relaxing and forgetting about work issues.
- Maximum of the respondents agree about their effect of work stress on their health.
- Most of the respondents agree about their partner is suffering because of the pressure and long hours of my work.
- Maximum of the respondents agree about their family are missing out their input.
- Most of the respondents agree about their finding time for hobbies.
- Maximum of the respondents agree about willingness to reduce their working hours and stress levels.

There is a relationship between age and Level of acceptance towards difficulty in personal life because of job, Level of acceptance towards not having tie for relaxation with their partner, Level of acceptance towards working late at weekends to deal with paperwork without interruptions.

Comparison between Age and Factors that Affects the Quality of Life in Terms of Career and Family Work Interference with Personal Life:

The respondents who are in the age group Below 30 years, and age group between 31 - 40 years agree, and the age group between 41 - 50 years, and Above 50 years disagree towards work Interference with Personal Life

Work / Personal Life Enhancement:

The respondents who are in the age group Below 30 years, and age group between 31 - 40 years agree, and the age group between 41 - 50 years, and Above 50 years disagree towards Work/Personal Life Enhancement.

Comparison between Experience and Factors that Affects the Quality of Life in Terms of Career and Family Work Interference with Personal Life:

The respondents who are having experience below 5 years strongly disagree, having experience between 6- 10 years, experience Above 15 years agree, and respondents having experience between 11 - 15 years disagree towards Work Interference with Personal Life.

Personal Life Interference with Work:

The respondents who are having experience below 5 years , having experience between 6- 10 years, experience Above 15 years agree, and respondents having experience between 11 - 15 years disagree towards Personal Life Interference with Work

Work / Personal Life Enhancement:

The respondents who are having experience below 5 years are neutral, having experience between 6- 10 years, experience Above 15 years agree, and respondents having experience between 11 - 15 years disagree towards Work/Personal Life Enhancement.

Suggestions:

- Maximum of the respondents said that they strongly disagree about difficulty in personal life because of job. For this IT industry can give counseling and can conduct stress related programs so that the employees will be able to balance their job and personal life without any stress.
- The non-work activities can be increased by making a circular within IT industry for participating in recreation events conducted by IT industry which leads to a clear picture of managing their nature of work with the organisation.
- IT industry can be more keen towards corporate governance related with performance appraisal of IT industry so that effectiveness at work can be increased in future period of time.
- IT industry should take care of employees work load to balance the work life. Organization should consider every individual is unique and precious and should give time for their own personal needs. Increment should be given to the employees for balancing their work life. The organization should increase work life balance programs to reduce company work conflict.
- Human resources policies that can be used to increase work-life balance include implementing time off in lieu of overtime pay arrangements, providing a limited number of days of paid leave per year for child care, elder care or personal problems, or having policies around weekend and evening use of laptops and Blackberrys.

Conclusion:

The conclusion is that IT industry should take care of employees work load to balance the work life. Organization should consider every individual is unique and precious and should give time for their own personal needs. Increment should be given to the employees for balancing their work life. The organization should increase work life balance programs to reduce company work conflict.

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