

Work and Wellbeing - A sociological study of the quality of life of women employees of the IT sector

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Abstract : The study of Quality of life and well being was traditionally a topic of philosophy and psychology, now it's an important subject of research for other disciplines like sociology and economics also. This particular study attempts to examine the factors influencing and affecting the quality of life of working women in the IT sector. Many previous studies have been made on the personal and professional life of working women in the Information technology sector; present paper focuses only on the factors which are disturbing them to have a quality of life and wellbeing. The data collected for the analysis is based on the questionnaire which was circulated to women working in the IT sector. The sample size is 300 IT employees from Bangalore, Chennai, Pune, and Hyderabad, which are four major IT hubs in India. The data analysis has been carried out using a correlation technique in SPSS software. Our present study tries to focus on the social life of women and insecurities, troubles facing by working women of IT sector. Women are not restricted to home as earlier days; they have many choices to work and chances to expose their skills without hurdles. But still, the responsibilities of women follow her just because she is women, even though she reaches the highest ladder of her career. Working women have to balance their life fighting with all the struggles and insecurities both at the workplace and home. So, the purpose of our present study is mainly to focus on the factors which are affecting the working women and relating them to insecurities, instabilities and not allowing them to have the state of wellbeing.

Keywords: Social life, Domestic profile, working women, IT Sectors. Insecurities

Introduction

Many researchers have argued that the balance between family, personal life and work is a major contributing factor for the wellbeing of any professionals. After globalization and modernization, there is a drastic change in the working and earning pattern. The simple lifestyle of the rural and agriculture-based economy is decreasing and more and more new kind of knowledge-based, skill-based jobs are emerging. So for the modern and urbanized person professions are more challenging and competitive. Urban families are more cautious about earnings and their needs in life. From the past 40 years, there is a growth in girl's education due to government policies and other various reasons. So, even parents are also encouraging and supportive to their children at home and make every girl child meet good education. This implies that exposure to educational opportunities is sustainably higher when compared to decades ago scenario. Hence there is a good number of working women force in the labor market and they have all rights to work and opportunities to explore their skills. At present in India, women have become a major part of the development and involve themselves in all types



of jobs at the workplace. Even though in the Information Technology sector they have a major role as a workforce. According to the NASSCOMM (2010) report

India is a most favourite destination for the many clients from various countries which are looking for skilled software manpower and software services. Due to the economic constraints and opportunities available, the family members also started to encourage women and support them to go out and work in the field of their interest. These, in turn, make our country a developed country by increasing national income and GDP. But working women have more responsibilities and role expectations at home than men and this makes very difficult for working women to balance both the lives and to to have quality of life. The working women feel anxious because they can't spend much time for themselves for relaxation, recreation, rest etc and for not spending time for their family members, spouse, children or elders at home. Managing all the works at the office and home makes them work more than 15 hours a day which leads to stress and pressure. Thus becomes a very difficult and emerging issue that influences their social and domestic life. There are absolutely no dearth of laws, policies, and rights for women, but the family structure, customs, rituals, role, and status have not changed even though life is modernized. The main focus of this present work is to find out the factor which influences the domestic life and work life of women and cause insecurities, instabilities and affects her wellbeing. Even though subjective wellbeing factors like happiness, satisfaction, etc are not measurable the outcomes and co-benefits of the wellbeing which are health, employment satisfaction, environment, achievements, etc can be measurable. The data is collected by circulating a questionnaire to respondents the 300 working women employees in India.

Literature Review

Warr (1987) mentions that the quality of work life as the absence of stress factors in the work environment.

“The reasons for occupational health stress are highlighted in the contemporary interactional theories of stress”(Kahn & Byesiere, 1992, as cited in Fozia Malik & Shaan Shahabuddin ,2015). “Mismatch between work demand pressures and an individual’s ability to perform that work” (Kahn & Byesiere, 1992; Kahn, Wolfe, Quinn, Snoek, & Rosenthal, 1964 as cited in Fozia Malik & Shaan Shahabuddin,2015). “High strain jobs, which are most risky to health as they involve high demand jobs with low control” (Karasek, 1979 cited in Fozia Malik & Shaan Shahabuddin ,2015). “Lack of social support can cause stress, such as when job demand is high and there is low social”.(work & family; Johnson & Hall, 1988 as cited in Fozia Malik & Shaan Shahabuddin ,2015)”.

“Injustice at workplace (e.g., imbalance between employees’ effort and the return of reward on their investment”.(Siegrist, 1996 as cited in Fozia Malik & Shaan Shahabuddin ,2015)”.

Landsbergis, P. Aet al. (2014) had claimed about the job insecurity in working for an organization and hence how it affects health disparities of working women. The study desired to find out health disparities due to work organization. The study initially started with own conceptual model to make the reviews of 103 relevant articles from working organization and occupational chronic health disparities and issues identified through a comprehensive search which was conducted by NIOSH. A second review was conducted to reduce the health issues, and safety risk faced because of job insecurity and other work pressures are loaded at the organization on employment and workplace policies. The qualitative analysis and study of the factors are work organization hazards by SEP and job insecurity issues, gender, race, ethnicity, and immigration status. The paper concluded that there is no clear pattern of results to conclude

that other groups of workers are systematically more vulnerable to the health effects of job insecurity.

Moreover, in Job insecurity the companies, organizations have key roles in creating and sustaining occupational health disparities. Employment, workplace policies, government initiatives and programs have the potential to reduce the disparities and hazards. So, it is concluded that working organizations workers are more and more affecting for health issues that effects to job insecurity.

Nella, D et al. (2015) explained the effects of job insecurity and the research was done on Greek civil servant. The paper deals with the consequences of job insecurity related to mobility framework which was newly introduced in Greece. Data was collected by Personal interviews using a structured questionnaire around 36 co-workers, not at risk, 36 administrative employees of the university awaiting repositioning and 28 administrative employees of a local hospital not at risk. The study was done on the perceived stress, anxiety issues, depressions, positive effect, negative effect, social support, marital discord, common somatic symptoms, and frequency of musculoskeletal pain. The study observed that it is important to reduce chronic health disparities at a reasonable cost for all the people in society. So, this point to be noticed and taken into consideration that it was useful to develop front line interventions.

Gaunt, Ret al. (2007) examined that job insecurity and stress facing in working organization on a gender basis. This study examined to find the relationship among Job-related stress, gender, job insecurity. The papers considered factors as follows

- job insecurity
- Stress facing
- Loss of stress control
- Gender

The study tested the hypothesis that how the employees perceives ideology of gender which effects on job insecurity and stress. Questionnaires obtained data from a sample of 203 married employees who were human resources managers of middle-level in various organizations. The paper analyzed the relationships among financial stress, loss of stress control and job insecurity which various types of work organizations face most of the workers. The paper concluded that job insecurity is associated with stress and gender role.

Ferrie, J. E., et al. (2002) examined the changes observed in chronic job security on self-reported health issues and chronic psychometric issues faced by British civil servants. The paper studied the issue of job insecurity that shows an effect on self-reported health issues and disparities and minor psychometric problems and morbidity, psychological behavior and measures. The main factors to notice are health-related behaviorsSelf-reported health, physiological measures, and minor psychiatric morbidity. Data were collected from British civil servants from 2429 men, 931 women through questionnaires on job insecurity which is a cohort study; all participants were white-collar office workers. It is concluded that insecurity or losing job affects significantly on physical health and minor morbidity issues of psychiatric problems which are not completely inverted by removal of the threat and which may magnify with persistent problems exposure to the stressor.

Smithson, J. et al. (2000) paper examined young adults' perspectives and experiences on job insecurity. It mainly discussed how young adults' change their interest on security and career, effects of insecurity and uncertainty on future work decisions and non-work lives for people with all levels of skills and qualifications, the insecurity which was an effect of gendered bias. The study aimed to examine perceptions of work and family, among a wide range of young

people, how they change their career thoughts to different stages. Data was collected from interview methods, end focus groups, and individual interviews which were carried out in UK, Ireland, Portugal, Sweden, and Norway. Two questionnaires respondents included unemployed people, low skilled workers, highly skilled workers, university and vocational students in the 18-30 age groups. The focus groups were mainly same-sex, and there were 33 men and 50 women participating, which included two groups of young British Asian students. It is concluded that young adults working in organizations change their perceptions of work very often that makes changes in their career.

Methodology

The main purpose of the study is to examine the effect of the social life of working women in the IT sector towards his/her insecurities at workplace and instabilities and domestic life changes. The study was done by preparing questionnaires and it was circulated to 300 employees to collect primary data for the analysis. The data thus collected is made use for analysis by correlation technique using SPSS software.

The main purpose of the study is to study the insecurities, instability and related issues of IT employees. Because, the young professionals are very much cautious about earnings and career which make them financially stable. Moreover, thus women's started working equally along with spouse at home and make double earnings. However, the problem is that women working in IT sectors have more stress and pressure to balance both work and motherhood responsibilities and in this case maintaining a social life, and job instabilities, insecurities are main focus of the study. The present study has three objectives to analyze using correlation to find the association between variables.

The study objectives are as follows.

- To evaluate the insecurities and frustration undergone by working women
- To analyze the factors causing instability in both personal and social life.
- To evaluate the Influence of domestic life on social life.

The study related to objectives has been done by considering some influencing factors/ variables for working women which explains the changes in women's lives. The variables and sub-variables considered for our study are as follows

Dependent variable

1. Social life

Independent variable

1. Insecurity

- Job dependency
- Work-life integration
- Gender discrimination

2. Instability

- Financial instability
- Comfortness
- Technical skills

3. Domestic life

- Age of the household
- Number of occupants



- Cultural diversity
- Relocation

Results and Discussions

From the data collected analysis is made on factors of working women in the IT sector to see the relation/ association between dependent variable social life towards independent variables insecurities, instability, and domestic life. Correlation analysis is performed using SPSS software. The results show the correlation between them. The analysis is made on dependent and independent variables to find the relation/ association whether the dependent variable is positively related or negative related to the independent variable. The dependent variable is taken as social life which is noted as SL and independent variables are taken as Insecurities, instabilities, and domestic life noted as INS, IST, and DOM respectively.

Thus the correlation analysis is performed as shown in the below figure (by taking 0.05 as the significant level)

Table 1: Correlations

		SL	INS	IST	DOM
SL	Pearson Correlation	1	.820	.780	.710
	Sig. (2-tailed)		.454	.483	.463
	N	300	300	300	300
INS	Pearson Correlation	.820	1	.131*	-.042
	Sig. (2-tailed)	.454		.023	.469
	N	300	300	300	300
IST	Pearson Correlation	.780	.131*	1	.010
	Sig. (2-tailed)	.483	.023		.867
	N	300	300	300	300
DOM	Pearson Correlation	.710	-.042	.010	1
	Sig. (2-tailed)	.463	.469	.867	
	N	300	300	300	300

*. Correlation is significant at the 0.05 level (2-tailed).

Correlation table for dependent and independent variables

Table 2: Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. The error of the Estimate
1	.601 ^a	.362	.355	.61409

a. Predictors: (Constant), DOM, IST, INS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	63.223	3	21.074	55.885	.000 ^b
	Residual	111.622	296	.377		
	Total	174.845	299			

a. Dependent Variable: SL

b. Predictors: (Constant), DOM, IST, INS

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.180	.246		.730	.466
1 INS	.306	.044	.325	6.918	.000
IST	.387	.047	.389	8.327	.000
DOM	.239	.048	.235	5.033	.000

a. Dependent Variable: SL

From table 1, it is observed that the first independent variable has significance towards the dependent variable with the correlation value of 82%. That means insecurities is having 82% significance with Social life. So, insecurities variable is 82% positively associated with social life. From the results made on the insecurities of working women at the workplace, it is clear that women are facing insecurity problems due to heavy work pressure and no free time. So it affects the social life of women in reverse.

Moreover, it is observed that the second independent variable (instability) has a significant effect on the dependent variable (social life) of study. It means to say that instability is having 78% significance with social life. So, instability can be 78% positively related to social life. From the above results, it is obvious to say that people working in IT sector companies are feeling more unstable due to work and it is affecting more on their social life too.

From the table, it is seen that the third independent variable (Domestic life) is also showing a significant relationship with the dependent variable (social life). So, it is clear from the above study that even domestic life of working women is facing problems due to work pressure and stress at organizations. Thus it is concluded that domestic life is 71% significant with social life. So, it is obvious to say that domestic life is 71% positively associated with social life variable.

If the social life of women is affected then automatically domestic life will be affected. Thus dependent and independent variables are positively associated with each other.

From table 2, using regression technique, it is observed that we have Regression value as 60.1 where R represents simple Regression value in the Model summary table. That means it has a high correlation between the dependent and independent variables considered. Dependent variable social life is having maximum relation with the independent variables under consideration.

From the second table, it is observed that significant value is noticed to be sig 0.000 and F value is 55.88, i.e. less than 0.5. So we conclude to reject the null hypothesis that there is no significance between the variables. Thus it is concluded that the variables are significant.

CONCLUSIONS AND FUTURE SCOPE

In the present study, factors influencing the working women are analyzed. By taking social life as the dependent variable and insecurities, instabilities and domestic life as an independent variable, the analysis is taken forward to observe the association between the dependent variable and independent variables. From the present analysis, it is concluded that social life is positively related to insecurities which are having 82% association as shown above. Moreover,



social life is positively related to instabilities which are having 78% relation with social life variable. Finally, social life is again positively related to the domestic life of working women in IT sectors which are having 71 % association with social life. So, it is finally concluded that women who are working in IT companies are more and more unstable when compared to other sectors and women feel to have insecurity which affects their personal life and chronic health issues. So, it is seen that women are seen to be very unhappy to work more at working organizations which in turns reflects towards their social life and domestic life too which can lead to many problems and discomfort in their life. Thus the issue has become a broadly talk about and has to find a solution to feeling free from all sort of pressures and tensions for women. Therefore certain measures have to be taken from organizations and government to avoid this restless life.

Further recommendations to the present study are to focus on all private sectors but not restricted to only IT companies. Moreover, the analysis can be further improved by comparing working men and women in private sectors which can help to show the difference among stress and difficulties and struggles at work organization.

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