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Name: Jaya Ahuja

Guide: Dr. Vani Narula

Department: Social Work

Topic: "Organizational Climate and Work Life Balance of Women Employees – A Study on Software Companies in Delhi-NCR"

Abstract

The major rationale for the present study i.e. the relationship and impact of organizational climate and work life balance is because more women have entered the workforce than before. There is a rise in the education level, status of living, changing societal ideas, different approaches and ideologies.. Managing both the responsibilities has become cumbersome. In the present era there are more nuclear families as compared to joint family concept which existed before. With a downfall in numbers of joint families and increase in dual couple careers it has become cumbersome to manage work and family, childcare is difficult now a day's women are choosing to delay or forego child-bearing to pursue fulfilling careers. Work Life Balance (WLB) from an employee's perspective is the protection of a balance between everyday jobs at work and at home. Employees are sceptic about the benefits that organizations supply to assist workforce balance the work and family. Work life balance is said to have been achieved when an individual is fulfilled both psychologically and professionally, contributing to the home, office and society. Productivity rise is what many organizations are working towards. In many organizations, especially IT sector, women are found to work alongside men, with equal vigor far into the night. They are found to be an equal contender at all spheres right from the recruitment stage. However down the line, they quit the job, sometimes a very challenging position.

For investigation into Organizational climate and Work Life balance of women employees in software companies the research aims at –

- To study and compare the organizational climate in MNC and Indian software companies in Delhi NCR region.*
- To study the organizational climate at different age groups, managerial positions and marital status in software sector.*
- To identify the factors affecting work life balance of women employees in software companies in Delhi NCR region.*
- To study and compare the work life balance in MNC and Indian software companies in Delhi NCR region.*
- To study the work life balance factors at different age groups, managerial positions and marital status in software sector.*
- To study the relationship & impact of organizational climate on work life balance of women employees in software companies.*
- To design and develop a theoretical model based on the above research.*

For the data collection 6 companies were selected out of which 3 companies were Indian based that the country of origin should be India and 3 companies were multinational companies which can be headquartered in any other country. Delhi NCR region has become one of the major IT hubs in India. The companies were selected based on geographical sampling. Geographical clusters were formed. There were some necessary conditions imposed by the researcher to narrow down the company list and make it more specific.

The analysis of this question was done by using a Paired T-Test as there is a difference in the sample size. Based on the findings it was concluded that there is a difference in the perception of the employees. 17 dimensions of organizational climate were studied and analysis was done on each dimension

The difference in the perception was studied using each single variable. For marital status Paired T-Test was used to compare single and married employees. Sample sizes were different. There is a difference in perception. Three age groups were taken for the study Lower, Middle and Upper age groups. These age groups with organizational climate were compared using One Way ANOVA where Test for homogeneity of Variances, Post-Hoc Test and Effect size was calculated to estimate the percentage of variation. Differences were identified. Managerial positions were divided into three groups Senior, Middle and Junior and One Way ANOVA where Test for homogeneity of Variances, Post-Hoc Test and Effect size was calculated to estimate the percentage of variation.

The analysis of this question was done by using a Paired T-Test as there is a difference in the sample size. Based on the findings it was concluded that there is a difference in the perception of the employees about work life balance. Factor Analysis was run and 5 factors were extracted. Based on the factors comparison was done using Paired T-Test. The difference in the perception was studied using each single variable. For marital status Paired T-Test was used to compare single and married employees. Sample sizes were different. There is a difference in perception. Three age groups were taken for the study Lower, Middle and Upper age groups. These age groups with organizational climate were compared using MANOVA as there are 5 dependent variables for the study (5 factors of Work Life Balance which were extracted). Similarly, MANOVA was conducted for the different managerial positions group (senior, middle and junior level employees). Further, discriminant analysis was done to validate MANOVA. The relationship between the two variables was identified using Pearson Correlation Analysis. Multiple Regressions was used to test the impact of independent variable (Organizational Climate) on the dependent variable (Work Life Balance). It gave a meritorious result.

Qualitative study results are similar to quantitative but give better insights. Based on the interviews conducted from the employees, they answered certain questions and quoted some of the real life experiences and highlighted the climate of the company as well as work life balance policies. Some of them even shared the reason for being a part of the organization only because of the work climate.

Keywords *Autonomy, Organizational Climate, Work Life Balance, ANOVA, MANOVA, Factor Analysis, Correlation, Multiple Regression.*