

Comparative Study

A Comparative Study of Quality of Work Life Balance among IT Professionals during both Work from Home and Work from Office

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ABSTRACT

The COVID-19 pandemic has brought about unprecedented changes in the way we work. The work from home (WFH) policy has become a new norm for many organisations, including the Information Technology (IT) sector. While WFH has enabled organisations to maintain business continuity during the pandemic, it has also brought new challenges for employees in terms of work-life balance. IT professionals are among the most affected by these changes, as they are required to work on complex projects with tight deadlines while juggling personal and family responsibilities. The purpose of this study is to investigate the quality of work-life balance among IT professionals during both work from home and work from office. The study will explore the factors that influence work-life balance, including workload, working hours, flexibility, job demands, and support from managers and colleagues. The research will employ a mixed-methods approach, combining qualitative interviews and a quantitative survey to collect data from IT professionals. The findings of this study are expected to contribute to the existing literature on work-life balance by providing a better understanding of the challenges and opportunities associated with the work from home policy. The study will also provide insights into how organisations can create a supportive work environment that promotes work-life balance for IT professionals, thereby improving employee well-being and organisational performance. Aim of the current research is to find out the Quality of Work Life Balance among IT Professionals including working men and women, both groups have 50 IT Professionals. All subjects were randomly selected. Data was collected from Infopark, Kochi. Scale was used for data collection is personal datasheet and Quality of work life Inventory by Vijayalakshmi (2005) consists of 50 questions measured on a 5 point Likert Scale, namely, Strongly Disagree (SDA), Disagree (DA), Undecided (UD), Agree (A), Strongly Agree (SA). All the 50 items measure the 8 dimensions, such as, Adequate and fair compensation, Safe and health work environment, Growth and safety, Constitutionalism, Social relevance, Total Life space and Development of Human capabilities etc

Keywords: *QWL, Quality work life, Work Life Balance, Information Technology*

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Aims

1. To study Quality Work Life among IT Professionals during Work from home and Work from office.
2. To study the Quality Work Life among male and female IT Professionals.

Hypotheses

1. There is significant difference between the QWL among IT professionals on Work from home and Work from Office.
2. There is no significant difference between the QWL among male and females on same work methodology.

METHODOLOGY

Sample

In this study consists of 200 subjects, the samples were selected from different IT companies of Kochi. IT Professionals were randomly selected.

Tools used

The following Tools were used in the present study

1. **Personal datasheet:** A personal datasheet developed by the researcher was used to collect information about the type of working method and sex of the subject.
2. **QWL INVENTORY:** Quality of work life Inventory by Vijayalakshmi (2005) consists of 50 questions measured on a 5-point Likert Scale, namely, Strongly Disagree (SDA), Disagree (DA), Undecided (UD), Agree (A), Strongly Agree (SA). All the 50 items measure the 8 dimensions, such as, Adequate and fair compensation, Safe and healthy work environment, Growth and safety, Constitutionalism, Social relevance, Total Life space and Development of Human capabilities etc. The maximum possible score is 10 and minimum is 0.

RESULT AND DISCUSSION

Table-1: Showing Mean and SD of Men and Women on both Work from home and Work from office

	Groups	N	Mean	SD
Work from home	Women	50	158	14.14
	Men	50	153	28.60
Work from office	Women	50	170	22.30
	Men	50	168	20.32

Based on the data presented, the analysis suggests that there are differences in the Quality of Work Life (QWL) scores between individuals who work from home and those who work from the office. This finding may indicate that the work environment, whether remote or office-based, can influence employees' perceptions of their overall work life quality.

One possible explanation for the observed differences in QWL scores between remote work and office work could be the flexibility and autonomy that remote work offers. Remote work allows employees to have more control over their work schedule, reduced commuting time, and the ability to work in a familiar environment. This may positively impact their work-life balance, job satisfaction, and overall well-being, which in turn may contribute to higher QWL scores. On the other hand, office-based work may come with its own set of challenges,

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such as commuting stress, lack of flexibility, and distractions, which could potentially affect employees' perceptions of their QWL.

It is noteworthy that the average QWL score for women who work from home does not show any significant difference when compared to men who work from home. Similarly, the average QWL score for women who work from the office is almost the same as men who work from the office. This finding could suggest that gender may not be a significant factor in determining QWL scores in the context of remote work or office work.

However, it is important to interpret this finding with caution and consider potential underlying factors. For instance, the study may have limitations in terms of sample size, demographics, and other relevant variables that could impact the results. Additionally, there may be other factors not captured in the data, such as gender bias, unequal opportunities, and work-family balance issues, that could affect the QWL experiences of women and men differently. It is crucial to acknowledge that gender-related factors can play a significant role in shaping employees' perceptions of their work life quality, and further research with a larger and diverse sample could provide a more comprehensive understanding.

Overall, the findings from the data suggest that there are differences in QWL scores between remote work and office work, but gender does not appear to be a significant factor. However, it is important to interpret these findings cautiously, considering potential limitations and the complex interplay of various factors that may influence employees' perceptions of their QWL. Further research in this area could provide valuable insights for organizations, policymakers, and practitioners to promote a healthy work environment and enhance employees' work life quality, regardless of their work location or gender.

CONCLUSION

- Based on the data presented, it appears that there are differences in the Quality of Work Life (QWL) scores of those who work from home and those who work from the office.
- The average QWL score for women who work from home doesn't have any significant difference with that of men who work from home. Similarly, the average QWL score for women who work from the office is almost the same as men who work from the office.

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Conflict of Interest

The author(s) declared no conflict of interest.

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