**Research Paper**

# A Study on Influence of Work life Balance on Commitment of Employees Working in IT Company

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**ABSTRACT**

Work-life Balance (WLB) is concerned with the maintenance of equilibrium between professional life and personal life of an employee. Work-life balance is the intent of workforce to achieve a balance between workplace responsibilities and personal Commitments. The study makes an attempt to analyze the influence of work life balance on commitment of employees working in IT companies. It is a descriptive study based on convenience sampling technique. A structured questionnaire is administered to 100 respondents from selected IT companies, Bangalore to obtain the data. The collected data is analyzed using descriptive statistics and ANOVA is used to test the hypothesis to understand the relationship between the work life balance and commitment of the sample respondents. The study explores that work life balance significantly influence the employee commitment. The study helps policymakers of IT companies in Bangalore to take decision about the appropriate work life balance measures to enhance the employee commitment working in IT companies.

*Keywords:* *Work Life Balance, Employee Commitment*

Work-life balance is a strategy that helps association representatives balance their personal and professional commitments. Work-life balance encourages employees to allocate their time according to their needs and preserve equality by devoting time to their families, well-being, vacations, and other important things, including their careers, business trips, and more. Work- life balance is a hot topic in today's society, thanks to technological trends that force employees to use PDAs, desktop computers, and other devices while working. Before this age of invention began actors could not bring their jobs home and there was a clear separation between their personal and professional lives. But since the line is hidden, and it has brought about representatives carrying the greater part of their work home with these advancements. Despite the fact that these are accessible just to back off our work, The manner in which we are getting dependent on the changing innovation makes representatives and bosses to accomplish more work and a few analysts accept that portable innovation and it's consistently on access to the working environment include has supplanted the dictator control directors.

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The innovation was raised to reduce the pressure of representatives who need to work a 9-hour day, but it has quite recently exacerbated it in a manner where representatives are made to work and be on the web or associated with their working environment consistently. Employee commitment is defined as "a person's level of interest and engagement with a certain company." There are three things that determine whether or not an employee is committed to his or her job: Strong support for the organization's goals and objectives. How much effort workers are willing or able to put in for the benefit of their employer. Desire to be a part of a group. The current consensus is that monitoring regulatory compliance is critical to establishing a company's health. This is done by both occupational psychologists and human resource specialists. To add to this positive influence on employee behavior, emotional commitment, which refers to an employee's identity and emotional connection to the firm, has a significant impact. This variable can provide early signs of impending staff turnover issues. It also serves as a great benchmark for evaluating measures targeted at improving employee retention.

*The employee commitment has been divided into 3 types*
1. Emotional commitment
2. General commitment
3. Continuous commitment

1. **Affective (Emotional) Commitment**
   This is a close example of employee commitment. It involves the idea of an emotional connection to work. It encourages a desire to participate, deliver results and support organizational citizenship.
2. **Normative Employee Commitment**
   Employee motivation, work happiness, and other characteristics have a less positive link with this kind of employee commitment. Cultural shifts, however, have an impact on how strongly norms and work habits are related.
3. **Continuance Commitment**
   This type of employee dedication has a negative impact and is linked to increased stress. There may be more work-family conflict and lower productivity.

## LITERATURE REVIEW

Magdalene Peter et al., (2020) the family and work life is not maintained properly it leads to strain and it results in many diseases. **Pratulya Reddy et al., (2021):** The research illustrates how the success of a temporary job worker can be predicted using several independent factors such as marital status, age, gender, education level, etc. The authors concluded that flexible working hours have an impact on the satisfaction of gig workers and also helps to spend time with family too apart from working which will create a balance between work and personal life. **Dr. Kokila Saxena et al., (2022):** The authors concluded that the employees are able to maintain the work life balance better while they work from home rather than regular office. Regardless of gender the employees get more time to distress themselves, be happy and fulfill family responsibilities when they work from home. **Solikhah SOLIKHAH et. al.,** 2020, E-leadership and E-learning has a positive and significant impact on employee performance and work motivation Employee performance is directly impacted by workplace motivation, which has a positive and substantial influence.

All of these factors have a favorable and substantial influence on employee performance, according to the authors. Strategic strategies to increase staff engagement and performance

were also implemented at COVID-19. **Lavina D. Milo and Josephine Jose (2021**): The research concludes there is as impact of demographic factors on the work-life balance of married women workers working in professional and non-professional jobs in Bangalore. **Urvashi Khurana Set. Al., (2021**): The authors conclude that employer branding has an impact on work-life balance in the ITindustry in Bangalore. Companies need to position themselves to maintain a healthy balance between employees' personal and professional life. I also clarified that IT companies should market themselves by promoting work-life balance, which has many additional benefits such as effective performance, job satisfaction and engagement. **Neha Chaudhary et. Al., (2021):** The authors concluded that entrepreneurs' work-life balance is significantly influenced by their psychological skills. The levels of self-efficacy and mental toughness of the individual entrepreneur may be Improve their WLB. **S. Mohan Kumar et. Al., (2019):** The authors conclude that the interaction between education and position has a significant impact on how workers manage their professional and personal lives. Neither appointment significantly affects how workers balance their work and personal lives. Mapping and space effects are not interactive. **MotajMunwarHilal Al-Harbi 2020:** The authors concluded that family roles are positively related to employee performance, suggesting that family roles enhance employee performance and that WLB and family roles have an additive effect on employee performance. This research concluded that employee performance is significantly influenced by family roles    and WLB. **Dr. Shaykh Shamash al-Din et. Al., (2020):** Workplace contentment, Women's work-life balance and job happiness are the focus of this study. Overall well-being and the likelihood that workers would quit a job may be accurately predicted by job satisfaction, according to the researchers. **Nisreen Khan (2018)** The authors conclude that effective training and development programs can help employee retention and create a more sustainable workforce. An employee's lack of commitment to their company can have a significant impact on their decision to resign. **Frank C. Van de Bon et. Al.,** (2022): The healthcare systems must provide long-term support for healthcare employees. Although workers originally stated a desire to assist in crisis response, our study shows that their commitment to doing so waned with time. **Mahdani Ibrahim et al., (2019): the** job contentment serves as a mediator in the relationship between work product, work efficiency, and work dedication and output. Workers' productivity and well-being at an irrigation office in Aceh province were shown to be significantly impacted by their coworkers' levels of competence. **Fahad Khan Afridi et. Al., (2020):**  the staff training had a considerable impact on both organizational commitment and work satisfaction. Organizational commitment has been proven to be strongly influenced by a person's level of job satisfaction. Additionally, staff training has a major impact on organizational commitment when job satisfaction is present. Aside from the importance of training, managers should also pay attention to the demands of their employees, since proper training enhances employee commitment. **A Q Adeleke, I Ismail et al., (2018)**: Workplace happiness and loyalty are two outcomes of a well-run company, and both are influenced by the atmosphere established by the leadership qualities of those in charge. To find out how much MLQ increases staff productivity and mathematical compliance, as well as how much MLQ influences business, were the key goals of this research **Swamy and T S Nanjundeswaraswamy (2020):** The authors of this research looked at the link between employee commitment and quality of work life (QWL) in relation to leadership style. They find that leadership styles have a role in influencing employee commitment and work- life satisfaction.

**Mehmet Top et. Al., (2019**): In this article, Turkish doctors' perceptions of workplace trust, staff commitment, and job satisfaction are examined. The authors observed statistically significant correlations between physician devotion, trust, and work satisfaction at four

Istanbul, Turkey, teaching and research hospitals. **Handry Halder et.al., (2021**): Extrinsic CSR and employee motivation, as well as employee motivation and institutional commitment, have strong and positive relationships, according to the authors, despite the fact that their study discovered significant relationships between intrinsic CSR and extrinsic CSR. **Z.Oang et. Al., (2019)**: Researchers carried out their investigation in order to offer a brandnew model for the relationship between transformational leadership and employee engagement, known as the employee-directed transformational leadership model. **Bayar Zurdi et. Al.,** (2021): researchers investigated the link between work happiness and employee loyalty. Job satisfaction and employee commitment will be examined in this research, with the goal of establishing a positive and intrinsic link between the two. Finally, they found that there is a favorable indicator for employees' involvement and loyalty to the firm.

### Statement of the Problem
Businesses have combined innovation to help them work in a constantly on get to spotlight working environment. Both administration and representatives go above and beyond in seeking to achieve these aims by working in multiple locations or from home, for example. People periodically overlook an element of their lives, whether it is their professional or personal life, by doing so. In any event, they end up wasting a lot of time, memories, or a chunk of their life that they will never get back by ignoring it. As a result, the current research is being conducted to break down the work-life balance to see how they are responding and how the business is implementing actions to improve work.

### Need of the Study
In many public and private sector organizations, achieving and maintaining a healthy work culture has been deemed critical. The governments, a number of experts, businessmen, and even association leaders have all taken steps to maintain work-life balance. People's various jobs necessitate a better balance of work and personal difficulties. Jobs aren't much better. Individuals cannot be compelling grinding machines if they are unable to manage their own lives. Finding time to socialize is no longer just a social obligation, but also a genuine stress reliever.

### Objectives of the Study
- To identify the factors that impact the employees work life balance and employee commitment.
- Analysing the status of worklife balance of employees working in IT companies.
- Identifying the type of employee commitment.
- Analysing the relationship between worklife balance and employee commitment

## RESEARCH METHODOLOGY

### Type of Research
Descriptive research design is the method used in this study. The goal of descriptive research is to collect data that can be used to describe a phenomenon, situation, or population in detail.

### Population
Target population consists of employees working at IT companies of Bangalore.

*Sample Framework*
- **Sample Unit:** Employees working at IT companies, Bangalore.
- **Sample Size:** 200 responses are collected from the employees in IT companies Bangalore.
- **Type of Sampling:** Non-probable Convenience Random sampling.

*Respondents distribution*

| Demographic Factor | | No. of Respondents | Percentage |
|---|---|---|---|
| Age | Less than 25 years | 75 | 37% |
| | 26 - 35 years | 111 | 54% |
| | 36 - 45 years | 18 | 9% |
| Marital status | Unmarried | 125 | 61% |
| | Married | 79 | 39% |
| Educational qualification | Undergraduate | 176 | 86% |
| | Postgraduate | 13 | 7% |
| | Professional education | 15 | 7% |
| Designation | Software engineer / developer | 42 | 21% |
| | Program / System analyst | 18 | 9% |
| | Technical / Quality analyst | 22 | 11% |
| | Manager / Leader | 13 | 6% |
| | Others | 109 | 53% |
| State your experience | Less than 2 years | 88 | 43% |
| | 2 - 5 years | 98 | 48% |
| | 5 - 10 years | 16 | 3% |
| | More than 10 years | 2 | 1% |

The survey clearly shows that 37% of the respondents are less than 25 years, 54% are between 26 – 35 years and 9% are between 36 – 45 years. The survey clearly shows that 61% of the respondents are Unmarried and 39% are Married. According to the analysisabove it can be interpreted that most of the respondents are Unmarried. The survey clearly shows that 86% of the respondents are Undergraduate, 7% of them are Postgraduate and 7% of them Professional Education. According to the analysisabove it can be interpreted that most of therespondents are Undergraduate. The survey clearly shows that 21% of the respondents are software engineer / developer, 9% of them are program / system analyst, 11% of them are technical/quality analyst, 6% of them are manager / leader and 53% of them are others. According to the analysis above it can be interpreted that most of the respondents are. The survey clearly shows that 43% of the respondents are having less than 2 years of experience, 48% of them are having 2 – 5 years of experience, 8% of them are having 5 – 10 years of experience and 1% of them are having more than 10 years of experience. According to the analysis above it can be interpreted that most of the respondents are having 2-5 years of experience.

*Are you satisfied with the work-life balance in the present company?*
**Anova: Single** Factor

H0: Employees are not satisfied with the work-life balance in the present company H1: Employees are satisfied with the work-life balance in the present company

| SUMMARY | | | | |
|---|---|---|---|---|
| Groups | Count | Sum | Average | Variance |
| SA | 204 | 104 | 0.509804 | 0.251135 |
| A | 204 | 62 | 0.303922 | 0.212595 |
| N | 204 | 38 | 0.186275 | 0.152323 |

| ANOVA | | | | | | |
|---|---|---|---|---|---|---|
| *Source of Variation* | *SS* | *df* | *MS* | *F* | *P-value* | *F crit* |
| Between Groups | 10.94118 | 2 | 5.470588 | 26.64017 | 8.1E-12 | 3.010517 |
| Within Groups | 125.0588 | 609 | 0.205351 | | | |
| Total | 136 | 611 | | | | |

In ANOVA single factor test if F greater than Fcritical (Fcrit) at significant level 0.05, From above table we can observe that F is 26.64017 and is greater than Fcrit is 3.010517. Hence, we reject null hypothesis (Ho) and accept alternative hypothesis (H1). Employees are satisfied with the work-life balance in the present company, as value F is greater that value of Fcrit, therefore, it is seen Employees are satisfied with the work-life balance in the present company.

### *Does the work-life balance influence the employee commitment?*
H0: There is no significant effect of work-life balance on employee commitment H1: There is a significant effect of work-life balance on employee commitment

| SUMMARY | | | | |
|---|---|---|---|---|
| *Groups* | *Count* | *Sum* | *Average* | *Variance* |
| SA | 204 | 112 | 0.54902 | 0.248817 |
| A | 204 | 40 | 0.196078 | 0.158408 |
| N | 204 | 50 | 0.245098 | 0.185936 |

| ANOVA | | | | | | |
|---|---|---|---|---|---|---|
| Sourceof Variation | SS | df | MS | F | P-value | F crit |
| Between Groups | 14.91503 | 2 | 7.457516 | 37.71747 | 3.61E-16 | 3.010517 |
| Within Groups | 120.4118 | 609 | 0.19772 | | | |
| Total | 135.3268 | 611 | | | | |

In a single factor ANOVA test if F is greater than Fcritical (Fcrit) at the 0.05 significant level. From the above table we can see that F is 37.71747 and the largest Fcrit is 3.010517. So, we reject the null hypothesis (Ho) and accept the alternative hypothesis (H1). Work-life balance affects employee commitment because F-value is higher than Fcrit value and therefore, work-life balance affects employee commitment.

*Findings*

The survey clearly shows that 37% of the respondents are below 25 years, 54% are between 26 and 35 years and 9% are between 36 and 45 years. The survey clearly shows that 61% of the respondents are single and 39% are married. The survey clearly shows that 86% of the respondents have university degrees, 7% have university degrees and 7% have professional degrees. The study clearly shows that 21% of the respondents work as software engineers or developers, 9% as software or systems analysts, 11% as technical or quality analysts, 6% as managers or leaders and 53% as others. The survey clearly shows that 43% of the respondents have less than two years of experience, 48% have between 2 and 5 years of experience, 8% have 5-10 years of experience and 1% have more than 10 years of experience. The survey clearly showed that 57% of the respondents said they agree with the company deadlines and work schedules. The survey clearly shows that 44% of respondents strongly agree that there is recognition for the work. The survey clearly shows that 80% of respondents strongly agree that attitude of workmates are satisfactory. The 77% of respondents agree that there is no difficulty in availing leave. The79% of the respondents strongly Agree that there is no overtime compulsion. The74% of the respondents strongly Agree that work assignments allocated on weekends. The 81% of the respondents Agree that there is heavy workload. The79% of the respondents strongly agree that there is work from home opportunity. The 89% of the employees are happy with coordination at work. The survey clearly shows that 82% of respondents strongly agree that there is job security in the organization. The survey clearly shows that 85% of respondents strongly agree that there is recognition and appreciation for the work and quality of work life is satisfactory. The survey clearly shows that 82% of respondents strongly agree that organization provide time for the family outing and sufficient relaxation time. The survey clearly shows that 79% of respondents dissatisfied with the high work in the organization. The 82% of employees are dissatisfied because of less time for family function. The survey clearly shows that 73% of respondents strongly agree to spend rest of their life with the organization. The survey clearly shows that 84% of respondents strongly agree it is necessary for them to stay with the organization and have less option to leave the organization. If F is greater than fcritical (Fcrit) at 0.05 level of significance in ANOVA single factor test, Here F is greater than Fcrit, which is 3.010517 and F is 26.64017. As a result, we give credence to the alternative hypothesis (Ho) and reject the null hypothesis (H1). If significance is greater than Fcritical (Fcrit) at 0.05 level, single factor ANOVA test is conducted. The preceding table shows that F equals 37.71747 and Fcrit equals 3.010517, which is higher. As a result, we give credence to the alternative hypothesis (Ho) and reject the null hypothesis (H1).

## CONCLUSIONS

After this research it is observed that among the respondent's there are some female employees too. From the research it is interpreted maximum respondents falling are from age group 26 up to 35 years. By the research it's interpreted that majority of respondents are under graduates. According to the survey, work-life balance has a significant impact on how committed employees are to the company. The objectives of the study are to determine the relationship between work-life balance and employee commitment to verify the above claim. According to research, challenges in requesting leave, coworker attitudes, coming home on time, and effective internal communication are variables that affect employee commitment and work-life balance. To improve employee engagement, organizations should adopt positive behaviors and policies.

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*Conflict of Interest*
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