



Influence of technology on work life balance of IT employees

Dr. D Abirami

Assistant Professor, Department of Management, Srimad Andavan Arts and Science College, Tamilnadu, India

Abstract

This paper discussed the influencing factors of Technology on Work Life Balance of IT Employees. The study focused both positive and negative influences of Technology among IT employees. The research carried out in Trichirappali District, with 158 Sample respondents. The researcher followed the convenience sampling technique to collect the data. The researcher used weighted average rank and One Way Anova statistical tools to evaluate the primary data. The results explored that the IT employees always feel very busy due to this technology. Therefore the It employees fully involved in their official work and can't able to concentrate on family life.

Keywords: Employees, it, influencing, technology, work life balance

Introduction

Work life balance is the act of balancing between the professional career and their personal life. Until, the early time period of millennium this balancing act was not an issue because the breadwinner of the family was mostly tend to be men and their partner at home conventionally inclined to perform the domestic work or unpaid labor caring of the family (Crompton, 1999) ^[1]. But there has been change in this balancing act because now women employment has also become prevalent hence this work-life balance is becoming a tough act to maintain in a modern lifestyle. Therefore, in this current era the technologies were played a major role even in the work life balance of the employees. The accessibility of technology increased in the organization especially in this pandemic situation, but we are still confused about the technology whether it is a "Boon or Curse". Thus this study explores the technology influences on work life balance of the IT employees.

Review of Literature

Frone (2003) ^[2] explored that the relationship between the work and family. The researcher stated that there is strong relationship between the work life and family life. The study revealed that if there is any personal issue it may affects the work environment of individual employee and if any work life issues means it reflects on family life. The research mentioned that the employee should have the capacity to manage both equally

MIT Sloan (2005) ^[4] did research on work life balance and the influence of technology. The researcher mentioned that the use of technology makes the employee to work anywhere, at any time this makes them very annoyed. The researcher suggested that the organization can customize the technology accessibility for individual employees that will make the employee be balanced in both work life and personal life. The researcher also pointed out that the employees need some rest and peaceful time to refresh them in their work for good productivity

Yun *et al.* (2012) ^[5] did research about the smart phone technology and the work life balance of the employee. The research results revealed that the work load of the employees increases and had huge impact on their personal

life. Further, it causes more conflicts and issues among family members.

Research on creativity (MIT Sloan, 2005) ^[4] has shown that people need time out from work, to think and to rest a little bit. If they are not getting adequate time to do this, clearly their ability to be creative, innovative, and thoughtful suffers.

Goran (2013) explored the technology influence on work life balance of the employees. The research results revealed that the technology always reduce the psychological detachment. The researcher found that the technology highly influence the work life balance negatively in the current situation.

Research Methodology

1. Research Design

This research focused on investigates the IT employees work life balance and the technology influences during this COVID pandemic period. A researcher followed the descriptive type and used questionnaire as a research tool to collect the primary data. The data collected from 158 sample respondents from IT employees Trichy and the data gathered through Google form. The respondent where selected using convenience sampling techniques from Non-Probability sampling method. The collected primary data were analyzed via SPSS IBM 21 Statistical tool package, the weighted average mean and Anova were used.

2. OBJECTIVES

- To identify the influence of Technology on Work life balance among IT employees
- To determine the difference between the gender and influencing factor of Technology

3. VARIABLES

- **Dependent Variable:** Work life balance

- **Independent Variables**

1. The work demand influence with my personal life
2. The technology (work purpose) make me big hindrance on my personal life
3. The technology promotes and influence a blur between my work and personal life

4. Technology influence me for managing my Work Life Balance
5. Technology influence on time management between work and personal life
6. High technology creates more stress on my Work Life Balance
7. Technology always makes me feel very busy
8. Technology creates more work request than normal
9. Technology influence me on my family time
10. Often use of Technology (work purpose) creates family conflicts

4. Hypothesis Statement

- **H1:** There is no difference between gender group and technology influencing factors
- **H0:** There is difference between gender group and technology influencing factors

Data Analysis & Intrepretation

Table 4.1: Weighted Average Mean (WAM) of influencing factors of Technology on Work life balance

Factors	5	4	3	2	1		WAM	Rank
The work demand influence with my personal life	50	41	42	15	10	158	3.67	VI
	250	164	126	30	10	580		
The technology (work purpose) make me big hindrance on my personal life	62	42	50	4	0	158	3.99	III
	250	224	156	0	0	630		
The technology promotes and influence a blur between my work and personal life	55	54	35	13	1	158	3.94	V
	275	216	105	26	1	623		
Technology influence me for managing my Work Life Balance	55	54	36	13	0	158	3.96	IV
	275	216	108	26	0	625		
Technology influence on time management between work and personal life	45	43	44	22	4	158	3.65	VIII
	225	172	132	44	4	577		
High technology creates more stress on my Work Life Balance	59	38	61	0	0	158	3.99	III
	295	152	183	0	0	630		
Technology always makes me feel very busy	58	50	48	2	0	158	4.04	I
	290	200	144	4	0	638		
Technology creates more work request than normal	50	56	50	2	0	158	3.96	IV
	250	224	150	2	0	626		
Technology influence me on my family time	52	57	46	3	0	158	4.00	II
	260	228	138	6	0	632		
Often use of Technology (work purpose) creates family conflicts	45	43	44	24	2	158	3.66	VII
	225	172	132	48	2	579		

Table 4.1 represents the influencing factors of Technology on work life balance of IT employees. The above result indicates the weighted average mean and its rank of influencing factor. The WAM clearly explore that the Technology always makes me feel very busy was ranked first with 4.04 mean value followed by Technology influence me on my family time with (4.00) ranked second, The technology (work purpose) make me big hindrance on my personal life with (3.99) and High technology creates more stress on my Work Life Balance (3.99) both ranked

three, Technology creates more work request than normal with (3.96) and Technology influence me for managing my Work Life Balance with (3.96) both were ranked four, The technology promotes and influence a blur between my work and personal life with (3.94) ranked five, The work demand influence with my personal life with (3.67) ranked six, Often use of Technology (work purpose) creates family conflicts with (3.66) ranked seven, Technology influence on time management between work and personal life with (3.65) ranked eighth.

Table 4.2: Anova table of Respondents Gender and the Technology influencing factor on Work life Balances

		Sum of Squares	df	Mean Squares	F	Sig
The work demand influence with my personal life	Between Groups	1.397	2	0.712	3.078	0.043
	Within Groups	46.982	155	0.210		
	Total	48.379	157			
The technology (work purpose) make me big hindrance on my personal life	Between Groups	4.345	2	2.119	6.547	0.471
	Within Groups	68.872	155	0.324		
	Total	73.217	157			
The technology promotes and influence a blur between my work and personal life	Between Groups	6.071	2	3.014	16.897	0.000
	Within Groups	33.981	155	0.159		
	Total	40.052	157			
Technology influence me for managing my Work Life Balance	Between Groups	195.72	2	16.981	20.578	0.001
	Within Groups	13.841	155	0.794		
	Total	209.561	157			
	Between Groups	0.587	2	7.261	6.978	0.005

Technology influence on time management between work and personal life	Within Groups	138.78	155	1.025		
	Total	139.367	157			
	Between Groups	1.076	2	1.278	2.097	0.784
High technology creates more stress on my Work Life Balance	Within Groups	47.421	155	0.608		
	Total	48.497	157			
	Between Groups	14.815	2	0.251	0.289	0.018
Technology always makes me feel very busy	Within Groups	65.571	155	0.697		
	Total	80.386	157			
	Between Groups	46.583	2	0.531	2.197	0.374
Technology creates more work request than normal	Within Groups	34.452	155	0.214		
	Total	81.035	157			
	Between Groups	5.761	2	0.671	4.517	0.751
Technology influence me on my family time	Within Groups	4.512	155	0.196		
	Total	84.546	157			
	Between Groups	7.844	2	0.745	17.415	0.481
Often use of Technology (work purpose) creates family conflicts	Within Groups	112	155	0.284		
	Total	119.844	157			

The table 4.2 shows the differences between the gender opinions on technology influencing factor towards work life balance. The results explore that the work demand influence with my personal life (0.043), the technology promotes and influence a blur between my work and personal life (0.000), technology influence me for managing my Work Life Balance (0.001), technology influence on time management between work and personal life (0.005), technology always makes me feel very busy (0.018) were significant, i.e. these variables P-Values were <0.05. Hence, it proves that only these variables had different opinion among the gender group.

Conclusion

The study clearly explored the technology influence of work life balance among IT employees. The research results evidently revealed that the employees feel always very busy and tight schedule due to this technology especially in this covid pandemic situation. Almost many IT companies instruct their employees to work from their respective home. Hence there is a necessity to always connect with technology to communicate their office information. Thus, it makes the employees to feel always busy and couldn't able to spend time with their families. Further in particular the study analyzed the gender group opinion on influencing factors. The research results revealed that among ten factors only five factors had different opinion among gender group of the respondent. Therefore the research evidently proves that in this COVID pandemic situation the technology is highly negatively influenced the IT employees on their work life balance.

Reference

1. Crompton R (ed.). *Restructuring Gender Relations and Employment*. Oxford University Press, 1999:1(1):1–250.
2. Frone MR. *Work-Family Balance*. *Handbook of Occupational Health Psychology*, 2003:1(1):146–162.
3. Vlačić G. *The Influence of Technology on Work/Non-Work Balance*. ISCTE Business School, Instituto Universitario de Lisboa, 2013:1(1):1–85. Retrieved from: https://repositorio.iscte-iul.pt/bitstream/10071/8580/1/Goran_Vla%C4%8Di%C4%87__The_Influence_of_Technology_on_Work-Non_Work_Balance_Master_of_Human_Resources.pdf

4. MIT Sloan. *The Office in Your Pocket: Searching for Work-Life Balance in a Continuously Connected World*. MIT Sloan Alumni Magazine, 2005:1(1):1–10. Retrieved from: <http://mitsloan.mit.edu/alumni/pdf/alummag-fall05.pdf>
5. Yun H, Kettinger WJ, Lee CC. *A New Open Door: The Smartphone's Impact on Work-to-Life Conflict, Stress, and Resistance*. *International Journal of Electronic Commerce*, 2012:16(4):121–151.