


Volume 6, Issue 3 (IV)

July - September 2019

ISSN 2394 - 7780

**International Journal of
Advance and Innovative Research**
(Conference Special)



Indian Academicians and Researchers Association
www.iaraedu.com

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A STUDY ON WORK-LIFE BALANCE WITH REFERENCE TO EMPLOYEES WORKING IN INFORMATION TECHNOLOGY SECTOR COMPANIES IN MUMBAI AND PUNE

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INTRODUCTION

Every working person's life has got two dimensions, personal life and professional life. The personal life of a working person further comprises of three aspects family, friends and person himself. Professional life on the other hand comprises of job, career and role in the organisation. For any working professional to contribute with full efficiency at workplace and to enjoy her/his personal life, it is important to have a balanced professional and personal life. By the term balanced, it means that both the lives if not complementing should not be at least imposing problems to each other.

It is generally observed that the knowledge workers, the employees having high cognitive involvement like strategic decision making, creative thinking, innovating etc., face more imbalance between their personal and professional life. They, knowingly or unknowingly, carry stress of their workplace at home leading to an uninvolved personal life. The imbalance in the work-life has far reaching impact in an employees' professional life and can have a negative impact of her/his productivity and satisfaction level, which in turn have negative impact of the overall productivity and environment of the organisation.

The professionals working in information technology (IT) industry are one of the examples of knowledge workers. This research has been undertaken to examine the work-life-balance (WLB) scenario of the industry and also its importance for such professionals. This research also helps in examining the impact of personal and professional factors which has an impact on WLB. The research also studies the initiatives taken by some of the successful IT companies for creating harmony between personal and professional life leading to WLB.

KEYWORDS

- Work-Life-Balance (WLB)
- Professional Life
- Persona Life
- Employee Productivity
- Employee Satisfaction

LITERATURE REVIEW

Origin and Meaning of WLB

The term Work-Life-Balance, is relatively a recent term in human resource management. It was first used in 1986 but became a more popular in 1990s when it was used by Juliet Schor, a professor of sociology at Boston, in 1992 in her book *The Overworked American: The Unexpected Decline of Leisure*.

The definitions of concept of WLB has constantly evolved and different authors have enlightened the readers with different aspects of WLB. Therefore, most of the definitions provide a limited view of WLB. Greenhaus and Beutell, tried defining WLB on the basis of multiple-roles executed in non-work environment (family or
