

Well being of IT Women Professionals

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Abstract

Introduction: Wellbeing of IT Women Professionals is very essential for the sustenance of Women in their career and for the benefit of the organization. Indian Women working in the male dominated society have to face psycho-social and cultural barriers on one hand and the pressure at Work on other hand .

Aims and Objectives: To study the Well-being of IT Professionals in terms of Job Satisfaction, Life satisfaction and Psychological Well Being.

Methods: Female employees working in one of reputed IT companies in Chennai was the study population. Simple random sampling method was adopted for the present study. 80 of them were the sample size

Tools: Standardized scale was used to measure life satisfaction, job satisfaction and psychological wellbeing and self prepared interview schedule was used to study the socio-demographic profile of the respondents.

Results: When looked into the Psychological well-being of the respondents, exactly half of the respondents had low level of Psychological well being. More than half of the respondents (56.3%)had low level of Life satisfaction and 68.8% of the respondents had low level of Job satisfaction.

Conclusion: Well being of IT professionals suffers because of multiple work pressure at home and work, work life imbalance and lack of time for relaxation. Social work intervention can help the IT women professionals for their better well being.

Keywords-IT Women Professionals, Job satisfaction, , Life satisfaction, Psychological well being, Well being

I. Introduction

In this dynamic World, Women are becoming an important part of the global quest for sustained economic development and social progress. In particular, the advent of science and Technology, and the globalized economy have created job opportunities for women in developing countries, particularly in the service sectors. As IT sector remains a leading player in the industry, women have come to play a major role in the growth of this sector. In India, it has created employment opportunities in telecommunications, banking, shopping, education, health and business and other areas like the design, maintenance and management of sites on the World Wide Web.

Over the years, there has been a transformation from job orientation to career orientation to professional orientation among women. More and more women are entering the world of work through opportunity, capability and motivation. They expect a career to complete their sense of fulfilment and self-worth. Better access to education, changing societal attitudes (although slow) and favourable government policies facilitated their entry into variety of fields.

There is a shift in the thinking pattern of women, from seeing their work as a time pass activity until marriage or work to support family with additional income and to consider work as integral part of their life space. Both income generation and career have become equally significant for women now. There has been a further shift in their thinking, when women took up professional courses, went to engineering colleges, management schools and acquired understanding and skills to work in new and unconventional areas.

Though the modern era is said to be a transition era for women to be looked as a working mother, prevailing cultural norms and practices in the Indian patriarchal society dictates that the role of women at workplace is secondary to that of Home. In addition to this the IT sectors has its own challenges like work pressure, constant updation, change in shifts, virtual training, onsite training, dead lines etc burdens women. Women juggle between work and home. Women had to perform her duty as wife mother, daughter – in-law, and that of a career woman. From time immemorial, women are good at multitasking, but the expectations before her are multiple and her contributions to the family, workplace and society are of utmost importance. Hence it is of prime importance to look after her well-being for the betterment of the womanhood, family and Society.

1.1 Well-being

Well-being is expressed in different terms like being happy, satisfied with life, being positive in life, physically active, being mentally strong and getting positive goals in life. According to Shah and Marks, Well-being is more than just happiness. As well as feeling satisfied and happy, well-being means developing as a person, being fulfilled, and making a contribution to the community (2004, p. 2)

The concept of well-being, however, tends to incorporate two approaches hedonic (subjective well-being) and eudemonic (psychological well-being). Subjective well-being is defined as sum of three components- life satisfaction, presence of positive affect and absence of negative affect together called "happiness". (Ryan, 2000). It is individual's evaluation of one's own life. It depends upon many variables like income, standard of living, marital relationship, Health, lack of disability, family situation, availability of opportunities, working atmosphere, age and so on. The eudemonic view talks about psychological well-being as, engagement with existential challenges of life. Psychological well-being deals with people's feelings about everyday experience in life activities. Such feelings may range from negative mental states or psychological strains such as anxiety, depression, frustration, emotional exhaustion, unhappiness to a state which has been identified as positive mental health. (Diner, 2000).

Job satisfaction is a worker's sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment (Kaliski, 2007). This is an attempt to study the well-being of the IT Women Professionals, the researcher has chosen three important variables, Psychological well-being, Life satisfaction and Job satisfaction. This would cover both the hedonic and Eudemonic approaches to well-being.

II. Review of Literature

Srimathi & Kiran Kumar (2010), for example, did a study on the psychological wellbeing of employed women across different organisations. The results revealed that women employees working in industries had the least psychological wellbeing in all the sub factors and total psychological wellbeing scores, followed by women working in health organizations. Women employees working in banks had a medium level of psychological wellbeing scores. Women teachers had the highest total psychological wellbeing scores and also in the entire sub factors of psychological wellbeing.

Varma and Dhawan (2006) did a study on 195 young urban educated married women with ages ranging from 25-35 years (M=31.01 years). They used the Behavioral Attributes of Psycho-social Competence (BAPC) scale developed by Tyler et al (1984) and the Subjective Wellbeing Index (SUBI) scale developed by Sell and Nagpal (1992). Using correlation and multiple regression analysis the study indicated that Indian women exhibited high levels of wellbeing. The dimension of family group support contributed significantly to wellbeing. Correlation analysis showed that personal control and psycho-social competence are significantly positively related to subjective wellbeing. This implies that the more the women are able to control their major domains of lives and use active coping strategies the better their sense of wellbeing.

Bhosale (2014) did a study on the well-being of working women. One hundred working females from five different professions, executives, teachers, administrators, doctors and engineers were taken for the study. Life Orientation Questionnaire (LOQ) developed by Sahoo was used to measure their happiness. The results showed that doctors and teachers experience maximum happiness whereas administrators experience the least. Engineers and executives were placed in intermediate position. The study concludes by saying that Working women face the daily hardships and stressors as a part of their life but their adverse effects are countered by their work place and social interactions with others act as a buffers.

III. Materials and Methods

3.1 Aims and Objectives

The present study is focused on the Well-being of IT Women Professionals. Indian IT Women professionals working in the male dominated society have to face psycho-social and cultural barriers on one hand and the pressure at Work on other hand. In spite of many struggles and barriers, many women continue to work as successful career mother, while others who are unable to withstand the pressure quit the job. How happy are the modern women in this new field? How satisfied are they in life, and job? and What is their level of Psychological well-being are the key objectives of the researcher?

3.2 Hypotheses

- There is a significant relationship between Life satisfaction and Psychological well-being IT Women professionals.
- There is a significant relationship between job satisfaction and Psychological well-being of IT Women professionals.

3.3 Significance of the study

At present modern world, marked by international competition, changing technology, changing workplace scenario and higher demands from the customers, it is essential to develop and look after the well being of the employees as they are the real assets of the organization. At the same time it is equally important to look after the wellbeing of women employees also, as they are burdened with triple tasks of Work, Household and child care responsibilities. The employment potentiality of IT industries in India has driven large number of young women into this sector and they have proved their efficiency. To sustain them in their career, looking after their well-being is very essential.

3.4 Sampling

The universe of the present study consists of female employees working in one of reputed IT companies in Chennai. The Researcher adopted a simple random sampling method for the present study and data was collected from 80 female employees who have more than 5 years of experience.

3.5 Tools of data collection

The 42 item version of Ryff's psychological wellbeing scale (1989) has been adopted for the present study. Respondents rate statements on a scale of 1 to 6, with 1 indicating strong disagreement and 6 indicating strong agreement. Responses are totaled for each of the six categories (about half of the responses are reverse scored). Measures of Life satisfaction and job satisfaction was obtained from the study conducted by Diener, et.al., (1985) and Hackman, J.R., & Oldham, G.R., (1975). The life satisfaction was measured using 5 items and job satisfaction was measured using 4 items. The response options ranged from (1) "Strongly disagree" to (5) "Strongly agree". Self-prepared interview schedule was developed to study the socio-demographic characteristics. The data was analyzed by using SPSS (Statistical Package for Social Sciences). Pearson's Correlation was used in this study. Since the sample size is small, the data collected may not be appropriate for wider generalization.

IV. Results and Discussion

4.1 Socio-Demographic Profile

The mean age of the respondents was 28.7 years and their average work experience was 6 years. Respondents from multiple Educational backgrounds work in IT sector. More than one fourth of the respondents (31.3%) have studied B.E and M.E respectively. 12.5% of the respondents have studied B.Sc. More than one third of the respondents (37.5%) work as Software Engineer and exactly three fourth of the respondents (75%) work in the Middle level of Management. An overwhelming percentage of respondents (87.5%) come from urban areas and only 12.5% of the respondents come from rural areas. With regard to their marital status, nearly three fourth of the respondents (68.8%) are married and 31.2% of the respondents are unmarried.

37.5 percent of the married respondents have selected their partners of their own whereas 31.3% of the respondents had gone for arranged marriage. We can infer from the findings that the employment potentiality for women has given independence to women to select their own partner, in spite of the strict cultural practices prevailing in Indian society. Many women stay single even after 28 years of age. The average age at the time of marriage of the respondents was 27 years. When we look upon the number of Children, Half of the married respondents had Children and 13.8% of the respondents did not have any children.

When asked about the reason for going to work, majority of the respondents (31.3%) replied that, Financial Independence and security as the important motive behind their work. Others replied that they had passion for work, to be independent, to avoid depression and loneliness and to spend spare time, to have a better life style, improve the skills, to get updated in the field, to be career oriented and the need for dual income as the reasons behind their work.

Table I. Level of Psychological wellbeing, Life satisfaction and Job satisfaction

S.No	Variable	Low(%)	High(%)
1.	Psychological well being	50	50
2.	Life satisfaction	56.2	43.8
3.	Job satisfaction	68.8	31.2

From the above TABLE I, it is inferred that exactly half of the respondents had low level of psychological well-being and the other half of the respondents had high level of Psychological well-being. With regard to the Life satisfaction, more than half of the respondents (56.2%) of them had low level of life satisfaction and the remaining 43.8% of the respondents had high level of life satisfaction. Respondents are very low in the level of job satisfaction(68.8%) and only 31.2% of the respondents had high level of job satisfaction. The findings show that the IT Women Professionals are good in eudemonic part of Well-being and low in the hedonic part of well-being. Low level of job satisfaction is obvious in the IT Industries, which is mainly due to the work pressure, double burden of women, lack of spousal support and guilt developed in the mind of women when she is unable to perform her role effectively at workplace and at home. 20% of the respondents wanted to leave the workplace inspite of their good salary.

As we have already seen, job satisfaction is linked to the personal well-being of the individuals and it is obvious that the job satisfaction would affect the well-being of these women working in IT Industries.

4.2 Findings related to hypothesis

Table II. Pearsons correlation

S.No	Psychological well being	Correlation Value	Statistical Infernce
1.	Life Satisfaction	.850	p< 0.005 significant
2.	Job Satisfaction	.708	p< 0.005 significant

The first part of the TABLE II shows that there is significant relationship between Psychological well-being and Life satisfaction of the respondents. The second part shows that there is significant relationship between Psychological well-being and job satisfaction.

V. Suggestions

The present modern era has opened up plethora of opportunities, particularly for IT women to be independent financially, bold, decide their future by themselves and has given social status and identity in life. They are able to learn a lot, update themselves, relate with others and they are able to significantly contribute to the community which is an essential part of well-being. Even then both the hedonic and Eudemonic part of well-being are low in IT Women professionals. The main reason put forth is the responsibilities of household care and child care together with work stress. Extra demand for performance, long working hours, nature of job, constant updation, changing technology, lack of networking after office hours, avoidance of travel puts them at a disadvantaged position than men. This sometimes leads to dissatisfaction at job. In order to withhold the job they have to sacrifice their enjoyment, happiness and happiness of the family as well. The attractive package of salary makes them blind for family relationship. And at one stage they get caught in the guilt of not being a good mother or a responsible wife. Here are some suggestions to improve the well-being of IT professionals.

- Creating a more supportive work environment to the employees to identify and implement the types of support they need and better inform them about the policies that may be available to them.
- Giving employees the explicit rights to refuse overtime work. Providing employees this facility will be effective in reducing overload. This may reflect in increased ability of employees to schedule their time with family and work.
- Mentoring by a senior person.
- Support from the spouse and family.
- Leisure and recreation are crucial components of a balanced and healthy life. This provides with a sense of identity away from work activities and it encourages personal growth and self-experience. This kind of recreational activities reduces symptoms of depression, stress and anxiety and provides an outlet for mind.

VI. Conclusion

Appointing social workers/counsellors in IT Industries can help the organization to address the issues of low wellbeing among IT women employees. Issues of low wellbeing can be sorted out through case work and group work. Through community organization programs, IT women can be educated about the importance of well-being, prioritize their needs and restructure their work schedule accordingly. Moreover men should be sensitized about the needs and importance of women, so that they would be a moral support for them in all their endeavours. Well-being of employees leads to the well-being of the organization. It enhances commitment and in turn leads to competitive advantage in the business. Hence it is the need of the hour to look after the well-being of the important resources i.e., IT Women professional for the betterment of the women, organization and society at large.

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