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IMPACT OF WORK LIFE BALANCE ON THE QUALITY OF LIFE OF WOMEN EMPLOYEES IN IT SECTOR

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ABSTRACT
The impact of work-life balance on women employee is a crucial issue that has gained significant attention recent years. The ability to balance the demands of work and personal life is referred to as having a "work-life balance.", including family responsibilities, leisure activities and personal development. For women employees achieving work life balance can be particularly challenging due to traditional gender roles, social expectations and the persistent gender wage group. Women are often expected take on more caregiving responsibilities than men, which can make it difficulties to balance work life and personal life. It can affect their physical and mental health, their job satisfaction and performance, and their ability to advance in career. Additionally, it can impact their families, as well as society as a whole. Achieving work-life balance can be more challenging for women, particularly those with caregiving responsibilities or family commitments. As a result, some women may prioritize their personal lives over career advancement, leading to slower career progression compared to the male counterparts. Balancing professional and personal responsibilities can lead to increase stress and burnout for women. Sample was selected from 135 women employees in IT Sector.

KEYWORDS: *Work life balance, Quality of life*

INTRODUCTION
In today's world of rapid technology developments and constantly evolving workingconditions, the concept of work-life balance has risen to prominence as a vital component impacting individuals' overall well-being and success. As the boundaries between professionalresponsibilities and personal goals blur, the search of a harmonic balance between work and life has become a top priority for both people and businesses. Work/life balance, in its broadestsense, is "defined as a satisfactory level of involvement or fit between the multiple roles in a person's life". Achieving work-life balance involves effectively managing the responsibilities of both one's job and personal life, including family responsibilities, leisure activities and personal developments. Work-life balance refers to the equilibrium that an individual attempts to attain between their professional and personal duties. It involves successfully managing andallocating time and energy to work-related duties as well as non-work-related activities such as family, hobbies, social contacts, and personal well-being. Maintaining physical and mental health, avoiding burnout, fostering relationships, and leading life to its fullest as a whole all need a healthy work-life balance. Another important aspect is quality of life. The term "quality of life" refers to an individual's or a community's general well-being and contentment in their daily lives. It is a broad conceptthat considers a variety of aspects that contribute to a person's happiness, health, and contentment. While quality of life is subjective and varies from one to another. This aspect is covered by basic medical care, annual health checkups, the ability to accomplish all daily tasks, mental health conditions, the opportunity to learn things in society, living happily in the community, current house conditions, a good health care system and services.

Women working today contribute significantly to the transformation of economies, businesses, and society. Significant progress has been achieved toward gender equality in the workplace throughout the years, however problems and discrepancies remain. Women have broken down barriers to hold positions of leadership, excel in numerous professions, and contribute to innovation and growth. Juggling multiple roles, such as being an employee, mother and partner can take a toll on their mental and physical wellbeing. According to Thangjam Ravichandran, Dr G Radhakrishna Murthy, Amit Verma, Dr Lakhvinder Kaur (2022), A female employee spends practically all of her time working and takes away our time with friends and family. Working women have limited time available. In the current competitive environment, everyone is working hard, leaving them with little time to complete both their individual and family obligations. Work-life balance and quality of life have a fundamental and interdependent relationship, with substantial consequences for individual well-being and overall life satisfaction. Achieving a harmonic balance between professional responsibilities and personal activities has a direct impact on the

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quality of life that individuals enjoy. Individuals who are able to properly manage their time, energy, and obligations create an atmosphere that promotes improved physical health, mental well-being, and meaningful connections. When women are given the ability to balance their work and personal life, it creates a ripple effect that affects their physical health, emotional well-being, relationships, professional satisfaction, and personal fulfillment. This interplay between work-life balance and quality of life emphasizes the crucial need of recognizing and supporting women employees' specific problems and objectives, eventually building an environment in which they can prosper both professionally and personally.

STATEMENT OF THE PROBLEM

This study is conducting on the topic "Impact of work life balance on the quality of life of women employees". It is conducted to know whether there is any impact of work life balance on the quality of life of women employees and to know the various factors of work life balance and the quality of life. The population of the study is the women employees in the IT. sector. The study also gives importance to the effect of demographic factors such as the age, marital status and experience on work life balance. Work-life balance can have an impact on the physical and mental health of female employees. Long work hours, job stress, and a lack of time for self-care can result in burnout, anxiety, and depression, as well as other physical health issues such as cardiovascular disease and obesity. It also has an effect on their job happiness and performance.

They are more likely to be satisfied with their jobs and perform better when they can combine their work and personal lives. This can also lead to increased retention and decreased absenteeism. It also has an impact on their capacity to spend time with their family and participate in social activities. Finally, it has an impact on societal well-being. Women who can attain work-life balance are more likely to participate in the labor force and contribute to the economy. Understanding work-life balance concerns unique to female employees helps to improve diversity and representation inside the organization. A person's quality of life is important because it affects not just an individual's personal well-being and happiness, but also has broader societal and economic implications.

Overall, researching the influence of work-life balance on a woman's quality of life is critical for understanding her particular issues, promoting gender equality, and establishing a more supportive and inclusive work environment for women employees and the business.

OBJECTIVES OF THE STUDY

The study is conducted with the following objectives:

- To study the work life balance of women employees in IT sector
- To study the quality of life of women employees in IT sector
- To analyze the relationship of work life balance and quality of life of women employees
- To analyze the effect of age, marital status and experience on work life balance ofwomen employees

METHODOLOGY

The study is descriptive in nature. A population of women employees of IT sector was taken for the study. This study mainly focuses on the impact of work life balance on quality of life of women employees and the effect of demographic characteristics of the women employees such as age, marital status and experience.

RESULTS AND DISCUSSION

The purpose of this study is to learn more about the relationship between work-life balance and the quality of life of women employees in the IT industry, as well as the relationship between these two variables and demographic factors like age, marital status, and experience.In addition, to determine whether there is a significant impact of work-life balance on women employees' quality of life. Major findings identified from the study are: -

- Family work conflict: - It refers to a situation where there is a struggle in the responsibilities and demands of work because of family related strain. This study reveals that 42% of the respondents facing family work conflict.
- Work family conflict: - It refers to a situation where there is a struggle in the responsibilities and demands of family because of work related strain. This study shows that 40% of the respondents facing work family conflict.
- Family satisfaction: - Family satisfaction refers to the overall contentment, happiness, and fulfilment experienced by members within the family. According to the study 52% of the respondents are satisfied with the family.
- Work satisfaction: - It refers to the level of contentment and fulfilment an individual experiences in their employment. 43% of the respondents are not satisfied with theirwork.
- Psychological health: - It refers to the state of well-being that involves emotional, psychological, social aspects of an individual's life. It shows that 47% of the respondents are having good mental health.
- Quality of life:- It refers to the overall well-being and satisfaction that an individualexperiences in various aspects of their life. This study reveals that 53% of the respondents are satisfied with their quality of life.
- The study finds that there is a significant impact of work life balance on quality of lifeof women employees in IT sector.
- The study reveals that there is significant relationship between the age and the worklife balance of women employees in IT sector.
- It shows that there is no significant relationship between the marital status and theexperience on the work life balance of the women employees in IT sector.
- From the Likert point scale analysis, it is visible that there is an impact but there is alimited influence of work life balance

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on the quality of life.

Suggestions of the study

- **Prioritize Tasks:** To prioritize tasks and concentrate on the most importantones, both at work and at home, use effective time management practices.
- **Practice Self-Care**: It is important to look after your physical and emotional health. To lessen stress, acquire regular exercise, adequate rest,and relaxation training.
- **Delegate and Share Responsibilities**: Share caregiving and home dutieswith other family members. Assign tasks and seek participation from everyone.
- **Set Clear Boundaries**: Set up definite boundaries of separation between work and family time. To manage expectations, let your family and employer know when you'll become accessible.
- **Practice Mindfulness and Meditation**: Deep breathing exercises or mindfulness meditation can help you manage stress and improve your emotional wellbeing.
- **Prioritize Sleep**: Get enough quality sleep each night. Establish a regularsleep schedule and create a relaxing bedtime routine.
- **Regular Exercise**: Physical activity is linked to improved mood and mental health. Aim for regular exercise, whether it's walking, yoga, or anyform of physical activity you enjoy.
- **Set Clear Goals**: Establish clear, achievable goals that provide direction and a sense of accomplishment. Regularly review your progress and celebrate your achievements.
- **Positive Relationships**: Build positive relationships with colleagues and supervisors. A supportive and collaborative work environment can greatlyenhance job satisfaction.

CONCLUSION

The study shows the work life balance and quality of life of women employees in IT sector. Work life balance includes the aspects, situation where there is a struggle in theresponsibilities and demands of work because of family related strain, a situation where there is a struggle in the responsibilities and demands of family because of work related strain, the overall contentment, happiness, and fulfilment experienced by members within the family, the level of contentment and fulfilment an individual experiences in their employment and the state of well-being that involves emotional, psychological, social aspects of an individual's life. Quality of life refers to the overallwell-being and satisfaction that an individual experiences in various aspects of their life. Achieving a healthy work-life balance is crucial for overall well-being and can affect various aspects of a woman's life, including physical health, mental well-being, family relationships, and personal fulfilment. Work-life balance for women employeesis an important and complex topic that takes into account the challenges and opportunities women face in managing their professional and personal lives. The study's objective is to analyse the relationship between work-life balance and the quality of life of female employees. It concludes that while there is a relationship between the two, it only has a little impact.

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