

AN EMPIRICAL STUDY ON EMPLOYEES' WORK-LIFE BALANCE THROUGH EMOTIONAL INTELLIGENCE IN I.T. SECTOR IN HYDERABAD CITY

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ABSTRACT

An employee with satisfaction in their job evidently yield high productivity and makes the organization to think over employee centric attitude to develop them to work more efficiently in their job. The changing demographic pattern of employees in any part of the world coupled with environmental and working culture induces them to work for effective output by contributing augmented efficiency. The correlation between economic and social need progressiveness is always directly proportional to balance among employees need, the support of family, society, environment and the organisation they belong to. The growing work systems face the core problem of work life balance in today's organisational scenario. The effect of work life balance both in positive and negative parlance leads to unprecedented changes among the employees in their physical, psychological and social aspects. The employees individual understanding themselves and managing skills of various circumstances have great influence on their work life balance and in this aspect the emotional aspect plays a pivotal role. The present paper aims to identify the employees' perceptions on the impact of emotional intelligence on work-life balance in I.T. sector. The present analyses the employees' perceptions with respect to their demographic variables. The I.T. companies located in Hyderabad city are considered for the study where 360 I.T. employees randomly selected from the companies located especially in Madhapur and gachibowli areas of Hyderabad as the sample respondents.

KEY WORDS: *Emotional Intelligence, Work Life Balance, I.T. Sector*

1. INTRODUCTION

1.1. Emotional Intelligence

Emotional Intelligence is a deposit of traits and competencies that confines an expansive gathering of personage abilities and temperaments, normally referred to as soft skills and inter/intra personal skills, that are outside the traditional areas of detailed awareness, universal cleverness, and scientific or specialized skills. Emotions are built-in components of our biological frame, and each sunrise they stride into the office along with us and influence our behaviour. According to the psychological studies held so far narrates that thoughtful and scheming emotions play noteworthy position in heartwarming environments of one's professional and personal lives. Emotional Intelligence is the ability to

perceive, understand and reflectively manage one's own emotions and those of others (Slasky & Cartwright, 2002). Emotional intelligence can also be considered as a strong forecaster employees' performance in the workplace. In a general observation, the employees with top end performance in their job will survive for a longer duration in the organization (Prentice & King, 2011). Now-a-days, organizations are looking for the employees' who are emotionally intelligent to serve their customers in an improved line of attack and can create/maintain a lively working environment. By enhancing one's emotional intelligence can reduce their occupational stress (Chaudhry & Usman, 2011). A considerable raise of emotional intelligence may lead to reduce occupational stress (Kalantari et al, 2012).

1.2. Work-Life Balance

In the present circumstances of an employee in his/her job, it has become a challenge to balance work life and personal life. In general, to state the above mentioned problem the corporate term used frequently is "Work-Life Balance". It is the word used to portray the practices at the workplace that concede and aim to shore up the employee requirements in achieving a balance between the demands of his/her work life and personal life (family life). It has become a challenge in employee's life at every stage of career growth in all sectors. The present competitions in the global scenario has forced organizations not only to guarantee but also encourage a practical and workable work life balance by meeting the demands of both employees personal life and organizations. A significant facet of work-life balance can be observed from the employee by checking the amount of time spent in his job and working hours.

1.3. Emotional Intelligence Vs Work-Life Balance

From the past studies it is generally observed and considered that an employee with elevated emotional intelligence will have privileged work-life balance because the employees with elevated E.I. can be able to manage with the end results which come up out of stress whereas the employees with a lesser amount of emotional intelligence won't be in a position to overcome stressful circumstances. In addition with the above, it is an open fact that in a group of employees with higher EI can influence the emotions of others to make them to maintain a satisfied professional and personal life. Emotions which are always ignored by an employee play a key role to success. There is one emotional encumbrance "you must put your emotions into your work" is a common phrase which we often heard in life. In many regards it becomes true but there should be some control on it or we need to put some restrictions on it. Emotional intelligence becomes a decisive part of managing human resources. With an exceptional prominence all through the last two decades it has been researched on its importance in the workplace. And hence, the present study tries to understand the relationship between Emotional Intelligence and Work-Life Balance of employees in IT Industry.

1.4. Information Technology in India

Information technology in India is an industry consisting of two major components: IT services and business process outsourcing (BPO). The sector has increased its contribution to India's GDP from 1.2% in 1998 to 7.5% in 2012. According to NASSCOM, the sector aggregated revenues of US\$160 billion in 2017, with export revenue standing at US\$99 billion and domestic revenue at US\$48 billion, growing by over 13%. USA accounts for more than 60 per cent of Indian IT exports.

1.5. Emotional Intelligence and its requirement in IT Industry

As many researches say that the employees' with emotional intelligence will balance their profession and personal life in a perfect way to reach their goals. The work-life imbalances can be seen commonly in maximum range of IT professionals in India. This may happen due to lack of awareness of the concept of emotional intelligence; with continuous and hefty working schedules they may lose their control on their emotions which results large gaps with their family or professional mates. So, previously there might not be a chance of knowing the roots for these gaps, but after

many research contributions of academicians, corporate personalities the organizations especially the IT sector organizations are encouraging their employees by providing suitable ways/programs to get rid of their work stress and have a self control on their emotions which leads to balance their work and personal lives equally. Technical Skills – which are essential for IT employees can be learned easily by them because they have to survive in their designation, organization and in the market competition as well.

1.6. Work-Life Balance in Information Technology Sector

In the entire world, the industry with long working hours, overloaded work, and with continuous technical skill up-gradations along with market mostly considered as Information Technology Industry. The above mentioned can be considered as the special and routine characteristics of an IT job which makes the employees to jump into an ocean called 'stress at workplace', where the employees have to keep on swim to reach their seashore daily. And the result of this workplace stress can be seen at their homes with family conflicts as well as downsizing employee relations in the organization. Thus this ends with an imbalance in one's personal and professional lives. Thus, in IT industry we can observe most of the employees suffering with the lack of control on their emotions which can help them to balance their work and family life.

1.7. Role of Emotional Intelligence and its impact on Work-Life Balance

The conundrum of work-life balance by balancing both social and professional life always being disturbed the aspects of "human emotions". The inborn moral fiber that must be uttered through various psycho-motor system of body at distinct circumstances depending on different contextual demands; especially among IT professionals working service demanding industry with gargantuan technological savoir-faire reveals the imbalances in their work and personal life outlines. Many IT employees are unable to cope up with work-life imbalances due to lack of grip or control on their emotions and also with the lack of knowledge on procedures or techniques how to bring their emotions in control and this becomes as inferiority leading to physiological, psychological hindrances in the employees' life as well as in the entire IT industry where the employees have to keep on swim to reach their seashore daily. And the result of this workplace stress can be seen at their homes with family conflicts as well as downsizing employee relations in the organization. Thus this ends with an imbalance in one's personal and professional lives. Thus, in IT industry we can observe most of the employees suffering with the lack of control on their emotions which can help them to balance their work and family life.

2. REVIEW OF LITERATURE

The recent organisational scenarios have started to give due weightage for employees' emotional intelligence at work places and its application on their behavioural patterns. There are continuous studies and researches are being carried out related to employees' emotional intelligence and its impact on their behaviour and balancing aspects. Information technology is the fast growing and demanding sector and which need more emotional balancing part from employees for the effective execution of jobs. The reviews on these areas are very limited due to recent inception of Information technology in India.

Sachin Gupta (2016) "conducted a research titled "Emotional Intelligence and Work Life Balance of Employees in the Information Technology Industry" opined that emotional intelligence is set of qualities and competencies which are submitted as soft skills, inter/intra personal skills. He orated that the concept work life balance is a taxing subject for IT leaders, managers, etc which has become an attracting attention for researchers to conduct research studies on work life balance of employees especially in IT sector. Thus the researcher attempted a research plan to contribute with a new outlook to the areas of human resources and behavioural sciences with special reference to emotional intelligence in relation of employees' work life balance in IT organizations. A deep analysis of secondary data available on this research area, it was concluded that emotional intelligence has superior impact on employees performance."

Vanitha (2011) "aimed to explain the role of emotional intelligence on work life balance of employees with special reference to IT sector. Along with this, the author extended the aim of the research to explore the reasons for work life balance and imbalances and its impact, the role of emotional quotient on employees work life balance. From the deep analysis the researcher found and concluded that the employees with emotional intelligence are having control over their impulses and anger, they also endure unpleasant events and stressful situations, experience happy life and will become a cooperative member of the group both in profession and in personal life. These employees are most prone to seen as participative, self-aware, composed and balanced."

Janet Bina and Dr. A. John Peter (2014) "conducted a review study to explore the impact of emotional intelligence on work-life balance with a global perspective. The research was stressed to see the sights of emotional intelligence in playing a significant role in balancing work and family related outcomes. From the review of existed literature on the subject, the authors concluded that the employees with emotional intelligence are highly self motivated with their work and family activities. They can meet their role demands without experiencing much stress and these individuals can understand other emotions. They can make better bonds with people around them and also they are empathetic towards others. And hence the research review findings say that an employee with balanced emotional intelligence can balance their work-family activities."

Srividhya and Sharmila (2014) "conducted a study on importance of emotional intelligence in work life balance of women employees. In this study, the authors opined that it is an important task for every organization to conduct periodical reviews on the working processes and practices to know which commotions leads to work inefficiencies and stressors that create workplace stress among employees and give proper contextual training sessions for the employees to be intelligent emotionally which in turn balances both work and personal life tasks of an employee. The authors have undertaken this study to show up the role of emotional intelligence in women's work-life balance. After a thorough analysis of the present study, the authors suggested few points for organizations to train the employees with regard to emotional intelligence which will balance the work and personal lives of employees."

P. Shylaja and Dr. Ch. Jayasankara Prasad (2017) "preaches that global rise of information and technology instead of making life easy, it is creating a problem of overloaded information with more perplexities leading to work

place stress and thereby affecting the balanced bridge in between work and personal life. The authors after reviewing the available subject related literature felt that the organizations should come up with effective and efficient work-life balance policies and programs and promoting an organizational culture that supports use of available policies which will help them to reduce the work-life conflict for employees. The researchers suggested that the organizations have to conduct some training programs or workshops on the concept of work-life balance and emotional intelligence for their employees to create awareness on the concept of emotional intelligence and its important in their life and also how emotional intelligence helps them to balance their professional and personal lives to lead a happy and satisfied work-life balance."

Prof. T. Ravi Kumar (2014) "organized a research on "Emotional Intelligence and Work Life Balance of Women IT Professionals in Bangalore", and orated that Emotional Intelligence is the ability to monitor one's own and other people's emotions, to discriminate between different emotions and label them appropriately, and to use emotional information to guide thinking and behaviour. According to him, the concept work-life balance is a concept including proper prioritizing between work and lifestyle. The researcher gave an attempt to study the relationship between the emotional intelligence and work-life balance and raised a question i.e., what is role of emotional intelligence in balancing work-life of women employees especially IT professionals. From the analysis of data driven from the survey method, it was found that women IT employees with respect to specific demographic profiles has higher level of perception on emotional intelligence. And the final results of the study narrates that there is significant impact of emotional intelligence on work-life balance of women IT professionals in Bangalore city."

2.1. Significance of the Study

The present research is concentrated to extract the actual facts of the employees' perceptions on emotional intelligence and its impact on work-life balance with respect to IT sector companies. This research covers the employees' awareness on emotional intelligence and its uses in their career enhancement, the present status of their work-life balance and also judges the original reflections of IT employees' emotional intelligence and its impact on their work-life balance. The researcher is with expectations that the research findings will help the employees' to know their level of knowledge or awareness on the relationship between emotional intelligence and work-life balance. The entire research work has been initiated and completed only in Hyderabad City covering employees from various IT companies with a convenient sampling technique.

2.2. Objectives of the Study

1. To examine the employees perceptions of emotional intelligence among IT professionals in Hyderabad City in association with their demographic attributes.
2. To extract the level of employees awareness on the benefits with the relationship between emotional intelligence and work-life balance.
3. To explore the role of emotional intelligence on work-life balance of IT employees in Hyderabad City.

2.3. Hypotheses of the Study

Null Hypotheses:

1. H_{01} : There is no significant difference among the male and female employees towards their perceptions on emotional intelligence and work-life balance.
2. H_{02} : There is no significant difference among the married and un-married employees towards their perceptions on emotional intelligence and work-life balance.
3. H_{03} : There is no significant difference among the employees from various age groups towards their perceptions on emotional intelligence and work-life balance.

2.4. Scope of the Study

The concept of mentioning "Scope of the study" is that every research with its objectives will leave a trail by showing a route to hold and helps to pull out a new module of research to conduct as a sequence for the previous topic related study. Here, the present study also leaves a route to go with sequential studies. The present study only focuses on the role of emotional intelligence on employee work-life balance. The results of this study may lay down a way for conducting further research to find out the relationship between emotional intelligence and its impact on employee performance. The present study is purely an empirical study depending on the primary data collected from the well structured questionnaire using a field survey method and by applying few statistical tools.

2.5. Limitations of the Study

Due to constriction of time, cost and available resources, the research has been restricted only to the Madhapur and Gachibowli areas in Hyderabad City and the result of the present research cannot be generalized with all over IT Industry. Depending on the reliable information given by the selected sample respondents, the analysis and conclusions were drawn but these perceptions of employees may change time-to-time along with the changes in the situations. Only, sincere efforts were made to cover maximum employees from the selected sample. The results of the study can be considered as opinions of IT professionals in the selected sample but cannot reflect with the same opinions of all IT professionals in IT sector.

3. RESEARCH METHODOLOGY

3.1. Data Collection Tools

3.1.1. Primary Data: The data which is created for the first time to evaluate the original information from the respondents by the researcher can be considered as a Primary Data. And this data is collected using a universal data collection tool called 'Questionnaire' using survey method. The questionnaire consists of multiple choice questions with a simple language which is easy to understand.

3.1.2. Secondary Data: The data gathered from the existing sources of information related to the research context which is published in all modes like print, online etc. can be taken as a secondary data. The major data is collected from internet, national and international journals, online business news websites etc.

3.2. Sampling Methodology and Sampling Techniques

The current research study is to explore the role of emotional intelligence on employees' work-life balance in IT Sector and the descriptive research method was selected for conducting research. For this, the researcher has to select the sample respondents (employees) from the various IT companies located in Hyderabad City. If the employees working in all the IT companies in Hyderabad City are considered as the total population available for the research, the sample selection is a critical task for the researcher as the population size is more and counted in lakhs. So, here the researcher attempted to adopt convenience sampling technique and quota sampling technique to define the sample size and sample respondents.

3.2.1. Sample Size

As mentioned above, with the implementation of convenience and quota sampling techniques the researcher defined the sample size as 360 (respondents). The sample (n=360) consists of IT professionals chosen from multiple software companies located in Madhapur area from Hyderabad City.

3.2.2. Statistical Tools

The following are the statistical tools applied for testing the above structured hypotheses in relation with demographic details of the selected respondents (IT professionals). The statistical analysis is planned with the help of Microsoft-Excel using Data Analysis tab.

1. Karl-Pearson's Correlation Co-efficient
2. ANOVA-One Way Classification

4. DATA ANALYSIS & INTERPRETATION

In this chapter, the primary data collected through well structured questionnaire is the major source for analyzing actual opinions of employees from I.T. Industry located in Hyderabad City. The data collection has been covered with great support given by CDK Global Company located in Hyderabad. The primary data has been classified according to their demographic profiles and then the major responses or opinions given by the respondents were utilized for testing the hypotheses framed in the part of research methodology. The following statistical tools were selected to test the hypotheses:

1. Karl Pearson's Correlation Coefficient
2. ANOVA One-Way Classification

Analysis of responses based on GENDER status using Karl Pearson's Correlation Coefficient

PART-I: Statistical Analysis based on Gender

The present section of analysis reflects an attempt to know the relationship between male and female I.T. employees' (respondents) about their perceptions on Emotional Intelligence using Karl Pearson's Correlation Coefficient.

TABLE – 4.1.1: EMOTIONAL INTELLIGENCE

Questionnaire on "Emotional Intelligence"		
S. No.	Variable	Correlation (r)
SELF AWARENESS:		
1	I always know which emotions I am feeling and why.	0.95
2	I am aware of my strengths and my weakness with past experiences.	0.93
SELF REGULATION:		
3	I am quite capable of controlling my own emotions and act ethically and be calm in stressful situations.	0.85
4	I admit my own mistakes and confront unethical actions in others.	-0.65
5	I hold myself accountable for meeting my objectives with my commitment to keep my promises.	0.67
6	I smoothly handle multiple demands, shifting priorities and generate new ideas.	0.85
SELF MOTIVATION:		
7	I am result oriented, with a high drive and committed work to meet my objectives and standards.	0.94
8	I am always ready to grab opportunities and pursue goals beyond what is required or expected of me.	0.87
9	I act from hope of success rather than fear of failure and initiate my actions to create possibilities for future.	0.86
10	I see obstacles as opportunities to learn and develop.	0.88

Source: Questionnaire

Interpretation: From the above analysis, it says that there is a positive correlation between the responses given by both male and female respondents towards their perception on emotional intelligence in most of the cases and it shows that there is no significant difference between male

and female respondents about their perception on emotional intelligence in the variables whose correlation value is positive. But, there is a significant difference among male and female employees and has negative relationship ($r = -0.65$) towards their perception on the statement "I admit my own mistakes and confront unethical actions in others".

TABLE – 4.1.2: WORK-LIFE BALANCE

Questionnaire on "Work-Life Balance"		
S. No.	Variable	Correlation (r)
PERCEPTION OF WORK-LIFE BALANCE:		
1	I am able to have a fulfilling personal life and adequately perform my work life responsibilities	0.85
2	A good work life balance helps retain good ethics in profession	0.71
3	My family supports me in work life balancing	0.86
WORK INTERFERING WITH FAMILY LIFE:		
4	After work, I come home too tired to do some of the things I would like to do	-0.74
5	My family/ friends dislikes often when I am preoccupied with my work while at home	0.86
6	Lack of work life balance has had an adverse impact on my family life	0.64
7	My job makes personal life difficult	0.69
FAMILY INTERFERING WITH WORK LIFE:		
8	I am often too tired at work because of the things I have to do at home	-0.75
9	My administration and peers dislikes often when I am preoccupied with my personal life while at work	0.88
10	Lack of work life balance has had an adverse impact on my work life	0.79

Source: Questionnaire

Interpretation: From the above analysis, it says that there is a positive correlation between the responses given by both male and female respondents towards their perception on emotional intelligence in most of the cases and it shows that there is no significant difference between male and female respondents about their perception on emotional intelligence in the variables whose correlation value is positive. But, there is a significant difference among male and female employees and has negative relationship ($r = -0.74$) towards their perception on the statement "After work, I come home too tired to do some of the things I would like to do". And

also there is a significant difference among male and female employees and has negative relationship ($r = -0.75$) towards their perception on the statement "I am often too tired at work because of the things I have to do at home".

PART-II: Statistical Analysis Based on Marital Status

The present section of analysis reflects an attempt to know the relationship between married and unmarried I.T. employees' (respondents) about their perceptions on Emotional Intelligence using Karl Pearson's Correlation Coefficient.

TABLE – 4.2.1: EMOTIONAL INTELLIGENCE

Questionnaire on "Emotional Intelligence"		
S. No.	Variable	Correlation (r)
SELF AWARENESS:		
1	I always know which emotions I am feeling and why.	0.83
2	I am aware of my strengths and my weakness with past experiences.	0.87
SELF REGULATION:		
3	I am quite capable of controlling my own emotions and act ethically and be calm in stressful situations.	0.91
4	I admit my own mistakes and confront unethical actions in others.	-0.56
5	I hold myself accountable for meeting my objectives with my commitment to keep my promises.	0.87
6	I smoothly handle multiple demands, shifting priorities and generate new ideas.	0.79
SELF MOTIVATION:		
7	I am result oriented, with a high drive and committed work to meet my objectives and standards.	0.94
8	I am always ready to grab opportunities and pursue goals beyond what is required or expected of me.	0.68
9	I act from hope of success rather than fear of failure and initiate my actions to create possibilities for future.	0.70
10	I see obstacles as opportunities to learn and develop.	0.69

Source: Questionnaire

Interpretation: From the above analysis, it says that there is a positive correlation between the responses given by both married and unmarried respondents towards their perception on emotional intelligence in most of the cases and it shows that there is no significant difference between married and unmarried respondents about their perception on

emotional intelligence in the variables whose correlation value is positive. But, there is a significant difference among married and unmarried employees and has negative relationship ($r = -0.56$) towards their perception on the statement "I admit my own mistakes and confront unethical actions in others".

TABLE – 4.2.2: WORK-LIFE BALANCE

Questionnaire on "Work-Life Balance"		
S. No.	Variable	Correlation (r)
PERCEPTION OF WORK-LIFE BALANCE:		
1	I am able to have a fulfilling personal life and adequately perform my work life responsibilities	0.69
2	A good work life balance helps retain good ethics in profession	0.73
3	My family supports me in work life balancing	0.89
WORK INTERFERING WITH FAMILY LIFE:		
4	After work, I come home too tired to do some of the things I would like to do	-0.81
5	My family/ friends dislikes often when I am preoccupied with my work while at home	0.78
6	Lack of work life balance has had an adverse impact on my family life	0.74
7	My job makes personal life difficult	0.81
FAMILY INTERFERING WITH WORK LIFE:		
8	I am often too tired at work because of the things I have to do at home	-0.86
9	My administration and peers dislikes often when I am preoccupied with my personal life while at work	0.78
10	Lack of work life balance has had an adverse impact on my work life	0.89

Source: Questionnaire

Interpretation: From the above analysis, it says that there is a positive correlation between the responses given by both married and unmarried respondents towards their perception on emotional intelligence in most of the cases and it shows that there is no significant difference between married and unmarried respondents about their perception on emotional intelligence in the variables whose correlation value is positive. But, there is a significant difference among married and unmarried employees and has negative relationship ($r = -0.81$) towards their perception on the statement "After work, I come home too tired to do some of the things I would like to do". And also there is a significant difference among married and unmarried and has negative relationship ($r = -0.86$) towards their perception on the statement "I am often too tired at work because of the things I have to do at home".

PART-III: Statistical Analysis Based Age Groups

In this part, the researcher tried to exaggerate the facts of employees' opinions towards the impact of occupational stress on employees' personal life. The data has been collected both from different age groups of the respondents who are faculty of engineering colleges located in Khammam City. Analysis of Variance (ANOVA) one-Way Classification has been applied to analyze the responses given by the respondents according to their age groups classified into four categories i.e. 20-30 yrs, 30-40 yrs, 40-50 yrs, above 50 yrs.

TABLE – 4.3.1: EMOTIONAL INTELLIGENCE

Questionnaire on "Emotional Intelligence"			
S. No.	Variable	ANOVA ONE-WAY	
		F-Value	H0 ACC/REJ
SELF AWARENESS:			
1	I always know which emotions I am feeling and why.	2.2269	ACCEPTED
2	I am aware of my strengths and my weakness with past experiences.	1.8141	ACCEPTED
SELF REGULATION:			
3	I am quite capable of controlling my own emotions and act ethically and be calm in stressful situations.	2.2479	ACCEPTED
4	I admit my own mistakes and confront unethical actions in others.	2.6032	ACCEPTED
5	I hold myself accountable for meeting my objectives with my commitment to keep my promises.	2.5702	ACCEPTED
6	I smoothly handle multiple demands, shifting priorities and generate new ideas.	1.1969	ACCEPTED
SELF MOTIVATION:			
7	I am result oriented, with a high drive and committed work to meet my objectives and standards.	2.8362	ACCEPTED
8	I am always ready to grab opportunities and pursue goals beyond what is required or expected of me.	2.6434	ACCEPTED
9	I act from hope of success rather than fear of failure and initiate my actions to create possibilities for future.	1.2118	ACCEPTED
10	I see obstacles as opportunities to learn and develop.	1.3533	ACCEPTED

Source: Questionnaire

Interpretation: From the above analysis, it shows that there is no significant difference between the responses given by employees' of various age groups towards their perception on emotional intelligence. Hence in this situation we accept the null hypothesis (H_0) in all cases mentioned above.

TABLE – 4.3.2: WORK-LIFE BALANCE

Questionnaire on "Work-Life Balance"			
S.No	Variable	ANOVA ONE-WAY	
		F-Value	H0 ACC/REJ
PERCEPTION OF WORK-LIFE BALANCE:			
1	I am able to have a fulfilling personal life and adequately perform my work life responsibilities	3.029	ACCEPTED
2	A good work life balance helps retain good ethics in profession	2.168	ACCEPTED
3	My family supports me in work life balancing	1.511	ACCEPTED
WORK INTERFERING WITH FAMILY LIFE:			
4	After work, I come home too tired to do some of the things I would like to do	2.392	ACCEPTED
5	My family/ friends dislikes often when I am preoccupied with my work while at home	1.047	ACCEPTED
6	Lack of work life balance has had an adverse impact on my family life	3.418	ACCEPTED
7	My job makes personal life difficult	2.182	ACCEPTED
FAMILY INTERFERING WITH WORK LIFE:			
8	I am often too tired at work because of the things I have to do at home	3.708	ACCEPTED
9	My administration and peers dislikes often when I am preoccupied with my personal life while at work	2.309	ACCEPTED
10	Lack of work life balance has had an adverse impact on my work life	1.429	ACCEPTED

Source: Questionnaire

Interpretation: From the above analysis, it shows that there is no significant difference between the responses given by employees' of various age groups towards their perception on work-life balance. Hence in this situation we accept the null hypothesis (H_0) in all cases mentioned above.

FINDINGS OF THE STUDY

It is found that most of the I.T. Employees based on their gender (male & female) and marital status (married & unmarried) are agreeing positively towards their perception on "Emotional Intelligence" and "Work-Life Balance". It is also observed that depending on various age groups of respondents, it is cleared that there is no significant difference between the I.T. employees of various age groups towards their perception on Emotional Intelligence and Work-Life Balance. One important drawback was identified in between the responses of male and female employees. It is identified that most of the female employees are opining (agreeing) that their work and job role are interfering their personal life when compared to male employees and vice versa.

CONCLUSION

The degree to which work and personal life activities are prioritized so that neither is neglected. High ratings on these behaviors were associated with the emotional intelligence measures of self regulation, self awareness and self motivation. It gives the impression that the employees (*selected sample respondents*) in IT sector are balancing their work and family lives equally by maintaining self regulation, awareness and

motivation in their profession which makes them to manage their emotions both in workplace and family life. The equal coordination with the workplace emotions are casting the employees in balancing their work and family lives as well.

SUGGESTIONS OF THE STUDY

The I.T. companies should concentrate more on implementing awareness programs on emotional intelligence and its importance in balancing both work and personal life among the I.T. employees.

- The I.T. companies should motivate their employees and also they should create a platform for the employees to manage their emotions by self and even on others.
- These employees also should take self initiation to balance their work and personal life by controlling their emotions in the home and in the work place.

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