

ADJUSTMENT OF MARRIED WOMEN WORKING IN INFORMATION TECHNOLOGY SECTOR IN SOUTH INDIA

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Abstract (10pt)

The Information Technology Industry has been one of the most dynamic industries in India. This is attributed to their highly skilled IT workforce, and their ability to speak English. As an industry, IT provides promising opportunities for the economic and personal advancement of everyone, including the women. Employed women play a more dynamic and pivotal role meeting the challenge. Women show great level of commitment in both phases of work and family. Work- life balance emerged as major issue interfering in the career progression of women. It explores the main barriers to women's career development. Due to structural changes in family patterns, and the demands in modern working life, reconciliation of work and family has become the key issue in the society. Henceforth the focus on adjustment strategies on the emotional dimensions becomes essential to achieve a balance in life, for employed women. This particular study gains significance since in a country like India where more weightage is given to the family, the traditional role of women is expected, which results in stress. Emotional well-being becomes very important especially in IT Sector as they level of work-life balance required is more. The study aims at understanding the emotional dynamics and socio-demographic influence of women working in Information Technology Sector.

Keywords:

Adjustment,
Emotional Adjustment
Women

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1. Introduction

Information Technology Business in India is transformed from a small sector to a large and growing Industry. The field of IT is highly competitive, provides more job opportunities and challenges to human resources. Human resources have to prove themselves in a challenging situation. The IT professionals have to concentrate more and think about each and every aspect of their work and so they are easily prone to distress psychologically. Family and work are the two most important domains in life for employed women. When conflicts between these two domains occur their consequences are reflected in both organization and domestic life. Family seems to have more impact on the work than vice versa. Being primarily responsible for household work, women express higher degree of stress and lower levels of satisfaction. This is particularly prevalent among highly educated women, with high levels of responsibility. Due to structural changes in family patterns, and the demands in modern working life, reconciliation of work and family has become the key issue in the society. Henceforth the focus on adjustment strategies on the emotional dimension becomes essential to achieve a balance in life, for employed women. The study aims at understanding the emotional dynamics and socio-demographic influence of women working in Information Technology Sector.

2. Research Method

The main aim of the study is to understand the overall adjustment of women working in IT sector in Chennai.

The major objectives of the study are as follows

1. To study the socio-demographic profile of the respondents.
2. To study the adjustment of women working in IT on emotional dimension.
3. To understand the adjustment problems of women in IT

Significance of the study

IT holds a unique promise for women in developing countries to empower them to move beyond their traditionally assigned roles, and to help them to take active participation in all areas of the economy. This role expansion is not without its added difficulties. The persistence of traditional norms in regard to women's essentially domestic roles and the addition of new work roles in the wider society have created problems of adjustment for women. The field of IT is highly

competitive. The job specifications are also loosely defined and hence the women in IT have to work in a challenging situation. Therefore, this study becomes important particularly in the current context when a large number of IT companies in India are experiencing change in the profile of their workforce.

Research Design

The researcher has employed descriptive cum diagnostic research design for the study as it aims at describing the characteristics of the respondents and study the association between the variables.

Hypotheses

1. As the respondent's individual income increases, their level of emotional adjustment also increases.
2. As the number of members in the respondent's family increases, their level of adjustment also increases.

Pre – test and Pilot study

As part of the pilot study the researcher approached two IT companies and also had discussion with IT professionals and collected some basic information about their working hours, management levels, their problems, etc. based on which the first draft of the questionnaire was framed. It was pre-tested with 30 respondents and found that a few questions could be clubbed as the questionnaire was too long.

Tools of data collection:

- Self-prepared Questionnaire to collect the socio-demographic profile of the respondents.
- Bells' Adjustment Inventory is employed to study the levels of Adjustment in various dimensions like, social, emotional. Occupational and health adjustments.

Universe and Sampling:

Universe refers to the married women working in IT sector. The study includes only married women working in the IT sector in Chennai. Totally 434 women were selected from fifteen IT companies, Stratified Random Sampling (proportionate) method is applied.

Operational definitions

Information Technology Sector

The Information Technology Sector is narrowly defined as those organizations concerned with the furtherance of computer science and technology, design and development, installation and implementations of information systems and applications.

Adjustment

Adjustment is a continuous process by which a person varies in behavior to produce a more harmonious relationship between him and the environment.

3. Results and Analysis

Results relating to the overall Sample

- Most of the respondents are in the age group of 26-30years (39.8%).It may be observed that 71.5% of the respondents are below 30years
- Nearly fifty per cent (47.6 %) of the respondents have children while 52.4%of the respondents do not have children.
- 36.4 per cents of the respondents have only one child.
- Majority of the respondents' spouse work in Non-IT sector while only 32.4 %of them work in the same IT sector.
- Major reason for choosing IT as their Career is the compensation andbenefits (41.4%) while the second major determinant is the Recognition /Status (27.6%).
- Nearly 70 per cent of the respondent's children complain about being a working woman. (66.9%).
- Most of the respondents (62.8%) suffer from Back ache, while 21.4 per cent of them suffer from stress.
- Majority of the respondents (68.3%) have felt that IT profession is suitable for women while 31.7 per cent of the respondents have felt that It profession is not suitable for women
- Nearly three fourth of the respondents (74.5%) have felt that they aremaking lot of compromises at home being an IT professional.
- Nearly 50 % of the respondents feel that, family, health and maternity aspects play a significant role in the career advancement of women.

- Major Home & emotional adjustment areas are Child care, Time Management, IT companies can face a downtrend at any point of time and hence need be mentally prepared even for a job loss.

One way analysis of variance among the respondents' Total Family Income and their levels of Adjustment with reference to emotional adjustment

Emotional Adjustment	Mean	S.D	df	Mean square
	50.7486	G1=3.66633	4	38.047
Between Groups	50.8602	G2=3.43129	430	15.282
Within Groups	48.8889	G3=4.92315		
	49.6667	G4=5.52484		
	50.3333	G5=3.97441		

It is understood from the above table that there is a significant association between the respondent's total family income and Emotional adjustment

It is also observed that majority of the respondents (79.3%) have low level of work-life balance with regard to their career issues. Nearly three fourth of the respondents (73.6%) have felt that they have low level of balance with regard to their leisure issues. Overall Scores reveal that half of the per cent of the respondents have low level of work-life balance. Hence concentrated efforts are essential to promote better work-life balance.

A common Women's forum to address their issues, can be formed in each company for which the organizations should permit so that, it will be a platform to discuss their issues and concerns

4. Conclusion (10pt)

Emotional imbalance is the result of the role overload and hence the understanding of the fact itself can help a lot. The willingness to interpret their personal feelings and knowledge on mental health and emotional well-being, will be very much helpful to maintain emotional balance and

avoid negative thoughts and feelings. Make the family members understand the nature of the profession, so that husband and children can understand your timings. Since the IT job market can face downtrend at any point of time, it is essential that the women in IT maintain their family in a safe economic zone, to avoid unexpected results, especially in a developing nation like India. Training programs on Time Management, Work-Life Balance, stress management and Group discussion programmes on coping strategies can be of great help to the women in IT Sector.

The extensive reach and penetration of information technology into virtually every area of society creates enormous opportunities for women. It is understood from the study that, most of the women have moderate level of adjustment. Following various adjustment strategies as quoted in the study will help the married women to climb up the ladder of professional excellence. It is to be understood that, apart from work and household activities, an equal focus is to be given on their health aspects and emotional well being. It is a welcoming trend to understand that Information Technology Sector promotes more of Joint and Extended family Systems, which prevent institutionalization of the aged and the children to a great extent.

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