



An Analysis Of Work Life Balance In The Corporate Sector Among It Employees In Chennai City

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Abstract- Work-life balance has emerged as a critical concern in the modern corporate environment, particularly within the Information Technology (IT) sector, which is characterized by demanding work schedules, high performance expectations, and rapid technological changes. This study, titled “An Analysis of Work-Life Balance in the Corporate Sector among IT Employees in Chennai City,” aims to examine the extent to which IT professionals are able to maintain a balance between their professional responsibilities and personal lives. The research focuses on identifying key factors influencing work-life balance, including working hours, workload, job stress, organizational support, and flexible work arrangements.

Keyword: Work-life balance, Information Technology (IT) sector, Chennai City, IT employees, working hours, workload, job stress, organizational support, flexible work arrangements, corporate environment, employee well-being, job satisfaction, work pressure, personal life, productivity.

I. Introduction

During the Industrial Revolution, workers endured long hours in shoddy factories in the late 18th and early 19th centuries. Early conversations about working conditions and the need for defined work hours were spurred by these incidents. The concept of "eight hours labour, eight hours recreation, eight hours rest," which was championed by early labour rights campaigns, became the basis of the modern concept of work-life balance that are most familiar today.

The Five-Day Workweek and the Shift to Quality of Life The emphasis gradually shifted to improving quality of life in the 1950s and 1960s as corporate jobs and a growing middle class emerged. The introduction of labour regulations and the five-day workweek in many Western nations expanded workers' leisure time and established the foundation for the work-life balance.

In the 1980s, the phrase "work-life balance" first appeared in the UK. The desire to strike a balance between work and home life grew in importance as professional and family obligations started to clash, especially as more women entered the workforce.

II. Significance / Importance Of Work Life Balance:

A strong work-life balance supports mental and physical health by reducing stress and preventing burnout. When employees have the time and space to recharge, they return to work more focused, creative, and energized. This not only boosts individual



performance but also contributes to higher levels of engagement and job satisfaction. Employees who feel that their personal lives are valued tend to be more motivated, loyal, and committed to their organization's success.

From a business perspective, promoting work-life balance is key to retaining top talent and reducing turnover. Companies that prioritize flexibility and employee well-being create an attractive workplace culture that appeals to skilled professionals. This leads to morale, stronger teamwork, and a more collaborative atmosphere, all of which drive innovation and success.

Enhanced Productivity

Employees can concentrate better on tasks when their work-life balance is balanced, which lowers distractions and burnout. Employees who have enough time for relaxation and personal development come back to work with inventiveness. This increased attention frequently results in more productive and high-quality work. Employees are better able to meet deadlines and accomplish goals, which benefits employers. Ultimately, a setting that is well- balanced fosters productivity.

Improved Mental Health

Achieving work-life balance lowers the risk of mental health conditions like depression as well as stress and anxiety. Workers who are able to take a break from their professional obligations to pursue hobbies or personal interests feel happy and fulfilled. Emotional resilience and decision- making are improved by this mental clarity. Employers who promote mental health also gain from having a more robust workforce.

Better Physical Health

People who manage their professional and personal lives have more time to focus on their physical health by exercising, eating healthily, and getting enough sleep. Workers who stay physically fit have a lower risk of developing long-term conditions like diabetes or high blood pressure.

Statement Of The Problem:

Corporate employees in South Chennai face growing challenges in maintaining a healthy work- life balance due to increasing work demands, long working hours, and the integration of technology that blurs the boundaries between professional and personal life. Factors such as heavy workloads, commuting stress, rigid work schedules, and limited employer support contribute to employee burnout, reduced productivity, job dissatisfaction, and mental health concerns. Many organizations have introduced policies to promote work-life balance, such as flexible work arrangements and wellness programs, but their effectiveness remains questionable as employees continue to struggle with managing their professional and personal responsibilities.

This issue is particularly significant in sectors like IT & Software Services, Banking, Education, Finance, Consulting, and Logistics, where job pressures, deadlines, and expectations are consistently high. Poor work-life balance not only affects employees' well- being but also impacts organizational performance, leading to higher attrition rates and lower job engagement. This study aims to identify the key factors influencing work-life balance, examine their impact on employee well- being and performance, and



evaluate the effectiveness of existing workplace policies. By addressing these challenges, the study seeks to provide meaningful insights and practical recommendations for employers and policymakers to create a healthier and more supportive corporate work environment in South Chennai.

Objectives Of The Study:

- To analyze the factors influencing work-life balance among corporate employees in South Chennai.
- To examine the impact of workload, job stress, and organizational policies on employees' ability to balance work and personal life.
- To evaluate the role of remote work and flexible working hours in enhancing work-life balance.
- To assess the influence of demographic factors such as age, gender, marital status, and job sector on work-life balance.

III. Scope Of Study:

Work-life balance has become a critical aspect of employee well-being, particularly in the fast-paced corporate sector. This study focuses on analyzing the work-life balance of corporate employees in South Chennai, considering key factors such as workload, flexible work arrangements, commuting time, and employer support. Employees across various industries face unique challenges in maintaining a balance between their professional and personal lives, making it essential to examine sector-specific differences. The study explores how employees navigate these challenges and the impact of work-related stress on their overall quality of life. By understanding these dynamics, organizations can develop targeted strategies to foster a healthier work environment.

To ensure a comprehensive analysis, the research covers multiple corporate sectors, including IT & Software Services, Banking, Education, Finance, Consulting, and Logistics. Each sector presents distinct work-life balance issues based on job demands, work culture, and industry norms. For instance, IT employees may struggle with extended working hours and high-pressure deadlines, while banking professionals may face rigid schedules and demanding client interactions.

By examining these sectoral differences, the study aims to identify common patterns as well as industry-specific concerns, providing a well-rounded perspective on work-life balance among corporate employees in South Chennai.

A key component of this research is evaluating employer initiatives that support work-life balance, such as remote work policies, wellness programs, and time management training. Many organizations are now recognizing the importance of employee well-being and implementing strategies to promote flexible work schedules, mental health support, and family-friendly policies.



The study assesses the effectiveness of these initiatives in reducing work-related stress and enhancing job satisfaction. Additionally, it explores employees' perceptions of these policies and their impact on productivity, retention rates, and overall organizational performance.

IV. Research Methodology

Framework for research design- Research design is the structured plan that outlines how a study will be conducted, guiding the collection, measurement, and analysis of data. It defines the research purpose, types (qualitative, quantitative, or mixed methods), sampling methods, and data collection techniques. A well-defined design ensures the validity and reliability of results and maintains focus on research objectives. It facilitates replication by other researchers and supports informed decision-making throughout the research process. Ultimately, effective research design is essential for achieving meaningful and credible findings.

Sampling design is a definite plan for obtaining a sample from a given population. It refers to the technique or the procedure the researcher would adopt in selecting items for the sample. Sample design may as well lay down the number of items to be included in the sample. Identifying the sampling technique: Sampling technique refers to the method used to select a subset of individuals or units from a larger population for research purposes. It ensures that the sample is representative of the population, allowing for valid and reliable conclusions.

Research instruments: The research questionnaire has been used for gathering primary information related to the research topic. In addition, the other tools SPSS software has been used for gathering and manipulating the primary information as collected through survey. On the other hand, MS Word has been used to collect the qualitative information from the second-hand data.

Types Of Research Methodology

Research methodologies can be broadly classified into several types depending on the nature of the research and the methodology applied. Here, we explore the primary methodologies used in academic and practical research scenarios:

Qualitative Research: This type involves non-numeric data collection and analysis methods. Techniques such as interviews, focus groups, and ethnographic research fall under qualitative research, which emphasises understanding the phenomenon through depth over breadth.

Quantitative Research: Unlike qualitative research, quantitative research involves numerical data. It uses statistical, mathematical, or computational techniques to analyse data.

V. Limitations Of The Study:

- The study focuses only on corporate employees in South Chennai, limiting its applicability to other regions.
- It examines specific industries like IT, Banking, Education, Finance, Consulting, and Logistics, excluding other sectors with different work-life balance challenges.



- Data is collected through surveys and interviews, which may be influenced by personal opinions and biases.

VI. Review Of Literature

Ferreiras, P., & et.al (2025). Workplace practices and work-life balance in Europe: the role of gender and home and family care. *Corporate Governance*

This study looks at how work practices, like autonomy and self-efficacy, facilitate work-life balance. More specifically, the spillover effect of work into personal life is examined. With data on 71,758 workers from 36 European countries, the authors report that family time available is a positive work-life balance correlate with a greater impact on women than on men. The findings thus highlight the significance of gender-friendly work practices for promoting work-life balance, and they make contributions to understanding mechanisms beyond the organizational context.

Dadhwal, M.K., & Bhatheja, D.V. (2024). Gender Differences In Work-Life Balance In The Corporate Sector: A Meta-Analysis

This article explores the gender-based differences in work-life balance (WLB) within the corporate IT sector, which is based on the unique challenges women face due to societal expectations and organizational structures. It also addresses the role of corporate policies and personal strategies for improving WLB and promoting gender equity.

Mittal, E., & Rani, T. (2024). Illuminating the Relationship Between Social Networking Usage and Job Performance Through the Work–Life Balance of Gen-Y Employees in Corporate Sector.

This paper examines how social media usage impacts employee job performance through work-life balance, focusing on Gen-Y employees in India's corporate sector. The findings show that there is a significant relationship between the use of social networking, work-life balance, and job performance; further, work-life balance mediates the negative impact of social media on job role.

Lin, Z., & et.al (2024). Impact of Green Work–Life Balance and Green Human Resource Management Practices on Corporate Sustainability Performance and Employee Retention: The current research investigates the effect of Green Work-Life Balance (GWLb) and Green Human Resource Management (GHRM) practices on CSP and ER within UK manufacturing firms. The study finds that GHRM and GWLB have a positive influence on CSP and ER, which is mediated by green innovation, whereas organizational culture enhances the implementation of sustainable practices and achieving CSP goals.

Akhirudin, A., & et.al (2024). Systematic Literature Review: The Effect of Quality of Work- Life Balance and Corporate Culture on Employee Engagement. *Jurnal Indonesia Sosial Sains*. This paper examines the effect of work-life balance and organizational culture on employee engagement through a systematic literature review of journals from 2017-2022. The results indicated that both quality of work life and organizational culture had a significant effect on employee engagement, emphasizing the need for a



supportive work environment to maintain employees' focus and commitment to the company's goals and sustainable development sectors.

Akhilesh Gaur, D., & Dhawal Gupta, M. (2024). Enhancing Employee Engagement: Unveiling the Impact of Quality of Work-life Balance and Corporate Culture through Literature Review.

This paper undertakes a systematic review to examine how work-life balance quality and corporate culture affect employee engagement. It substantiates that both variables clearly impact the level of employee engagement, particularly by favoring perceived organizational support. This has important implications for organizational leaders and HR professionals regarding the design of a supportive work environment that enhances the well-being of employees and directly contributes to organizational success.

Ahmed, Z., & et.al (2024). Exploring the Impact of Green HRM, Corporate Social Responsibility, Organizational Green Culture, and Work-Life Balance on Sustainable Corporate Performance: The Moderating Role of Organizational Citizenship Behavior for Environment.

The purpose of this paper is to look at how Green Human Resource Management (GHRM), Corporate Social Responsibility (CSR), Organizational Green Culture (OGC), and Work-Life Balance (WLB) relate to Sustainable Corporate Performance (SCP) by using the mediator Organizational Citizenship Behavior for Environment (OCBE). A key finding here shows significant positive relations of CSR, WLB with SCP, whereas the OCBE moderator moderates the WLB-SCP relation that brings valuable implications to align the HRM with the environmental objectives toward SCP enhancement.

VII. Analysis And Interpretation

Table

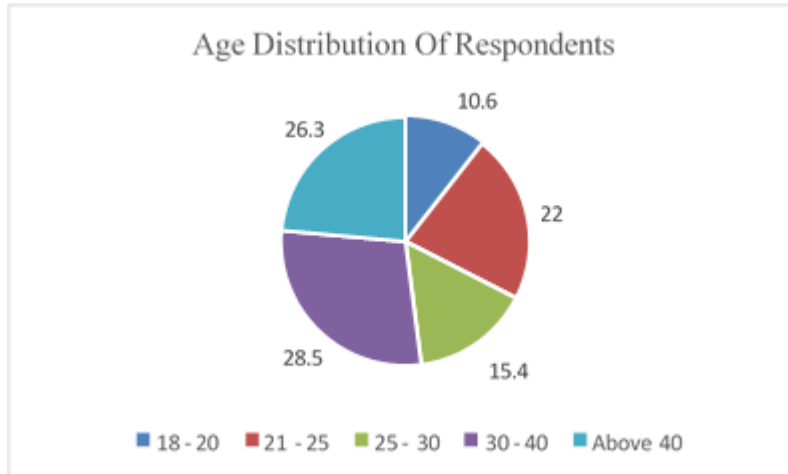
Table showing the age distribution of respondents.

| S.No | Age Group | No. of Respondents | Percentage (%) |
|------|--------------|--------------------|----------------|
| 1 | 18 - 20 | 13 | 10.6 |
| 2 | 21 - 25 | 27 | 22 |
| 3 | 25 - 30 | 19 | 15.4 |
| 4 | 30 - 40 | 35 | 28.5 |
| 5 | Above 40 | 29 | 23.6 |
| | Total | 123 | 100 |



CHART

Age Distribution of Respondents



Interpretation:

The chart shows the age distribution of respondents. 28.5% are aged 25-30, 23.6% are above 40, 22% are 21-25, 15.4% are 30-40, and 10.6% are 18-20.

TABLE 4.2

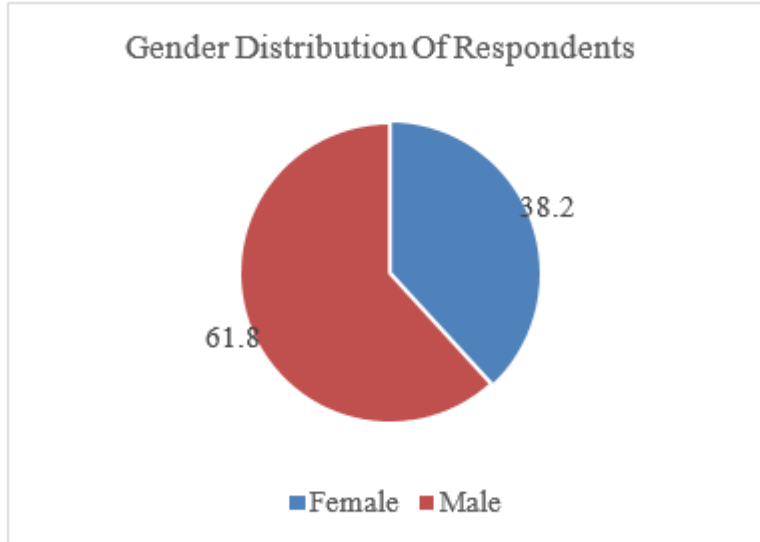
Table showing the gender distribution of respondents.

| S.No | Gender | No. of Respondents | Percentage (%) |
|------|--------------|--------------------|----------------|
| 1 | Female | 47 | 38.2 |
| 2 | Male | 76 | 61.8 |
| | Total | 123 | 100 |



CHART

Gender Distribution of Respondents



Interpretation:

The chart shows the gender distribution of respondents. 61.8% are male, 38.2% are female, and no respondents selected "Prefer not to say."

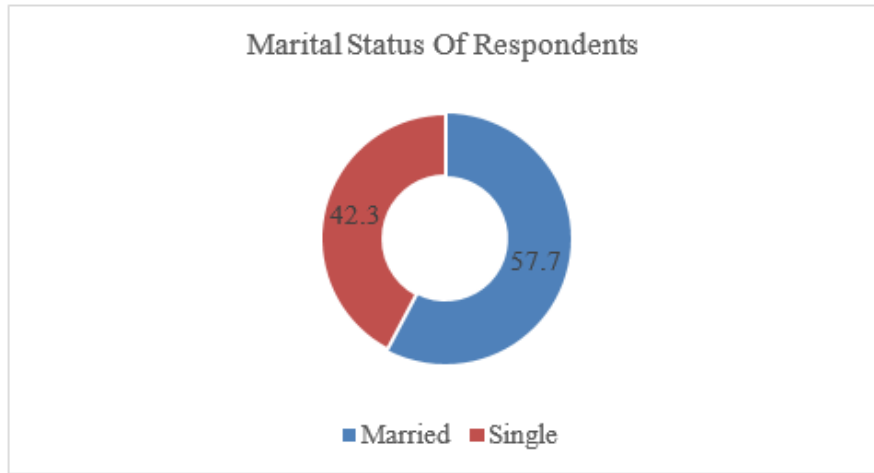
TABLE 4.3

Table Showing the Marital Status of Respondents

| S.No | Marital Status | No. of Respondents | Percentage (%) |
|------|----------------|--------------------|----------------|
| 1 | Married | 71 | 57.7 |
| 2 | Unmarried | 52 | 42.3 |
| | Total | 123 | 100 |

CHART 4.3

Marital Status Of Respondents



Interpretation:

The chart shows the marital status of respondents. 57.7% are married, while 42.3% are single.

TABLE 4.4
 Table Showing the Work Mode Distribution of Respondents

| S.No | Work Type | No. Of Respondents | Percentage (%) |
|------|--------------|--------------------|----------------|
| 1 | Hybrid | 52 | 42.3 |
| 2 | Office Work | 60 | 48.8 |
| 3 | Remote | 11 | 8.9 |
| | Total | 123 | 100 |

CHART 4.4

Work Mode Distribution of Respondents

| S.No | Work Type | No. Of Respondents | Percentage (%) |
|------|--------------|--------------------|----------------|
| 1 | Hybrid | 52 | 42.3 |
| 2 | Office Work | 60 | 48.8 |
| 3 | Remote | 11 | 8.9 |
| | Total | 123 | 100 |



Interpretation:

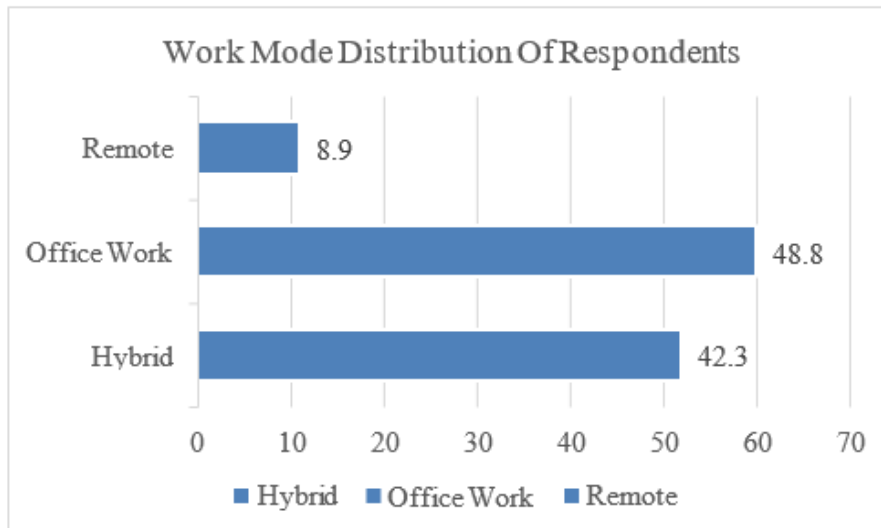
The chart shows the work mode distribution of respondents. 48.8% work in an office, 42.3% follow a hybrid model, and 8.9% work remotely.

Table 4.5
Table Showing The Work Experience Of Respondents

| S.No | Experience Level | No. of Respondents | Percentage (%) |
|------|--------------------|--------------------|----------------|
| 1 | Less than a year | 33 | 26.8 |
| 2 | 1 - 5 years | 15 | 12.2 |
| 3 | 5 - 10 years | 20 | 16.3 |
| 4 | More than 10 years | 55 | 44.7 |
| | Total | 123 | 100 |

CHART

Work Experience of Respondents



Interpretation

The chart shows the work experience of respondents. 44.7% have more than 10 years of experience, 26.8% have less than a year, 16.3% have 5-10 years, and 12.2% have 1-5 years.



Chi-Square Statistical Analysis

Null Hypothesis (H_0): There is no significant association between the Work Experience of IT employees and their current Work Mode (Office, Hybrid, or Remote) in Chennai City.

Alternative Hypothesis (H_1): There is a significant association between the Work Experience of IT employees and their current Work Mode.

| Experience Level | Office | Hybrid | Remote | Total |
|--------------------|-----------|-----------|-----------|------------|
| Less than 5 Years | 28 | 15 | 5 | 48 |
| 5 to 10 Years | 12 | 6 | 2 | 20 |
| More than 10 Years | 20 | 31 | 4 | 55 |
| Total | 60 | 52 | 11 | 123 |

Table 5.1: Observed Frequency Table (O)

Table 5.2: Chi-Square Calculation Table

| O | E | O-E | (O-E) ² | (O-E) ² /E |
|----|-------|-------|--------------------|-----------------------|
| 28 | 23.41 | 4.59 | 21.07 | 0.90 |
| 15 | 20.29 | -5.29 | 27.98 | 1.38 |
| 5 | 4.29 | 0.71 | 0.50 | 0.12 |
| 12 | 9.76 | 2.24 | 5.02 | 0.51 |
| 6 | 8.46 | -2.46 | 6.05 | 0.72 |



| | | | | |
|--------------|-------|-------|-------|---------------|
| 2 | 1.79 | 0.21 | 0.04 | 0.02 |
| 20 | 26.83 | -6.83 | 46.65 | 1.74 |
| 31 | 23.25 | 7.75 | 60.06 | 2.58 |
| 4 | 4.92 | -0.92 | 0.85 | 0.17 |
| Total | | | | = 8.14 |

Table 5.3: Chi-Square Test Summary

| Statistic | Value |
|---|--|
| Calculated Value | 8.14 |
| Degrees of Freedom (df) | 4 |
| Table Value (at 5% significance) | 9.488 |
| Result | Calculated Value < Table Value |
| Hypothesis Decision | Accept Null Hypothesis () |

Inference:

The calculated Chi-Square value is 8.14, which is less than the table value of 9.488 at a 5% level of significance. Therefore, the Null Hypothesis is accepted.

Interpretation:

The statistical analysis indicates that there is no significant association between an employee's years of experience and the work mode they follow. In the Chennai IT sector, work-from-office or hybrid models appear to be determined by organizational policy or project requirements rather than the seniority of the individual employee. This



suggests that even highly experienced professionals (over 10 years) are required to follow similar physical attendance norms as entry-level staff.

VIII. Findings:

Demographics

- Age Distribution: The majority of respondents are between 25-30 years (28.5%), followed by those above 40 years (23.6%) and 21-25 years (22%).
- Gender Distribution: 61.8% are male and 38.2% are female. No respondents selected "Prefer not to say."
- Marital Status: 57.7% are married, while 42.3% are single.
- Work Mode: 48.8% work in an office, 42.3% follow a hybrid model, and 8.9% work remotely.
- Work Experience: 44.7% have over 10 years of experience, while 26.8% have less than a year.

IX. Conclusion:

The study on work-life balance among corporate employees highlights significant concerns regarding excessive workloads, long working hours, high job stress, and the lack of employer support. The findings indicate that a large proportion of employees frequently work beyond regular hours, leading to stress, dissatisfaction, and difficulty in maintaining personal commitments. Many respondents acknowledged that their work negatively impacts their personal lives, contributing to stress and reduced job satisfaction. Additionally, demographic factors such as age, gender, and marital status play a role in shaping employees' work-life experiences, with married employees and those in more senior roles reporting additional challenges in maintaining balance.

Workplace flexibility emerges as a key factor influencing work-life balance. While 74% of respondents indicated that their organizations offer flexible work arrangements, a significant proportion still struggle with maintaining clear boundaries between professional and personal responsibilities. The research also revealed that employees prefer hybrid work models, which offer a balance between in-office collaboration and remote work flexibility. However, despite the availability of flexible work arrangements in some organizations, many employees continue to experience work-life conflicts, largely due to unclear work expectations and excessive workloads.

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