



Bharath

INSTITUTE OF HIGHER EDUCATION AND RESEARCH

(Declared as Deemed-to-be University under section 3 of UGC Act, 1956)
(Vide Notification No. F.9-5/2000 - U.3, Ministry of Human Resource Development, Govt. of India, dated 4th July 2002)



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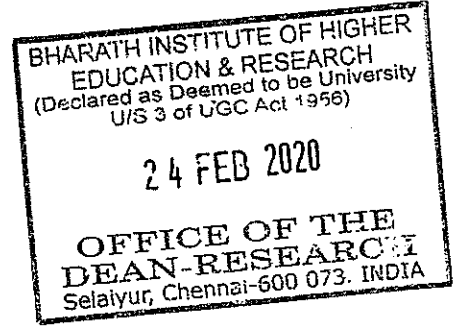
Ref No.SMS-2018-O-31

Date: 24/02/2020

TO

Mrs. Magdalene Peter,
Asst. Professor/ MBA,
BIHER.

Thro: Concern Head of the Department



Greetings!!!

We are happy to announce that the Research Advisory Committee has approved your proposal for Seed Money Scheme-2018 which was presented by you. You are requested to complete the proposal and send the progress report to the Dean Research in the prescribed time period.

Title of the Project: An Empirical study on the Work Life Balance of IT Employees in Chennai.

Seed Money Amount: Rs.1, 00,000/- (Rupees One Lakh Only)

Approved on: 20/02/2020

Payment details:

Voucher No.31

Dated: 28/02/2020

With Regards

Dean-Research

Shree University

SELAIYUR, CHENNAI - 600 073, TAMIL NADU, INDIA.

Date 28/02/20

CASH / PAYMENT VOUCHER

V.No: 031

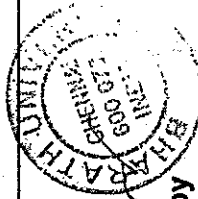
Debit _____ Amount _____

Rs. 1,00,000/-

PAID TO Mathew Magdalene Peter

RUPEES one lakh only.

TOWARDS Seed Money Scheme - 2018.



[Signature]

Authorised by

Finance Manager



Cashier/Accountant

Payee's Signature

PROPOSAL SUBMISSION

1. Details of Principal Investigator:

Name : Ms.Magdalene Peter
Designation : Assistant Professor
Highest Qualification : MBA(PhD)
Department : Department of Management Studies
E-mail : magdalene.mba@bharathuniv.ac.in
Contact No : 9940655183
Date of Joining : 23.07.2014

2. Details of Co - Principal Investigator:

Name : Dr S Praveen Kumar
Designation : Professor & Head
Highest Qualification : Ph.D.
Department : Department of Management Studies
E-mail : praveenkumar.mba@bharathuniv.ac.in
Contact No : 9840051344
Date of Joining : 16.06.2014

Technical Details

1. Introduction

Work life balance is the interaction between the work and the other activities that includes family, community, leisure and personal development. It is about the right or the balanced combination of the individual's participation in the work and other aspects of their life and this combination doesn't remain the same it can be changed over the time. Work life balance is where the tensions between the work life and personal life is minimized by having a proper policies, systems, supportive management and provisions at work place and a good relation in personal life. Performance and the job satisfaction of the employees are said to be affected by the work life balance. Work life balance of the employees helps in reducing the stress level at work and increases the job satisfaction. Companies have realized the importance of the work life balance with respect to the productivity and the creativity of the employees. Employers offer different programs such as flexible hours, shifts, team outing, day care centers, health care centers, etc. to motivate the employees to work efficiently. Employees feel motivated and become loyal and committed towards the organisation as it puts an extra effort to provide a healthy balance between work and life. Organisations face many challenges in implementing the policies on Work life balance as employees today are not just look out for a job but they also want the organisation to take of their well-being. Therefore organisations are adopting for new policies where employees can give time to enjoy and spend time with their family. This project aims to study the work life balance of IT employees in Chennai.

2. Review of Status Of Research And Development In The Subject

The literature review on Work-life Balance has been framed up in view of its gained popularity with the major aim to have prosperity of society and the realization of fulfilling lives for its employees by supporting the growth of every employee and the further development of the companies. The literature identifies its effect on various quality life conditions i.e Job Satisfaction, Work Stress, Career Growth, Turnover, Absenteeism, Appreciation and competitive environment in context with Work-life Balance and its practices/policies.

Career Growth and Work-Family Conflict

As suggested by researcher Tymon et al. (2011) that employees can improve their perceived career success by balancing long and short –term goals, improving their competence, and communicating openly with their managers. There are four factors as revealed by Rasdi et al. (2009) which have predictive potential on managers' career success are individual – related factors, organizational- related factors, managerial competencies- related factors, and the person environment fit factor. Scott-Ladd and Marshall (2004) emphasized that participative decision making contributes to performance effectiveness and led to greater gains in the workplace whereas as reflected by researcher Ballout (2008) the Individual- specific variables will be more likely to predict family – to - work conflict and perceived career success, while work-specific variables will be more likely to predict work- to - family conflict and career success. The employees and employers have to identify appropriate strategies for balancing work and non-work domains in such a way that employees strive to perform work and family roles successfully, and employers ensure that employees have the

necessary infrastructure and tailored-made family supportive programs to encourage them to achieve dual- success: success in family relationships and success in careers. Today's working men seek the dual objective of maintaining a successful career while being involved in their children's lives (Cunningham, 2001). However in contradiction Barnett and Hyde (2001) found that women who had multiple life roles were less depressed and had higher self-esteem than women who had fewer life roles. Harnessing widely esteemed values and adopting the language of —Cultural revitalization rather than cultural change appeared more effective in securing broader support of employees to have work-life balance' (Callan, 2008). However as elaborated by the researcher McDonald et al. (2005) there are five dimensions that affect organizational work-life culture these are lack of managerial support for work-life balance; perception of negative career consequences; organizational time expectations; the gendered nature of policy utilisation; and perceptions of unfairness by employees with limited non-work responsibilities whereas changing the habits of employees does not necessarily imply a change in —work-life balance particularly if the culture of the work environment does not change (Jim Bird, CEO of Worklifebalance.com).

Motivation and Work Life Balance

It is a prerequisite to have effective motivation of employees in the workplace (Bansal and Sharma, 2012) Influencing motivation (Hall et al., 2009) leads the combination of two personal variables: tendency to approach success and tendency to avoid failure (Atkinson and Feather, 1966). Some researchers have identified that Masculinity – Femininity dimension also affects motivation (Bansal and Sharma , 2012) whereas fathers tend to use work-life balance measures to spend time with the families where increase their sense of entitlement (Gregory and Milner, 2011) and a voluntary approach to work-life balance may only deliver positive benefits to woman (Doherty, 2004). Herzberg et al. (1959) developed two distinct lists of factors; one is task-related which caused happy feelings or a good attitude within the worker and Herzberg called these as motivators. These are: • Recognition • Achievement • Possibility of growth • Advancement • Responsibility • Work itself G.J. C.M.P., Vol. 2(3) 2013:84-91 ISSN: 2319 – 7285 86 Whereas, other were not directly related to the job itself but related to the conditions that surrounded to do that job. Herzberg named it as hygiene factors: • Salary • Interpersonal Relations – Supervisor • Interpersonal Relations – Subordinates • Interpersonal Relations – Peers • Supervision – Technical • Company Policy and Administration • Working Conditions • Factors in Personal Life • Status • Job Security

2.1 International Status:

NIL

2.2 National Status:

NIL

3. Progress/Achievement so far:

- a) Reference papers was collected
- b) Literature Survey was studied
- c) Proposal work has started

This study is mainly based on the analysis made from the data collected. The data will be primary in nature, using Questionnaire. The questionnaire is designed and would be administered to obtain data on work-life balance policies and practices, productivity status

and work-life balance needs of employees. The tools used for the analysis are, Chi-Square, Regression, and Correlation.

4. Work Plan

4.1 Methodology:

THE MAIN OBJECTIVE ARE AS FOLLOWS

- To study the existing system of Work-Life Balance of Employees in Information Technology Sector.
- To find out the factors influencing Work life balance of Employees.
- To analyse the benefits of Work life balance.
- To suggest suitable strategies to improve the level of Work life balances
- To know whether the employees are able to balance the work life and family life.
- To identify whether the nature of the work is affecting their personal lives.
- To identify the factors that impact work – life balance.
- To suggest some measures to improve work life balance
- To find out the procedures and Facilities of Work life balance of employees
- To examine the perceptions of respondents on specific areas of work life balance
- To asses and evaluate the impact of work life balance of employees and suggest the specific recommendations for the betterment.
- To study the effect of individual factors on employee work-life balance.
- To study the association between employee work life balance and employee satisfaction and retention.

4.2 Time schedule of activities: 1 Year

Work is phased as below:

- Identification of the problem.
- Analysis of the organizational context for finding a solution to the problem.
- Allocation of resources for the purpose in terms of time and finances.
- A detailed plan of implementation.
- Follow up

4.3 Expected Outcome within the Time Period of Seed Money:

OUTCOME

Work-Related Outcomes

Regarding the effects of WLB, research shows that people who perceive balance between their work and life roles tend to be more satisfied of their life and report better physical and mental health. We believe that individuals who experience WLB may be more satisfied of

their job and life “because they are participating in role activities that are salient to them. By enabling employees to schedule their time in order to better balance competing demands from work and from home, and by helping employees to procure third-party assistance with care giving responsibilities, such practices are intended to reduce or eliminate levels of work-life conflict, and thereby augment employee performance and organizational effectiveness.

Non-work-Related Outcomes

Sweeping changes in the composition of families and the workforce, such as more dual-career couples and working mothers with young children, have increased the likelihood that both male and female employees have substantial household responsibilities in addition to their work responsibilities. We define work–family balance as the “accomplishment of role-related expectations that are negotiated and shared between an individual and his or her role related partners in the work and family domains” Based on this definition, it is accomplishment of role-related expectations that embodies the concept of work–family balance and leads to important outcomes such as family satisfaction, and family functioning implied that the availability of family-friendly benefits may signify to employees that the organization cares about employees, which in turn fosters greater affective attachment to the organization.

Psychological Outcomes

Work–life balance research models based upon an occupational stress theoretical framework are common and include adaptations of the person–environment fit model. Recent refinements to the theoretical explanations of work–life balance focus on the inclusion of positive as well as negative relationships between domains, largely via the recognition that multiple demands may facilitate, enrich and/or enhance some work–life balance outcomes. The assessment of the key consequences of work–life balance has focused on health, attitudinal and performance outcomes in both work and non-work (mostly family) domains. Associations between work–life imbalance/conflict and psychological distress have consistently identified a strong positive relationship: increased conflict is associated with increased psychological distress.

5. Suggested Plan of action starting the name of funding agency where the project will be communicated for financial support within the time period of the project.

NIL

6. Bibliography: Nil

7. List of Projects submitted /implemented by the Investigators (Separate for PI and CO PI)

Nil

7.1 Details of the Project Submitted to Various Funding Agencies:

S.No	Title	Cost in Lakhs	Month of Submission	Role of PI/Co - PI	Agency	Status
	NA	NA	NA	NA	NA	NA

7.2 Details of the Project under Implementation:

S.No	Title	Cost in Lakhs	Duration	Role of PI/Co - PI	Agency
	NA	NA	NA	NA	NA

7.3 Details of the Project completed during the last 5 years:

S. No	Title	Cost in Lakhs	Duration	Role of PI/Co - PI	Agency
	NA	NA	NA	NA	NA

8. List of Publications published by the Investigators if any:**Publication details of PI**

S. No	Title of the Paper	Name of the Journal	Vol. No, Page Nos.	Year of Publication	Impact Factor	Specify Scopus indexed/Web of science/UGC listed journals
1	Employee Satisfaction towards Motivational Techniques of Symrise Pvt Ltd	International Journal Recent Technology and Engineering	Special Issue 8, PP 237-238	2019	.60	Scopus
2	Working Capital Management in BlueBharath EXIM Pvt Ltd, Chennai.	International Journal of Recent Engineering and Technology	8, (2 Special Issue 8), PP 148-152	2019	.60	Scopus
3	Analysis on the Effect of 360 Degree Performance Appraisal on Middle Level Managers in IT Industry	International Journal of Recent Engineering and Technology	8, (2 Special Issue 8) PP 371-375	2019	.60	Scopus

Publication details of CO PI

S. No	Title of the Paper	Name of the Journal	Vol. No, Page Nos.	Year of Publication	Impact Factor	Specify Scopus indexed/Web of science/UGC listed journals
1	Research on strategic transformation of marketing organic and herbal products with respect to Chennai city	Indian Journal of Public Health Research and Development		2019	0.06	Scopus Indexed
2	Consequences towards E-pharmacy and its validated growth firms on herbal and organic products	Indian Journal of Public Health Research and Development		2019	0.06	Scopus Indexed
3	Production and marketing of coffee crops with special reference to coffee plantations in Dindigul district	International Journal of Recent Technology and Engineering		2019	6.02	Scopus Indexed
4	Examination on maintenance the board in coca-cola company	International Journal of Recent Technology and Engineering		2019	6.02	Scopus Indexed
5	Perception about unit linked insurance plan from the customer at Kotak Mahindra Bank	International Journal of Recent Technology and Engineering		2019	6.02	Scopus Indexed

9. BUDGET

S.No.	Item	Estimated Expenditure
i)	Hiring Charges - Sample Analysis - Stenographic Services for Questionnaire / Schedule preparation - Photocopying charges - Skilled / Unskilled field worker (including payment to field workers/data collection personnel) - Consultancy fees	25,000
ii)	Travel & Field work	10,000
iii)	Contingency	10,000
iv)	Books & Journals	10,000
v)	Equipment - Desktop PC with preloaded OS - Printer cum photocopier (LaserJet)	10,000
vi)	Organizing/Attending/Presenting a Conference or Seminar or Symposium	10,000
vii)	Publication of Proceedings as an edited book through a reputed publisher	10,000
viii)	University Overhead Charges	15,000
	Total	1,00,000

10. Name at least 2 subject experts from the Institute and 1 from outside Institute with their contact details:

- a) Mr Gowtham Aashirwad Kumar, Assistant Professor, Department of Management Studies, Bharath Institute of Higher Education and Research, Chennai – 600073. Mobile: 9003234971.
Email: kgowthamaashirwad123.mba@bharathuniv.ac.in

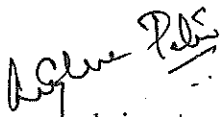
- b) Mr Shree Balaji.K, Assistant Professor, Department of Management Studies, Bharath Institute of Higher Education and Research, Chennai – 600073. Mobile: 8939788397.
Email: shreebala08bu@gmail.com

- c) Dr S Fabiyola Kavitha, Associate Professor, MBA, SRM Trichy Arts and Science College. Mobile: 7904836069.
Email: fabiyolakavitha@gmail.com


PROJECT Title: An Empirical study on the Work Life Balance of IT Employees in Chennai

Name(s) of the PI's and Co-PI's: PI: Ms Magdalene Peter
CO PI: Dr S Praveen Kumar

1. I/We agree to abide by the terms and conditions of the grant.
2. I/We did not submit this or a similar project proposal elsewhere for financial support.
3. I/we have explored and ensured that equipment and basic facilities will actually be available as and when required for the purpose of the project. I/We shall not request financial support under this project for procedure for procurement of these items.
4. I/We undertake that spare time on permanent equipment and will be made available to other Researchers/ users.
5. I/We undertake to submit progress reports, Statement of Expenditure (SE)/ accounts, Utilisation Certificates (UC) etc covering upto till completion of the project as prescribed by.




Name and signature of
Principal Investigator




Name and signature of
Co-Principal Investigator

Date: 23/12/2019

Place: Chennai



Forwarded by Head of the Department



Signature of the HEAD

PROJECT EVALUATION FORMAT
Recommendation Sheet

Name of the Principal Investigator:	Ms Magdalene Peter
Name of the Co-Investigator:	Dr S Praveen Kumar
Name of the Department:	MBA
Title of project:	: <u>An Empirical study on the Work Life Balance of IT Employees in Chennai</u>
Recommendation of the evaluation Committee:	<i>Recommended</i>
Financial allocation recommended:	<i>Rs. 1,00,000</i>

S.No.	Item	Estimated Expenditure
i)	Hiring Charges - Sample Analysis - Stenographic Services for Questionnaire/ Schedule preparation - Photocopying charges - Skilled / Unskilled field worker (including payment to field workers/data collection personnel) - Consultancy fees	25,000
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iv)	Books & Journals	10,000
v)	Equipment - Desktop PC with preloaded OS - Printer cum photocopier (LaserJet)	10,000
vi)	Organizing/Attending/Presenting a Conference or Seminar or Symposium	10,000
vii)	Publication of Proceedings as an edited book through a reputed publisher	10,000
viii)	University Overhead Charges	15,000
	Total	1,00,000

Name and Signature of the Research Advisory Committee members with date

[Signature]
[Signature]
[Signature]

