WORK–LIFE BALANCE OF WOMEN IN INDIA: IT PROFESSIONALS

P. USHA

MBA (PHD),
ASST.PROF, AITS,
TIRUPATHI, A.P.

ABSTRACT
One of the momentous changes witness in the labour markets in India has been the entry of women IT professionals in the rapidly growing software services sector. As the women take on the role of working professional in addition to their conventional role of the Domestic Engineer, they are under great pressure to balance their work and personal lives. This study attempts to understand how work and family related factors influence the work–life balance of Indian women IT professionals. The study is based on an exploratory qualitative study of 15 women IT professionals in the software sector in Chennai, India. The narratives reveal six major themes: domestic influences on life choices; multi-role responsibilities and attempts to negotiate them; self and professional identity; work–life challenges and coping strategies; organizational policies and practices; and social support.

KEY WORDS: Work–life balance of women, women IT professionals, work–life challenges.