

MINOR RESEARCH PROJECT

Project title

“A Study of Work Family Conflict among women employees in IT Industry using Data Mining and Big Data Cloud Analytics.”
2415-MRP/15-16/KLMG063/UGC-SWRO

FINAL REPORT

Submitted To

The Joint secretary and Head
South Western Regional Office (SWRO)
University grants commission
P.K. Block, Gandhinagar Palace Road Bangalore – 560 009

Submitted by

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DECLARATION AND CERTIFICATE

I hereby declare and certify that, the Minor Research Project entitled “**A Study of Work Family Conflict among women employees in IT Industry using Data Mining and Big Data Cloud Analytics**” 2415-MRP/15-16/KLMG063/UGC-SWRO is a bonafide record of research work carried out by me during the year 2016-18. Further certify that the work presented in the report is original and carried out according to the plan in the proposal and guidelines of the University Grants Commission.

Principal Investigator

Abstract

Employee satisfaction to work has become one of the top priorities in today's organizations. Engaged employees make a difference for the organization because they truly enjoy what they are doing, have high levels of energy, are deeply engrossed in their work and have difficulties to detach themselves from work. High levels of work engagement have been shown to positively influence organizational bottom line outcomes such as productivity, job satisfaction and also yield higher financial returns and superior client satisfaction. Thus, engaged employees are highly beneficial for the organization as they go the extra mile for the company. Despite the great importance of engaging employees to work, it seems that 'getting engaged' represents a challenging undertaking.

The primary aim of this study was to uncover factors that have an effect on work family conflict. A second aim was to explore the effect of these factors on work family conflict. A partially mixed sequential dominant status design was adopted in which the results from a preceding quantitative part build the empirical basis for a subsequent qualitative investigation based on a sample of 753 respondents. Results of the quantitative analysis show that particularly the impact dimension of certain factors shows to be important for work engagement to be high. Thus, those managing organizations should pay attention to ensure that employees are able to see how they can make a difference in the organization and how they can influence work outcomes. This finding extends prior research in the area of predictors of work engagement and thus, should receive consideration in future research. Organizational uncertainty was found to harm engagement levels and in line with previous findings, social support represented a positive influencer of engagement. With regard to the outcome variables, results of the survey suggest that job stress and flexible hours are of crucial importance for employee's job satisfaction and work-life balance. This work aspired to find ways of getting employees engaged and indeed has uncovered additional factors, which appear to be important in the context of high work engagement. However, this study also showed ambiguous and inconsistent findings, thus, more (research) needs to be done to counteract disengagement after all.

Executive Summary

Work Family conflict can have an overwhelming impact on the functioning and well-being of individuals, families, organizations, and societies. It may negatively impact the satisfaction, health, and behaviour of an individual in both the work and family domains. The well-being of women may be affected to a greater extent than that of men, given that women experience significantly greater levels of work-family conflict than their male counterparts. Female employees are more likely to experience strain associated with conflicting roles than men. Moreover, marital status seems to have an effect on the experience of work-family conflict, with married women facing higher work-family conflict than their unmarried counterparts. Mothers are also more likely to experience work-family conflict as they progress up the corporate ladder, which suggests that assuming a managerial position may further increase work-family conflict.

The present study was intended to find out the various attributes that majorly affect married women employees working in various IT industries. Odd timing of work at night with dual burden of work and family has an adverse impact on women's mental and physical health. The responsibility of balancing work and family leads to high levels of stress. Though attractive in pay packages, most women employees suffer health hazards and psychological disorders.

To make a study on the same,

- a literature review on work family was done and as a result a paper entitled "A review on Work Family Conflict of women employees in IT industries" has been published in the Journal "International Journal of Innovative Research in Computer and Communication Engineering".
- Various attributes which contribute to work family conflict was identified. It was mainly categorised into job-related (job type, work time commitment, job involvement, role overload, job flexibility) and family-related (number of children, life-cycle stage, family involvement, child care arrangements). A study on the various job related attributes was done and the various factors identified were Job overtime, Job type, Work flexibility and Transportation, Job stress and Attitude of colleagues. The various family related attributes identified are Number of Dependents at home, Child Care and Spouse support.
- Data has been collected from various types of IT industries.

- Results of the quantitative analysis show that particularly the impact dimension of certain factors shows to be important for work engagement to be high. Thus, those managing organizations should pay attention to ensure that employees are able to see how they can make a difference in the organization and how they can influence work outcomes. This finding extends prior research in the area of predictors of work engagement and thus, should receive consideration in future research. With regard to the outcome variables, results of the survey suggest that job stress and flexible hours are of crucial importance for employee's job satisfaction and work-life balance. This work aspired to find ways of getting employees engaged and indeed has uncovered additional factors, which appear to be important in the context of high work engagement. However, this study also showed ambiguous and inconsistent findings, thus, more (research) needs to be done to counteract disengagement after all.