



Unveiling The Link Between Job Autonomy And Work-Life Balance Among Female IT Employees

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Abstract: Achieving work-life balance has become a crucial difficulty in the rapidly changing information technology (IT) sector, especially for female professionals who frequently juggle a number of personal and professional obligations. With an emphasis on how more control over work tasks, scheduling, and decision-making leads to better balance between the domains of professional and personal life, this study investigates the impact of job autonomy on the work-life balance of female IT employees. The study uses quantitative techniques to examine the connection between job autonomy and perceived work-life balance using a standardized questionnaire given to female IT professionals. The results show a strong positive correlation, suggesting that greater workplace autonomy improves workers' capacity to successfully balance work responsibilities with their personal lives. In order to improve work-life balance for women in the IT industry, the study emphasizes the significance of encouraging flexible and independent work conditions. These observations have important ramifications for organizational procedures and HR policies meant to promote gender-sensitive, employee-focused workplaces.

Index Terms -Job autonomy ,Work-life balance

I. INTRODUCTION

The information technology (IT) sector has become one of the most dynamic and demanding work environments in today's knowledge-driven economy, with long hours, high performance standards, and quick technological advancements. In light of this, preserving a healthy work-life balance has grown in importance, especially for female professionals who frequently shoulder the combined weight of family and professional obligations. The equilibrium between professional and personal responsibilities that allows people to successfully perform at work while meeting their social and personal commitments is known as work-life balance. For the sake of staff retention, happiness, and general well-being, this balance must be struck. However, it has become difficult for women in the IT industry to maintain this balance due to growing job pressures and a blurring of work and personal life borders.

One of the main factors affecting work-life balance is job autonomy, which is the degree of flexibility and discretion individuals have in planning their work schedules and choosing how to complete tasks. Employees who have more job autonomy are better able to manage their time, workload, and obligations, which lowers stress at work and improves satisfaction in all areas of life. Autonomy may empower women in IT by promoting flexibility, boosting motivation, and enhancing their capacity to balance their personal and professional goals. Even while autonomy is becoming more and more important in contemporary organizational practices, little research has been done on how it specifically affects women's work-life balance in the IT sector, especially in India.

By investigating how job autonomy helps female IT workers achieve a better work-life balance, the study aims to bridge this gap and provide guidance for gender-inclusive organizational policies and practices.

II STATEMENT OF PROBLEM

Due to high job demands, strict deadlines, and the constant connectivity that comes with digital work environments, many female IT employees still struggle to maintain a satisfactory work-life balance, even in the face of the IT sector's rapid growth and the growing number of women working in this field. In order to overcome these obstacles, companies have implemented flexible and hybrid work models; nevertheless, it is still unclear to what degree these arrangements actually increase workers' autonomy and work-life balance. According to research, job autonomy can empower workers by giving them more control over their work processes, which in turn allows them to better manage their personal and professional obligations. Nevertheless, there is still a dearth of empirical data investigating this link among female IT professionals, especially in the Indian setting. By examining how job autonomy affects work-life balance among female IT workers, this study seeks to close this gap and provide insightful information to companies looking to advance gender-sensitive work practices and employee well-being.

III LITERATURE REVIEW

One factor that is crucial to attaining work-life balance is job autonomy. The degree of autonomy that employee has over their own choices, working hours, and procedures is referred to as job autonomy (Morgeson et al., 2005). Job autonomy gives workers the freedom to choose how best to manage their responsibilities in order to reduce stress, exhaustion, and conflict. This can assist someone in lessening the tension between their family and their job. Employees will find it simpler to manage their time between work and family as a result (Handayani et al. 2018).

Numerous management, organizational psychology, and sociology experts have addressed the vital and significant topic of work-life balance. Achieving work-life balance is a personal goal for many young people nowadays. Rutkowska and Hoffmann-Burdzińska (2015). Achieving and maintaining a healthy work-life balance is essential to a person's general happiness and sense of wellbeing, according to earlier research (Naithani, 2010; Sirgy, Lee, 2018). Furthermore, employees' ability to balance their personal and professional life may be impacted by the degree of autonomy they are granted to make decisions on the job (Ng et al., 2017). According to studies, employees' work-life balance is affected when they are given the freedom to control their workload (Haar et al., 2019).

Positive psychological outcomes are enhanced by job autonomy, according to self-determination theory (SDT). (Deci, 2005; Gagne). The Job Demand Resource theory (JD R theory) is one of the primary theories frequently used to investigate the connection between work autonomy and work-life balance. According to this notion, job autonomy has been applied to the context of work-life balance. According to Bakker and Demerouti (2007), job resources typically reduce the strain that workplace expectations place on work-life balance. Better work-life balance is more likely to be achieved when job autonomy is higher (Fuadiputra & Rofida Novianti, 2021). Thus, work-life balance is positively impacted by job autonomy (Thompson and Prottas, 2005; Clark, 2001).

IV. RESEARCH OBJECTIVE

- To analyse the influence of job autonomy on work -life balance of female IT employees

V. RESEARCH METHODOLOGY

The current study uses a quantitative research approach to investigate how job autonomy affects female IT workers' work-life balance. A systematic questionnaire created utilizing standardized measures for work-life balance and job autonomy was used to gather primary data. Job autonomy was measured using the 3 item scale of Rammoorthy (2003) and work-life balance was measured using 4 item scale developed by Brough et al(2014). Using a purposive sample approach, the survey was given to 100 female professionals employed by different IT companies in Kerala. The Statistical Package for the Social Sciences (SPSS) was used to code and analyze the data that was gathered. The characteristics of the respondents were summarized using descriptive statistics, and the direction and intensity of the association between work-life balance and job autonomy were investigated using regression and correlation analysis.

VI. DATA ANALYSIS AND RESULTS

Table 6.1: Summary of demographic variables

Variables	Category	Frequency	Percentage
Age	21-30	45	45
	31-40	32	32
	41-50	17	17
	Above 50	6	6
Education	Graduation/diploma	58	58
	Post graduation	24	24
	Others	18	18
Marital Status	Single	41	41
	Married	57	57
	Divorced	2	2
	Widowed	0	0
Work mode	Fully office	39	39
	Fully remote	27	27

	Hybrid	34	34
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Note: Sample size=100

The study surveyed 100 female IT employees working in Kerala , representing a wide range of demographics. Of the respondents, 45% were between the ages of 21 and 30, 32% were between the ages of 31 and 40, 17% were between the ages of 41 and 50, and 6% were over the age of 50. Of those with educational qualifications, the majority (58%) had diplomas or graduation degrees, 24% had post-graduation degrees, and 18% had other degrees. There were no respondents who reported being widowed, whereas 41% were single, 57% were married, and 2% were divorced. Of the participants, 39% worked entirely from the office, 27% worked remotely, and 34% had a blended work arrangement (hybrid).

Table 6.2: Variables & reliability

6.2)RELIABILITY

The reliability of the measurement scales was assessed using Cronbach's alpha to ensure internal consistency.

Table 6.2:Reliability

Construct	Cronbach Alpha
Job autonomy	0.795
Work-life balance	0.878

The Cronbach's alpha of job autonomy and work-life balance were 0.795 and 0.878 respectively. A Cronbach's alpha of 0.70 or higher indicates acceptable level of reliability.

6.3)CORRELATION

Correlation analysis was ascertained to know whether the variables are connected before performing regression.

Table 6.3:Correlation

Correlations

	JA	WLB
JA	Pearson Correlation	1
	Sig. (2-tailed)	.754**
	N	100
WLB	Pearson Correlation	.754**
	Sig. (2-tailed)	1
	N	100

** . Correlation is significant at the 0.01 level (2-tailed).

Source:SPSS

The association between female IT workers' Job Autonomy (JA) and Work-Life Balance (WLB) was investigated using the Pearson correlation analysis. The findings show that the two variables have a strong positive correlation ($r = 0.754$), which is statistically significant at the 0.01 level ($p < 0.01$). This implies that improved work-life balance is linked to greater job autonomy. To put it another way, women IT workers who feel more in control of their work-related responsibilities, schedules, and decision-making generally have better work-life balance. The correlation's strength and importance demonstrate how important job autonomy is for improving work-life balance in the IT industry.

6.4)REGRESSION

Regression analysis can be used to examine the relationship between job autonomy and work-life balance.

Table 6.4:Regression

R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
.754 ^a	.569	.564	2.23169	1.740

A.Source:SPSS

A.Predictors(Constant),Job autonomy

B.Dependent variable:Worrk-life balance

Table 6.5:ANOVA

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	643.877	1	643.877	129.281	.000 ^b
	Residual	488.083	98	4.980		
	Total	1131.960	99			
a. Dependent Variable: Work-life balance						
b. Predictors: (Constant), Job autonomy						

Source:SPSS

Table 6.6 :Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Toleranc e	VIF
1	(Constant)	2.215	.891		2.487	.015		
	Job autonomy	1.093	.096	.754	11.370	.000	1.000	1.000
a. Dependent Variable: Work-life balance								

Source:SPSS

A simple linear regression was conducted to examine the effect of Job Autonomy (JA) on Work-Life Balance (WLB) among female IT employees. The model was found to be statistically significant, $F(1, 98) = 129.281$, $p < 0.001$, indicating that job autonomy reliably predicts work-life balance. The R value of 0.754 suggests a strong positive relationship between the variables, while the $R^2 = 0.569$ indicates that approximately 56.9% of the variance in work-life balance can be explained by job autonomy. The regression coefficients show that job autonomy has a positive and significant effect on work-life balance ($B = 1.093$, $\beta = 0.754$, $t = 11.370$, $p < 0.001$), meaning that an increase in job autonomy is associated with a corresponding increase in employees' work-life balance. The model also demonstrates no multicollinearity concerns, with a tolerance of 1.000 and VIF of 1.000, and the Durbin-Watson statistic of 1.740 indicates no significant autocorrelation in the residuals. These findings suggest that providing female IT employees with greater autonomy in their work can substantially enhance their ability to maintain a healthy balance between professional and personal life.

VI. DISCUSSION AND CONCLUSION

The results of this study show that among female IT workers, job autonomy and work-life balance are strongly positively correlated. This suggests that having more control over work tasks, scheduling, and decision-making greatly improves their capacity to manage both personal and professional obligations. Since autonomy offers flexibility, lowers work-related stress, and promotes general well-being, it is advantageous for female workers, who frequently handle several responsibilities. Additionally, the regression analysis reveals that job autonomy explains a significant amount of the variation in work-life balance ($R^2 = 0.569$), highlighting its significance as a component that businesses may use to raise employee performance and satisfaction.

This study concludes by emphasizing how important job autonomy is in helping female IT workers maintain a healthy work-life balance. Organizations can improve worker productivity and well-being by offering flexible work schedules and giving workers decision-making authority. These results have real-world ramifications for workplace procedures and HR regulations. To have a more thorough grasp of how to promote employee well-being in the IT industry, future studies could include other elements that affect work-life balance, such as task management and organizational support.

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