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R Kingsley
Research Scholar, Department
of Management Studies,
Bishop Heber College
(Autonomous), Affiliated to
Bharathidasan University,
Trichy, Tamil Nadu, India

Dr. Michael David Premkumar
Associate Professor and Head,
Department of Management
Studies, Bishop Heber College
(Autonomous), Affiliated to
Bharathidasan University,
Trichy, Tamil Nadu, India

Corresponding Author:
R Kingsley
Research Scholar, Department
of Management Studies,
Bishop Heber College
(Autonomous), Affiliated to
Bharathidasan University,
Trichy, Tamil Nadu, India

A study on work family conflict among IT employees in Trichy district

R Kingsley and Michael David Premkumar

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Abstract

Current employees are working in an exceptionally turbulent and competitive business and working environment. Therefore greater part of employees' work life becomes so complex. Due to this work life complexity and current world practical condition employees work long hours. Current years, workers are confronted with additional difficulties among work and family, because of a progression of changes of segment qualities and labor force development. It is apparent that an employee's work life influences and is affected by family life, whether negatively or positively. While firm and broad hours, work overburden, and occupation stress lead to pressure in everyday life, kid care and intensive involvement with family activities limit one's career aspirations. Other than that, laborers face difficulties of dealing with their work and family roles, and importantly, these challenges have become more numerous and complex. The concentration towards work-family issues and work-family practices in particular, has been driven by various significant segment changes. The data are collected through questionnaire and the sampling technique is Disproportionate sampling technique. For statistical examinations, SPSS-25 version used and Statistical tools like percentage analysis, Correlation, inter correlation matrix Chi-square and 'z' test applied. The findings were based on the Research hypothesis, demographic profile and various dimensions of work family conflict. Suggestions and Conclusion are based on these discoveries. This paper is focused on the work family conflict among IT employees in Trichy district.

Keywords: Work social support, work involvement, work role conflict, work time demands, work role ambiguity, family social support, family involvement, family role conflict, family time demands, family role ambiguity and work family conflict

Introduction

Work-to-family conflict occurs when the pressures from the work and family domains are contradictory together, and as a result, participation in the family role is made more troublesome by ethicalness of support in the work role. Work-to-family conflict occurs when experiences and responsibilities at work interfere with family life, such as extensive, irregular, or unbendable work hours, work overload and different types of occupation stress, interpersonal conflict at work, extensive travel, career transitions, or an unsupportive manager or association. Work demands are perhaps the most consistent predictor of work-family struggle. Other work demands connected with work-family conflict incorporates mandatory or unexpected overtime, shift work, job pressure, excessive work, job hassle, and working fast or having numerous interferences.

In current years, representatives are faced with more challenges between work and family, due to a series of changes of demographic characteristics and workforce structure. It is clear that an employee's work life influences and is impacted by his family life, whether negatively or positively. While inflexible and extensive hours, work overload, and job stress lead to stress in family life, kid care and intensive involvement with family activities limit restrict one's profession goals. Other than that, laborers face difficulties of dealing with their work and family jobs, and significantly, these difficulties have become more various and complex. The concentration towards work-family issues and work-family rehearses specifically, has been driven by various significant segment changes. These incorporate the expanded work of representatives, the rising number of dual-career couples and single parent families, and the enlargement of the elderly population.

The present representatives are working in a highly turbulent and competitive business and workplace. As a result majority of representatives work life become so complex.

Because of this work life intricacy and current world affordable condition drives representatives to work extended periods or do different positions. With the expansion of worldwide business and innovation, representatives of the worldwide firms need to keep in touch with their associates or clients who work inside 8 or 10 different time regions away. This implies that numerous representatives work inside the worldwide firms should be backup during 24 hours.

Besides state of the art innovation permits representatives to perform their work at home or any other place. In fact most of present world married employees are part of dual-career couples. This makes progressively hard for married employees to find time to fulfill commitment to home, spouse, children, parents and friends. Consequently, because of these reasons work life tend to be interfere with family life. This is called work family conflict.

Review of literature

Thulasimani *et al.* (2017) ^[3] pinpointed that organization's success depends on individuals and they have various obligations, different necessities and often conflict priorities. The work life balance analysis of managers assists with being familiar to know about the managers' working conditions, environment, and their present situation of balancing their personal life with work. In light of the examination, the current review reasoned that the balance between serious and fun activities of directors isn't totally fruitful. The adverse consequence of the downturn isn't just reflected in the IT area, likewise it will influence the piece of clothing industry in future because of the progressions in dollar values, expansion in items costs, responsibility, obligations in work, diminishing of professional stability. Subsequently, associations should guarantee that there is a balance between fun and serious activities to their associations, which will make ready for better execution, further developed spirit and results in higher work fulfillment, which will at last assist with working on the association's exhibition and benefit.

Fernando (2018) ^[4] expressed that five factors, for example, work interest, stress, family responsibility, individual job and discernment, they are assuming exceptionally imperative part for the work - family clashes in the attire business of Sri Lanka. Above factors are related with the exception of two factors; work interest and discernment and they have altogether affected to the work - family clashes. The work - family social regard joined to the attire business is one of the issues. Every one of the factors of the work - family clashes were antagonistically impacted agreeable to laborers in the business. As well as the factors of the work - family clashes have made way to low execution of laborers in this industry. Also, the disappointment makes non-attendance and the situation makes work turnover inside the business. The work - family struggle is a complicated idea, showing the worry for the representatives of the clothing business regardless of the level they have a place with. Absolutely, it is affected to the workers as well as on the hierarchical outcome. It uncovered that an individual's insight or mentalities about each component of work or working spot. In any case, work - family clashes are undetectable issue in the clothing business of Sri Lanka. At long last, creation cycle of the clothing business has dropped from the Sri Lankan economy.

Majekodunmi (2019) ^[5] examined the connection between

work-family-struggle, family-work-struggle and occupation execution of working moms in chose associations in Ekiti State, Nigeria. The review laid out that family-work-struggle had somewhat less huge effect among wedded moms than work-family-struggle. Likewise, it was laid out there is critical connection between work-family-struggle and occupation execution of working moms; there is positive huge connection between family-work-struggle and occupation execution of working moms. Considering the above discoveries, it tends to be reasoned that when WFC and FWC are decreased to a minima level, nursing moms working in various associations will turn out to be more proficient and useful at work.

Kumara and Fasana (2020) ^[2] expressed that clothing industry has been the Sri Lanka's biggest gross commodity worker and it is thought of as one of the greatest businesses in Sri Lanka. Notwithstanding, representatives are confronting many issues in adjusting of their work life and day to day life in the attire business. Representatives are resources for the association and the association generally attempts to try not to lose the key entertainers. Accordingly, attire organizations are giving alluring advantages to the. However, worker turnover has turned into a basic issue for this industry. Accordingly, this concentrate experimentally assessed the connection between work life struggle and turnover goal and the intercession job of occupation fulfillment. Moreover, concentrate on found areas of strength for the connection between work life struggle and turnover aim and it is to some extent intervened by the gig fulfillment. Additionally, the review uncovered that turnover expectation is shifted with distinctions in sexual orientation in clothing industry and females have elevated degree of turnover aim than male specialists.

Khare and Kapoor (2021) ^[1] expressed that offsetting work alongside family responsibilities gets more troublesome because of work tension and negative demeanor of bosses. Hitched ladies who have children find it significantly more relentless to figure out some kind of harmony between private commitment and those at work, consequently the Organization needs to recognize these issues and work towards tackling them. Exorbitant work strain because of long working hours or extra time is one of the significant explanations behind decay in the soundness of the specialists. Feeling withdrew from their darlings can costs the workers their psychological harmony. In any event, when they are fulfilled for being the monetary allies for their families, when the boss values their work and their family comprehends the criticality of their work, the association should concoct thoughts to assist representatives with adapting up to pressure, on the grounds that at a full scale level, a fulfilled worker with a cheerful home has greater likelihood of adding to country working in a positive manner than the people who are discouraged, drained or baffled with their lives.

Research methodology

Need of the study: When analyzing work/family conflict it can be identified few major dimensions related with it. One dimension is employee's job situation. As a result of occupation -related dimensions such as downsizing, additional task allocation, challenging assignments, and strategies of participation, work insecurity and frequent relocations have brought an increased workload which causes tension and course to create a true conflict between

employees work and family life. This competitive world makes an individual very busy as well as worthy. The present serious issue in Human Resources Department begins in labor supply arranging and figuring out related strategies to support the accomplished and talented workers. Significant examinations on the maintenance issues uncovered that, work job pressure is the primary variable for the employees who accommodated their work. The hidden concept of that is role strain of the employees in the work place and family circle. This stress leads to negative sequences such as unsatisfactory behaviors at job: delays, absenteeism, lack of motivation and reduced level of performance. On the family life, presence of kids can also tend to complex this work/family conflict and will act as obstacle for work family balancing process. This varies for fathers and mothers. According to this article, youngest kids have a great impact to the level of work/family conflict of mothers whereas the younger kids have greater impact for fathers in creating conflict between work and family. Partners work schedule and conditions have greater impact in determining level of work/family conflict as an output of increasing level of dual careers of families. Therefore, this paper is focused on the work family conflict among IT employees in Trichy district.

Objectives of the study

The research has been undertaken with the following objectives:

1. To find-out level of work family conflict among IT employees.
2. To list out various demographic profile of the employees.
3. To examine work role conflict.
4. To study family role conflict.
5. To analyze various factors of work family conflict.
6. To find out suitable suggestions for employees to reduce their work family conflict.

Research Design: Research design proposed for the study is 'Descriptive' type of research design. This type of research deals with work family conflict towards IT employees. In this paper the researcher attempts to analyze the various dimensions of work family conflict such as Work Social support, Work involvement, Work role conflict, Work time demands, Work role ambiguity, Family social support, Family involvement, Family role conflict, Family time demands, Family role ambiguity, Work family conflict level. Hence descriptive design was adopted.

Data collection

Data was collected in two ways.

1. Primary data and
2. Secondary data.

Primary data: The primary data was collected by questionnaire survey method based on a pilot study. The

primary data are those data which are collected a fresh and for the first time. It is the first hand data collected directly from the employees who are working in IT industries with a designed schedule for the purpose in Trichy in Tamil Nadu.

Secondary data

Secondary data was collected from websites, journals and research articles to support the research.

Research Hypothesis

1. There is a significant correlation between respondents' age and various dimensions of work family conflict among IT employees.
2. There is a significant inter correlation matrix among various dimensions of work family conflict among IT employees.
3. There is a significant difference between respondents' gender and various dimensions of work family conflict among IT employees.
4. There is a significant difference between Sector of organization and various dimensions of work family conflict among IT employees.
5. There is a significant difference between nature of job and various dimensions of work family conflict among IT employees.
6. There is a significant difference between respondents' type of family and various dimensions of work family conflict among IT employees.
7. There is a significant variance among the respondents' educational qualification with regard to various dimensions of work family conflict among IT employees.
8. There is a significant association between respondents' monthly income and various dimensions of work family conflict among IT employees.
9. There is a significant association between respondents' experience and various dimensions of work family conflict among IT employees.

Sampling techniques

Sample size: 121. The sample data was collected from the employees who are working in IT industries at Trichy in Tamil Nadu Disproportionate Sampling technique has been used to select the sample.

Period of study

The study on work family conflict among IT employees at Trichy in Tamil Nadu was carried out for the period of June 25th to July 25th 2022.

Analysis of data

The analysis of the collected data was carried out using percentage analysis and Correlation-test, 'z' test, ANOVA test and chi-square test.

Table 1: Karl Pearson's Co-Efficient of Correlation between Respondents' Age And work family conflict in Various Dimensions

S.No	Work family conflict	Correlation value	Statistical Interface
1	Age and Work Social support	0.274**	$P < 0.01$ Significant
2	Age and Work involvement	0.268**	$P < 0.01$ Significant
3	Age and Work role conflict	0.394**	$P < 0.01$ Significant

4	Age and Work time demands	0.531**	$P<0.01$ Significant
5	Age and Work role ambiguity	0.406**	$P<0.01$ Significant
6	Age and Family social support	0.516**	$P<0.01$ Significant
7	Age and Family involvement	0.355**	$P<0.01$ Significant
8	Age and Family role conflict	0.262**	$P<0.01$ Significant
9	Age and Family time demands	0.432**	$P<0.01$ Significant
10	Age and Family role ambiguity	0.459**	$P<0.01$ Significant
11	Age and Work family conflict	0.295**	$P<0.01$ Significant
12	Age and Overall work family conflict among IT employees	0.335**	$P<0.01$ Significant

Table 1: There is a significant correlation between respondents' age and various dimensions of work family conflict such as Work Social support, Work involvement, Work role conflict, Work time demands, Work role

ambiguity, Family social support, Family involvement, Family role conflict, Family time demands, Family role ambiguity, Work family conflict and Overall work family conflict among IT employees.

Table 2: Inter correlation matrix among various dimensions of work family conflict

	Work Social support	Work involvement	Work role conflict	Work time demands	Work role ambiguity	Family social support	Family involvement	Family role conflict	Family time demands	Family role ambiguity	Work family conflict	Overall work family conflict among IT employees
Work Social support	1											
Work involvement	.990**	1										
Work role conflict	.958**	.967**	1									
Work time demands	.821**	.836**	.896**	1								
Work role ambiguity	.939**	.950**	.977**	.927**	1							
Family social support	.885**	.906**	.946**	.909**	.955**	1						
Family involvement	.955**	.961**	.982**	.893**	.973**	.929**	1					
Family role conflict	.987**	.981**	.970**	.861**	.953**	.900**	.966**	1				
Family time demands	.909**	.924**	.965**	.884**	.972**	.945**	.952**	.928**	1			
Family role ambiguity	.897**	.910**	.961**	.937**	.970**	.975**	.953**	.920**	.954**	1		
Work family conflict	.970**	.965**	.967**	.841**	.953**	.897**	.959**	.979**	.957**	.917**	1	
Overall work family conflict among IT employees	.968**	.976**	.985**	.873**	.979**	.938**	.986**	.974**	.967**	.949**	.972**	1

** Correlation is significant at the 0.01 level * Correlation is significant at the 0.05 level

Table 2: There is a significant relationship among various dimensions of work family conflict such as Work Social support, Work involvement, Work role conflict, Work time demands, Work role ambiguity, Family social support,

Family involvement, Family role conflict, Family time demands, Family role ambiguity and Work family conflict at 0.01 level.

Table 3: 'z' test between respondents' gender and various dimensions of work family conflict

S. No	Work family conflict	\bar{X}	S.D	Statistical Inference
1.	Work Social support			
	Male (N:78)	27.7308	4.33851	$z = 9.260$
	Female (N:43)	34.0930	1.60080	$P < 0.001$

				Significant
2.	Work involvement			
	Male (N:78)	38.3077	5.95068	$z = 9.622$
	Female (N:43)	47.3488	2.10310	$P < 0.001$ Significant
3.	Work role conflict			
	Male (N:78)	32.8590	2.31721	$z = 11.887$
	Female (N:43)	37.3721	1.21544	$P < 0.001$ Significant
4.	Work time demands			
	Male (N:78)	23.6282	.89890	$z = 17.841$
	Female (N:43)	27.6744	1.59942	$P < 0.001$ Significant
5.	Work role ambiguity			
	Male (N:78)	32.0769	1.80741	$z = 13.337$
	Female (N:43)	36.2093	1.24515	$P < 0.001$ Significant
6.	Family social support			
	Male (N:78)	23.6282	1.42436	$z = 13.157$
	Female (N:43)	27.1628	1.39609	$P < 0.001$ Significant
7.	Family involvement			
	Male (N:78)	22.3462	2.06911	$z = 12.411$
	Female (N:43)	26.5814	1.13877	$P < 0.001$ Significant
8.	Family role conflict			
	Male (N:78)	26.6538	3.45595	$z = 10.045$
	Female (N:43)	32.2558	1.59004	$P < 0.001$ Significant
9.	Family time demands			
	Male (N:78)	14.7821	1.84917	$z = 11.648$
	Female (N:43)	18.3721	1.09160	$P < 0.001$ Significant
10.	Family role ambiguity			
	Male (N:78)	27.9872	2.69436	$z = 13.362$
	Female (N:43)	35.1860	3.08032	$P < 0.001$ Significant
11.	Work family conflict			
	Male (N:78)	23.3462	2.92693	$z = 9.851$
	Female (N:43)	27.9535	1.21407	$P < 0.001$ Significant
12.	Overall work family conflict among IT employees			
	Male (N:78)	302.8077	16.91695	$z = 11.172$
	Female (N:43)	333.0465	7.11790	$P < 0.001$ Significant

Table 3: There is a significant difference between respondents' gender and various dimensions of work family conflict such as Work Social support, Work involvement, Work role conflict, Work time demands, Work role

ambiguity, Family social support, Family involvement, Family role conflict, Family time demands, Family role ambiguity, Work family conflict and Overall work family conflict among IT employees.

Table 4: 'z' test between Sector of organization and various dimensions of work family conflict

S. No	Work family conflict	\bar{X}	S.D	Statistical Inference
1.	Work Social support			
	Government (N:56)	26.5714	4.62742	$z = 9.972$ $P < 0.001$ Significant
	Private (N:65)	32.9385	2.09819	
2.	Work involvement			
	Government (N:56)	36.5000	6.12892	$z = 11.073$ $P < 0.001$ Significant
	Private (N:65)	45.8462	2.75131	
3.	Work role conflict			
	Government (N:56)	31.9464	2.09258	$z = 14.378$ $P < 0.001$ Significant
	Private (N:65)	36.6308	1.47446	
4.	Work time demands			
	Government (N:56)	23.2679	.75054	$z = 11.836$

				$P<0.001$
	Private (N:65)	26.6154	1.99759	Significant
5.	Work role ambiguity			
	Government (N:56)	31.3929	1.68068	$z = 13.684$
	Private (N:65)	35.4000	1.53907	$P<0.001$ Significant
6.	Family social support			
	Government (N:56)	23.0536	1.27093	$z = 13.301$
	Private (N:65)	26.4615	1.51118	$P<0.001$ Significant
7.	Family involvement			
	Government (N:56)	21.6071	1.98795	$z = 13.241$
	Private (N:65)	25.7846	1.47365	$P<0.001$ Significant
8.	Family role conflict			
	Government (N:56)	25.5893	3.54081	$z = 11.204$
	Private (N:65)	31.2769	1.90811	$P<0.001$ Significant
9.	Family time demands			
	Government (N:56)	13.9821	1.55495	$z = 15.536$
	Private (N:65)	17.8462	1.17567	$P<0.001$ Significant
10.	Family role ambiguity			
	Government (N:56)	26.8571	2.31539	$z = 13.150$
	Private (N:65)	33.7231	3.26203	$P<0.001$ Significant
11.	Work family conflict			
	Government (N:56)	22.3929	2.93987	$z = 11.679$
	Private (N:65)	27.2154	1.45229	$P<0.001$ Significant
12.	Overall work family conflict among IT employees			
	Government (N:56)	296.4821	15.95105	$z = 13.748$
	Private (N:65)	328.2615	8.95698	$P<0.001$ Significant

Table 4: There is a significant difference between Sector of organization and various dimensions of work family conflict such as Work Social support, Work involvement, Work role conflict, Work time demands, Work role ambiguity, Family

social support, Family involvement, Family role conflict, Family time demands, Family role ambiguity, Work family conflict and Overall work family conflict among IT employees.

Table 5 'z' test between Nature of job and various dimensions of work family conflict

S. No	Work family conflict	\bar{X}	S.D	Statistical Inference
1.	Work Social support			
	Full time (N:77)	27.6883	4.35062	$z = 9.271$
	Part time (N:44)	34.0227	1.64936	$P<0.001$ Significant
2.	Work involvement			
	Full time (N:77)	38.2338	5.95354	$z = 9.705$
	Part time (N:44)	47.2727	2.13894	$P<0.001$ Significant
3.	Work role conflict			
	Full time (N:77)	32.8182	2.30404	$z = 12.076$
	Part time (N:44)	37.3409	1.21890	$P<0.001$ Significant
4.	Work time demands			
	Full time (N:77)	23.6104	.89083	$z = 17.481$
	Part time (N:44)	27.6136	1.63132	$P<0.001$ Significant
5.	Work role ambiguity			
	Full time (N:77)	32.0519	1.80566	$z = 13.301$
	Part time (N:44)	36.1591	1.27486	$P<0.001$ Significant
6.	Family social support			
	Full time (N:77)	23.5974	1.40731	$z = 13.363$
	Part time (N:44)	27.1364	1.39085	$P<0.001$ Significant
7.	Family involvement			

	Full time (N:77)	22.3117	2.06002	z =12.546 P<0.001 Significant
	Part time (N:44)	26.5455	1.15042	
8.	Family role conflict			
	Full time (N:77)	26.6104	3.45709	z =10.113 P<0.001 Significant
	Part time (N:44)	32.2045	1.60782	
9.	Family time demands			
	Full time (N:77)	14.7532	1.84359	z =11.758 P<0.001 Significant
	Part time (N:44)	18.3409	1.09848	
10.	Family role ambiguity			
	Full time (N:77)	27.9351	2.67216	z =13.436 P<0.001 Significant
	Part time (N:44)	35.1136	3.08195	
11.	Work family conflict			
	Full time (N:77)	23.3117	2.93015	z =9.903 P<0.001 Significant
	Part time (N:44)	27.9091	1.23549	
12.	Overall work family conflict among IT employees			
	Full time (N:77)	302.5455	16.86755	z =11.315 P<0.001 Significant
	Part time (N:44)	332.8182	7.19584	

Table 5: There is a significant difference between Nature of job and various dimensions of work family conflict such as Work Social support, Work involvement, Work role conflict, Work time demands, Work role ambiguity, Family social support, Family involvement, Family role conflict, Family time demands, Family role ambiguity, Work family conflict and Overall work family conflict among IT employees.

Findings and suggestions

Findings based on socio-demographic profile

1. Nearly half (i.e.) 47.9 per cent of the respondents were in the age group of 36 to 45 years.
2. Majority (i.e.) 64.5 per cent of the respondents were male.
3. One-third (i.e.) 39.7 per cent of the respondents were Post Graduates.
4. More than half (i.e.) 53.7 per cent of the respondents were working in Private organizations.
5. Majority (i.e.) 63.6 per cent of the respondents were doing full time job.
6. Nearly half (i.e.) 45.5 per cent of the respondents had monthly income from Rs.20000 to Rs.40000.
7. More than half (i.e.) 52.9 per cent of the respondents had 5 to 10 years experience.
8. Nearly three-fourth (i.e.) 74.4 per cent of the respondents belong to nuclear family.
9. Majority (i.e.) 68.6 per cent of the respondents had 4 to 5 dependents.

Findings based on Low and high level of various dimensions of work family conflict

1. Majority (i.e.) 65.3 per cent of the respondents got high level with respect to work social support.
2. Majority (i.e.) 60.3 per cent of the respondents got high level with respect to work involvement.
3. More than half (i.e.) 52.1 per cent of the respondents obtained high level with regard to work role conflict.
4. Nearly three-fourth (i.e.) 74.4 per cent of the respondents had high level with regard to work time demands.
5. More than half (i.e.) 50.4 per cent of the respondents

got high level with regard to work role ambiguity.

6. Majority (i.e.) 62.0 per cent of the respondents had high level with respect to family social support.
7. More than half (i.e.) 56.2 per cent of the respondents got high level with respect to family involvement.
8. More than half (i.e.) 53.7 per cent of the respondents had high level with regard to family role conflict.
9. More than half (i.e.) 50.4 per cent of the respondents got high level with regard to family time demands.
10. Majority (i.e.) 60.3 per cent of the respondents had high level with respect to family role ambiguity.
11. Majority (i.e.) 68.6 per cent of the respondents got high level with regard to work family conflict.
12. More than half (i.e.) 52.1 per cent of the respondents had high level with respect to overall work family conflict among IT employees.

Findings based on hypothesis

1. There is a significant correlation between respondents' age and various dimensions of work family conflict among IT employees.
2. There is a significant inter correlation matrix among various dimensions of work family conflict among IT employees.
3. There is a significant difference between respondents' gender and various dimensions of work family conflict among IT employees.
4. There is a significant difference between Sector of organization and various dimensions of work family conflict among IT employees.
5. There is a significant difference between nature of job and various dimensions of work family conflict among IT employees.
6. There is a significant difference between respondents' type of family and various dimensions of work family conflict among IT employees.
7. There is a significant variance among the respondents' educational qualification with regard to various dimensions of work family conflict among IT employees.
8. There is a significant association between respondents' monthly income and various dimensions of work family

conflict among IT employees.

9. There is a significant association between respondents' experience and various dimensions of work family conflict among IT employees.

Suggestions

1. IT employees had lot of stress in their life. To reduce the stress and balance their personal life with work, the respondents may undergo work life policies and programmes such as yoga, entertainment programmes, regular exercises and tour ect., in a regular interval.
2. Role Ambiguity influences work-family conflict. IT industries may arrange for counseling by experts. By doing this they can reduce role and inter role problems.
3. IT industries may consider implementing leave facilities especially, with the support of superiors who can understand the family circumstances and help them in providing leave when they are in need and reduce work-family conflict among IT employees.
4. IT industries may give proper salary and promotions for their employees that will motivate them. It will increase their job involvement and family satisfaction too.
5. IT industries may extend counselling practices at family level including dependents for better results.

Conclusion

This paper is an attempt to present work family conflict among IT employees in Trichy industries. Work-family conflict involves workplace stress with the daily pressures of family, friends and self. This study shows that long working hour, volume of overtime, rigid work schedule, insufficient job works and unfriendly organizational culture increase the possibility that employees will experience conflict between their work and family role. Mutual goal, encouragement health expression of differences and willingness to compromise are of much importance to minimize work-family conflict of employees. Self interest, coercion and suppression of disagreement spark work family conflict. Alteration of mindset of both husband and wife is necessary to lessen work-family conflict and they should from a 'me' orientation to 'we' orientation. Rigid patterns of behavior are not beneficial to the resolution of stressful situation. IT employees should keep in mind that their career may be disposable, but not children as well as family.

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