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*Msr.D.Nandini, Assistant Professor, Department of Master of Business Administration, Jeppiaar Institute of Technology, Chennai, Tamilnadu, India.*

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## **EDITORIAL**

It is heartening to see that the ninth issue of the VICHAARA AN INTERNATIONAL JOURNAL OF MANAGEMENT has been brought out successfully. An educational journal is a platform where knowledge gets amplified and disseminated; research results and innovations are documented and unique experiences are shared for enhancement of knowledge. The design architecture of Vichaara is made in such a way that it becomes a comprehensive document to reflect the different dimensions of Management discipline. Business Research forms the core part wherein original, empirical based research papers are included. This issue comprises articles on recent issues in business world from different disciplines. These articles show a methodological way of conducting a research and presenting their findings. Findings on technology influence, cultural changes in the organizations, behavioural changes among the consumers and their expectations have been presented with relevant facts. We invite scholarly articles and research papers and write ups on robust cases. Suggestions and views from readers and scholars are solicited for the qualitative improvement of the Journal.

## **A STUDY ON WORKLIFE BALANCE: TRANSITIONING FROM REMOTE TO ONSITE**

*Mr. S. Chockalingam, Manager HR., Jobride techno Solutions Private Limited, Tamilnadu, India*

### **ABSTRACT:**

*As the information technology sector continues to evolve, the shift from remote to onsite work has become a pressing concern for IT professionals. This study investigates the impact of transitioning from remote to onsite work on the work-life balance of IT employees, examining the role of organizational support, technology infrastructure, and colleague relationships in facilitating this transition. A survey of IT professionals who have experienced both remote and onsite work arrangements reveals that while remote work has improved work-life balance for some, the transition back to onsite work has also brought about benefits such as enhanced collaboration, better alignment with company culture, and increased recognition of contributions. The findings highlight the importance of organizational support, effective technology infrastructure, and strong colleague relationships in promoting optimal work-life balance for IT professionals. By understanding the challenges and opportunities presented by the transition from remote to onsite work, IT organizations can develop strategies to foster a healthy and productive work environment that benefits both employees and the organization. This study provides valuable insights for IT organizations seeking to improve work-life balance, enhance employee well-being, and drive business success in the rapidly changing IT landscape.*

**Keywords:** *Work Life Balance, Remote Work, On Site Work*

### **INTRODUCTION:**

The information technology (IT) industry has undergone a significant transformation in recent years, with the COVID-19 pandemic accelerating the shift towards remote work. This abrupt transition reshaped workplace dynamics, offering IT professionals increased flexibility and potential for an improved work-life balance. However, as the pandemic recedes and organizations navigate the complexities of hybrid work models, new challenges emerge. Understanding the implications of transitioning from remote to onsite work on the well-being and productivity of IT professionals is crucial for developing effective workplace strategies.

The IT sector, characterized by rapid technological advancements and a highly competitive job market, was at the forefront of adopting remote work practices. During the height of the pandemic, many IT professionals adapted to working from home, leveraging digital tools and platforms to maintain productivity. This shift not only ensured business continuity but also highlighted the potential for long-term remote work arrangements. However, as organizations gradually reintegrate onsite work, it is imperative to assess how this transition affects IT professionals, particularly in terms of their work-life balance and overall well-being.

This study aims to investigate the effects of transitioning from remote to onsite work on the work-life balance of IT professionals. By examining the role of organizational support, technology infrastructure, and colleague relationships, the study seeks to provide comprehensive insights into the factors that influence the success of this transition. The primary objectives include assessing the impact of hybrid work models on the work-life balance of IT professionals, evaluating the effectiveness of organizational support systems in facilitating a smooth transition, understanding the role of technology infrastructure in maintaining productivity and well-being, and exploring the dynamics of colleague relationships in hybrid work environments.

## **STATEMENT PROBLEM**

The rapid shift to remote work during the COVID-19 pandemic has significantly impacted the work-life balance of IT professionals. As organizations begin to transition back to onsite work, it is crucial to understand the implications of this change on employees' well-being and productivity. Number of challenges is faced by the employees such as Adjusting to new work arrangements, Maintaining work-life balance, Managing technology and infrastructure, Building and maintaining relationships, IT professionals must build and maintain relationships with colleagues and clients, which can be difficult in a remote work environment. The organisation also faces some challenges such as Maintaining work-life balance, Managing technology and infrastructure, Building and maintaining relationships, IT professionals must build and maintain relationships with colleagues and clients, which can be difficult in a remote work environment.

## **OBJECTIVES OF THE STUDY**

The objective of the is to know how various types of work arrangements (Remote or Onsite) influences the perception about work life balance among employees and to investigate the role of organizational support in facilitating a smooth transition and promoting optimal work-life balance. It also assesses the impact of technology infrastructure on employees' ability to maintain work-life balance while working remotely and examine the importance of colleagues support in enhancing employees' work-life balance during remote work. The study is also intended to explore the relationship between trust in management and employees' perceived work-life balance and to evaluate employees' onsite work-related perceptions and their impact on work-life balance.

## **REVIEW OF LITERATURE**

Aycan, Z. (2019) examined the relationship between work-life balance and job satisfaction across different cultures. The findings suggest that cultural values and norms play a significant role in shaping individuals' perceptions and experiences of work-life balance, which in turn affects their job satisfaction. The study highlights the importance of considering cultural context when implementing work-life balance initiatives.

Golden, T. D., Veiga, J. F., & Simsek, Z. (2018) investigated the impact of telework on work-life balance. The findings suggest that while telework can provide flexibility and autonomy, it can also lead to increased work demands and blurred boundaries between work and personal life. The study emphasizes the need for clear communication and boundaries between employers and employees to ensure that telework enhances rather than detracts from work-life balance.

Beauregard, T. A., & Henry, L. C. (2020) examined the implementation of work-life balance practices in a multinational public sector organization. The findings suggest that while the organization has implemented various work-life balance initiatives, such as flexible work arrangements and family-friendly policies, there are still challenges in terms of employee uptake and management support. The study highlights the importance of organizational culture and leadership in promoting work-life balance.

Bhatnagar, J. (2022) This study examines the role of work-life balance practices in attracting and retaining IT professionals in India. The findings suggest that work-life balance practices, such as flexible work arrangements and family-friendly policies, are important factors in attracting and retaining talent in the IT industry. The study emphasizes the need for organizations to implement effective work-life balance practices to remain competitive in the talent market.

Malik, M. I., Gomez, S. F., Ahmad, M., & Saif, M. I. (2021) investigated the relationship between work-life balance and organizational performance in the pharmaceutical industry in Pakistan. The findings suggest that work-life balance practices, such as flexible work arrangements and family-friendly policies, are positively related to organizational performance. The study highlights the importance of implementing effective work-life balance practices to improve organizational performance and competitiveness.

Shukla, A., & Srivastava, R. (2018) examined the impact of work-life balance on employee performance in the IT industry in India. The findings suggest that work-life balance practices, such as flexible work arrangements and family-friendly policies, are positively related to employee performance. The study emphasizes the need for organizations to implement effective work-life balance practices to improve employee performance and productivity.

Malik, M. I., Saleem, F., & Ahmad, M investigated the relationship between work-life balance and job satisfaction among female employees in the banking sector in Pakistan. The findings suggest that work-life balance practices, such as flexible work arrangements and family-friendly policies, are positively related to job satisfaction. The study highlights the importance of implementing effective work-life balance practices to improve job satisfaction and retention among female employees in the banking sector.

Anand, P., & Arora, D. (2019) examined the impact of work-life balance on employee engagement among IT professionals in India. The findings suggest that work-life balance practices, such as flexible work arrangements and family-friendly policies, are positively related to employee engagement. The study emphasizes the need for organizations to implement effective work-life balance practices to improve employee engagement and retention in the IT industry.

Subramaniam, G., & Selvaratnam, D. P. (2023) investigated the relationship between work-life balance and organizational commitment among female employees in the hospitality industry in Malaysia. The findings suggest that work-life balance practices, such as flexible work arrangements and family-friendly policies, are positively related to organizational commitment. The study highlights the importance of implementing effective work-life balance practices to improve organizational commitment and retention among female employees in the hospitality industry.

Kumari, K. T., & Devi, V. R. (2018) examined the impact of work-life balance on employee turnover among IT professionals in India. The findings suggest that work-life balance practices, such as flexible work arrangements and family-friendly policies, are negatively related to employee turnover. The study emphasizes the need for organizations to implement effective work-life balance practices to improve employee retention and reduce turnover costs in the IT industry.

Hossain, M. M., & Kurian, R. (2019) investigated the relationship between work-life balance and job performance among female employees in the textile industry in Bangladesh. The findings suggest that work-life balance practices, such as flexible work arrangements and family-friendly policies, are positively related to job performance. The study highlights the importance of implementing effective work-life balance practices to improve job performance and productivity among female employees in the textile industry.

Yadav, R. K., & Dabhade, N. (2015) examined the relationship between work-life balance and organizational citizenship behaviour among IT professionals in India. The findings suggest that work-life balance practices, such as flexible work arrangements and family-friendly policies, are positively related to organizational citizenship behaviour. The study emphasizes the need for organizations to implement effective work-life balance practices to improve employee engagement and organizational performance in the IT industry.

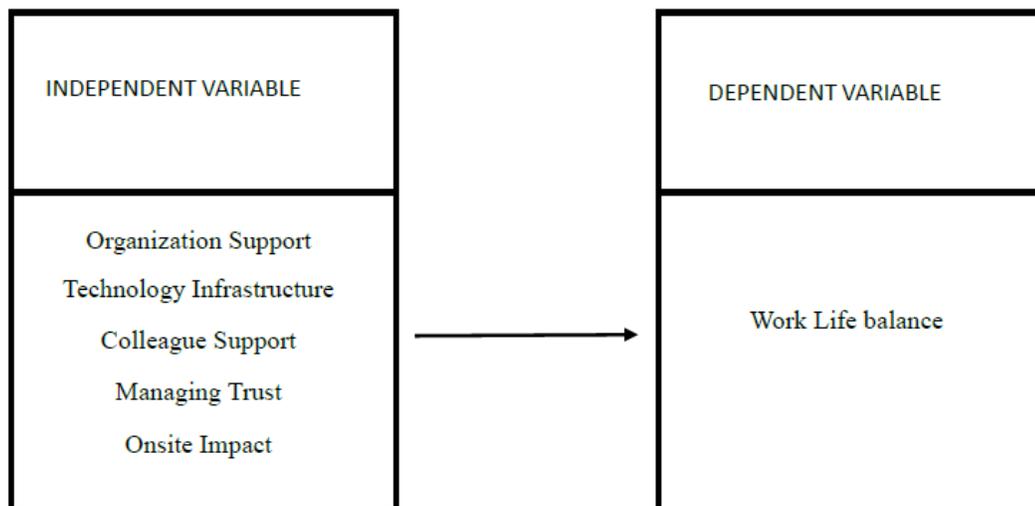
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**Reliability of the instrument**

<b>Scale: Reliability test all Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.791	25

The scale used in this study demonstrates good reliability, as indicated by a Cronbach's Alpha value of 0.791. It has internal consistency.

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	671.175 <sup>a</sup>	462	.000
Likelihood Ratio	356.386	462	1.000
Linear-by-Linear Association	62.850	1	.000
N of Valid Cases	172		

The chi-square test reveals a strong relationship between the two categorical variables. The high chi-square value (671.175) and the very low p-value (0.000) indicate a statistically significant association. However, the chi-square test doesn't measure strength or direction, and further analysis is needed to understand those aspects of the relationship.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.083 <sup>a</sup>	.007	.001	3.80303

That the model summary suggests that Organizational Support has a very weak positive linear relationship with the dependent variable, explaining only a tiny fraction (0.7%) of its variance. The adjusted R Square being close to zero and the high standard error indicate that the model does not fit the data well. Therefore, Organizational Support may not be a significant predictor of the dependent variable in this context. Further investigation with additional predictors or a different model may be needed to better explain the variance in the dependent variable.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.641 <sup>a</sup>	.411	.408	2.92823

a. Predictors: (Constant), onsitework

The regression analysis suggests a moderately successful model (R = 0.641). While there's a moderate positive relationship between the variables, the R-squared (0.411) indicates the model explains a moderate portion of the dependent variable's variance. The adjusted R-squared (0.408) confirms this after accounting for model complexity. There might be other uncaptured factors influencing the dependent variable. Further investigation into these could improve the model's explanatory power.

		Worklifebalance amongempoyees	Technologyinfra structure
Worklifebalanceamongempoyees	Pearson Correlation	1	.065
	Sig. (2-tailed)		.395
	N	172	172
Technologyinfrastructure	Pearson Correlation	.065	1
	Sig. (2-tailed)	.395	
	N	172	172

The correlation analysis indicates that there is a very weak positive relationship between Work-life Balance among Employees and Technology Infrastructure, with a Pearson correlation coefficient of 0.065. However, this relationship is not statistically significant, as evidenced by the p-value of 0.395. Therefore, we cannot conclude that Technology Infrastructure has a meaningful impact on the Work-life Balance among Employees based on this data. Further research with more variables or a different methodological approach might be necessary to explore this relationship more comprehensively.

### **Discussions**

There is no significant difference between the groups. There might be some minor differences between the groups, but they are likely due to random chance and not a systematic effect. Analysis of work arrangements (remote or onsite) and their impact on work-life balance reveals varied responses across different work-life balance scores. This variability underscores the complex relationship between work arrangements and employees' perceptions of work-life balance, highlighting the need for nuanced approaches in addressing individual needs and preferences within organizational settings.

### **Conclusion**

The findings highlight the importance of organizational support, effective technology infrastructure, and strong colleague relationships in promoting optimal work-life balance for IT professionals. By understanding the challenges and opportunities presented by the transition from remote to onsite work, IT organizations can develop strategies to foster a healthy and productive work environment that benefits both employees and the organization. This study provides valuable insights for IT organizations seeking to improve work-life balance, enhance employee well-being, and drive business success in the rapidly changing IT landscape.

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