

Work-life balance of women in IT sector post COVID-19

Deepali V. Hiremath¹, Dilip Kumar H. G², Dr. Mahesh K³ and Dr. Nalina R⁴

¹Assistant Professor, KLE Law College, Bengaluru, A Constituent College of KLE Technological University Bengaluru, Karnataka, India

²Assistant Professor, Department of MBA, Bangalore Institute of Technology Bengaluru, Karnataka, India

³Professor, Department of MBA, Bangalore Institute of Technology Bengaluru, Karnataka, India

⁴Associate Professor (Guide), Department of Management Studies, Bangalore Institute of Technology Bengaluru, Karnataka, India

Email: ¹deepali.hiremath@gmail.com, ²dilipgowda001@gmail.com, ³vtudr5@gmail.com and ⁴drnalinabit@gmail.com
ORCID: ²<https://orcid.org/0009-0002-4799-8587> and ³<https://orcid.org/0000-0003-1656-1737>

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ABSTRACT

This study examined the COVID-19 has brought about many changes in work processes within the Information Technology (IT) sector; hence, work-life balance among women workers in the field has been affected both negatively and positively. This research paper explores the work-life balance of women workers in the IT sector in the post-COVID-19 era, identifies the important determinants of the phenomenon, and analyses its implications in regard to different types of work arrangements. A quantitative approach was used, in which primary data was obtained through a structured questionnaire from 185 women workers in the IT industry. The gathered data was then analyzed using descriptive statistics, correlation analysis, multiple regression, and one-way ANOVA with the use of SPSS. The results reveal that the women workers achieved work-life balance at a moderately positive level. Family obligations turned out to be the sole determinant of work-life balance, while remote working, work load, organizational support, and stress were found to have no statistically significant effect. In addition, no difference in personal well-being was recorded between the three different work arrangements, namely work-from-home, hybrid, and office-based.

Keywords: Work-Life Balance, Women Employees, Information Technology Sector, Post-COVID-19, Family Responsibilities, Remote Work, Employee Well-being.

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1. INTRODUCTION

Work life balance is the act of having a positive balance between one's personal and professional life. In this challenging and demanding era it is very difficult to maintain balance between the two as demands have increased leading to work pressure. It takes hard decisions for individuals to attain this equilibrium. Females in the work force are now a significant and on-going pressure group calling for flexibility at work. Although both men and women share work to fulfil their needs but still burden is more on women shoulder with respect to family expectation, managing home, taking care of children and parents (Arunima 2021).

A significant change is occurring all over the world with the advent of information Technology. The IT revolution not only boosts employment opportunities and GDP of a country but also brings a cultural change and social revolution. Over the last few decades, women IT professionals can now observe in the software services sector that has been experiencing rapid growth. Now women take on the role of a professional in addition to their traditional work as a home maker. The Indian

women, who were mostly found in a socially acceptable employment like teaching, nursing, banking etc. in the last decade, are diverted now and actively participate in the IT revolution. The tendency of all the employees, particularly the knowledge workers to work harder and longer than ever before has become a common phenomenon. As a consequence, they find it difficult to achieve work life balance. This new concept of Information Technology which gives a good salary, night shifts, cultural and social changes has created work life imbalance among the women employees in Information Technology Industry (Raj & Mahalakshmi 2016).

Work life balance is not a given, it's something that you make. Work-life balance states that the level of prioritization between personal and professional activities in an individual's life. The two aspects of life – personal and professional – should be managed and balanced, and the latter could impact on happiness. There are numerous factors affecting the work-life balance like work hours, flexibility in working hours, overtime paid, gender etc., Good work life balance encourages increased productivity, less instances of sickness and absenteeism, a happier, less stressed workforce, staff feeling valued and that their

*Author for Correspondence: deepali.hiremath@gmail.com

personal and/or family life is important, improvements in employee mental health and well-being and more engaged staff. The poor work life balance leads to mental disorders, such as anxiety and depression. The 5 areas of work life balance include: self-management, time management, stress management, managing change and managing leisure time. IT industries: Information Technology (IT) is a business sector that involves computing, such as the hardware and software which make up the computer systems and the telecommunications which allow the transmission of information. IT Services, Business Process Management, Software Products, Engineering Research and Development are the major sectors in IT industry.

According to a 2020 study, women accounted for 28.8% of the tech sector workforce, an uptick from the last couple of years when they represented 25.9% in 2018 and 26.2% in 2019. The hybrid of work from home has modified the work culture for women workers in India two years after the onset of the COVID-19 pandemic. COVID-19 pandemic completely altered the mindset of women regarding their career. With the pandemic, women had to deal with the blurring lines between work and life in the workplace. While women had to undergo an overnight shift to allow their personal, home spaces to become workplaces, companies devised new models of work (Saravanan & Vijaya Kumar 2022).

2. REVIEW OF LITERATURE

Hiremath et al. (2025) noted that as sustainability has grown in importance, GHRM's role in encouraging ecologically responsible activities within enterprises has grown. Analyzing GHRM programs' potential to address technology industry women's work-life balance needs. Work-life balance is investigated in relation to GHRM methods such green training, sustainable recruitment, environmental performance reviews, and green behavior rewards. Flexible work arrangements have increased due to the epidemic's unprecedented shift to remote labor, aligning with GHRM goals and work-life balance. HR departments may drive environmental management and employee well-being by changing organizational models, according to study. IT companies' GHRM practises and women employees' work-life balance are examined in this descriptive study using primary and secondary data. Research suggests that GHRM policies reduce an organization's carbon footprint and make IT workplaces more sustainable and flexible for women. These measures can boost institutional resilience to climate change, economic instability, and pandemic-related work structure changes, according to study. This paper contributes to sustainable HRM research and discusses methods organizations might align environmental goals with work-life balance initiatives for female workers post-pandemic.

Ray and Garg (2025) investigated work-life balance (WLB) as an essential avenue for sustainable women's leadership within India's Information Technology (IT) sector. This study synthesizes theoretical frameworks and empirical results from four decades of research to

elucidate how work-life balance programs might promote and sustain women's leadership roles in the Indian IT sector. The report examines the distinct cultural, organizational, and societal obstacles encountered by women professionals in India, while suggesting evidence-based techniques for establishing sustainable leadership trajectories.

Alfano et al. (2024) examined the EU's remote working environment, characterized by diversity, which experienced substantial alterations as a result of COVID-19. We utilize Eurofound's longitudinal Living, Working and COVID-19 e-survey to examine changes in work-life balance among remote workers from spring 2020 to spring 2022. Quantitative investigation indicates increased work-life balance difficulties for married, female, parental, and university-educated distant workers. The emphasis on work-life balance for employers has increased since the epidemic, although self-employed individuals have encountered persistent difficulties. Countries with limited experience in remote work demonstrated diminished satisfaction among remote workers during all stages of the pandemic. This study highlights the subtle demographic and employment-related effects of remote work on work-life balance, despite the absence of strong sectoral effects. The findings yield novel insights into the dynamics of remote work inside the EU, presenting consequences for workforce well-being and management initiatives.

Rani and Priya (2023) analyzed that it is a challenging circumstance for women to reconcile their familial responsibilities with their professional obligations. The significant transformation resulting from the COVID-19 epidemic has compelled all employees to engage in remote work (WFH). The IT business is a prominent sector, and employees within it experience mental pressure and stress as they strive to attain a balanced work and family life. In light of the current pandemic, all IT employees are instructed to work remotely, i.e., from home. Consequently, female employees are operating from remote locations and must concurrently interact with both familial and professional responsibilities, necessitating a balance between work and home life. This research aims to examine the distant work experiences of female employees during the COVID-19 pandemic and how they manage the twin responsibilities of professional and personal life.

Vijayalakshmi et al. (2023) analyzed how the Indian IT industry has positioned India on the global stage. The sector's growth has resulted in an increase in female employment. Work-life balance is an issue that impacts all genders, however it disproportionately affects women. Work-life balance is essential for women in the Indian IT sector due to cultural factors and the reality that professional women in India predominantly undertake home responsibilities. This research examines the mental health of leading female IT professionals to discover their work-life balance issues, particularly while working from home. The majority of respondents concurred that parental acknowledgment and economic conditions at home affect

women's career outlook; however, they contended that women prioritizing career advancement are not less likely to fulfill responsibilities as spouses, mothers, or daughters-in-law, nor to assume additional family duties. The respondents concurred that work-life balance is linked to personal desire and ambition; many stated that a woman desiring it would pursue solutions. Balancing remote work and personal life presents a significant challenge for women in India.

Rajkumar (2022) examined the relationship between employee engagement and work-life balance, particularly in the setting of the Covid-19 epidemic. This research employed a descriptive study methodology and corroborated current literature. In light of the ongoing Covid-19 epidemic, the researcher employed a pragmatic sample strategy, utilizing Google Forms for data collection in 2021. The survey, conducted on a voluntary basis, comprised 70 respondents from the IT profession employed in the business process outsourcing (BPO) industry in Coimbatore, South India. The researcher has utilized basic percentage analysis, correlation analysis, and regression analysis on the acquired data. This study examines the effects of employee engagement and work-life balance among IT professionals in the business process outsourcing (BPO) sector in Coimbatore, South India. This study is confined to data obtained from 70 respondents, and the results are derived from subsequent analysis and interpretation. The results indicate that slightly more than half (56.1%) of respondents experience a moderate level of employee engagement during the pandemic lockdown, while nearly half (47.6%) report a moderate level of work-life balance, suggesting a significant correlation between employee engagement and work-life balance. The findings of this study unequivocally indicate that work-life balance surpasses employee engagement and vice versa.

Dhar (2020) examined how the COVID-19 pandemic has limited life in India and other countries. Women in the IT field must now work from home. This has helped and hindered them. This research explores ways to manage the personal and professional lives of women working from home during the epidemic. A semi-structured interview schedule was employed to interview 40 mothers with at least one kid and more than five years of experience by phone. The report examined the pros and cons of work-from-home in many categories and dimensions and made some HR team recommendations.

Tiwari (2019) found that women's workforce involvement is essential for economies to maximize human capital. The World Economic Forum Global Gender Gap Report (2016) states that no country has achieved gender equality. Demographic change and an emphasis on service and knowledge-intensive industries may leave India short on qualified workers in the next decades. Large organizations must diversify their workforce by improving access to women to find skilled workers. Knowing and understanding why a pool of young women who are professionally competent to work and contribute to the

country cannot use their actual talent is vital. Women choose careers based on societal, cultural, familial, and personal reasons. Career theories and decision-making practices are used to determine why female involvement in the Indian workforce has reduced. It targets young women (25–45) who are full-time university students, professionally qualified to work, and live in an urban area but are not working.

Prakash (2018) emphasized that work-life balance research lacks agreement in categorizing non-work. Given modern workers' changing life preferences, work-life balance researchers should consider more than just work-family. This study attempts to show that work-life balance for modern workers includes family and other non-work activities. Previous literature identified several non-work domains, and a poll was undertaken to determine which ones were critical for work-life balance. In work-life balance, non-work comprises family and a variety of life domains, which differs by person, according to 214 Indians working in various Indian cities and abroad. Family was the highest priority, however some respondents indicated other non-work factors. Employees' non-work choices and experiences varied by gender, marital status, and child-care duties. Family vs other non-work domains affected employee satisfaction with work-life balance facilities. The findings suggest that work-life balance research and practice should reflect employees' non-work choices. Addressing the non-work wants of different categories of employees might increase acceptance of such efforts.

3. OBJECTIVES OF THE STUDY

- To examine the work-life balance of women employees in the Information Technology (IT) sector in the post-COVID-19 era.
- To identify the major factors influencing the work-life balance of women IT employees, including remote work, workload, family responsibilities, and organizational support.
- To assess the impact of post-COVID-19 work arrangements on the personal well-being and professional performance of women working in the IT sector.

4. RESEARCH METHODOLOGY

4.1 Research design

The present study follows the descriptive and analytical quantitative research design to analyze the work-life balance of women in the Information Technology (IT) sector in the era of post-COVID-19. The descriptive component intends to systematically identify the main conditions of work-life balance, and the analytical component the factors that influence work-life balance and the impact of work arrangements after the pandemic on women's working and personal lives. A cross-sectional research design was used; that is, the data were gathered at one time from the respondents to obtain their current

experience and perceptions. The quantitative approach allows the researcher to gather measurable and objective data which can be analyzed by statistical analysis and results can be interpreted. This research design is suitable, as it offers a systematic approach to the study of the problems and possibilities of work-life balance faced by the female IT workers. The results should provide empirical evidence that can help organizations create policies that will be more supportive of employees and make the workplace healthier.

4.2 Data Collection Methods

The study has been conducted using mainly the primary data from the women employees of different Information Technology organizations. The structured questionnaire was the main data collection tool, and was developed based on a comprehensive literature review of the subject of work-life balance and workplace practices in the post-COVID-19 era. The questionnaire comprised of questions regarding the personal, demographic and work flexibility, workload, family responsibilities, organizational support, stress, personal well-being, and overall work-life balance statements. The use of a five-point Likert scale from "Strongly Disagree" to "Strongly Agree" was used to measure the responses. As a supplement to the survey results, a small sample of informal, telephone interviews were held with some participants to seek further context about their experiences at work following the pandemic. Secondary data were collected from scholarly journals, books, conference proceedings, government publications, and authentic online databases. The use of primary and secondary data increased the comprehensiveness, credibility and reliability of the research results.

4.3 SAMPLING

The sample of the study was respondents of the Information Technology sector obtained by convenience sampling technique. Females currently working in IT organizations with experience in working remotely, from home or hybrid were considered eligible for participation. One hundred eighty-five respondents were selected as a total sample to achieve good representation of women professionals from various age groups, job roles, educational levels and years of experience. Convenience sampling was deemed appropriate as it allowed for the researcher to access respondents who were easily available and willing to participate in the study in the available time and with the available resource. Although it is not a probability sample, some attempt was made to ensure that respondents were representative of a variety of IT organizations to maximize sample representativeness. The

sample size chosen was deemed adequate for the purpose of the statistical analysis and drawing meaningful conclusions about the work-life balance of women workers in the post-pandemic IT work environment.

4.4 Data Analysis Tools and Techniques

Collected data were systematically coded, classified and analysed with the aid of MS Excel and the Statistical Package for the Social Sciences (SPSS). Data entry and cleaning, coding and preliminary tabulation were done in EXCEL while advanced statistical analysis was done in SPSS. Descriptive Statistics such as frequency, percentage, mean and standard deviation were used to summarize demographic characteristics and work-life balance perceptions of the respondents. Correlational analysis was employed to determine the relationship between the major variables in the study, while multiple regression was used to determine the influence of the selected factors on the work-life balance of women IT workers. Independent sample t-tests and one-way ANOVA were used if appropriate, to determine differences in work-life balance between the various categories of demographics. The findings were rendered into tables and analyzed objectively to meet the objectives of the study and provide valuable insights into the post-COVID-19 work-life balance of women professionals.

4.5 Ethical Considerations

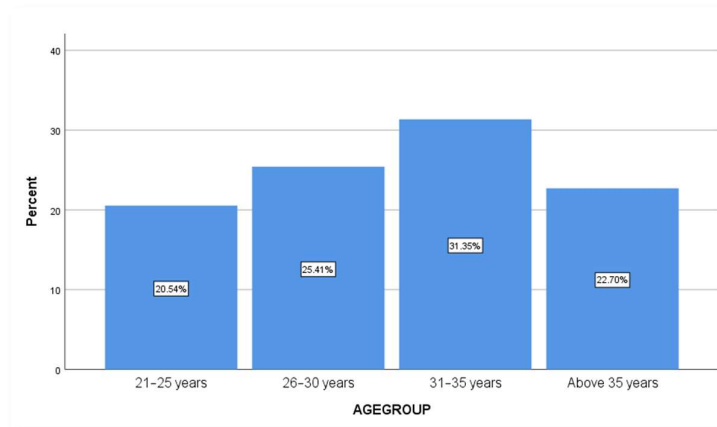
The study has been conducted with the good ethical principles applied in social science research. The study was entirely voluntary, and the purpose and significance of the study was explained to the respondents before data collection. All participants signed informed consent forms, which included information about their rights and gave them the option to opt out at any point without impact. Confidentiality and anonymity of the respondents were ensured and no personally identifiable information was collected or shared. All of the information gathered was for academic and research only. No external influence or force was used to coerce or force respondents to give answers that are not true or unbiased. The data were securely kept and analysed in summarised form, preventing the identification of any individuals. The principles of integrity, transparency, objectivity and respect for participants were respected throughout the entire research process to ensure the credibility, reliability and ethical soundness of the study.

5. RESULT & ANALYSIS

5.1 Demographic Variables

Table 1: AGEGROUP

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21–25 years	38	20.5	20.5	20.5
	26–30 years	47	25.4	25.4	45.9
	31–35 years	58	31.4	31.4	77.3
	Above 35 years	42	22.7	22.7	100.0
	Total	185	100.0	100.0	

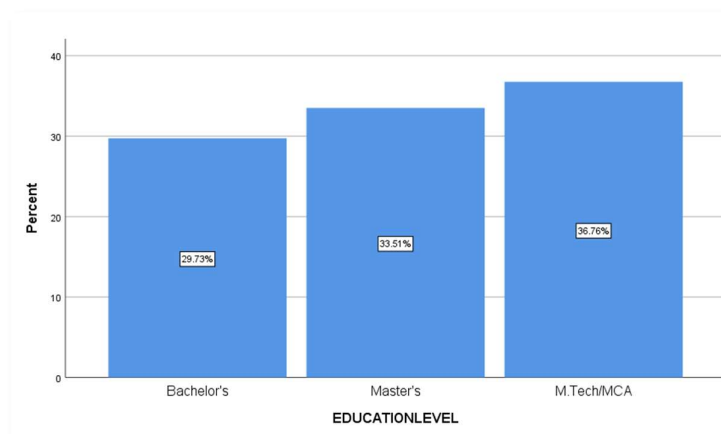
**Fig 1: AGEGROUP**

Analysis of respondents based on their age shows that the largest number of women employees in the study sample falls under the age of 31-35 years, representing 58 individuals (31.4%). Next comes the age group of 26-30 years, consisting of 47 individuals (25.4%). The 35+ age group accounts for 42 respondents (22.7%). The 21-25 year-olds are the smallest age group in the sample, with 38 respondents (20.5%). Overall, it can be seen from the findings that the sample largely comprises of women

employees in the early to mid-career age groups, specifically of 31-35 years age, who not only possess adequate professional experience but also handle increasing family and personal responsibilities. The inclusion of diverse age groups in the sample adds to its richness and makes an excellent foundation for studying work-life balance among women in the IT sector in the post-COVID-19 era.

Table 2: EDUCATIONLEVEL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bachelor's	55	29.7	29.7	29.7
	Master's	62	33.5	33.5	63.2
	M.Tech/MCA	68	36.8	36.8	100.0
	Total	185	100.0	100.0	

**Fig 2: EDUCATIONLEVEL**

Education level of the respondents shows that there were highly educated individuals involved in the research. Out of the total number of 185 working females, the majority consisted of the respondents having an M.Tech/MCA education degree with 68 (36.8%) respondents. These were followed by the respondents who had a Master's degree with 62 (33.5%) respondents. There were also 55

(29.7%) respondents who held a Bachelor's degree. It is clear from the above data that more than two-thirds of the respondents have postgraduate qualifications, which shows that there were advanced educational qualifications and skills needed to work in the IT industry. With the involvement of respondents with various educational qualifications, the sample becomes representative and

allows for a more comprehensive understanding of work-life balance at various educational levels. In general, the above distribution shows that the study has captured the

experience and views of the professionally educated women working in the post-COVID-19 IT industry.

Table 3: WORKEXPERIENCE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 2 years	38	20.5	20.5	20.5
	2–5 years	58	31.4	31.4	51.9
	6–10 years	33	17.8	17.8	69.7
	Above 10 years	56	30.3	30.3	100.0
	Total	185	100.0	100.0	

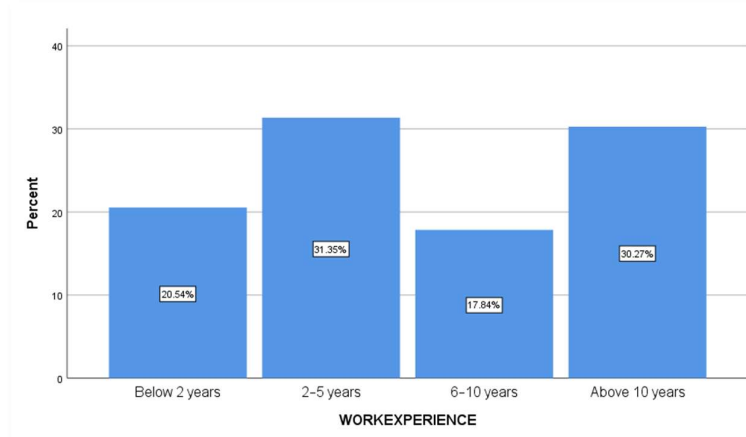


Fig 3: WORKEXPERIENCE

In terms of the work experience profile of the respondents, it is clear that women workers in the Information Technology sector have been well-represented in the study in all career stages. The largest number of respondents was those who had work experience of 2 to 5 years, including 58 respondents (31.4%), followed closely by those who had over 10 years of experience, amounting to 56 respondents (30.3%). The respondents with less than 2 years of experience formed the group of 38 respondents

(20.5%), whereas those with 6 to 10 years of experience were the least in number, making up 33 respondents (17.8%). From the results obtained, it is evident that the sample used included both the early and the highly experienced participants in the work environment. The large number of respondents with over two years of professional experience implied that of the factors affecting work-life balance among women employed in the IT sector.

Table 4: JOBROLE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Software Developer	56	30.3	30.3	30.3
	Tester/QA	38	20.5	20.5	50.8
	Team Leader	44	23.8	23.8	74.6
	Project Manager	47	25.4	25.4	100.0
	Total	185	100.0	100.0	

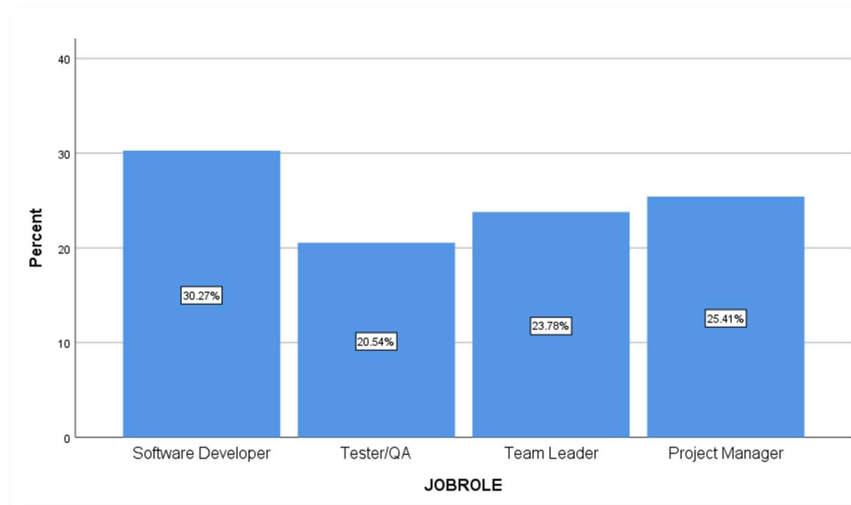


Fig 4: JOBROLE

Based on the distribution of respondents with respect to job roles, it is evident that the sample comprises women employees with various jobs within the Information Technology industry. The highest number of respondents were Software Developers, numbering 56 (30.3%) people. This was followed by Project Managers, with a total of 47 respondents (25.4%). Team Leaders comprised 44 respondents (23.8%), and the lowest category were Tester/QA professionals, comprising 38 respondents (20.5%). The results show that this research encompasses views from employees in both technical and managerial job roles; hence, an all-rounded perspective is derived regarding work-life balance for different job functions.

The relatively even distribution in terms of job categories increases the representativeness of the sample and facilitates comparison among occupational roles. In general, having employees in different positions and job functions increases the credibility of the research through diversification of work experience among women in the IT industry after COVID-19.

5.3 Objective wise Analysis

Objective-1: To examine the work-life balance of women employees in the Information Technology (IT) sector in the post-COVID-19 era.

Table 5: Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
WORKLIFEBALANCE	185	2	5	3.38	1.113
WORKLIFEFULFILLMENT	185	2	5	3.65	1.118
WORKLIFEBALANCESCORE	185	2	5	3.55	.595
OVERALLSATISFACTION	185	2	5	3.55	1.151
Valid N (listwise)	185				

The descriptive statistics show that the work-life balance perceptions of women workers employed in the Information Technology sector are rather favorable. The mean value for the composite Work-Life Balance Score was 3.55 (SD = 0.595) which indicates that participants considered themselves satisfied with the current work-life balance in terms of professional and private obligations. Among the individual variables, the variable Work-Life Fulfillment had the highest mean value (M = 3.65, SD = 1.118) which means that participants could consider the

work and personal lives fulfilling enough. The variable Overall Satisfaction also showed the mean value of 3.55 (SD = 1.151) which means that participants were satisfied with the current state of affairs regarding work-life balance in the post-COVID-19 work environment. The variable Work-Life Balance, on the other hand, demonstrated the relatively low mean value (M = 3.38, SD = 1.113). It may be concluded that despite the fact that participants maintained the balance between work and life, some difficulties in achieving this goal still persisted.

Table 6: Reliability Statistics

Cronbach's Alpha	N of Items
.064	3

A reliability test showed that the Cronbach's Alpha for the three items measuring work-life balance was 0.064. Such a value is much lower than 0.70 which is considered a minimum for a sufficient internal consistency. Hence, the

three items show very poor internal consistency and are not consistent enough to represent the same concept. As a result, these three statements do not represent one dimension but rather some different dimensions related to

work-life balance. Hence, it would be incorrect to use such scale to create a composite indicator due to a lack of reliability. The low level of reliability can be explained by the heterogeneity of items included into a questionnaire or by an inappropriate scale construction. Thus, the statements have to be revised or expanded, and their reliability has to be measured at the item level.

Objective-2: To identify the major factors influencing the work-life balance of women IT employees, including remote work, workload, family responsibilities, and organizational support.

Table 7: Correlations

		REMOTEW ORKSCOR E	WORKLO ADSCOR E	FAMILYSC ORE	ORGANIZAT IONALSUPP ORT	STRESSS CORE	WORKLIFEBAL ANCESCORE
REMOTE WORKSC ORE	Pearson Correlation	1	-.035	.002	-.025	-.023	-.030
	Sig. (2-tailed)		.632	.984	.736	.752	.689
	N	185	185	185	185	185	185
WORKLO ADSCORE	Pearson Correlation	-.035	1	-.085	.144*	.001	.015
	Sig. (2-tailed)	.632		.252	.050	.985	.839
	N	185	185	185	185	185	185
FAMILYSC ORE	Pearson Correlation	.002	-.085	1	.053	-.026	.199**
	Sig. (2-tailed)	.984	.252		.471	.723	.007
	N	185	185	185	185	185	185
ORGANIZ ATIONALS UPPORT	Pearson Correlation	-.025	.144*	.053	1	-.075	-.096
	Sig. (2-tailed)	.736	.050	.471		.309	.192
	N	185	185	185	185	185	185
STRESSSC ORE	Pearson Correlation	-.023	.001	-.026	-.075	1	.043
	Sig. (2-tailed)	.752	.985	.723	.309		.562
	N	185	185	185	185	185	185
WORKLIF EBALANC ESCORE	Pearson Correlation	-.030	.015	.199**	-.096	.043	1
	Sig. (2-tailed)	.689	.839	.007	.192	.562	
	N	185	185	185	185	185	185

*. Correlation is significant at the 0.05 level (2-tailed).

Pearson correlation was used to analyze the impact of remote work, workload, family responsibilities, organizational support, stress, and work-life balance of female employees in the IT sector. It was found out that family responsibilities had a positive correlation with work-life balance ($r = 0.199$, $p = 0.007$), meaning that individuals who coped with family responsibilities well reported having good work-life balance. The correlation between these two variables is positive but rather weak. However, it is significant at the 0.01 level. Remote work ($r = -0.030$, $p = 0.689$), workload ($r = 0.015$, $p = 0.839$),

organizational support ($r = -0.096$, $p = 0.192$), and stress ($r = 0.043$, $p = 0.562$) did not have a statistically significant correlation with work-life balance because their p-values were higher than 0.05. Besides, there was a weak positive correlation between workload and organizational support ($r = 0.144$, $p = 0.050$). This means that employees with higher workloads experienced higher organizational support as well. Overall, it was concluded that family responsibilities were the only significant correlate of work-life balance among the selected variables.

Table 8: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.203 ^a	.041	.025	.587
2	.236 ^b	.056	.029	.586
a. Predictors: (Constant), FAMILYSCORE, REMOTEWORSCORE, WORKLOADSCORE				
b. Predictors: (Constant), FAMILYSCORE, REMOTEWORSCORE, WORKLOADSCORE, STRESSSCORE, ORGANIZATIONALSUPPORT				

The multiple regression model was used to establish how much of the variability in the work-life balance of women

working in the IT industry is accounted for by remote work, workload, family responsibilities, organizational

support, and stress. In the first model including remote work, workload, and family responsibilities, the value of R amounted to 0.203 while R^2 was 0.041 which means that the three predictors were accounting for 4.1% of the variability in work-life balance. Adjusted R^2 being 0.025 means that there is some modest explanatory power here. Adding two more predictors to the model (organizational support and stress) resulted in slight improvement: in the second model, the values of R and R^2 were 0.236 and

0.056 correspondingly, which means that the five factors account for 5.6% of the variability in work-life balance. The adjusted R^2 being 0.029 again shows that the explanatory power is still rather low. It should be noted that there was not any noticeable change in the value of standard error of the estimate (from 0.587 to 0.586). Therefore, the multiple regression model showed that the specified factors have limited influence on the work-life balance of women IT workers.

Table 9: ANOVA^a

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.686	3	.895	2.596	.054 ^b
	Residual	62.423	181	.345		
	Total	65.109	184			
2	Regression	3.629	5	.726	2.113	.066 ^c
	Residual	61.480	179	.343		
	Total	65.109	184			
a. Dependent Variable: WORKLIFEBALANCESCORE						
b. Predictors: (Constant), FAMILYSCORE, REMOTEWORKSCORE, WORKLOADSCORE						
c. Predictors: (Constant), FAMILYSCORE, REMOTEWORKSCORE, WORKLOADSCORE, STRESSSCORE, ORGANIZATIONALSUPPORT						

The ANOVA test was utilized for testing the statistical significance of the proposed multiple regression models in explaining the work-life balance of women employees in the IT industry. For Model 1, family obligations, working remotely, and workload were taken into account as independent variables while calculating the F-value and its corresponding p-value. It was found that the F-value in this case was 2.596 while its significance level was 0.054. As it can be seen, the value of p here is marginally higher than the value of 0.05 and, therefore, it can be concluded that the multiple regression model is not statistically significant since three independent variables cannot

account for a statistically significant portion of the variance in work-life balance. The second regression model included organizational support and stress as additional independent variables. The calculated F-value here was equal to 2.113 while its p-value was 0.066. It was also higher than 0.05 which means that the introduction of additional independent variables has not led to any statistical significance improvement of the model. Generally speaking, neither of the two multiple regression models turned out to be statistically significant which means that the selected independent variables do not significantly affect the work-life balance.

Table 6: Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.757	.487		5.658	.000		
	REMOTEWORKSCORE	-.030	.076	-.029	-.396	.693	.999	1.001
	WORKLOADSCORE	.032	.074	.031	.424	.672	.992	1.008
	FAMILYSCORE	.223	.081	.201	2.754	.006	.993	1.007
2	(Constant)	2.913	.603		4.831	.000		
	REMOTEWORKSCORE	-.032	.076	-.030	-.414	.679	.998	1.002
	WORKLOADSCORE	.049	.075	.048	.648	.518	.970	1.031
	FAMILYSCORE	.232	.081	.210	2.869	.005	.988	1.012
	STRESSSCORE	.040	.075	.039	.538	.591	.993	1.007
	ORGANIZATIONALSUPPORT	-.112	.074	-.112	-.130	.130	.969	1.032
a. Dependent Variable: WORKLIFEBALANCESCORE								

From the regression results, one observes that family responsibilities were the only significant predictor of work-life balance among female employees in the IT industry. From Model 1, family responsibilities were positively and significantly related to work-life balance ($\beta = 0.201$, $p = 0.006$), but remote work ($\beta = -0.029$, $p = 0.693$) and workload ($\beta = 0.031$, $p = 0.672$) did not have any significant impact on work-life balance. On including

the additional predictors of stress and organizational support in Model 2, family responsibilities emerged to be still a significant predictor ($\beta = 0.210$, $p = 0.005$). However, none of remote work ($p = 0.679$), workload ($p = 0.518$), stress ($p = 0.591$), and organizational support ($p = 0.130$) had any significant influence on work-life balance. Moreover, the small values of VIF (1.002–1.032) and large tolerance values show the absence of multicollinearity.

Objective-3: To assess the impact of post-COVID-19 professional performance of women working in the IT work arrangements on the personal well-being and sector.

Table 7: ANOVA

WELLBEINGSORE					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.278	2	.139	.402	.669
Within Groups	62.789	182	.345		
Total	63.066	184			

One way ANOVA was used to ascertain whether the well-being scores varied significantly among the groups of post-COVID-19 work arrangements. As such, it gave an F-value of 0.402, with a significance level of 0.669, which is much greater than the 0.05 significance level. In such a case, it means that the null hypothesis cannot be rejected because there is no significant difference in well-being score among the work arrangements. Furthermore, the

between-group mean square value of 0.139 was much smaller compared to the within-group mean square value of 0.345. The implication is that the difference in well-being among the work arrangements is mainly due to individual differences among them. Generally, it is clear that there is no significant effect of the post-COVID-19 work arrangements on the well-being of women employees in the IT sector.

Table 8: WELLBEINGSORE

Tukey HSD ^{a,b}		
WORKMODE	N	Subset for alpha = 0.05
		1
Work from Home	67	3.49
Hybrid	61	3.57
Work from Office	57	3.57
Sig.		.727
Means for groups in homogeneous subsets are displayed.		
a. Uses Harmonic Mean Sample Size = 61.397.		
b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.		

To analyze the mean well-being scores of women employees using different work arrangements post-COVID-19, the Tukey HSD post hoc test was conducted. As per the result obtained, all the three groups namely Work from Home (Mean = 3.49), Hybrid (Mean = 3.57) and Work from Office (Mean = 3.57) have been put into the same homogeneous subset. This means that there is no statistically significant difference between the groups at 5% significance level. In addition to this, the significance value obtained as 0.727, which is much greater than 0.05, indicates that the difference in mean well-being scores is not statistically significant. Although the employees working in hybrid and office arrangements have shown slightly better mean well-being score than those working from home, but the difference is negligible.

6. DISCUSSION

This study focused on the work-life balance of female employees in the Information Technology (IT) Industry in the post-COVID-19 era, while also investigating what factors affect women's experience of work-life balance. The descriptive results indicated that the work-life balance of respondents was moderately positive, meaning that overall most women were fairly able to balance their work and personal lives due to the changing work environment. The study findings are echoed by Saravanan and Vijaya Kumar (2022) and Rajkumar (2022) who observed that flexible work policies implemented post the pandemic helped women adapt to new work demands, yet maintaining moderate work-life balance.

Correlation and regression analyses revealed that family responsibilities were the only factor which showed a statistically significant association with work-life balance, while remote work, workload, organizational support and stress did not show a statistically significant correlation. The results are mostly congruent with Rani and Priya (2023), Vijayalakshmi et al. (2023) who noted that maintaining a balance between domestic duties is one of the most significant factors that affects the work-life balance of women in the IT industry. The present study, however, did not find remote work and organizational support to have a meaningful effect, as did earlier studies. This could be due to women IT professionals getting used to working in a post-pandemic environment, which has helped minimise the direct effect of job location on their work-life balance.

In addition, ANOVA and Tukey HSD analysis revealed no significant differences in personal well-being among work arrangements: work from home, hybrid, or office based. This finding aligns with Alfano et al. (2024), who have stated that the work arrangement is not necessarily a determinant of employee well-being, as individual coping mechanisms, family conditions, and organizational culture can have a greater impact. In conclusion, the research findings indicate that while the work models adopted since COVID-19 have become commonplace in the IT industry, the most significant factor affecting the work-life balance of women workers is effective management of family responsibilities, thereby calling for the continued

development of family-friendly policies and working practices in organisations.

7. CONCLUSION

The present study had been conducted to examine the overall work-life balance of the female employees in the Information Technology (IT) industry in the post-COVID-19 era, factors affecting it, and how various types of work arrangements affect personal well-being. The results revealed a moderately favourable work-life balance for women workers, suggesting that they have adapted relatively well to changes in the workplace practices that were implemented due to the pandemic. But balancing work and life remains an on-going effort.

The empirical analysis showed that the family responsibility was the only variable statistically significantly associated with work-life balance, without any evidence for being significantly affected by remote work, workload, organizational support and stress. The results indicate that personal and family-related factors still have a stronger impact on work-life balance than work-related factors in the post-pandemic landscape, for women. In addition, no significant difference was found between the overall well-being of employees working from home, hybrid, or in the office, suggesting that work environment alone is not a significant factor in employee overall well-being.

In summary, the study points to the fact that a sustainable work-life balance cannot simply be achieved through flexible working, but a multi-faceted effort must be made. IT organizations should sustain the supportive workplace cultures, flexible policies and employee well-being initiatives, which recognize women employees' dual roles among professionals and family members. These actions may help to improve worker satisfaction, retention, and organizational effectiveness, and create a healthier and more inclusive workplace. The results will support the current literature on post-COVID-19 working practices and provide valuable information for organizational leaders and human resources practitioners who are trying to improve the work-life balance policy of women in the IT sector.

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